

AREA C: Bethlehem, George, Kroonstad and Somerset West.

Footnotes

1. Overtime hours - From September to April, the maximum hours per week is 20.
Paper mill workers want to negotiate wages directly

Labour Reporter

More than 2,000 workers at five mills belonging to the Mondi Paper Company have asked to negotiate wages directly with the management, rather than using the official machinery.

The 2,300 workers, who belong to an affiliate of the Federation of SA Trade Unions (Fosatu), the Paper, Wood and Allied Workers' Union (FWAWU), have said they are dissatisfied with wage increases negotiated through the Pulp and Paper Industrial Council.

The latest increases granted by the council bring minimum wages to R1.38 an hour in the lowest-paying Mondi factory and to R1.97 an hour in the highest-paying, according to a union spokesman.

A union statement said no progress had been made in negotiating wages with local management.

FWAWU claims to have majority support in five out of six of Mondi's paper mills, with the Cape Town mill the only exception.

A spokesman for Mondi said the management would bargain with representative bodies on issues common to all employees in one forum only, that is with all unions together.

"The Industrial Council provides for just such a mechanism and the paper and pulp industry is no exception to this preference for non-racial, non-fragmentary bargaining."
The restructuring of the Industrial Council system will be a crucial industrial relations issue this year.

...
Pretoria Post

The National General Workers' union has appealed to the Industrial Council to intervene in their claim for hundreds of rands from Poole Industries in Rosslyn which deducted the money without the permission of the member workers.

About 300 black and coloured workers at the company — who are all members of the union — went on strike on October 11 last year, demanding a wage increment of R4 each an hour and that management stop deducting certain amounts from their salaries which were paid for the washing of their overalls and the R3 which was deducted towards their pension fund.

Mr Donsie Khumalo, the general secretary of the union, yesterday said they had asked the Industrial Council to intervene in their efforts to claim the total amounts deducted by the company for the washing of their members' overalls.

Mr Khumalo said the amounts ran into hundreds of rands.
BY STEVEN FRIEDMAN
Labour Correspondent

The Paper, Wood and Allied Workers Union (PWA) and Anglo American's Mondi Paper seem headed for a clash over the union's demand to bargain wages with Mondi.

Yesterday the PWAU issued a statement saying Mondi had not yet replied to a union letter demanding wage negotiations. It said it had asked for a reply by Monday and warned it would consider action.

In a replying statement, Mondi said it would respond to the letter — but indications are that it will refuse to bargain over wages directly with PWAU.

The union, which claims to represent a worker majority at five of Mondi's six mills, recently announced that it had formed a joint shop stewards council. This has brought together worker leaders at the five plants which had asked for negotiations on wages and the company's group pension fund.

It is understood that PWAU demanded a R3.39 an hour minimum wage. According to the union, minimum pay at Mondi mills ranges between R1.38 and R2.22 an hour — a claim on which the company would not comment yesterday.

Mondi replied that it would only talk to the new council under the auspices of the industry's industrial council and with other unions in the industry.

PWAU has so far rejected joining the council and says the other paper unions represent only white artisans — about 5% of the workforce.
Manager: job seekers beaten

Mr Martin said he believed the dispute was over the fact that he had declined to allow the SA Allied Workers' Union to be the major union operating at the factory.

Mr Martin said that by striking, the workforce had automatically dismissed themselves and he had stated his intention to hire new workers to replace them. He said that he had hired about 50 workers yesterday and the plant was back in operation.

Mr Martin said he had received telephone calls from several of his former employees asking for private meetings to enable them to be reinstated. He said it was his belief that a "tremendous amount of intimidation was involved in this stoppage."

A statement released yesterday by the Saawu office in East London said that repeated attempts by the workers at Trace Industries to have management recognise their wish to belong to Saawu had failed.

The statement alleged that management had approached individual workers in an attempt to dissuade them from Saawu membership. At the same time it said that no worker was subscribing to a union inside the plant despite Mr Martin's contention that workers were members of the Iron and Steel Industrial Council.

The statement said that the workers did not want their jobs back unless the management was prepared to talk to the union of their choice. It also denied that Saawu members had been involved in intimidation.

Mr Martin said that when Saawu had first started operating he had gone along with the idea of Saawu membership for a trial period.

"But for a multitude of reasons it didn't work. Also, by the nature of our operations here we have no choice but to belong to the Iron and Steel Industrial Council and it is impractical to have two unions operating on the premises.

"If workers want to belong to Saawu on an individual basis they may do so, but it is not the union which operates on the factory floor," Mr Martin said. — DDR
Mawu wants more pay, less hours

By STEVEN FRIEDMAN
Labour Correspondent

THE Metal and Allied Workers will demand a R2.50 an hour minimum wage for the country’s 400,000-plus metal workers at this year’s wage negotiations in the industries — a 63% increase on the current minimum.

The union will also demand key changes to work hours and overtime pay in the industries and a 50 cents an hour “across the board” pay increase for all workers. The minimum wage in the industry at present is R1.53 an hour.

The demand is certain to be resisted by employers, represented by the Steel and Engineering Industries Federation (Seifsa), and means this year’s wage talks — at the metal industries’ industrial council — are certain to be heated. Yesterday, however, Seifsa’s director, Mr Sam van Coller, said no wage demands had been received from Mawu or other unions on the metal council. This meant, he added, that no date has yet been set for pay negotiations.

The industrial council’s executive is due to meet next month and it is likely that unions will formally submit their demands at that meeting. A date for negotiations would then probably be set.

Last year was the first in which Mawu took part in wage talks at the metal council, which sets minimum pay and conditions for workers in the industries.

In the latest edition of Fosatu Worker News, the journal of the Federation of SA Trade Unions, to which Mawu belongs, Mawu’s president, Mr Jeffrey Vilane, says the union’s demands do not differ much from those made last year.

This, he said, was because “in 1985 Seifsa did not give serious attention to what our members wanted — so we decided to tell them again this year.”

He said the demand had been increased because general sales tax had increased, rent had risen and workers’ transport expenses were “huge.”

Mawu, Mr Vilane said, would also demand a 40-hour work week instead of the present 45 hours, a maximum of five hours’ overtime to be paid at double rates during the week and triple rates at weekends, and one month’s notice before firing for all workers.

The union would also seek a procedure stipulating that workers be temporarily laid-off instead of retrenched.

Mawu would also ask that wage talks begin in March this year — earlier than usual — to give union leaders more chance to consult members.
A KEY battle over bargaining rights is coming to a head in the paper industry.

For some time, Fosatu's Paper, Wood and Allied Workers' Union has been trying to bargain wages with employers outside an official industrial council.

Two companies have agreed, but major firms like Anglo American's Mondi Paper continue to refuse.

Now PWAWU has declared two disputes with Mondi over wages, the one over its refusal to bargain outside the council.

Mondi says it wants to bargain at the council because this is the only way it can negotiate with all unions in the industry. PWAWU says unions on the council represent skilled workers.

If the disputes are not settled, PWAWU can strike or go to the industrial court.

Either way, Mondi is a major force in the industry and the outcome at its mills could decide whether the industrial council will continue to be a major force.
Motor union in key wage deal at Brits plant

By Jo-Anne Collinge

Workers at a Brits tyre factory will be paid the top minimum wage for the industry in terms of an agreement negotiated with Firestone South Africa, says the National Automobile and Allied Workers' Union (NAAWU).

"The settlement gives the workers an across-the-board increase of 23c an hour, bringing the minimum rate to R2.37 an hour. This is the highest minimum in the tyre manufacturing industry and stands in sharp contrast to the current minimum Eastern Cape rate of R1.38 and the minimum applicable in the Dunlop factory at Ladysmith — R1.31 an hour," Naawu stated this week.

The union pointed out it had not been party to setting the Eastern Cape wage as it was not at that stage a member of the Industrial Council for the Tyre and Rubber Industry in the Eastern Cape.

It announced it had recently been admitted to the council, saying: "The council will now be representative of workers in the industry for the first time. Naawu will now take steps to ensure that the council's agreement more fully represents the needs and aspirations of our members — something which was not the case when a minority union sat alone on the council."

The unrepresentative nature of industrial councils is a legacy of defunct labour law which permitted only registered unions to be party to councils and which excluded black unions from registration.
NATAL UNIONS

Mawu cries ‘unfair’

The Metal and Allied Workers Union’s (Mawu) attempts to organise workers in the light industrial sector in Maritzburg appear to have run into a steel wall.

Mawu has signed a number of recognition agreements with major employers in the area and is now turning its attention to the smaller plants. But union organisers claim they are being blocked at every turn by the “obstructive” attitude of employers.

Relationships between the union and some employers have reached a critical stage. In two cases the industrial council for the industry has been asked to hear charges of unfair labour practices, and in one instance allegations of an unfair labour practice are being brought before the Industrial Court.

In the case of the Filpro factory in Pietermaritzburg Mawu is threatening Industrial Court action unless the company grants organisers access to the factory, recognition of its shop stewards and stop-order facilities. The union claims a 70% representation but says management refuses to recognise its status as a majority union.

If the matter is not resolved at Industrial Council level it says it will “take the issue further.”

Selective

The union also believes it has a case against the Pressure Die Casting plant. It alleges that virtually the entire workforce was fired after a strike late last year and that the company has since been selectively re-employing. The union argues that as the representative labour movement, it should have been consulted over the re-hiring.

The union’s most serious dispute is with McKinnon Chain. The company balked at signing an agreement and has subsequently granted merit increases to favoured employees. The union, which claims a majority representation, holds that this is an unfair labour practice. After several attempts to resolve the dispute at a lower level, it is now filing papers with the Industrial Court.

Says Mawu’s Maritzburg organiser, Dumisani Mbanjwa: “We have had a good relationship with some of the bigger employers but now, unfortunately, a few individuals are trying to block us on the grounds that we are not a suitable union to have dealings with.”
Court upholds council’s ‘stop order’ union ruling

By STEVEN FRIEDMAN
Labour Correspondent

THE industrial court has upheld a decision by the textile industry’s Cape industrial council to bar employers from granting “stop orders” to unions who do not belong to the council.

This is a blow to Posatu’s National Union of Textile Workers, which is recruiting workers at the Cape textile plants.

“Stop orders” are automatic deductions of union dues and are regarded as a key source of financial stability. Now only Tusca’s Textile Workers Industrial Union, a council member, can receive stop orders.

The ruling may also have implications for other unions. It is understood that NUTW plans to appeal against the decision.

The ruling was given in a case in which Cape company, SA Nylon Spinners, applied for an exemption from the council’s stop order bar so it could deduct dues for NUTW, which represents most workers at the plant.

It is barred from doing this in terms of a clause in the textile industrial agreement preventing employers deducting amounts from workers wages for any purpose other than those laid down in the agreement.

The council refused the exemption and NUTW then appealed to the court.

Union lawyers argued the bar was meant to protect workers from employers who sought to make unwarranted deductions from their pay. Where workers agreed to pay stop orders to a union, this did not apply, they said.

The industrial council’s lawyers, however, argued that the bar was specifically designed to protect unions on the council.

Meanwhile, the Minister of Manpower has refused to allow retrenched NUTW members at a Frame Group textile factory to test their firing in the court — despite the fact that the court has already temporarily reinstated them.

The Minister has also agreed to appoint a conciliation board to settle the dispute declared by eleven of the fired workers — but refused to appoint one to settle what lawyers say is an almost identical case declared by a twelfth.
Unions have little effect on workers' wages
Parliament and politics give the lie to this
Beginning down for artisans

A survey has found that workers in the motor industry in the Eastern Cape earn wages above the national average.

Minimum wages: low except for clothing;

Less money for clothing;

Eastern Cape motor industry

Minimum wages low except for clothing.
'D-day' for sugar workers

Mercury Reporter
PAY talks between representatives of Natal sugar producers and workers' unions are set to enter a crucial stage today in what has been described as 'a make or break day' for thousands of workers in the sugar industry.

If the negotiations — over an agreement setting minimum wages for the entire industry — which are being conducted at Industrial Council level were successful workers could be receiving more pay from April 1.

A spokesman for the Industrial Council for the Sugar Manufacturing and Refining Industry confirmed at the weekend that the council would be meeting today to continue wage negotiations.

The country's major sugar producers were represented at the talks by the Sugar Manufacturing and Refining Employers' Association and the workers by six unions.

These are the Amalgamated Engineering Union, Natal Sugar Industry Employees Union, Sugar Industry Employees Union; South African Electrical Workers Association, National Union of Sugar Manufacturing and Refining Employees and the South African Boilermakers...Iron and Steelworkers, Shipbuilders and Welders Society.

Meanwhile, workers at Tongaat Milling, manufacturers of maize meal, have declared a dispute with the company over a breakdown in negotiations.

Mr Selby Nsibande, general secretary of the National Union of Sugar Manufacturing and Refining Employees, said at the weekend that the union's negotiations with the management had ended in deadlock.

'We asked for an across-the-board rise of 30 percent for the 600 workers, but the company was prepared to offer only 11 percent which we rejected as an insult,' he said.

- He said after the 'initial protest is demonstrated publicly', the union would ask the Minister of Manpower either to appoint a conciliation board or a mediator to settle the dispute.

'We have not yet decided whether to settle for a conciliation board or a mediator to hear the dispute,' he added.
Artisans' pay has dropped, inquiry finds

Own Correspondent

CAPE TOWN — Most South African artisans, covered by official wage agreements, are earning less now in real terms than they were 11 years ago.

This is one of the findings of the 18-month investigation by the Southern African Labour and Development Research Unit into wages set by industrial councils, which affect about 1.7 million workers.

Salldr spokesman Mr Gordon Young said that of the 75 wage rates prescribed for artisans, only 22 had risen in real terms since January 1973.

The wage gap between artisans and labourers had fallen by about 25 percent.

Eleven years ago artisans earned, on average, four times as much as labourers. Today they earned about three times as much.

Referring to the decline of real wages in most industrial council agreements, Mr Young said: "Defenders of the industrial council system will have to answer why they cannot preserve workers' buying power in times of recession."

While most artisans' wages had fallen, labourers' wages had risen by about 12 percent.

"How do trade unions who are party to industrial councils explain a situation where their own members' wages are falling, while wages of workers not represented on the councils have risen?"

Although labourers' wages had risen by 12 percent over the past 11 years, most are still below the breadline.
Clothing workers are worse off

CAPE TOWN — Qualified workers in the clothing industry earn 22 percent less in real terms than they did in 1948, according to a University of Cape Town study.

The nationwide study on minimum wages set by industrial councils has been published by the Southern African Labour and Development Research Unit (SALDRU).

SALDRU's Mr Gordon Young said "industrial wage agreements affected 1.7 million workers in the country."

"We have examined all wage rates in each agreement over an 11-year period. Prices are now three times as high as they were in 1973," Mr Young said.

In a section on the clothing industry, the biggest employer in the western Cape, the study found: "The real wages of clothing workers have shown a long-term decline."
Deadlock on sugar wages

BY STEVEN FRIEDMAN
Labour Correspondent

Official wage negotiations in the sugar industry have deadlocked after unions on the industry's industrial council rejected an employer offer 8% lower than union demands.

The deadlock means that the council will meet twice -- today and next Friday -- in an attempt to settle the dispute.

If the two sides fail to reach a settlement, unions could launch a legal strike. But both sides could refer the dispute to mediation or arbitration.

The deadlock -- at a council meeting on Monday -- follows the declaration of a dispute between Fosatu's Sweet Food and Allied Workers Union and key sugar company C G Smith, also over wages. The union bargains directly with the company.

Sugar employers currently say the industry's ability to pay increases has been sharply reduced by the drought, floods, and low export prices for sugar.

Negotiations began with unions demanding a 20% increase in the minimum wage and employers offering 11%. The unions then scaled down their demands to 18% and employers responded by offering 10%, the Mail's Durban correspondent reports.
and a dispute may be declared. But widespread unrest is unlikely.

While unions representing skilled workers want a R2 minimum, the signs are that they are not in the mood for a fight. One exception may be the SA Boilermakers' Society, which believes recent price rises force it to push for a big increase.

But how will emerging unions like the Metal and Allied Workers' Union (MAWU) react?

They must be facing worker pressure for big increases. But the climate is not favourable for a test of strength with employers.

So MAWU may well do what it did last year — reject the council agreement and try to negotiate increases with individual employers.

But a low increase now could allow wage pressure to build up in metal plants and lead to major unrest when the economy picks up.

MAWU's efforts to negotiate directly with employers may also be the subject of a major industrial court case soon.

The case would have major ramifications for key industries where employers refuse to bargain wages with unions outside councils.

MAWU wants the court to declare it "unfair" for employers to refuse to bargain wages with a union representing a worker majority.

It has declared a dispute with McKinnon Chain's Maritzburg plant, which is willing to recognise the union but not bargain wages with it.

The dispute is due to be considered by the metal industrial council and, if it cannot settle it, MAWU says it will go to the industrial court.

The importance of the case is immense. If MAWU wins, the stance of employer associations which advise members not to bargain directly with unions will have been dealt a major blow.

And, while there will always be a need for industry-wide wage bargaining, such a ruling could prompt a sharp change in the way
Metal unions put on 'iron gloves' for 1984 wage talks

By Carolyn Dempster and Bill Levitt

The stage has been set for a head-on confrontation at this year's annual metal industry wage talks with the interests of 560,000 metal workers at stake.

Union spokesmen have warned that this year they are not prepared to settle for paltry increases and will not easily back down on their demands at the April 10 meeting.

On the other hand it is thought that the Steel Engineering Industries Federation of South Africa (Seifsa), representing employer bodies on the Industrial Council for the steel and metal industries, is likely to shelter behind the recession, a dropping gold price and the effects of the drought.

It has been mooted that Seifsa will offer a minimum increase of R1.55 across the board with hourly increases ranging from 15c to 20c.

The Metal and Allied Workers' Union (Mawu) with a membership of 40,000 intends submitting exactly the same demands as last year.

"The reason why our demands have not changed much is that in 1983 Seifsa did not give serious attention to what our members wanted. So we decided to tell them again this year," said Mr J Vilane, Mawu president.

Mawu's demands are for a minimum living wage of R112.50 a week and an across-the-board increase of R22.60 a week.

Also anticipating tough pay negotiations is the Confederation of Metal and Building Unions (CMBU) which submitted a separate set of demands.

CMBU director Mr Ben Nicholson says as far as the confederation is concerned "some of our demands have just got to go through".

Among the demands are a 12 percent overall increase, a reduction in working hours from 45 to 42 hours a week, and raising leave bonuses for skilled and semiskilled members of the CMBU to 15th-cheque status.

The multiracial South African Boilermakers Society is pushing for increases of between 24 percent for skilled workers and 66 percent for labourers.

At present, skilled members earn between R6 and R8 an hour. Semi-skilled workers earn between R4 and R6 an hour.
Metalmen's pay talks start today

By STEVEN FRIEDMAN

OFFICIAL pay talks in the giant metal industries — which set minimum pay and work conditions for about 390,000 workers and influence pay negotiations in several other industries — begin in Johannesburg today.

The negotiations will take place at a meeting of the industries' Industrial Council. Unions on the council have already released their pay demands, but employers will make known their reply at today's meeting.

While employers, represented by the Steel and Engineering Industries Federation of SA (Seisa), were only due to finalize their response at a meeting yesterday, it is certain their offer will fall far short of union demands.

The unions have demanded sharp percentage increases for lowest-paid workers, arguing that recent price rises have placed intense pressure on workers' wage packets.

The Metal and Allied Workers' Union wants the present minimum of R1.53 an hour increased to R2.50, and a minimum rise of 50c an hour for all workers.

Another emerging union representing black workers, the Steel, Engineering and Allied Workers' Union, wants the minimum increased to R2.53 and is also demanding severance pay for retrenched workers.

The Confederation of Metal and Building Workers, made up of unions representing mainly skilled workers, wants a minimum of at least R2 an hour.

However, employers say the industries are still in the grip of their most serious slump in decades and that they cannot meet the unions' demands.
Dispute likely as metal pay talks adjourn

By STEVEN FRIEDMAN
Labour Correspondent

OFFICIAL pay negotiations in the giant metal industries — which cover minimum pay for some 380,000 workers — adjourned yesterday until May 1 after employers offered to raise minimum pay by just under 8%.

The offer, made by the Steel and Engineering Industries Federation (Seifsa), falls far short of union demands for minimum increases of between 33% and 66%.

A settlement remains possible when the talks resume, but it is likely a dispute will be declared on the pay issue.

It is understood that a key feature of the talks was pressure on employers from all unions on the industries' industrial council (where the pay talks take place) for sharp increases in the minimum rates for the lowest-paid workers.

Last year, emerging unions representing black workers pressed strongly for large increases in these rates — but lacked support from the unions representing skilled workers.

This year, however, unions representing artisans joined in, demanding sharp percentage increases in the minimum, according to sources at the meeting. They added that union pressure for sharp increases for the lowest-paid workers had been particular intense at yesterday's meeting.

According to these sources, Seifsa is now to go back to its members to discuss union demands for large increments for the lowest-paid.

Neither unionists nor employers would comment on yesterday's talks last night. They said the meeting agreed that a statement would be issued by the industrial council today and that no further comment would be made.

But sources at the meeting said Seifsa had offered to raise minimum pay by 12c/hour for the lowest-paid workers and 31c/hour for the highest-paid.

The present minimum for the lowest-paid workers is R1.53 an hour.

The highest grade of skilled worker must be paid at least R4.41 an hour, which means the offer would increase the minimum for these workers by about 7%.

However, most skilled workers earn well in excess of the minimum and, for some, the 31c offer would amount to a rise of between 4% and 5%.

Unions argue that basic price increases — including that in General Sales Tax — have eroded workers' wages and made it difficult for them to survive without large increments.

Employers reply that the metal industries are in the grip of a serious slump and would be justified in making no wage offer at all this year.

If a compromise is reached, it is likely to be the result of an employer decision to increase the offer to lowest-paid workers at the expense of the highest-paid.
Wage talks in metal industry reach stalemate

By Carolyn Dempster, Labour Reporter

The first round of wage negotiations covering about 400,000 workers in the metal industry reached stalemate yesterday with unions rejecting employers' proposals out of hand.

The official negotiations had been adjourned until May 1, the Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry announced today.

Although neither employers nor unions would comment on the proposals tabled by the Steel Engineering Industries Federation of South Africa (Seifsa), it is believed the employers' body offered a minimum increase of eight percent.

This is well below the inflation rate and well below union demands.

According to union sources, it is also the first time that the unions represented at the talks have joined forces to press for increases on the minimum rates for the lowest-paid workers.

In a joint statement released by the Steel, Engineering and Allied Workers' Union and the Metal and Allied Workers' Union (Mawu) today, both unions expressed 'total dissatisfaction' with the 'inadequate response'.

"In 1985 the wage increases granted left workers well behind inflation. This new offer would ensure workers' standards of living to drop even further.

Unions are demanding increases of up to 60 percent.

Should employers fail to respond to some of the more urgent pay demands at the second round of talks, there is an increasing likelihood of a dispute."

lente: no bus terminus

By Jackie Unwin

The association newsletter of the main bus terminus is to be moved to Parkmore has been denied by chairman of the Sandton management committee, Mr Ricky Venter.

Parkmore residents' association claimed a bus terminus planned for the corner of 11th and Marie Avenue, where there is a stop.

Mr Venter said the statements circular were "without any fact ae", and a bus stop is needed at Parkmore - no more.

The bus situation in Sandton was investigated and the number of buses in Parkmore could be reduced by more efficient time-tables.

The need for toilet facilities at the Parkmore bus stop might arise, but that the matter would be canvassed with Parkmore residents.

Parkmore councillor Mr Schalk Visser said he would meet with the residents' association committee in March and advised the committee of the situation regarding the bus stop.

Mr J de Villiers, chairman of the Parkmore Residents' Association, claimed Mr Visser had said the bus terminus would be built as soon as finances were available.

A spokesman for the bus company said: "As far as we know there are no plans to site a bus depot in Parkmore, but Sandton is doing a survey."

oman shot dead in her lounge

Own Correspondent

TOWN - A 22-year-old man was shot dead during an argument in her lounge yesterday. He afterwards a man gave himself up to the police.

Tina Arnold was found dead in her Kenridge home with bullet wounds in the head at 2:30 pm. Police took possession of a pistol.

had been hastily packed with woman's clothing and a hand-drawn map of the area was lying on the floor.

Shockved elderly neighbours Mr and Mrs George Donnelly described the drama which took place in the quiet area.

"I saw a man drive up and enter the house," said a still visibly shaken Mr Donnelly, minutes later we heard shooting and the man ran across to our place and asked us to get help because he had shot someone.

The Donnellys said that Mrs Arnold had been "very pretty" but that they had not been close friends.

"All we saw of her was when she drove in and out of the driveway," they said.

Durbanville police and members of the Cape Town Murder and Robbery Squad were soon on the scene and the man gave himself up. He is expected to appear in court tomorrow.
Dispute may be declared on wage issue

Metal workers offered a minimum pay rise of 8pc

Mercury Correspondent

JOHANNESBURG—Official pay negotiations in the giant metal industries—which cover minimum pay for some 380,000 workers—adjourned yesterday until May 1 after employers had offered to raise minimum pay by just under 8 percent.

This offer, made by the Steel and Engineering Industries Federation (Seifisa), falls far short of union demands for raises in the minimum of between 33 percent and 66 percent and a settlement seems unlikely when the talks resume.

It remains possible that a dispute could be declared on the pay issue.

It is understood that a key feature of the talks was pressure on employers from all unions on the industries' industrial council—where the pay talks take place—for sharp rises in the minimum rates for the lowest-paid.

Last year, emerging unions representing black workers pressed strongly for large rises in the minimum but were not supported by unions representing skilled workers.

This year, however, unions representing artisans have joined in demanding sharp percentage increases in the minimum, according to sources at the meeting. They added that union pressure for sharp increases for the lowest-paid workers had been particular intense at yesterday's meeting.

Statement

According to these sources, Seifisa is now to go back to its members to discuss union demands for large rises for the lower-paid.

Neither unionists nor employers would comment on yesterday's talks last night. They said the meeting agreed that a statement would be issued by the industrial council today and that no further comment would be made.

But sources at the meeting said Seifisa had offered to raise minimum pay by 12c an hour for the lowest-paid workers and 31c an hour for the highest-paid.

The present minimum for the lowest-paid worker is R1.53 an hour.

The highest grade of skilled worker must be paid at least R4.41 an hour, which means the offer would increase the minimum for these workers by about 7 percent.

Erosion

However, most skilled workers earn well in excess of the minimum and, for some, the 31c offer could amount to a rise of between 4 percent and 5 percent.

At this stage, there seems little prospect of the May 1 meeting arriving at a pay settlement.

Unions argue that basic price rises—including that in general sales tax—have eroded workers' wages and made it difficult for them to survive without large increases.

Employers reply that the metal industries are in the grip of a serious slump and would be justified in making no wage offer at all this year.

If a compromise is reached, it is likely to be the result of an employer decision to increase the offer to lowest-paid workers at the expense of rises for the highest-paid.
Unions reject offers

By JOSHUA RABOROKO

TWO major black trade unions representing over 200 000 workers in the metal industry countrywide yesterday totally rejected wage offers made by the employers' organisation—the Steel Engineering Industries Federation of South Africa (Selisa).

The unions, Fosmat-affiliate Metal and Allied Workers' Union (Mawu) and Cusa-affiliate Steel Engineering and Allied Workers' Union (Seawu), said that the employers' offer would cause the standard of living of workers to drop further because it came nowhere near a living wage.

Union sources said that the employers had offered to increase minimum pay by 12c per hour for the lowest paid workers and 31c per hour for the highest paid workers.

The present minimum wage for the lowest-paid workers is R1,53 per hour. This means that the offer would increase the minimum for those workers by about seven percent.

But, according to the sources, most skilled workers are earning well in excess of the minimum, and, for some the 31c offer would amount to an increase of between four percent and five percent.

In a statement after the talks in Johannesburg, the unions said that they were "totally dissatisfied with the inadequate proposals given by Selisa," at the talks.

They said that even in 1983 the wage increases left most workers well behind the inflation. The new offer would cause the standard of living of workers to drop even further.

The Selisa offer on the minimum was rejected by the unions because it came nowhere near a living wage. The unions have told Selisa to go and think again.

On the other hand employers contend that because of the economic recession it was not possible to increase wages much higher.

AA on fines

PROVINCIAL and municipal traffic authorities should place more emphasis on traffic management rather than law enforcement, says a spokesman of the Automobile Association (AA).

Commenting on the drastic increase in traffic fines and jail sentences for traffic offences that came into effect on April 1, he said he believed the traffic authorities and the South African Police were combining forces to ensure that the tough new measures were enforced. Some of these were more than double the present maximum penalties.

Fines for reckless or negligent driving have been increased to a maximum of R2 000, while the maximum jail sentence was up to two years. In the past fines ranged from R400 to R800, while the jail term was a maximum of 12 months.

For not stopping at a red robot or stop street, ignoring traffic signs and overtaking on a solid line, the maximum penalty has been increased from R200 or six months to R500 or six months or both.

"If these measures were to help reduce road accidents and casualties, motorists might welcome the increased fines. However, the increase should not be viewed by the traffic authorities as an opportunity to fill their coffers," he said.

GREAT RE

NO TRADERS

SUPERMARKET

GRANNY SMITH
APPLIES
(Class 1)
95c per kg

NAVEL ORANGES
(Medium Class 1)
A FC
WAGE RATES
Artisans lose out?

The credibility of trade unions affiliated to the Trade Union Council of SA (Tucsa) could be affected by a study which shows that the wages of artisans, as negotiated in industrial council agreements, have gone down in real terms over the last 10 years.

The artisans as a group of skilled workers were largely represented by Tucsa unions throughout the period covered by the study. On the other hand, wages of workers unionised towards the end of the Seventies have gone up in real terms.

The study found a direct relationship between wage increases resulting from industrial council agreements and wage board determinations, and upswings in the economy. This seems to indicate that wages are determined mainly by supply and demand rather than by trade union pressure.

Gordon Young, one of the authors of the study published by the Southern Africa Labour and Development Research Unit (Saldru) at the University of Cape Town, predicts that the study results could be 'disastrous' for some unions.

He says: "It has shown that many unions have not negotiated agreements to protect their members in the bad times as well as the good times - and that far from unions negotiating wage levels, these have largely been determined by upswings or downswings in the economy."

"This means, in effect, that wages have been established by supply and demand, which is the way employers want it, but that is not a system any union worth its salt should agree to. Unions should be negotiating agreements which protect their members at all times rather than agreeing to wage levels which suit employers."

"The fact that artisan wages have gone down (in real terms) speaks for itself. These people have had unions to represent them in the industrial councils and yet they have effectively got poorer," says Young.

In some industries, like the security industry, workers have done better through determinations by the Wage Board, on which unions have no representation, than they have through industrial councils.

"We would suggest (in such cases) that wages rose because of militancy and worker action rather than through union participation in industrial councils," says Young.

"How do trade unions, who are party to industrial councils, explain a situation where their own members' wages are falling, while wages of workers not represented on the councils have risen?"

The 18-month study into wages determined by industrial councils and wage boards found that only 22 of the 75 wage rates prescribed for artisans had risen in real terms since January 1973. The wage gap between artisans and labourers had fallen by about 25% over the same period.

Although labourers have done better than artisans, the low wage levels established by the Saldru study can only support worker demands for wage increases.

The authors of the study expect it to become a standard reference work in future union-management negotiations. Saldru has also introduced a new wage rate index, which will be updated regularly, to give 'a good measure' of the median of industrial council wage rates of workers, which could be compared to other wage rates, and the trend of these wages over time.

While the Saldru study may be bad news for Tucsa unions, particularly those under attack from independent unions, it could be an important resource in future wage negotiations - providing a detailed record of industrial council agreements between 1973 and 1983.

Young's opinion will no doubt be contentious in union circles. Many unionists will feel that they have adequate answers to his allegations and that wages set in IC agreements might have been still lower had it not been for their efforts.

The fact that the wage gap between skilled and unskilled, which in SA terms means mainly between black and white, has closed slightly is not necessarily an indictment of traditional unions. Many have felt that the gap has always been too large and needed lowering.
Labour Correspondent

AN ANGLO AMERICAN company Mondi Paper will meet the Paper, Wood and Allied Workers Union and other unions in the paper industry tomorrow in a final attempt to settle a key dispute on union bargaining rights.

The meeting will discuss a company plan to bargain directly with the union on wages — but only if the PWAWU agrees to negotiate together with other unions under the ambit of an industrial council.

The PWAWU has previously rejected these conditions.

The union has declared two disputes with the paper company — Mondi's refusal to bargain wages directly with it outside the paper and pulp industry's official industrial council, and demands for a R3-an-hour minimum wage.

If the dispute is not settled the union, which claims majority membership at five of Mondi's six mills, will be able to launch a legal strike or take industrial court action.

Union demands to negotiate outside industrial councils are a key issue in several industries and the dispute is a key test of strength for both sides.

The PWAWU recently formed a council of worker leaders at all Mondi mills where it claims majority support and wants the company to negotiate directly with it.

It says workers are "angered" by a 13c-an-hour pay rise negotiated at the industrial council in January and want a minimum of R3 an hour.

Mondi says it will bargain pay with the PWAWU only if it joins the industrial council and agrees to negotiate along with unions representing skilled workers. The PWAWU says these unions represent less than 10% of paper workers.

In a statement yesterday, the PWAWU said the two sides met at the industry's industrial council last Thursday, but failed to settle the dispute.
Labourer’s minimum rates ‘poverty wages’

By RIAAN DE VILLIERS
Labour Reporter

The minimum wage rates for almost all labourers covered by industrial council agreements are “poverty wage rates”, the Carnegie Conference on Poverty has been told.

Only one out of 101 industrial council agreements prescribe a minimum rate for labourers above the Supplemental Living Level, according to a paper presented to the conference being held at UCT this week.

It describes the SLL as a measure of a modest, low-level standard of living. “Any income less than the SLL must be termed a condition of poverty,” it says.

Prepared by Ms Debbie Budlender, Ms Delia Hendrie, Mr Dudley Horner and Mr Gordon Young, it is based on a major study by the SA Labour and Development Research Unit at UCT which was released in Cape Town recently.

Regarded as the most authoritative study on industrial councils done in recent years, it is sharply critical of the council system - the cornerstone of official collective bargaining in South Africa.

The researchers say industrial councils cover 1.2 million workers, most of them in the manufacturing sector, where higher wages than in other sectors should be expected.

Labourers form the single biggest job category - 21.8 percent of all economically-active workers.

“If only one of the 102 wage rates for labourers exceeds the SLL, industrial councils as a system of effective wage determination must be called into question,” they argue.

They add that a “great number” of other grades in industrial agreements fall below the SLL as well.

While they agree that actual wage rates would be a better guide than minimum wage rates, they say these are not actually known, while the minimum rates are.

Also, information that does exist suggests that labourers’ minimum wage rates are rising faster than actual wage rates - or, that the actual and minimum rates are converging.

This means that part of the gains recorded by labourers’ minimum rates did not reach the workers who were already above the minimum, but only served to narrow the gap, they say.

Labourers’ wages laid down in council agreements have risen in real terms since 1973, and they give a median real wage increase of 12.8 percent.

However, they say, this should not blind one to the fact that the rates remain “very low indeed”, as indicated by the high number of minimum rates below the SLL.

In another major finding, they report that of 75 rates for artisans set by industrial councils, only 22 have risen in real terms since 1973 - and the others have actually fallen in terms of buying power.

Many, if not most, unions on industrial councils do not represent the unskilled section of the workforce.

This means that real wages of their members, the artisans, fell while the real wages of the workers they did not represent, rose.

They therefore conclude that the increase in labourers’ wages is due to “the energetic campaigns of the new unions representing unskilled black workers”, mostly outside the official bargaining system.
Official wage negotiations covering some 11,000 workers in the sugar industry reached deadlock in Durban this week after unions rejected the final offer made by employers.

The deadlock came after weeks of negotiations and after a private meeting between two major sugar employers and unions had failed.

The new Industrial Council agreement was due to be implemented on April 1.

In a statement released yesterday, Mr. Barry Horlock, vice-chairman of the employers' association, said in view of the fast-approaching April payday, employers had decided to implement their final offer despite the deadlock.

"Within the next 48 hours, employees throughout the mills will be advised of this decision," he said.

OFFER

The offer amounts to an increase in minimum wages of 10 percent, and not less than eight percent on current rates; the introduction of a washing allowance; the introduction of weekly, fortnightly or monthly pay to be negotiated at each mill only for members of the National Union of Sugar Manufacturing, Refining and Allied Employees; and recognition of June 1 as a public holiday this year.

Mr. Horlock said he hoped the move would maintain industrial peace, but it was not without risks as the industry could not operate indefinitely without an agreement.

The unions have called for another meeting under the auspices of the Industrial Council on April 27.
Employers to implement their own sugar pay offer

By STEVEN FRIEDMAN
Labour Correspondent
TALKS aimed at settling a pay dispute between unions and employers in the sugar industry have deadlocked, and employers have decided to implement their pay offer to workers unilaterally.

This follows several meetings aimed at settling the dispute, which follows an earlier pay deadlock at the industry's industrial council. Negotiations at the council set pay for all but two sugar mills.

Unions have now asked employers for a fresh negotiating meeting on April 27 and a union spokesman, Mr Andre Brits, said yesterday he was confident the dispute could be settled.

The deadlock arose when unions rejected an employer offer to raise the minimum pay rates in the council agreement by 10% and actual pay rates by at least 8%. They want the minimum raised by 18% and actual pay raised by at least 12%, and declared a dispute with employers.

Earlier, pay talks between Fosatu's Sweet Food and Allied Workers Union and major sugar company CG Smith, which take place separately under the ambit of the industrial council, also deadlocked.

Several meetings have been held to break the deadlock at the council. The last of these was held on Monday and failed to produce a settlement.

The meeting was adjourned without a date for new talks being set.

According to Mr Brits, the council's machinery allows disputes to be settled by mediation or arbitration if both sides agree, but employers rejected arbitration and unions rejected mediation.

In a statement, Mr Barrie Horlock, vice-chairman of the industry's employer association, said attempts to break the deadlock also included a private meeting, at the union's request, between them and the managing director of the industry's two largest employers, CG Smith and Heta.

The industry's industrial agreement had expired on April 1.

As a result, he said, employers had decided to implement their final offer and pay workers the minimum 8% increase "as a gesture of good faith".

Employers were also implementing a washing allowance for workers and various other changes, Mr Horlock said.

He conceded that this action was "not without its risks" but said he hoped it would contribute to "maintaining industrial peace". The industry could not operate indefinitely without an industrial agreement, Mr Horlock said the request by unions for a further meeting was "an encouraging sign", but employers would nevertheless implement their offer.

Mr Brits said unions had told members it was up to them whether to accept the employer decision to implement their offer, but they should not concede their wage claims.
Deadlock in sugar industry

Mercury Reporter

NEGOTIATIONS between sugar industry employers and six employees' unions for a new industrial council agreement and increased wages which would apply to all but two of the sugar mills in Natal are deadlocked.

But representatives of both camps have agreed to meet again on April 27 and the Sugar Manufacturers' and Refiners' Employers' Association has decided to implement its final offer to unions as a gesture of good faith.

This offer includes an increase in minimum wages of 10 percent and not less than 8 percent on personal wage rates and other matters concerning work conditions.

The six unions involved in negotiations were the Amalgamated Engineering Union, the South African Boilermakers' Society, the Electrical Workers' Association, the Natal Sugar Industry Employers' Union, the Sugar Industry Employers' Association and the National Union of Sugar Manufacturing, Refining and Allied Employees.

Vice-chairman of the employers' association, Mr. Barrie Horlock, said negotiations had been going on some time for the new agreement which was due to come into operation on April 1.

"All our offers were rejected and because of the proximity of April pay days we decided to implement our final offer," he said.

Mr. Horlock said this action was not without its risks but he hoped it would contribute to maintaining industrial peace while the issues remained unresolved, as the industry could not operate indefinitely without an industrial council agreement.

But Mr. André Britze, provincial secretary of the Amalgamated Engineering Union, said the employers' decision to implement their final offer would not bedevil further negotiations on the subject.

Increase

"We asked for an 18 percent increase in minimum wage rates and 12 percent in personal wage rates and other things as far as conditions were concerned.

"Considerable progress had been made and the unions withdrew a number of proposals of little consequence but we could not make progress on wages," he said.

"We failed at our last meeting to agree whether to settle on arbitration or mediation but have agreed to meet again on April 27," he said.

"The employer's implementation of their final offer will not negatively affect future talks and the Amalgamated Engineering Union will use every legal means to bring the matter to a satisfactory conclusion," he said.
Labor Correspondent

WORKERS at at least one mill owned by Anglo American's Mondi Paper — at Merebank in Durban — are to hold a legal strike ballot on May 3 after talks between the company and their union failed to settle two key disputes.

This follows stoppages by workers at three Mondi mills during the talks — held on Wednesday. By yesterday the strikes at all three had returned to work.

It is expected that workers at other mills could also hold strike ballots.

This could bring to a head the two disputes between Mondi and the Paper, Wood and Allied Workers Union (PWWA) which are regarded as key tests for both sides.

The PWWA has declared a dispute with the company over its demand that minimum pay be raised to R3 an hour and also over Mondi's refusal to bargain directly with it on wages instead of at an official industrial council.

Wednesday's meeting, which was attended by other paper unions besides the PWWA, was held to discuss a Mondi plan allowing for direct wage talks if all paper unions take part and the PWWA joins the industry's industrial council.

While progress was made towards a settlement, this founder when Mondi refused to set a date for pay talks until PWWA joined the council.

The union plans to hold a ballot among members on whether or not to join the council but has not yet decided when this will be held. No date was set, therefore, and the threatened strike ballots stem, according to the union, from worker dissatisfaction at delays in arranging the talks.

Wednesday's meeting was interrupted when workers at Mondi's Springs, Piet Retief and Merebank mills downed tools in support of the PWWA's demands.

A union statement said the stoppages lasted between two and six hours and involved 33 workers at Piet Retief, 256 at Springs and 150 at Merebank.

Springs and Piet Retief workers resumed work on Wednesday, and those at Merebank yesterday. But Merebank workers gathered at noon to hear the outcome of the talks and were dissatisfied when told no date for negotiations had been set. As a result, they decided to hold a strike ballot.

At Wednesday's meeting, the union said, it had agreed to negotiate along with other unions on wages as an interim measure for this year.

It wanted negotiations to cover all Mondi's operations, but the company swatted three sets of talks because its mills produced three differing products. Progress had been made towards settling this, but no finality was reached.

Mondi's refusal to set a date for wage talks until the union joined the council would mean an indefinite delay, the PWWA said, because it was not possible for the union to say when its ballot on this issue would be held.

A Mondi statement said talks continued on Wednesday "notwithstanding" the stoppages.

Mondi said it would now report on the talks to the industrial council.
We fought - unions

TRADE unionists claim they have fought "poverty wages" offered by management in industrial councils — but with very little effect.

The Metal and Allied Workers' Union (Mawu) and the National Automobile and Allied Workers' Union (Naawu), both affiliated to Fosatu, said they had walked out during wage talks in the industrial councils because management would not give them the living wage they were demanding.

Some unions, also participating in industrial councils, have stayed on in spite of the low wages in the agreements because they hope to do better in future talks.

A paper presented at the second Carnegie conference on Poverty and Development in Southern Africa, has said the minimum wage rates for almost all labourers covered by Industrial Council (IC) agreements were "poverty rates".

Only one out of 101 IC agreements prescribe a minimum rate for labourers above the supplemented living level, according to the paper.

Regarded as the most authoritative study on industrial councils done in recent years, it was also sharply critical of the council system — the cornerstone of official collective bargaining in South Africa.

Another paper presented at the conference said that unemployment was a major cause of poverty in South Africa.

None of the trade unionists interviewed could explain why they signed wage agreements which were "poverty wage rates" at industrial councils.

Mrs Lucy Mvubelo, president of the Garment Workers' Union of South Africa, agreed that labourers were "the poorly paid people in the black workforce."

"We put enough pressure on management, but some time we end up getting little. Employers often complain of inflation, drought and recession as the cause of blackness in the businesses."

Mrs Jane Hlongwane, general secretary of Steel Engineering and Allied Workers' Union, said labourers in the metal industry were not earning a "living wage." Whites earned far above blacks.

Wages

"We have to fight harder than before to earn our members a living wage this year," she said.

A Mawu spokesman said that they refused to sign the IC wage agreement last year because "we contended that the wages did not come up to the expectations of our members."

Wages were normally not impressive at the IC.

A Naawu spokesman said that they walked out of the talks because management was not prepared to offer workers a living wage.

A Fosatu spokesman said that although IC agreements were binding, they were normally very low. Fosatu prefers shop floor bargaining to the IC.
The employees' refusal was an attempt to break up the unions and cut down on wages. However, the employees refused to accept the union demands. The six unions involved were the Amalgamated Boilermakers' Society, the Amalgamated Engineering Union, the Amalgamated Engineering Union, the Amalgamated Engineering Union, the Amalgamated Engineering Union, and the Amalgamated Engineering Union. The six unions rejected the offer and claimed they could not appoint a mediator. They claimed that the offer was not fair and that the conditions of work were not satisfactory.

The newspapers report that the dispute was caused by the closure of the factory. The employees were concerned about their working conditions and wages, and they refused to accept the offer made by the management. The employees claimed that the conditions of work were not satisfactory and that they were being exploited.

The negotiations between the management and the employees have been ongoing for several months. The employees have been demanding higher wages and better working conditions. The management has been offering a package of concessions, but the employees have been demanding more.

The employees are determined to fight for their rights and are prepared to continue their strike until their demands are met. They believe that they are being mistreated by the management and that their concerns are being ignored.

The situation is tense, and there is a risk of industrial unrest unless a solution is found soon. The negotiations are ongoing, and it is hoped that a mutually acceptable solution can be reached.

The employees have appealed to the Minister of Employment to intervene in the dispute. They believe that the Minister has a duty to mediate in the dispute and ensure that the employees' rights are protected.

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Hotel wage hike

THE Witwatersrand Liquor and Catering Trade Employees Union has completed a new wage agreement for hundreds of members on the Witwatersrand — but the union is unhappy with the minimum wages.

In terms of the agreement negotiated at the Industrial Council, increases for workers who earn below R250 per month, will be 25 percent and 15 percent for those over R250 as from August 1.

The union’s secretary, Mr Dirk Hartford, said in a statement that the agreement meant that the overall minimum wage in hotels will have gone up from R168 to R218 per month.

Food

“Deductions for food and accommodation have not been increased and wages will now be negotiated annually instead of every three years.

“As far as the union was concerned, Mr Hartford said, the minimum wage that will be paid in the hotel industry was far from satisfactory. Black workers are mostly affected by the agreement and would struggle for a minimum of R250.

“Our union’s experience in the recent negotiations has once again highlighted one of the major flaws in the Industrial Council system. We have found that bigger employers are able to hide behind smaller employers on the question of minimum wages,” Mr Hartford said.
Clothing union duel heating up

By RIAAN DE VILLIERS
Labour Reporter

THE Industrial Council for the Cape clothing industry meets today to consider a request by the Garment Workers' Union (GWU) to bring forward, and increase, wage hikes for over 60,000 clothing workers due in July.

The meeting follows several incidents of unrest in the industry, including a wage strike at Cape Underwear in Epping.

These followed the formation of the Clothing Workers' Union (Clouw) which is attempting to win workers away from the giant GWU, officially recognised by employers and party to the industrial council.

Defections

The request by the GWU has been viewed as an attempt to contain worker demands and forestall further defections to Clouw.

However, this was denied yesterday by Mr Cedric Petersen, the GWU's assistant general secretary, who said the request was "entirely unrelated to the recent incidents".

He said the union had originally put the request to employers in February this year before the incidents had taken place.

The Cape Clothing Manufacturers' Association met yesterday to discuss the request prior to today's meeting. Mr Colin McCarthy, secretary of the association, would not comment on the discussions.

A Clouw official delivered a letter, thought to be from the Cape Underwear workers, to the meeting. Mr McCarthy declined to elaborate on the contents and the worker's strike committee was unavailable last night for comment.

In a statement earlier this week, the association confirmed that wage talks would take place today and also commented for the first time on the situation in the industry.

In what appeared to be an expression of support for both the industrial council system and the GWU, it said the industry operated "under the agreement negotiated through the industrial council" and the association was "satisfied" that the parties presently negotiating the wage adjustment were the "qualified bodies of both management and the workforce in the industry".

Rival unions

Meanwhile, the Minister of Manpower, Mr Pietie du Plessis, has called on employers facing conflicting demands from rival unions to avoid worsening conflict.

Addressing the Cape Chamber of Industries last week, Mr Du Plessis said employers were increasingly faced with demands for recognition by more than one union with "conflicting claims of worker support".

A "great responsibility" rested on employers to "act in such a manner that any possible conflict situations are not worsened".

He said it was "difficult to lay down guidelines for action", but employers should try to identify natural leaders among their employees as these would "probably emerge as union leaders".
Pay rises for 60,000 workers

Labour Reporter

MORE THAN 60,000 Cape clothing workers are to receive pay rises originally due in July as well as an additional R2 pay increase, following a meeting of the industrial council for the Cape clothing industry yesterday.

The increases, agreed on by representatives of the Cape Clothing Manufacturers' Association and the Garment Workers' Union (GWU), follow several incidents of unrest in the industry.

'Inadequate'
The Clothing Workers' Union - formed recently in opposition to the officially recognized GWU - later declared it viewed the increases as "completely inadequate".

Following the council meeting, reliable sources in the industry said employers had agreed to a GWU request that increases in various categories scheduled for July 1 in terms of the existing industrial council agreement be brought forward and paid from May 18.

Employers also agreed to a union request that all workers should receive an additional R2 increase.

Sick-pay rates would be increased from about 50 percent to 65 percent of actual wages, the sources said.

They added that the current agreement expired on December 12 and both employer and union parties to the council agreed to start negotiating a new agreement "as soon as possible" so that new wage rates could be implemented from December 13.

'Dissatisfaction'
Ms Subeida Jaffer, Clow's general secretary, said in a later statement that the union viewed the increases as "completely inadequate", and "regretted" the decision made by employers in the light of the "grave dissatisfaction" expressed by workers.

"It believes their response can only worsen the present crisis in the clothing industry," she added.

Mr A M Rosenberg, chairman of the industrial council, Mr Simon Jocum, chairman of the Cape Clothing Manufacturers' Association, and Mr Cedric Petersen, assistant general secretary of the GWU, declined to comment.
Offer rejected

MORE than 3,000 members of the Metal and Allied Workers' Union have rejected an offer of a 17c an hour across the board pay rise for lowest graded employees in the steel industry.

The Union's national executive has been mandated to make representations for higher pay at wage negotiations at National Industrial Council level this week.

The offer was rejected at a meeting at Currie's Fountain in Durban on Saturday.

The meeting was held after a Durban judge set aside a ban on the open air meeting imposed by the acting-chief magistrate of Durban, Mr P. G. Castell.
Seifsa makes offer

Seifsa presented its final wage and service package to the unions. This included an offer of a 20 cents per hour increase for workers in the lowest grades and 40 cents per hour increase for the top grades of metalworkers. Current minimums are R1.53 and R4.41.

The employers’ associations have also agreed to more beneficial adjustments on holiday leave.

The offer is a slight improvement on the proposals which Seifsa put forward on May 1, at the second round of pay talks, but falls far short of the R2.50 per hour minimum wage which the Metal and Allied Workers’ Union and Steel Engineering and Allied Workers Union are demanding.
Unions split over Seifsa pay offer

By Carolyn Dempster
Labour Reporter

Unions in the iron, steel and engineering industry are split down the middle over whether or not to accept the wage offer made by the Steel and Engineering Industries Federation of South Africa (Seifsa).

Today was the deadline for unions to respond to Seifsa’s final offer of a 13 percent increase for labourers and a 9 percent rise for artisans.

The South African Blacksmiths’ Society, which represents about 30,000 metalworkers, is to ask the Industrial Council to set up a further meeting with the employers. “Unless this happens, we will not be able to accept the present offer,” said the general secretary of the SABS, Mr Ike van der Watt.

The decision was taken after a stormy five-hour meeting of the union’s executive yesterday.

Mr N L M Ferreira, general secretary of the SA Iron, Steel and Allied Workers’ Union (Veter en Staal Unie), said his union, with 38,000 mostly skilled workers in the metal industry, would be accepting Seifsa’s offer “reluctantly”.

The two unions with majority representation among the unskilled metalworkers — the Metal and Allied Workers’ Union, with 30,000 members, and the Steel and Engineering Allied Workers’ Union, with 20,000 members — had not reached a decision on what course of action to take by midday today.

Both unions have in principle rejected the offer of a 20c-an-hour increase for labourers and an increase of 40c an hour for artisans.
Workers Reject Rise

By JOSHUA RABORO

The steelworkers and Allied Workers union, which is also participating in wage talks with the company, have rejected the proposed wage increase. The union says the wage increase is not enough to keep up with the cost of living.

According to the union's general secretary, the current wage offer of 3.5% will not be enough to cover the increased costs of living. The union is calling for a 5% wage increase to address the cost of living issue.

The union has also expressed concern over the proposed changes in the company's benefits package. They say the changes will negatively impact members of the union.

The union has threatened to take strike action if their demands are not met. They have called on the company to reverse their decision and make a meaningful offer.

The company has said it is willing to negotiate but has also expressed concern over the union's demands. They say they are working to keep the company competitive and that the current wage offer is a fair one.

The union has asked members to support their cause by participating in any upcoming protests or strikes.

MORE THAN 30,000
Wage hike move

ONE of the country's leading hotel groups, Southern Sun, is recommending to the National Industrial Council that the minimum wages paid to black hotel workers be increased from the present rate.

The company's group personnel manager, Mr Peter Cumberlidge, told The SOWETAN that the present minimum wage for unskilled workers was not enough. The present minimum rate is R160 per month.

Southern Sun was one of the several hotels hit by strikes recently when hundreds of workers demanded a minimum rate of R350 per month. The Sun hotel was found not to be paying the demanded wage by the workers despite the fact that one of its major shareholders is South African Breweries, a major sponsor of the National Professional Soccer League.

Managements were found to be paying workers a "pittance" by trade unions while they contended that they paid well above the minimum rate agreed upon at the Industrial Council.

In an interview, Mr Cumberlidge said that the company had 10 categories of workers who earned from an average of between R200 and R1 000 per month.
UNIONS representing about 7 000 workers in the Elizabeth and Uitenhage's tyre and rubber industry are currently considering an offer of a 55% minimum wage increase from three giant employers.

This follows lengthy negotiations between the National Allied and Automobile Workers Union (Naawu), Yster en Staal Workers Unie and three companies, General Tire and Rubber Company, Goodyear Tyre and Rubber Company and Firestone, who are all party to the Industrial Council covering the industry in March this year.

Industrial Council negotiations had begun on April 16, but up until the present proposal they had rejected all employers' offers.

Unions are now considering the employers' offer and will respond on Wednesday after they have had report-back meetings with their membership.

If this is accepted by the workers it will become a two-year agreement implemented from June 11.

Furthermore, this is the first time workers in the tyre and rubber industry have also been guaranteed minimum six-monthly increases for a two-year period, applying over and above the new minimum wage offers, he said.

These minimum six-monthly increases to keep abreast of the cost of living were previously given at management's discretion.

Long-service leave had also been agreed upon for the first time, as well as an additional paid public holiday over and above that provided in the Basic Conditions of Employment Act.

He said union demands had been for increased wages, minimum wage rates, shorter working hours, long-service leave, lay-off and retrenchment benefits and increased annual bonuses.

Naawu was committed to a struggle for a meaningful living wage and believed the manner in which new conditions of employment had been determined would set a pattern for negotiations in the future, he said.

Mr Fred Sauls, general secretary of Naawu, said the union had been struggling since 1971 to break into tyre and rubber wage negotiations as the Yster-en-Staal Unie only had been party to the Industrial Council.

However, management had become more open to talking with Naawu after legislative changes in the labour field and a breakthrough had been achieved after 10 years in the cold.

Now that there is direct representation for black workers concerning conditions affecting them, there has been a marked change in the attitude of employers who are looking at wages more realistically.

The employer bodies contacted by Weekend Post said they would rather not comment at this delicate stage of the negotiations.
PAY talks in both the metal and mining industries ground to a halt last week, and at this stage there is still no sign of whether the respective union and employer groups are going to settle or go into dispute.

There is also some confusion. After a dispute between the National Union of Mineworkers and the Chamber of Mines over the goldmining talks appeared imminent, it now seems everything is back on an even keel and there could well be a settlement when they next meet on June 18.

And even if a dispute is declared the gap is likely to be much smaller than expected. While Mr Cyril Ramaphosa, general secretary of the NUM, said the special conference convened in Klerksdorp last week was not to obtain a new mandate for the talks, the NUM negotiating team in fact came back with a new mandate.

Observers were further confused on Monday night when the Chamber announced that the NUM had declared a dispute with them over the coalmining pay talks. Only later did the NUM clarify the situation by saying they had not declared a dispute over pay but over the Chamber's alleged failure to bargain in good faith.

On the metal front, a bid coordinated by the local committee of the International Metalworkers' Federation (IMF) to get unions on the metal industrial council to formulate a common response to Seisa's final pay offer appears to have failed.

The Steel, Engineering and Allied Workers' Union (Seawu) did not show up for the IMF meeting and talk last week was that they were preparing to settle with Seisa and sign the agreement.
Seawu to sign new deal

By PHILLIP VAN NIEKERK

The Steel, Engineering and Allied Workers' Union (Seawu) has given notice of its intention to sign this year's metal-industrial councils agreement, but two other unions will definitely vote against the agreement by the councils.

Sources close to the industrial council said yesterday that Seawu, an affiliate of the Council of Workers' Unions of South Africa (Casa), had "reluctantly" agreed to Seftas's final wage offer while the Metal and Allied Workers' Union (Mawu) and the S A Boiler-makers Society (Sabs) had turned it down.

The giant metal-industrial council is the largest bargaining forum in the country, regulating the wages and working conditions of about 300,000 workers.

The 10 artisan unions on the council agreed several weeks ago to the final offer by the combined employers' association party, the Steel and Engineering Industries Federation of S A (Seftas), of a 40c across-the-board minimum for artisans and a 20c (12.65%) across the board minimum for unskilled workers.

However, the other three unions - representing unskilled and semi-skilled workers - called for Seftas to return to the bargaining table to negotiate a better deal. This was turned down.

At this stage it is still not clear whether Mawu or Sabs will declare a dispute with Seftas, though Seawu's acceptance of the offer has undercut their rejection.
MAWU HITS OUT AT SEIFSA

By JOSHUA RABOROKO

THE Metal and Allied Workers' Union has accused the Steel Engineering Industries Federation of South Africa (Seifsa) of showing a "cynical contempt" for the process of collective bargaining for the industries over 380 000 workers.

The union was reacting to a series of annual wage negotiations which have been rejected by them and the South African Boilermakers' Society at the Industrial Council.

A total of 11 out of the 13 unions have signed the Industrial Council's wage agreement — but the majority of these who have been signed are craft unions.

In a statement to The SOWETAN yesterday, Mawu slammed the actions of Seifsa during the wage talks. Mawu accused them of using artisan unions as a means of "avoiding bona fide collective bargaining".

Contemptuous

"By forwarding to the Minister for gazetting, an agreement which has been rejected by the two largest unions representing unskilled and semi-skilled workers, Seifsa has once again shown that it is completely contemptuous of these workers," the union said.

The union also expressed feelings that the action by Seifsa and its associates at the IC confirmed that the majority of employers had never intended to accept collective bargaining.

Both Mawu and SABS, who are members of the International Metalworkers' Federation, have rejected Seifsa's wage offer of a 20 cents an hour increase for unskilled workers and 40 cents an hour rise for artisans and asked for further talks with the employers.

However, the request for further meetings has been rejected by the employers. The wage agreement is to be presented to the Minister for gazetting soon.

Turfloop graduation

THE 23rd graduation ceremony of the University of the North (Turfloop) will be held on Friday and Saturday when a total of 673 degrees and diplomas in seven faculties will be awarded, Mr Frank Swart, the publicity relations officer, announced yesterday.

Faculties concerned on Friday are Arts, Mathematics and Natural Sciences and Theology. On Saturday degrees will be conferred by the faculties of Economics and Administration, Education, Law and Agriculture.

Congress literature

A SOWETO man pleaded not guilty in the Johannesburg Regional Court yesterday when he appeared on a charge of possession of a prohibited publication.

Mr Gilbert Mogarti Kgomo (27) of Orlando West appeared before Mr H J Brandt who postponed his case to July 18 for trial.

The State alleges that on June 14 he was found in possession of a publication titled Strategy and Tactics of the African National Congress (ANC) without the consent of the Minister. The publication, it is alleged, is published or distributed by or under the direction or guidance of the International Metalworkers' Federation.

MISA: Mr G points to the refuse kitchen drain in preliminary weekend.

R13-m already

PART of the R18.5 million required for the building of the giant commercial training centre in Katlehong, which is due to be erected early next year, has been raised.

This was told to The SOWETAN over the weekend by Mr Oscar Mamba, the chairman of the Katlehong Junior Chamber of Commerce and Industries (KJCOCI), whose organisation is behind the erection.

According to Mamba, some companies based in the USA and West Germany have donated R13 million and negotiations are at an advanced stage with some local companies and private business.

FREE CARPETS AT GIVE-A-WAY
Stockists of van D, Utex, Regina-Dunlop

Lost something?

A SCOOTER driver on his way to town dropped something on Monday morning. That something has been picked up by a motorist, who wants the owner to claim.

Mr Jeffrey Lekalakala would like this particular scooter driver to call and claim by telephoning him at 337-6639 during working hours and 939-1682 after hours. The scooter driver will have to describe what he lost to Mr.
INDUSTRIAL COUNCILS

Whose jurisdiction?

A demarcation dispute that has bedevilled industrial relations in the building and furniture industries for almost 30 years is close to being resolved.

At issue is whether workers making built-in kitchen and laboratory cupboards, as well as other fine woodwork such as church fittings, should fall under the jurisdiction of the industrial councils for the building industry or those of the furniture industries.

All involved are believed to have agreed, in principle, on a solution. Clarification is still awaited on a few minor areas of disagreement. No one is prepared to reveal details of the settlement. It is claimed that the matter is extremely sensitive and any premature discussion “could be prejudicial to the final negotiations.”

However, the PM has learnt that, in essence, the agreement provides for dividing the contested functions between the jurisdictions of the different industrial councils. The seemingly logical solution, however, is more complex than appears at first sight. The dispute has a legacy that stretches back to the post-war days and it has taken a year of “extremely sensitive negotiations” to get the parties to the point where they are now.

One of the problems is that employer groups insisted that no employees should be prejudiced in any way by the final settlement. There are thousands of employees involved together with a number of trade unions and employers. With some employees destined for a change in status in terms of the new demarcation agreement, which could mean they will be entitled to changed benefits under their new industrial council, negotiations became extremely tricky.

In addition legal sources say that there were principles of labour law at stake. The splintering of big industries through the emergence of new technology is leading to the demise of some large industries and the fragmentation of trade union groups. This has major implications for SA labour law.

However there seems to be a degree of elation that a settlement is finally in the offing. Industry spokesmen say an anarchic situation existed with employers playing one industrial council off against the other — often to the detriment of employees.
Workers to protest over new wage offer

Labour Reporter

NEARLY 4 500 member companies within the Steel and Engineering Industries' Federation of South Africa will from this month have to pay higher wages to employees who are members of the Metal Industries Industrial Council.

The increase is part of a negotiated amendment to the main agreement of the Industrial Council, proclaimed in the Government Gazette of June 29, 1984.

'Ver James Milburn, regional manager of Wispeco — one of the Durban companies within the federation, said in a statement yesterday that his company welcomed the introduction of the new minimum pay scales and would from this week be increasing the wages of staff involved accordingly.

But the workers at Wispeco have rejected the pay rise, pointing out that the increase of 20c an hour was 'meagre'. They want an increase of 50c an hour which, they said, would cover the recent increase in cost of living and the rise in the general sales tax.

A spokesman for the workers said they had decided to hold lunch-time placard demonstrations on the company premises.

'We want management to take note of our dissatisfaction over wages. We will continue our protest until such time as they are prepared to negotiate wages with the Metal and Allied Workers' Union,' he added.

A union spokesman yesterday confirmed that the workers were 'not happy' with the latest increase and were staging peaceful placard demonstrations during their lunch-hour.
ABOUT 600 workers at MRT Bartons in Boksburg yesterday went on strike over the Metal Industry Industrial Council's 20 percent wage offer.

The workers, members of the Steel Engineering and Allied Workers' Union (Seawu), said that they were demanding "a living wage" and rejected the offer made by the Steel Engineering Industries Federation of South Africa for the metal industry's estimated 590,000 workers.

Seawu announced that it was signing the IC's wage agreement under protest and indicated they will bargain for more pay packets for their members at shop-floor.

This is probably the first labour unrest in the metal industry since the IC's minimum pay rises of 40c/hour and 20c/hour for skilled and unskilled workers respectively was signed and gazetted, according to sources.

Workers told The SOWETAN that they were unhappy with the announced increases and said they approached management to negotiate a "better deal."
Man thought inspector was worker stealer

He pleaded not guilty to both charges.

Mr Du Plessis told the court he had told the Raintree Village complex to carry out a routine inspection on March 26.

He spoke to three contractors and a few tradesmen at the site and while he was talking to the third contractor, Mr Lategan arrived and said he should leave immediately and that he had no right to just arrive there. He had told him to make an appointment.

Mr Du Plessis said Mr Lategan gave him no chance to introduce himself.

Mr Du Plessis went back to his office and reported the incident to Mr Britz, the senior agent at the Industrial Council.

The following day, Mr Britz and Mr Du Plessis visited Mr Lategan and were again refused permission to inspect the site. They then reported the matter to the police.

Mr Britz said he told Mr Lategan he was breaking the law. Two policemen accompanied them to the site that afternoon.

Mr Lategan again refused to allow them to carry out an inspection.

Mr Lategan said he had told Mr Britz he was prepared to co-operate. He did not consider that his request for them to come back at another time was unreasonable. At the time he was busy working with concrete which, if it dried, could have caused him considerable financial losses.

Mr Lategan said he had walked Mr Du Plessis to his car after he asked him to leave because he didn’t know who he was and didn’t want him to slip back behind his back and try to steal his workers away.

Mr J S van der Merwe was on the Bench. Mr F Wilke appeared for the State.
JOHANNESBURG — Officials of the unregistered National General Workers Union walked out of an Industrial Council dispute-settling meeting yesterday after being told they could not represent the union at the meeting. The NGWU's general secretary, Mr Donnie Kumalo, said yesterday.

Mr Kumalo said council officials had told the NGWU it was "not a trade union" and that its officials could attend as "people chosen by workers to represent them" only.

Comment from council officials could not be obtained yesterday.

According to Mr Kumalo, the NGWU was due at yesterday's meeting to provide proof of its membership at the company. — DDC.
A 32-year-old divorced Sea Point mother was yesterday fined a total of R560 (or 230 days) in the Magistrate's Court for 10 contraventions of the Labour Relations Act.

The contraventions included her failure to pay two employees in full for overtime.

Maria Madeleine D'Oliviera, of Rhone Flats, Regent Road, Sea Point — a director of Bellatrix Investments (Pty) Ltd, trading as Gilliard Creations, of Rose Street, Cape Town — was also convicted, as one of the 10 counts, of failing to pay another employee her wages and pro-rata leave pay on termination of her employment.

The magistrate, Mr B Carroll, suspended the entire fine for five years and ordered her to pay the amounts owing to three employees (R102,30) to the Industrial Council for the Clothing Trade by December 1.

D'Oliviera was convicted of wrongfully requiring or permitting Kathleen Spielman and Fatima Higgins to work overtime in excess of two hours a day and failing to pay them R25,04 and R28,24 respectively.

She also failed to pay Laurel Heuwel her wages and pro-rata leave pay on termination of her employment, resulting in an underpayment of R99, and did not produce on demand to the Industrial Council the firm's wage register.

The other counts related to failure to comply with various Industrial Council regulations.

Mr Carroll said the court took into account D'Oliviera's financial circumstances.

"The offences relating to the non-payment of amounts owing to employees are very serious. Most factory workers live just below the breadline and have to budget with what they anticipate they will be paid. If they do not receive the amounts due to them, they overspend and end up here in the debtor's court," Mr Carroll said.

Mr J Yeille prosecuted. Mr J Kudo appeared for D'Oliviera."
Metal wages settled outside the system

Labour Correspondent

SEVERAL Natal metal companies have ignored a call by the Steel and Engineering Industries Federation (Sefisa) and have negotiated wage increases with the Metal and Allied Workers Union (Mawu) outside the official industrial council system, a union statement said yesterday.

Mawu added that, in all cases, the wages negotiated were higher than those agreed between Sefisa and metal unions at recent council wage negotiations.

At the council, a 12.5% rise in the minimum wage to R1.73 an hour — R7.85 a week — was negotiated.

Although it is a member of the council, Mawu refused to sign this agreement and said it would seek to negotiate bigger increases at companies where it represented a worker majority.

Sefisa, opposed to negotiations outside the council system, urged companies not to negotiate individual wage agreements with unions.

In its statement yesterday, Mawu said it had recently completed wage negotiations with 10 Natal companies.

It said "most" of these were members of Sefisa and that the wage agreements between them and Mawu therefore "include and supplement the minimums offered by Sefisa at the national industrial council".

In all but one case, employers have agreed to a minimum wage of at least R10 a week, or R2 an hour, which Mawu regards as a "minimum living wage", according to figures contained in the union's statement.

According to the statement, the highest minimum negotiated is R12.50 a week at the Durban plant of Forbo Krommenie. Two other firms, APV Kestner and Van Leer, have agreed to minimums of just over R100.

At Krommenie and Van Leer the new minimums come into force in January, while at Kestner it has been backdated to the beginning of July, the union says.
Employers ignore Seifsa ruling

Union goes for in-house deals

By Carolyn Dempster
Labour Reporter

At least 10 Natal employers have flouted the directives of the Steel and Engineering Industries Federation of South Africa (Seifsa) not to negotiate in-house agreements.

The Metal and Allied Workers Union (Mawu) announced on Monday that it had concluded successful plant agreements with 10 Natal companies and was involved in negotiations at three other plants.

The agreements will serve to supplement the national minimums negotiated by Seifsa at the Industrial Council last month.

This is in spite of the pressure which Seifsa has applied to member employer bodies not to negotiate outside the council.

Following the 1984/85 national agreement, a circular was issued to employers calling on them not to negotiate with unions at plant level as this would undermine a centralised bargaining system.

However, both Mawu and the South African Boilermakers’ Society refused to be party to the national agreement and announced their intention of negotiating for further increases at plant level.

The companies which have signed agreements with Mawu include A P V Kestner in Pietermaritzburg, Pillar Naco, City Metal Products in Isipingo and WB Camerons, Forbo Krommenie, Metal Press in Moseni, Van Leer, CI Industries, Glacier Bearings and KBW Valves in Isipingo.

New minimum rates have been negotiated in five of the companies.
A STATEMENT by Mawu last week illustrated the strength and weakness of its attempt to better the wages negotiated at the metal council by striking deals with individual employers.

Its Southern Natal branch has reached wage agreements with several employers who ignored a call from their employer federation, Seifsa, not to bargain with unions outside the council.

All raise minimum pay to well above the levels agreed at the council — and in all but one Mawu achieved its initial target of a "living wage" of R90 a week.

But they cover only 10 plants, not all of which are covered by the metal council.

Pay talks with six more firms are in progress, but most metal employers are still resisting demands for direct pay talks.
Retroactive pay rise for bus drivers

Staff Reporter
AN Industrial Court has awarded bus drivers a retroactive 10 percent wage increase following a dispute earlier this year between the Tramway and Omnibus Workers' Union and City Tramways Limited.
Mr Dirk Benade, secretary for the union, yesterday confirmed that the award last week, retroactive to May 5, was 10 percent for drivers with less than four years of service; nine percent for those with more than four years of service; eight percent for shedmen not specified in the union's agreement with the company; and seven percent for those shedmen who are to benefit from the employers' training facilities.
However, the court rejected the union's demands for a 40-hour working week in place of the current 44-hour week, and a rand-for-rand company contribution towards the employees' sick fund. Presently, the company matched seven percent of the employees' contribution, Mr Benade said.
"The whole thing is like a Chinese puzzle," he added. "A newcomer is better off than a person with 40 years' service, thanks to the award."
Officially, the company offered a four percent increase. However, at the height of the dispute which led to a "work to rule" decision by drivers in April/May, an unofficial offer of an eight percent wage increase was made, Mr Benade said.
The dispute seriously affected bus services in the Peninsula for a month and was finally referred to the Industrial Court when negotiations between the two parties ended in a deadlock.
The Department of Manpower spokesman said yesterday that that he could not confirm the award since it was subject to a "secrecy provision" which had to be cleared.
Building workers to get pay rise

BY EBBRAHIM MOOSA
IMMINENT wage increases for artisans in the next two weeks are likely to increase the cost of houses by five percent, building sources said yesterday.

This additional burden, coupled with a possible rise in mortgage bond rates, could break the camel's back for many prospective home owners.

A spokesmen for a leading City home construction company, Mr Peter de Wet, said that this could add between R2 000 and R3 000 to the price of new homes.

About 10 000 artisans and about 30 000 to 50 000 unskilled labourers are demanding a wage increase of more than 12 percent.

A spokesman for the Industrial Council for the Building Industry said yesterday that last November wages were increased by 15 percent.

Negotiations

Industry sources say it is likely that there could be a similar increase soon.

Mr E H Oostwyk, president of the Masters Builders and Allied Trade Union — the employers union — yesterday confirmed that a new industrial agreement which included wages “among other things”, was being negotiated.

The issue would be resolved at a meeting next Monday, he said. Two previous meetings had been inconclusive.

The five major unions involved in the negotiations are the Building Workers Union, the South African Woodworkers Union, the Amalgamated Union of Building Tailors, the Amalgamated Society of Woodworkers and the Operative Masons Society of South Africa.

Rejected

Unions approached for comment yesterday said that any wage negotiations below the 12 percent inflation rate “would not be feasible.”

The secretary of the SA Woodworkers Union, Mr E Rapp, said yesterday: “We are certainly not going to accept 10 percent.”

Mr de Wet added.

Games a

Chief Reporter
BEDEVILLED by politics and commercialism and deprived, by the boycott, of the participation in some of the world’s top athletes, the 1984 Olympic extravaganza just ended at Los Angeles amid excitement, colour and drama has been a huge success financially if not on the track.

Some of the statistics emanating from whatcommentators have cautiously called “Rip-Off City” have been staggering.

- Ticket sales, for example, are said to have surpassed R154 million, exceeding expectations, and a profit of at least R10 million has been predicted.

- While the LA Coliseum, the two-week event, has been more spacious than its predecessors, the Games were not noted for the actual events broken on the field. Attendance at the Coliseum was only 58 percent of the 1976 Olympic record.

- The Games, in 7800 athletes from 161 countries, included a wide television audience and a record-breaking stadium of 2 million.

In the biggest press operation of its kind, the spike wound which Zola Budd acquired during the race on Friday.

Workers for blind needed

Staff Reporter
TAPE Aids for the Blind (TAB) needs volunteers to help in its service to blind and visually handicapped people in the Peninsula.

The spike wound which Zola Budd acquired during the race on Friday.
VOLKSWAGEN and the National Automobile and Allied Workers' Union (Naawu) agreed to refer their dispute over a shopfloor altercation to arbitration at a meeting of the Industrial Council yesterday.

Naawu's national secretary, Mr Freddie Sauls, said this was the quickest way of finalising the case which had already gone on too long.

During his period of suspension, the affected employee would be on full pay, he said.

"The union is adamant that it has at all costs to defend a member who, in the opinion of members in his area, seems to have been unjustly treated by management," he said.

It is not clear when the dispute is likely to be brought before an arbitrator.
Builder says ICBI not co-operative

Court Reporter

A PROPERTY developer charged with obstructing a building inspector from inspecting his premises, told the Port Elizabeth Magistrate's Court yesterday that 99% of the employers in the building industry felt they did not receive any support or co-operation from the Industrial Council for the Building Industry.

Mr Andries Albertus Lategan, of Lorient Place, Lorraine, pleaded not guilty to two counts of contravening the Labour Relations Act by not allowing a building inspector to inspect the property and by ordering him to leave the premises.

He is alleged to have prevented Mr Theodorus du Plessis and Mr Gerhard Britz, from the Industrial Council for the Building Industry, from carrying out routine inspections on March 26 and 27.

Mr Lategan said very often builders had a problem and no aid was received from the council.

As an example, he said, he once telephoned the council to ask if they would speak to a drunk worker who would not leave his premises, because the worker might have listened to the council. But no help was forthcoming.

Mr Lategan did not agree with the magistrate, Mr I S van der Merwe, who said the council was there to see to conditions and productivity in the building industry.

Mr Lategan said that if a mistake was made, the council gave no warning and "you were sent directly to court".

Mr Van der Merwe asked Mr Lategan if he thought Mr Britz and Mr Du Plessis, who gave evidence previously, would be prepared to commit perjury as their evidence conflicted directly with Mr Lategan's.

Mr Lategan said he felt they twisted their evidence but could not say why they gave false evidence against him.

Mr Lategan said under cross-examination that on March 26 he asked "a person" to leave his premises because he did not know who he was.

The case was postponed to September 6.

Mr F Wilke appeared for the State.
Conditions and pay are poor for women working in kwaZulu

Mrs Mahluengu pays a high price for being employed in Isithebe, kwaZulu, writes Carolyn Dempster.
At the multinational textile company where she works, the starting wage is R15 a week and the working conditions are "too appalling".
Across the "border" in South Africa, the same company operates another factory.
Here, the starting wage is R45 a week and working conditions fall under the watchful eye of the unions and the Industrial Council for the textile industry.
Mrs Mahluengu (not her real name) has little option where she would like to work.

NO PROTECTION
She is locked into the homeland through South Africa's influx control laws. The factories in Isithebe are the only places she is likely to obtain a living, now and in the immediate future.

Union protection, for improvements in wages and working conditions, is also a distant hope.
Mr M "Pro" Sineke, an organiser with the National Union of Textile Workers (NUTW) which is gathering membership in this growth area, was hesitant in naming the companies involved in this kind of exploitation.
"They all feel they are doing the people a favour by providing work opportunities in these areas.
The impression they give is that if pushed, they are prepared to close down and move the factories elsewhere."
In fact, much of the incentive to the employers in starting up industries in the homeland was the lure of lower wages, he commented.
For Mrs Mahluengu, the working hours may be the same as in the sister factory in Durban, but the workload is far greater.

MASS DISMISSALS
And, Mr Sineke says, the working conditions are pathetic and bear no comparison to the Durban factory.
The NUTW's attempts to enlist the aid of the kwaZulu Government in the past in disputes with the Bata Shoe Company, owner of the KwaZulu Shoe Company, have proved fruitless.
The disputes led to mass dismissals, selective rehiring and recruitment of non-unionised labour.
Mr Sineke believes there is no reason why future disputes, once they become volatile, should not follow the same route, with the kwaZulu Government ranged on the side of employers.
Low pay no answer to jobless
Workers defend wage demands

By Amrit Manga

"In some cases these minimums are lower than the lowest rates determined by market forces."

The stevedoring company, Kelly Forwarding, was paying stevedores 95c an hour before the GWU complained that its members received "starvation wages". The wage was increased to R1.20 an hour — R10.20 a day.

But the rate is far short of the statutory minimum of R18.80 a day, says Mr Morris.

Prosecution

After the Kelly management refused to pay the statutory minimum, the GWU reported the matter to the Department of Manpower. According to South African labour relations legislation, companies that fail to pay a statutory minimum are open to prosecution. However, Kelly Forwarding was not prosecuted because it applied for exemption, according to the Department of Manpower.

Kelly Forwarding warned that if exemption were not granted it would have to trim its work force. But no reinforcements have occurred and Kelly Forwarding has agreed to abide by the minimum wage order.

Ability to pay

The Director-General of the Department of Manpower, Piet van der Merwe, says exemptions from statutory minimum wage orders are granted only in special circumstances.

"The wage board takes into account all the implications of a minimum wage before implementing it for a particular industry."

"The effect of a minimum wage on the viability of a company and on employment is considered. The ability of employers to pay minimum rates is one of the major concerns of the Department of Manpower," says Dr van der Merwe.

Commenting on the merits of a national minimum wage, Dr van der Merwe says "the National Manpower Commission decided against it and instead recommended different rates for various industries and regions".

These minimums are determined according to the circumstances facing the industry in a given area.
It is going to be interesting to see how employers reconcile increasing union demands for higher wages while corporate profits are under mounting pressure. Workers have given early warning that after years of settling for whatever they can get under way next year. Employers have let it be known in unambiguous terms that general increases are out of the question while profits face a decline, they will take strike action.

Recent experience in the textile industry, he says, reinforces his view. Copelyn says where employers' bottom line in wage talks has been around 9% or 10%, they have invariably faced strike action. But where talks have hovered around 16%, "we have usually managed to get by."

His sentiments are shared by Brian Allen of industrial consultants Andrew Levy and Associates. He says: "A man earning around R400/month spends about 90% of his income on food. For him, the difference between 2% or 3% becomes a matter of survival."

Employers have attempted to deflect the pressure from wages per se by offering in negotiations extraneous benefits such as food allowances, extra leave, a subsidised canteen or maternity benefits as supplementary to a wage adjustment.

But so far they have had little success in selling the concept of "fringe benefits," especially because workers still tend to evaluate prosperity in money terms.

The outlook for industrial relations in 1985 is not good. The impasse is already manifesting itself on the factory floor. Last month workers at Unilever's Durban plant embarked on a week-long work stoppage in support of demands for a 20% pay increase in January next year.

The company’s reply was that wages would indeed be reviewed in January, but it refused to be bound to a specific increase. The increment would be dependent on the level of profitability. That is likely to be the general view.

Unionists, however, find support for higher wages in academic research. According to the SA Labour Development Research Unit (Saldru) in Cape Town, 40 of the 160 industrial council wage agreements were altered in the first six months of this year. The average increase was 19.7%.

But the wage rate median for workers governed by industrial council agreements (which includes both altered and unaltered agreements) rose by only 4.1%. Prices over the same period rose by 6% - representing a real average decline in earnings of around 1.8%.

Skilled workers
That was for skilled, semi-skilled and unskilled workers. Artisans who are covered by industrial council agreements fared even worse. Their real earnings fell by an average of 5.8%.

Even more disturbing is that Saldru does not see any immediate change in the situation. In fact, it predicts that the rate of change will actually decline, with unions being "exceptionally lucky to negotiate increases that match the inflation rate."

The consequences of this could be far-reaching, says Saldru: "The sheer pressure of rising prices, especially for the lower-paid people, is becoming absolutely unbearable. People at the lower levels are desperate, and desperation can be a powerful motive."

John Copelyn of the National Union of Textile Workers concurs. Noting that real wages in the textile industry are basically back at their 1973 levels through inflation erosion, he says "wages are now at levels where workers will strenuously resist any further drop in real earnings. Rather than
Pulp union rejects employers' 5% offer

By Carolyn Dempster
Labour Reporter

The Paper Wood and Allied Workers' Union (Pwawu) has attacked employers for "playing games" in the opening round of Industrial Council negotiations covering 10 000 workers in the pulp and paper industry.

Pwawu rejected outright the employers' offer of a five percent increase which would bring the minimum wage in the industry to R1.45 an hour.

Union demands included a minimum wage of R2.30 an hour, a 13th cheque, a 48-hour working week, May 1 as a paid holiday, an allowance of R2 a shift and a service allowance of three cents an hour for every year of service.

Employers represented at the talks in Johannesburg last week included Anglo American's Mondi paper group, General Mining Corporation's subsidiaries Sappi and Carlton Paper and the Nampak group which falls within the Barlow Rand fold.

Pwawu is the largest union represented in the Industrial Council negotiations, with 4,500 members at 11 mills. Other unions taking part in the negotiations are the SA Electrical Workers' Association, the SA Boilermakers' Society and the Amalgamated Engineering Union of South Africa.

Miss Refiloe Ndztu, general secretary of Pwawu, said the union's party to the talks had presented a unified front.

"However, Pwawu will have to reconsider its presence on the Industrial Council if the employers persist in playing games," she said.

This is the first year that Pwawu has been a party to the industrial negotiations. Miss Ndztu said union officials would report back to their members.
Big setback for Natal garment union’s pay battle

Labour Reporter

THE battle by more than 50 000 garment workers in Natal for a big wage increase suffered a major setback yesterday when their Cape Town counterparts accepted much lower rises.

Mr Frankie Hansa, general secretary of the Garment Workers’ Industrial Union of Natal, said yesterday that his union had requested increases of between 30 percent and 100 percent, spread over the next two years.

‘Now our fight has been weakened by the 60 000-member Garment Workers’ Union (Western Province) settling for a 32.7 per cent increase spread over two years,’ a union shop steward said.

The Natal workers’ pay demand has been rejected by the Natal Clothing Manufacturers’ Association, which described it as ‘absolutely ridiculous’. It offered instead rises of between 20 percent and 25 percent, which the workers have rejected.

Deadlock

The workers are threatening to resort to industrial action if their demands are not met, but a series of meetings between the union and the employer organisation has so far failed to reach agreement. A further meeting will be held on November 6.

The employers’ chairman, Mr Richard Savage, said that if agreement could not be reached a deadlock would be declared and the matter would be referred to the Industrial Council.

According to union shop stewards, the management offer represented increases of between R11 and R13 a week over the next two years.

The union was asking for minimum wages of qualified machinists, who make up the bulk of the industry’s workforce, to be increased from R55 a week to R100 a week and for grade two employees to be increased from R45 a week to R90 a week, spread over two years.

The shop stewards said that 50 percent of the workforce in the industry were at present earning between R45 and R55 a week.

In terms of an agreement announced yesterday by the Industrial Council for the Clothing Industry (Cape), minimum wages of qualified machinists would rise to R64 a week from December 13 — a 12.5 percent increase.

In 1985, their wages would rise to R72 and on July 1, 1986 to R77 a week.

In the two years to December 1985, machinists would receive a cumulative increase of 32.7 percent — of which 12.5 percent would be paid in 1985.
Threat to jobs mars clothing pay deal

By ROBERT GREIG

CHRISTMAS spending in the Western Cape is likely to rise after a new wage agreement in the clothing and knitting industry, but jobs are in danger.

The agreement, effective from December 13, will put R10-million, including holiday pay, in the pockets of 62,000 workers up to July 1985.

But industry spokesmen warned that reduced consumer demand and rising costs could mean that smaller employers might have to lay off staff.

In terms of the agreement, announced yesterday by the Industrial Council for the Clothing Industry (Cape), minimum wages of qualified machinists will rise to R64 a week from December 13 - a 12.5 percent increase. Qualified machinists form the bulk of the industry's work force.

In 1985, their wages will rise to R72 and on July 1, 1986, to R77 a week.

In the two years to December 1985, machinists will receive a cumulative increase of 32.7 percent, of which 15.5 percent will be in 1985.

The agreement includes higher termination pay and increased sick fund and provident fund contributions.

Signatories are the Cape Clothing Manufacturers' Association, the Cape Knitting Industry Association and the Garment Workers' Union.

"All these increases will inject tens of millions of extra spending power into the economy of the Western Cape over the next two years," said the chairman of the council, Mr A.M. Rosenberg.

"Holiday pay will be calculated at the new wage rates, and the thousands of workers in the industry earning wages in excess of the minimum rates will benefit, as the wages negotiated tend to ripple through the industry, affecting all wage earners."

Employers and employees alike welcomed the agreement. They also warned that the coming year would see increased unemployment, especially among smaller firms less able to absorb higher costs.

The general secretary of the Garment Workers' Union, Mr L. Petersen, said it was "a very good agreement". But he added that widespread unemployment was expected next year.

"The chairman of Sear
del Investment Corporation, Mr Aar
nor, said the terms of the agreement were justi
ied. Sear
del employs 10,000 workers in the Western Cape.

He said employers had a responsibility to lift the level of wages. However, he warned that the time had come when the industry could no longer absorb increases unless productivity improved.

Mr Searll said the increase was "double-edged" in that it would probably affect the fortunes of smaller firms.

Mr R. Malcolm, managing director of a firm which employs 2,200 workers, said the agreement was fair. He said it was company policy not to lay off staff.

A spokesman for the Association, Mr. Vincent Brett, said from Durban that though he was not fully acquainted with the industry, "it would appear that employers and employees are forcing themselves out of existence".

"Such an increase, with the downturn in the economy, is likely to exacerbate unemployment," he said.
W Cape textile workers to get 15% pay rise

Labour Reporter

ABOUT 5 000 cotton textile workers in the Western Cape will receive a 15 percent pay increase next year.

The rise will bring minimum wages in the Malmesbury, Paarl, Wellington and Worcester areas to R56.88 a week and in Bellville, Goodwood and Wynberg to R63.38 a week.

The new wages have been set by the Industrial Council for the Cotton Textile Manufacturing Industry (Cape).

Mr Norman Daniels, secretary of the South-Affiliated Textile Workers' Industrial Union, said the agreement was reached after a “lot of hard negotiating”.

“Employers are saying the new wages might mean more retrenchments in the industry, but people have got to live. We cannot be party to bringing down people's standard of living.

Mr Daniels said he was “very pessimistic” about the future of the industry.

“Not employees have to eat and pay their rent. The only people who can help them are the employers.”

Mr Daniels said shop stewards from the 15 factories included in the agreement were involved “at all stages of the negotiations”.

Industrial councils have frequently been criticised for removing negotiations and decision-making from workers on the shop floor.

Mr F J Dobbelsteijn, secretary of the Cape Province Textile Manufacturers' Association, the employer party to the agreement, was not available for comment today.
Dispute avverted

A DISPUTE in the pulp and paper industry was avverted this week when employers agreed to negotiate wages at plant level.

Negotiations by the Pulp and Paper Industrial Council reached stalemate when the unions participating refused to accept increases offered by the employers.

The unions involved are the Fosatu-affiliate Paper Wood and Allied Workers Union, Amalgamated Engineering Union and the National Union of Sugar Manufacturing and Refinery Employees.

In a statement, PWA-WU's general secretary said that the employers' offer was too low. "Eventually employers broke the deadlock by offering plant level bargaining which we are very happy to accept," he said.

The union started fighting for the right to negotiate wages at plant level since it began organising in industry in 1980. It had succeeded in winning this right at Nampak and Carlton Paper, but the two giants in the industry, Anglo American's Mondi and Gencor's Sappi insisted that negotiations should be held at national level only.
MORE than 1,000 Durban municipal employees this week declared a dispute with the municipality over wage increases due to come into effect next year.

Municipal Services Workers’ Union secretary T S Khumalo said the Manpower Minister has been asked to appoint a conciliation board to resolve the issue.

According to Mr Khumalo, workers rejected increases of between 6.5% and 8%—council workers are demanding increases of between 20% and 63% for themselves.

“Civil service salaries have increased by 30% this year,” he said.

In a statement the union said workers went on strike early this year because they were desperate.

“Many of us are not only feeding our own families in these difficult times, but our brothers and sisters and their families as well. The workers return to work on condition that the council consider our case. But now the circumstances have not changed,” the statement said.

The statement said workers had proposed a minimum wage of R110 a week, instead of the R61 they get now.

The workers rejected their wage increase next year as a pittance “because it does not even keep up with the inflation rate and the consumer price index.”

“We will therefore be worse off than we were this year. “Our wages do not reach the minimum living level. We have not even been offered 10%,” the statement said.

“The council has broken its word to us and has mislead us,” the statement said.

The statement said the workers would inform the Durban Mayor, PFP leader Frederick van Zyl Slabbert, all Durban’s MPs, KwaZulu Chief Minister Gatsha Buthelezi, Inkatha’s secretary-general, the Solidarity Party and the Durban Management Committee of “this affair so that the rights of our case may be understood”.
Garment workers get rise

Labour Reporter

THOUSANDS of clothing factory workers are to get a 32 percent wage increase spread over the next two years in terms of a new agreement concluded after six months of negotiations, it was disclosed yesterday.

While shop stewards of the Tusa-affiliated 55,000-member Garment Workers' Industrial Union said the workers were disappointed with the increase, Natal Clothing Manufacturers Association chairman Richard Savage told the Mercury that the increase was "far higher than any other industry has granted its workers."

Union spokesmen pointed out that although the percentage increase appeared to be high, it represented pay rises of between R16 and R19 per week over the next two years.

In terms of the agreement, minimum wages of qualified machinists—who make up the bulk of the industry's workforce—would rise to R65,50 a week from January 1—a 19 percent increase. In January, 1986, their wages would rise to R74,50 per week—giving them a cumulative increase of 32 percent over the two years.

Weekly wages of Grade 2 employees will be increased from R45 to R53,50 from January 1, rising to R61 in January the following year.

Mr. Hansa, secretary of the union, said the agreement had been concluded after 12 meetings between representatives of the union and the NCMA at Industrial Council level.

"It was tough going throughout the negotiations. The employers refused to accept our recommendations for increases of between 30 percent and 100 percent. They adopted a take-it-or-leave-it attitude," he said.

Mr. Hansa said about 1,000 shop stewards, representing more than 55,000 clothing factory employees, had met at the weekend and had expressed 'bitter disappointment' over the increase.

Workers said the increase was not sufficient to absorb increased rentals, higher electricity charges and increased bus fares which would come into effect next year.

The union had asked that minimum wages of qualified machinists be increased from R55 a week to R100 a week and for Grade 2 employees to be increased from R45 a week to R80 a week, spread over two years.
A new negotiating forum for the biscuit industry, covering biscuit workers in Natal and the Transvaal, has been set up following the collapse of the industrial council in August this year.

The council, disintegrated after the Swee Food and Allied Workers' Union (SFUWU), which is affiliated to Fosatu, was blocked from becoming a party to the council negotiations by a trade union affiliate of the Trade Union Council of South Africa (Tucsa).

In order to bargain with SFAWU, the industry's two major biscuit producers - Bakers and Fedisco - withdrew from the council and joined with the union to form a new bargaining forum.

However, the negotiating course has not been an easy one. SFAWU together with the minority unions put forward a demand for a 32 percent across-the-board increase and a minimum weekly wage of R110.

The Black Health and Allied Workers' Union of South Africa this week signed a recognition and procedural agreement with Pretoria Wholesale Druggists.

This is the third agreement the union has reached with its local agreements in the last few months.

A sudden rush for jobs in the platteland has prompted the organisation ROEP (Restoring Our Endangered Platteland) to appeal to farmers, managers and platteland business concerns to contact them if they need personnel.

The increasing flow of inquiries, says ROEP, comes from as diverse a range of people as doctors, businessmen and women, teachers and other professional people.

Those interested in securing a platteland position or finding a platteland employee should contact Dr H G Craven at 04952 1650 or write to PO Box 29, Steylerville 6250.
Hotel in ‘slave wages’ dispute

By STEVEN FRIEDMAN
Labour Correspondent

A BLACK trade union yesterday charged that a well-known Magaliesburg hotel was paying workers “slave wages” — and criticised an official industrial council for allowing it to do so.

The union, the Commercial, Catering and Allied Workers Union, charges that some workers at the Happy Valley Hotel are employed on a wage of R50 a month — “less than most domestic servants earn”.

But its general secretary, Mrs Emma Mashinini, added that workers’ pay slips showed they were paid only R3 this month, because the hotel had deducted the rest of their pay after alleging they had stolen company property.

She added that the hotel was able to pay low wages because it had an exemption from the industry’s industrial agreement, which sets minimum pay.

“What use to workers are industrial councils if they allow employers to pay wages like these?”, she said.

The union’s allegations about wages at Happy Valley come in the wake of a dispute between it and another Magaliesburg hotel, Mount Grace, accused of paying workers less than the legal minimum.

Yesterday, a spokesman for the hotel denied Mrs Mashinini’s charges. He said the minimum wage was R80 a month.

He confirmed pay had been deducted after alleged thefts, but said it was in line with advice from the police. “They suggested that instead of firing workers, I deduct the money...”.

Mrs Mashinini said she had become aware of wages at Happy Valley after workers complained to the union and produced their pay packets. These showed, she said, the highest-paid worker, who had been employed for seven years, was receiving R100 a month.

According to Mrs Mashinini, Happy Valley is covered by the hotel and liquor industrial council agreement, but was granted an exemption from the minimum wages in it some ten years ago.

The union on the council was unaware of the exemption and planned to challenge it, she said.

New milestone for black health union

A UNIQUE trade union for black health workers has won its third recognition agreement — and its first in Pretoria.

The union, the Black Health and Allied Workers Union of SA (BHAWUSA) was formed spontaneously by workers at a Johannesburg pharmaceutical company. It is unique among local emerging unions because it has no full-time officials.

A union statement yesterday said BHAWUSA had signed a full recognition and procedural agreement with Pretoria Wholesale Druggists last week.

The agreement it added, followed a year of negotiations.

The statement noted that the agreement was BHAWUSA’s third in the two years since it was formed. The other two are with SAPDC, the company where the union was formed, and Lancet Laboratories.

BHAWUSA’s president, Mr Thulokomape, said yesterday the agreement covered the company’s Pretoria head office as well as two branches, one in Pretoria and one in Johannesburg.

It gave the union the right to negotiate wages and to bargain on issues such as retrenchment and maternity rights, he added.

Meanwhile, BHAWUSA attempts to organise nurses and other workers in hospitals — in particular the South Rand Hospital in Johannesburg — have been hampered by two rival organisations which are seeking to dissuade these workers from joining it, according to Mr Komape.

The two organisations are the SA Nursing Association, and the Hospital Employees Association which operates at State hospitals.
Key dispute is settled with help of mediation

By STEVEN FRIEDMAN
Labour Correspondent

A KEY industrial court case, which was to have tested whether companies must bargain on wages with majority unions outside an official industrial council, has been settled with the aid of mediation.

But, while the union which brought the case, the Metal and Allied Workers Union (Mawu), says the company agreed to discuss wages with it, the company, McKinnon Chain, denies this. It says it did negotiate with the union — but only on long-service bonuses and a change in job grades.

The dispute arose in Maritzburg where the company, with other metal employers, had been resisting Mawu demands that it bargain over pay directly.

In doing so, they are supporting their employer federation, the Steel and Engineering Industries Federation (Seifza), which is against wage bargaining outside the councils.

McKinnon Chain grants workers pay increases over and above those granted at the council and Mawu argued that these should be negotiated with it, rather than decided by the company alone.

Mawu declared a dispute with the company, the first step towards testing the issue in the court. A ruling by the court would have had effects throughout industry, as many employers are against bargaining wages outside councils.

The latest issue of Fosatu Workers News, newspaper of the Federation of SA Trade Unions, to which Mawu belongs, says the company reacted to the dispute by suggesting further settlement talks.

The union agreed on condition that a mediator, an advocate Mr Paul Pretorius, was called in.

McKinnon Chain's managing director, Mr John Samuel, this week denied that the increase was discussed with the union. "We negotiated on a long-service bonus and on job grades only," he said.

Mr Samuel said the company raised wages by transferring workers to a higher job grade and it had agreed that the union could suggest changes to the grading system.

"They suggested some changes which obviously affected the pay of a few employees. But only a couple of our 130 workers at the plant had their gradings — and hence their wages — changed as a result," Mr Samuel said.
Discord threatens talks

Talks aimed at scrapping the last remaining job reservation determination on the mines are threatened by discord between the Chamber of Mines and the industry's registered trade unions. At issue is the chamber's insistence on admitting the black National Union of Mineworkers to a proposed mining industry industrial council.

The proposal for an industrial council forms part of the talks to change the present racially based definition of the "scheduled person" in the Mines and Works Act. This effectively bars blacks from obtaining certificates to do skilled work on the mines. The bar applies to 11 certificates of which the blasting certificate is seen as the one most crucial for black advancement.

In 1982 government accepted a Wiehahn Commission recommendation to deracialize the definition by changing the word "scheduled" to "competitive." It asked the chamber, the unions and the mining industry officials associations to come to agreement on the issue within a "reasonable time." However, mindful that it is a deeply divisive issue, government added that measures should be taken to ensure the job security of white workers in the mining industry.

As a result, the two other crucial issues in the talks are:

- A security of employment agreement for white mine workers; and
- The future industrial relations structure in the mining industry. In essence, this involves establishing an industrial council.

After several years of hold-ups the talks began in earnest in March. Until now, much of what has taken place in the meetings has been shrouded in secrecy as the chamber and the unions agreed not to speak to the press. But the FMU understands that most of the negotiation so far has centred on the creation of an industrial council.

Unregistered unions

It is clear that most of the unions favour a council and the FMU understands that parties have virtually agreed on a constitution. But a dispute has arisen over the chamber's attempt to include unregistered unions in the proposed council. According to one source, the chamber's initial proposal that unregistered unions should become members of an industrial council was rejected. It then compromised, proposing that unregistered unions should at least be able to be party to council agreements.

At present, the National Union of Mineworkers (NUM) is the only unregistered union the chamber recognises, but others could be recognised in the future.

The most overt objection to the chamber's proposals comes from the Mineworkers' Union (MWU). Several other unions are also opposed to the move. The FMU understands from impeccable sources that the chamber has told the unions that if they do not agree to a package deal to settle all three elements in the talks, it will not do anything about the second most important element — measures to secure the employment of white workers.

The union's main objection is that the Labour Relations Act stipulates that only registered trade unions may become members of industrial councils and that the chamber's proposals boil down to a contravention of the Act.

MWU general secretary Arrie Paulus says the chamber may have confidential information about possible changes to the Act at its disposal which the union does not have. But he predicts: "We must not be surprised if the chamber makes a bolle-makete (sommersault) in the not-too-distant future."

Another trade unionist told the FM: "We want an agreement in which the security of employment becomes part of an agreement which can be monitored and implemented by the chamber. This is something we are going to have to construct. There is no way we will change the scheduled person definition without that guarantee. The chamber has authority to enter into agreements with the unions and associations. But it does not have authority to monitor and implement them. And now the chamber has said that unless we agree to a package deal it is not going to implement the industrial council or do anything about the security of employment."

Chamber industrial relations adviser Johann Liebenberg confirms that the major difference between the chamber and the unions has been the issue of admitting unregistered trade unions to a proposed industrial council.

Says Liebenberg: "At no stage did the chamber propose that unregistered unions should be full members of an industrial council. We fully realise that it is not permissible in terms of the Labour Relations Act. At the very beginning of our talks we proposed to the unions that unregistered unions be accommodated informally in an industrial council in one form or another, if it is established. That stance has not changed in all our discussions. Now we have to decide whether we are going to change that stance."

"If the industrial relations structure in the mining industry is to be revised drastically to cater for the challenges of the Eighties and beyond, the revision must provide for a unitary industrial relations system; not one system for registered trade unions representing mainly white workers and another system for unregistered trade unions representing black workers."

He weighs up the chamber's options: "If we insist on unregistered trade unions being catered for in some form or another in an industrial council we may be seriously jeopardising this opportunity of achieving fundamental revision of the present industrial relations system. On the other hand, if we do not insist now on the unregistered trade unions being accommodated in one way or another in the industrial council, we will have to continue with the dualistic system until such time as the unregistered unions decide to register."

NAMIBIA

An internal option

With negotiations on a Cuban withdrawal from Angola at least temporarily bogged down, the push for an internal Namibian solution through a fully-fledged interim government is gaining momentum.

Optimism that a breakthrough on the Angolan-Namibian question could be obtained on the basis of new proposals from the MPLA government faded when the Joint Monitoring Commission (JMC) of SA and Angolan troops failed to agree on a final SADF withdrawal from Angola two weeks ago. SA Foreign Minister Pik Botha's angry
R3 an hour for motor workers

Own Correspondent

JOHANNESBURG.—An historic wage agreement signed yesterday at the Toyota motor company's Durban plant is the first in the country to bring workers' minimum pay up to R3 an hour.

The agreement was reached in negotiations between Toyota and the National Automobile and Allied Workers' Union (Naawu), an affiliate of the Federation of South African Trade Unions.

It covers the 3,500 workers at the Durban plant and will raise minimum pay to R3 an hour by July next year.

A joint statement by Toyota and Naawu pointed out that the minimum rate in the agreement was the highest negotiated minimum wage in the country.

The union yesterday hailed the agreement as "historic." It noted that it had been the first union in the country to negotiate a R2 an hour minimum wage for workers with Eastern Cape motor employers in 1981.

"Naawu has now become the first union to break the R3 barrier," a union spokesman said.

The union made history in 1980 when its members struck at the Volkswagen plant in Uitenhage demanding a "living wage" of R2 an hour.

Yesterday's agreement provides for an 18c an hour increase in January and a further 17c in July. As the present minimum is R2.65, this will bring the minimum to R3 by the middle of next year.

In a joint statement, both Naawu and Toyota expressed "satisfaction" at the outcome of the talks.
Hotel workers satisfied with rises

Labour Reporter

Employees in the hotel and catering industry in Natal have been granted increases of between 19 and 27 percent.

Mr Ronnie Kisten, chairman of the Natal Liquor and Catering Traders Employees' Union, said yesterday that workers were satisfied generally, although the increase was far short of what they had asked for.

"In view of the current economic situation and the tough times the hotel industry is going through, the increase is fair," he said.

Workers were pleased the management was trying to narrow the wage gap between general-service employees and waiters.

The overall effect of the increase is that the pay of general-service employees, who make up about 60 percent of the industry, will rise by R51 per month while the wages of waiters will also be increased by the same amount from January next year.

At present, the minimum wage of those falling under the category of general service employees is about R136 a month and for waiters, R264 a month.

"For the first time this year, the new wage agreement will be for one year instead of the normal three-year term."

Hard hit

"We chose the one-year term simply because economic conditions could change over the next three years and we did not want to be bound by any particular rate," he said.

Mr Kisten said the workers had asked for a 33.5 percent rise in pay, pointing out that they had been hard-hit by rising cost of living, including increased bus fares and high rents.

Mr Alan Gooderson, chairman of the Hotel and Bottlstore Keepers' Association, could not be reached for comment yesterday. A spokesman for his office said he was away on holiday.
EAST LONDON — Building industry artisans in East London will receive a 24c an hour wage hike from May 1, bringing their hourly earnings up to R3.60.

In November last year artisans' wages were increased from R3.40 an hour to R3.60, while building assistants (labourers) were granted an increase of 15c an hour to push their earnings up to R1.20 an hour.

The secretary of the Industrial Council for the Building Industry, Mr. G. Reed, said yesterday that the May increase had been negotiated for artisans only.

Agreement was also reached for increases to the pension fund, holiday fund and payment in respect of annual leave and public holidays. — DDR.
and the various employer parties to the indus-
trial council for the pulp and paper manufactu-
ring industry have so far produced a mixed 

bag.

The negotiations were entered into only 
after deadlock was reached in November in 
the industrial council negotiations — the first 
in which PWAU had participated, after 
holding out for plant-level bargaining.

Last week the union settled with Mondi 
Board Mills on January increases — a mini-
mum of between 20c and 25c and hour on the 
lowest scale, compared to the 18c offered at 
the industrial council — but is still discussing 
July increases.

Negotiations with Carlton Paper have been 
concluded, while those with Nampak Paper 
and Mondi Paper are continuing, with the 
companies offering increases better than 
those offered at the industrial council.

However, negotiations with the other giant 
in the industry, Sappi, are not proceeding well 
and there is the possibility of a dispute with 
the union.

The company is offering the union increases 
below those offered at the industrial council 
while is understood to have agreed on in-
creases at two non-PWAU mills above the 
council levels.
Industrial Councils are an ‘unnecessary evil’

The activities of the host of Industrial Councils should be investigated at high level.

They control millions of rand of the workers’ money and I would like to know how these funds are administered and what surety has the working public of their money.

Employers are constantly harassed by council inspectors with threats of legal action, and my experience is that workers are not in favour of their money being placed in the hands of these councils.

It is said that the councils protect the rights of the workers, inter alia, that the councils prescribe minimum wages to be paid.

My experience is that the majority of employers pay their workers far in excess of the minimum pittance wages prescribed.

Furthermore, in many cases, employers pay over to the councils such fees and contributions they demand, without deducting the same from their employees.

One employer, for instance, paid over to a council an amount in excess of R4 000 during last year. When holiday time came last December, he received a cheque from the council for R600, representing the annual leave pay of seven workers.

To prevent a riot at his offices, he paid five workers R750 each, one worker R800 and one worker R500, making a total of R4 600. The workers were not interested to hear anything about the council.

Compulsory contributions in respect of black workers must run into millions of rand. The majority of these workers are illiterate and at a complete loss as to their rights.

What, for instance, happens to the pension contributions of a black worker should he be killed by a motor car?

Does his wife, who probably resides in a homeland, know that she can claim his pension from the council? If not, what then happens to the contributions?

As I said, certain employers do not deduct contributions, which they pay over to the council, from their workers’ wages.

Should such a worker leave the industry he will certainly not make any claim on the council, firstly, because nothing was deducted from his wages, and secondly, in many cases, he does not know anything about such contributions being paid to the council.

Thirdly, the majority of workers are not interested in the council.

The question again comes to the fore—what happens to the millions?

Another point I would like to make is, these funds administered by the councils are surely invested. What should be interesting to know is, where and how is it invested, at what rate of interest, and, above all, who benefits from the interest so earned?

It should also be interesting to know the cost of operating these multitude of councils and how their expenses are funded.

Each and every council operates differently and each has its own set of rules. It has proved a tremendous hassle from a bookkeeping point of view, especially at a month end, when a bookkeeper, having to do several payrolls, where several councils are involved, finds herself spending hours to complete the various, sometimes complicated returns.

I suggest that, if these councils are really necessary, which I doubt very much, they should be consolidated into one body, with one set of rules.

My personal feeling, based on experience, is, however, that they should be stamped out as an unnecessary evil, since the council’s protection of workers are not called for. It is the employers that should be protected.

As an alternative, I suggest that membership to an Industrial Council should be on a voluntary basis. They will soon find that they end up with no members.

J A Malan
Overtime banned in bid to ease unemployment

by Gary van Staden, Political Reporter

The Industrial Council for the building industry has placed a total ban on all overtime and weekend work on construction sites in the Transvaal in an attempt to help ease the chronic unemployment in the industry.

Effective since January 30, no employee who falls under the control of the Industrial Council—including construction workers—may work overtime or on Saturdays without special permission.

Building firms face heavy penalty clauses in contracts—R10 000 a day is not uncommon on large projects—for not completing them in the agreed period, and they rely heavily on overtime to get finished.

"Overtime to a maximum of two hours a week will be allowed if employers put a very strong case for such overtime and all Saturday work is banned," an Industrial Council spokesman said yesterday.

Construction work which would be exempt from the ban is emergency work, work on essential services and on projects vital to the national interest, according to the spokesman.

He also said that in the past great pressure had been brought to bear on construction firms by architects and consulting engineers to get projects finished as soon as possible.

"This has meant that employers are allowing employees to work a great deal of overtime," the spokesman said.

He added that unemployment in the industry at the moment was the worst the Industrial Council had encountered in years.

The reasoning behind the Council's move against overtime is probably that construction firms would now have to hire more workers instead of paying those they already employed more in overtime.

A senior spokesman for the Master Builders Association said, however, that he doubted that the measures would significantly affect unemployment figures.

"Only certain people can do certain jobs and they are not always available among the ranks of the unemployed," the spokesman said.

He said that as the MBA understood the measures, construction companies would be allowed up to an hour a week overtime without special permission being required.

The spokesman added that as far as he understood the overtime curbs, existing contractors would receive a sympathetic hearing on being allowed more overtime.
Overtime curbed to save jobs

By Don Robertson

OVERTIME in the Transvaal building industry has been restricted in an effort to protect jobs.

The decision was taken at a meeting of the Industrial Council for the Building Industry, and has to be adhered to by all building companies and sub-contractors. It does not affect civil engineering work.

The exact number of people unemployed is not available, but the council says the number of workers claiming unemployment benefits has doubled in the past year.

Contractors say the ban will not improve job opportunities and will cause problems on some contracts.

In terms of the council agreement, only an hour a day overtime is allowed. Permission may be granted for extended overtime in special cases.

Exceptions are made for buildings which are being occupied, building which is in the national interest, emergency work for health reasons and on contracts where workers have to be transported long distances to the site.

Nuisance

The measures could be of some use, says Basie Pretorius, head of the Master Builders Association for the Witwatersrand and Southern Transvaal, but in many contracts it is not possible to take on more people to complete the work.

Individual contractors, however, view the position differently and call it irksome and a nuisance.

Peter Jacobsen, chairman of the construction division at LTA, says that it is not always possible to double the number of workers on a contract and speed up the time to completion.

"Schedules will be hampered because overtime work on Saturdays is vital. "The curbs will hurt those who have been working a lot of overtime to keep ahead of inflation."
Your correspondent J A Malan (The Star, February 1) has hit the Industrial Council nail right on the head. They are dead but not out.

They seem to interfere or want to interfere in everything, and who do they work so expensively for? Certainly not the employer, who finances them.

Since January 1983 new legislation has made it an Industrial Council for the building industry matter if I go to someone's home, lift an old carpet and replace it with a new one.

They now dictate who I should employ, how much I pay them and their hours of work.

They say that we may only work one hour's overtime per weekday. So, if we are fitting a large house and we need two hours overtime to finish it, after the allowed one hour, we must put all the furniture back in the house and go again the following day.

This adds labour and transport costs to an already expensive commodity.

If the workers, supposedly qualified according to the council, make a mess of the job and cause hundreds of rands in damage, you can't fire them any more or they go to the council and complain.

They now know that they are "protected" by the council, and staff who, before the council's intervention were good and happy workers, are now clock watchers and "barrack room lawyers".

Since being "councilised" our costs have soared but our returns have diminished. So, to make ends meet, we retrenched half the staff and reluctantly added a few more to the thousands of unemployed.

The staff who stayed and earned the new rates of pay, plus stamps and levies, volunteered to stay on their old pay if their brothers could retain their jobs, but the council wouldn't hear of it.

But the real problem is that there are hundreds of similar businesses operating from homes in Johannesburg, Lenasia and Soweto.

They have no trading licence, no GST number, no UIF, no accident fund and pay their workers poorly.

They do not have premises, so escape the eagle eye of the council inspectors.

They are used by the chain stores and furniture shops because they are cheap labour. How can a legitimate business keep going under these conditions?

If the council had the employer in mind they would rout out the pirates, whether in carpeting, shopfitting, or any other building trade.

Johannesburg

Legitimate trader
Scrap minimum wages, Zac de Beer urges Govt

By PATRICK LAURENCE
Political Editor

DR ZAC DE BEER, chairman of LTA and an executive director of Anglo American, yesterday called for the abolition of statutory minimum wages.

Speaking at a conference in Johannesburg on problems facing South African cities, Dr De Beer, a former Progressive Federal Party MP, presented his call as a necessary measure to avoid South Africa's deterioration into a "banana republic".

South Africa's inflation rate was three times that of its major trading partners and the creation of new employment opportunities was only possible if costs could be held down, he said.

"I believe that in today's circumstances we must discard entirely the concept of enforced minimum wages," he said.

Dr De Beer, who acknowledged that he had campaigned in the past for higher minimum wages, added: "Today I am pleading for people to be allowed to work for any wage, no matter how low, that they are prepared to accept."

He had changed his views because circumstances had changed radically since he first campaigned for higher minimum wages 15 years ago.

South Africa in those days was "tolerably prosperous and stable" and its inflation rate was either lower or only fractionally higher than that of its major trading partners.

"Black wages in absolute terms were pathetically low and the wage gap was disgracefully wide," Dr De Beer said.

"There were no trade unions for blacks and job reservations were in full flower. Black political expression was minimal."

"The economy was tightly controlled by Government on many levels. In that set of circumstances, the country could afford substantial increases in wages, but such increases were only likely to come about if they came from above."

Today, however, the labour force was largely and increasingly unionised and more and more wages were set by collective bargaining, while "job reservation is almost extinct and industrial bars are on the way out."

Dr De Beer also called for the abolition of all apartheid measures impeding the free enterprise system — influx control, race classification and the Group Areas Act — and for the relaxation of health, building and safety regulations to cater for the "desperate need to allow everyone who can work to do so."
Industrial Councils do play vital role for all

It was with amazement that I read the letter by J A Malan in which is stated that Industrial Councils are an “unnecessary evil” (The Star, February 1).

One can only conclude that the writer is ill-informed and must have failed miserably in whatever efforts had been made to glean the facts regarding the function of Industrial Councils.

The Industrial Council for the Building Industry (Transvaal) consists of representatives of both employers’ organisations and trade unions, who see to and protect the interests of employers and employees.

Section 21 of the Labour Relations Act No 28 of 1956 clearly defines how the Industrial Council shall administer all moneys and also how it is to be invested.

The reading of Section 32 of the Act leaves no doubt whatsoever as to the stringent measures prescribed regarding the preparation by the council of an account of all revenue and expenditure and a statement of assets and liabilities.

Perhaps this will set your correspondent’s mind at ease and alleviate from it whatever anxiety may have been harboured in respect of the controlling by the council of “millions of rand of the workers’ money”.

Moneys received by the council are deposited into the accounts of the various funds. All such funds are strictly controlled and administered by qualified personnel with keen sense of responsibility who have at heart the interest and welfare of both employers and employees.

Accounts are audited, signed by the auditor and chairman of the council and an authorized copy thereof is forwarded to the Registrar for Industrial Councils.

Regarding benefits to employees, the Industrial Council for the building industry certainly has no cause for shame. These include medical benefits (also enjoyed by pensioners who do not pay contributions), inclement weather and sick benefits, unemployment and short time benefits, tool insurance benefits, military service benefits, etc.

(While doing military service the council effects payment of wages and benefits for periods of up to two years.)

There is a pension fund scheme for employees and, the council’s holiday fund department administers holiday fund moneys paid out to employees in the industry.

In addition, this council started an “attendance incentive bonus scheme” for skilled workers in the industry, and on any such bonus paid out, the council contributes up to 25 percent.

Furthermore, an employment bureau is administered by the council and has proved to be of immense value to unemployed workers in the industry.

Great emphasis is placed on training and currently approximately 4,000 learners are in the process of being trained.

Your correspondent suggests that Industrial Council membership should be on a voluntary basis, but is obviously unaware of the fact that there is no such thing as “membership”.

In terms of the Act previously mentioned, all employers in the building industry must register as such and all their employees fall within the jurisdiction of the council.

Employers and employees are legally obliged to comply with the provisions of the council’s Agreement.

It is the prerogative of all interested persons, whether in the industry or not, to acquaint themselves with the activities of the council. Whatever information may be required can be obtained from senior officials in the employ of the council.

Every effort is made to ensure that employees are not kept in ignorance regarding their benefits, pension moneys, death benefits, etc.

In conclusion, it must be pointed out that the council is empowered to appoint agents who call at building sites and, when and where necessary, to interview employers at their offices for the purpose of ensuring that the provisions of the council’s Agreement are complied with by both employers and employees and definitely not in order to cause harassment.

W de J Stapelberg
General Secretary
Industrial Council for the Building Industry
Transvaal
Johannesburg
Cape clothing industry warned over pay levels

By TOM HOOD
CASH-SQUEEZED employers of Cape clothing workers who underpay their workers or use sick fund and other deductions to finance their business are being threatened with legal action.

The industrial council for the Cape clothing industry has warned it will take offending employers to court.

The 49-year-old council, consisting of 13 employer and 13 worker representatives, fixes wage levels for the 60,000 garment workers in the Cape Town area.

More and more employers are failing to pay the correct minimum wages in terms of the industry's pay agreement, says Mr A M Rosenberg, chairman of the industrial council.

"LAW IS CLEAR"

"Employers must ensure that their wage clerks pay the council minimum wages," he says in his annual report.

"In law the employer is responsible for the actions of his employees and if the council takes a firm to court in connection with underpayment of wages, the employer will have to appear in court.

"The law is clear. Employers are expected to know the law and the agreement. The council will act promptly in cases of underpayment."

Mr Rosenberg says certain employers, when engaging workers, take the wage shown on the previous employer's service record card as the wage at which the employee is engaged.

R64 A WEEK

For example, R58 a week was the minimum rate for a machinist up to December 12 1984, and an employer paid a machinist R59,50.

But in January a new employer engaged her as a machinist but instead of paying R64 a week, the new minimum wage, he engaged her at R59,50 with the result that she was underpaid.

Other cases that came to light are highlighted by Mr Rosenberg:

• Machinists with more than two and a half years' experience were taken on at R61,25 or R62,95 a week, whereas the minimum rate was R64.
• A worker with one year and 20 days' experience was engaged at the rate for a worker with one year's experience instead of the rate for the first six months of her second year.

• The council served a large wage claim on an employer on behalf of a qualified clerk. The employer told her he was not in a position to pay her the qualified rate and offered her the job at R50 a month less than the monthly wage for a qualified clerk.

VERY UPSET

The employee was taken on at the lowest negotiated salary.

"The employer was very upset when he received the claim from the council and protested that the employee agreed to work for him at the lower wage. The employer did not realise he was committing an offence.

"These examples may or not be deliberate cases of underpayments, but the council cannot tolerate this situation to continue.

"A small number of employers habitually pay their sick fund and other dues to the council only after the due date and fall into arrears for one month or more.

"These employers do not appreciate that the amounts deducted from the wages of employees are trust funds and cannot be used to finance their businesses. The council will not permit employers to fall into arrears with payments to the council and its funds."

NO DEFENCE

Defaulting employers are to be prosecuted where they ignore requests for payments for arrear levies and contributions.

Some employers when pressed for payment of arrears said: "I have not got the money to pay."

But it is no defence in law to say no funds are available, adds Mr Rosenberg.

"The minority who do not meet their obligations would be well advised to heed the council's warning that they face firm legal action if they default."

• The council is to increase to R1.5 million from R1 million a year the amount it advances in low-interest housing loans to clothing workers from its provident fund.
Wage freeze for building men

Labour Reporter

WORKERS in the building industry will not receive wage increases this year because of the economy, the Industrial Council for the Building Industry in Natal announced yesterday.

He said the parties hoped that these concessions would materially assist in reducing the cost of building and would contribute towards the recovery of the building industry in the difficult times that lay ahead.

In a statement released after a meeting of the council, a spokesman said the employer and employee parties agreed that minimum wage rates would not be increased and that other benefits would remain unchanged during the period November 1965 to October 1966.

'The parties, however, have also agreed that the position will be reviewed in the early part of 1966.'
Metal unions will combine for a new Industrial Council approach.

The reduction of the working week by five hours to help ease unemployment in the metal and engineering industry will be proposed by a group of five trade unions during Industrial Council negotiations next Tuesday.

It will be the first time the unions have negotiated jointly at the Industrial Council. They are the Metal and Allied Workers’ Union, the South African Boilermakers’ Society, the Steel, Engineering and Allied Workers’ Union, the Engineering Industrial Workers’ Union and the National Automobile and Allied Workers’ Union (NAAWU).

They will negotiate under the banner of the South African Council of the International Metalworkers Federation (IMF).

The local IMF council's secretary, Mr Brian Fredricks, said the unions had decided to negotiate jointly because they represented the majority of workers at the Industrial Council.

Other proposals include the raising of the industry's minimum wage to R3 an hour and an across-the-board 50c hourly pay increase.

All the unions except NAAWU are parties to the Industrial Council.
Mercury Correspondent

JOHANNESBURG—Pay talks on the country's largest bargaining forum, the Steel and Engineering Industrial Council, headed straight into dispute yesterday when employers proposed an effective wage freeze for one year.

All 14 unions on the council, ranging from all-white artisan unions to emerging, predominantly-black unions, have declared a dispute with the Steel and Engineering Industries Federation (Seifisa).

The wages and working conditions of some 370,000 metalworkers are determined by negotiations on the council.

Two blocs of unions on the council — the Confederation of Metal and Building Unions (CMBU), representing skilled and semi-skilled workers, and the local coordinating council of the International Metalworkers Federation (IMF) — tabled separate sets of demands yesterday.

Seifisa responded by proposing that the current industrial council agreement, including minimum wage rates, be extended for a year, with the only exception being a willingness to negotiate an improved holiday bonus.

A spokesman for the CMBU said the parties were unable to reach agreement and a dispute was declared by all 14 unions which are party to the council.

These include the all-white Amalgamated Engineering Union, nine affiliates of the CMBU, Fossatu's Metal and Allied Workers' Union (Mawa), and Cusa's Steel and Engineering Workers' Union of S A (Seawusa).

An official of one of the unions said they were 'shocked' to hear the employer proposal, and responded by saying 'No thank you'.

Mr. Sam van Colier, executive director of Seifisa, said the employers were concerned that a dispute had been declared and said they would be drafting a statement today.

The agreement is determined by the industrial council, so the unions do not apply for an official conciliation board in the event of a dispute as the council itself operates as a conciliation board.

An executive meeting of the council, to decide on the procedure for handling the dispute, will be held on April 10.
Metal unions declare a dispute

The first round of Industrial Council negotiations for the metal industry ended in deadlock yesterday, with the unions declaring a dispute with the Steel and Engineering Industries' Federation (Seifsa).

A union source said a dispute was declared after Seifsa rejected all union proposals including a wage increment to meet the rising cost of living and the reduction of working hours to save jobs.

Seifsa had instead proposed the present wage agreement be extended for another year as employers could not afford another now. It also called for the establishment of a committee to negotiate the job security clause in the agreement.

Another union source said failure to reach agreement between employers and trade unions might lead to a strike after June when the agreement expires.

A Metal and Allied Workers' Union spokesman said the union's chief shop stewards met yesterday to discuss the dispute and they would report back to members.

The dispute has been referred to the Industrial Council's executive meeting next Wednesday.

Seifsa was expected to make a statement on the matter later today.
370,000 metal workers move into pay dispute

By PHILIP VAN NIEKERK

PAY talks on the country’s largest bargaining forum, the steel and engineering industrial council, headed straight into dispute yesterday when employers proposed an effective wage freeze for a year.

All 14 unions on the council, ranging from all-white artisan unions to emerging, predominantly black unions, have declared a dispute with the Steel and Engineering Industries Federation (Seifsa).

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An official of one of the unions said they were “shocked” to hear the employer proposal, and responded by saying “no thank you”.

Mr Sam van Coler, the executive director of Seifsa, said the employers were concerned that a dispute had been declared and said they would be drafting a statement today.

The agreement is determined by the industrial council, so the unions do not apply for an official conciliation board in the event of a dispute as the council itself operates as a conciliation board.

An executive meeting of the council is to be held on April 10.
Black and white workers unite in wage talks

The employers have called for a wage freeze in an attempt to preserve jobs. They argue that in the past three years more than 80,000 workers have been laid off in this sector. If they are forced to meet the unions’ demands they will be forced to retrench more workers.

The steel and engineering sector is one of the hardest hit by the present economic recession.

The unions are demanding a minimum wage of R3.50 an hour which would mean doubling the remuneration received by less skilled workers. Artisans want their minimum to be raised by 36 percent to R6.53 an hour.

Other demands include request that employers increase workers’ contribution to the pension fund to 12 percent and that this money be invested in family housing.

Because of retrenchments, the unions have demanded that the severance benefits be increased to one month’s pay for every year of service.

Also party to the negotiations, but acting independently of the other bodies, is the right-wing Confederation of Metal and Building Unions (CMBU) made up of about 10 unions. It is demanding increases of between 10 and 45 percent.
Major meeting on pay freeze

By PHILIP VAN NIEKERK

THE crucial steel and engineering industrial council dispute over an employer proposal to freeze the wages of more than 350 000 workers for a year enters a new phase today.

The council's executive committee meets this morning to decide whether to continue talking or to proclaim a deadlock between the Steel and Engineering Industries Federation (Seifsa) and the 14 unions in dispute with it.

Council sources said it was likely that the parties would continue negotiations in the short term, but in the long term there was little hope of a settlement.

A Seifsa statement last week said the decision to suspend the agreement — to expire in June — for a year, was due to the "prevailing severe recessionary conditions and rapidly escalating costs."

"The key objective should be to retain employees in employment insofar as this is practicable. The number of employees in the metal industries has declined by more than 80 000 over the past three years."

However, the Metal and Allied Workers' Union (Mawu) said in a statement after a meeting of union leaders that members would not accept the wage freeze, and indicated they would approach companies who could afford increases individually.

Mawu blamed the "crisis in South Africa" on a system which caused the majority of the population to be unemployed or underemployed, and left them to be supported by workers.

"But management refuses to pay a living wage to these workers, who are now supporting not only their own families but the families of the unemployed. Inflation has further ravaged worker's standards of living."

"engineered to excite"

BECAUSE YOU ARE
WHO YOU ARE

DENTONE
TELEPHONE

...
Metal workers demand cuts in bosses' perks

In an ironic twist to the current Industrial Council wage negotiations for the metal industry, workers have asked employers to severely cut down on management perks.

The Metal and Allied Workers' Union (Mawu), representing more than 35,000 workers, says in a statement that it has demanded a cut in perks to test employer sincerity in reducing costs. Employers have said they could not afford wage increments for workers because of the weak economy, precipitated mainly by escalating production costs.

Among union demands taken to the negotiating table were a minimum hourly rate of R3.50 rising to R5.50 for artisans. Workers also demanded an across-the-board pay rise of 50c an hour.

TALKS TO RESUME

Mawu and other unions declared a dispute when employers, negotiating under the Steel and Engineering Industries Federation of South Africa (Seifsa), rejected these demands.

The talks are to resume on April 30.

According to the Mawu statement, the union demanded that:

• All management perks be ended immediately.
• All company cars be paid for.
• There be no free petrol for company cars.
• No "large, cheap housing loans" be given to management and directors.
• Directors' emoluments be cut "so that their standard of living approaches closer to that of the rest of the population".

Mawu also called for cuts in expenditure on the South African Defence Force and South African Police and for the money to be spent on creating jobs.

A Seifsa spokesman would not comment on the Mawu statement.
Steel dispute is set for new negotiation

By PHILLIP VAN NIEKERK

Employers and unions in the steel and engineering industry council, who are in dispute over an employer proposal to freeze wages for a year, are to meet at the end of this month in an attempt to resolve the dispute.

The 14 unions represent more than 650,000 workers whose minimum wages and working conditions are determined by the industrial council.

A statement by Mr. Ginger de Jager, general secretary of the industrial council, said that agreement to meet again was reached at a meeting of the executive committee of the council.

He said employer bodies within the Steel and Engineering Industries Federation of South Africa (Seifsac) would meet on April 29 to co-ordinate their views, after which they will give an indication to the unions what stance they intend to adopt.

The negotiations will resume on April 30.

The parties went into dispute when the employers proposed to extend the existing agreement, which expires in June, for a year, an effective wage freeze.
Cut management perks, Mawu says in pay talks

Argus Correspondent

JOHANNESBURG. — In an ironic twist to the Industrial Council wage negotiations for the metal industry, workers demanding better pay packets have asked employers to cut down severely on management perks.

The Metal and Allied Workers’ Union (Mawu), representing more than 35,000 workers, says in a statement that it has demanded perks cuts to test employer sincerity in cutting costs.

Employers have said they could not afford wage increments for workers because of the weak economy and escalating production costs.

Among union demands taken to the negotiating table was a minimum hourly rate of R5.30 rising to R6.50 for artisans. Workers also demanded an across-the-board pay rise of 50c an hour.

The unions declared a dispute when employers, negotiating under the Steel and Engineering Industries Federation of South Africa (Seifsa), rejected these demands.

The talks are to resume on April 30.

According to the Mawu statement, the union demanded that:

- All company cars be paid for.
- There be no free petrol for company cars.
- No “large, cheap housing loans” be given to management and directors; and that

Directors’ emoluments be cut “so that their standard of living approaches closer to that of the rest of the population”.

Mawu also called for cuts in expenditure on the South African Defence Force and South African Police and for the money be spent on creating jobs.

A Seifsa spokesman would not comment on the Mawu statement.
INDUSTRIAL councils — set up to protect workers’ minimum wages — have lost the battle against inflation.

And last year more than half the workers whose wages were set by industrial council agreements ended the year with less buying power than they had at the beginning.

This is the finding of a major study released this week by Cape Town University’s Southern Africa Labour and Development Research Unit.

"These facts call into question the effectiveness of the industrial council system in, at the very least, protecting minimum wages against inflation," said author Martin Nicol. Wages for unskilled workers are extremely low — often below the poverty line — he said.

"Those workers are in particular need of real wage increases every year if they are to be liberated from poverty or destitution."

Workers in the building industry are especially hard hit by inflation.

Planned increases in minimum wages, which were supposed to come into effect in October last year, have been slashed by half. Minimum wages for builders will increase by only three percent.

With the current rate of inflation at 16 percent, this means workers’ real wages will drop substantially over the year.

An earlier Saldru study showed that workers whose wages were set by wage boards faced an even more grim future.

Nearly two thirds of labourers’ minimum wages of set by the Wage Board declined in real terms during 1984.

By MOIRA LEVY
Workers continue strike at VW's Uitenhage plant

PORT ELIZABETH. There was no production at Volkswagen's Uitenhage plant today as workers who walked out on Friday continued their strike in support of a demand for increased wages.

Several thousand workers belonging to the National Automobile and Allied Workers' Union (NAAWU) gathered on lawns outside the plant for a report-back from union officials today.

The chairman of the Volkswagen branch of NAAWU, Mr. Joka Gomomo, said today the workers went home after he told them that management was not prepared to negotiate on the premises.

MERCEDES

He said Volkswagen insisted on negotiating through the Industrial Council and that the company was trying to bring forward to tomorrow an Industrial Council hearing on the matter scheduled for April 26.

"But the workers are not prepared to take tools until Volkswagen make an offer acceptable to them," Mr Gomomo said.

He refused to elaborate on what kind of increase the NAAWU workers were seeking but admitted that a recent increase won by some Mercedes Benz workers in East London had affected the workers' demands.

PRICES

"Our last increase was in August last year and since then prices have continued to climb," he said.

"My feeling is that the workers are prepared to go in for a long strike if necessary to back their demands."

A Volkswagen spokesman, Mr Graham Hardy, confirmed that wage increases were the primary cause of the strike.

He said the company was committed to continuing negotiation with the Industrial Council but that NAAWU were opting for direct negotiation.

He said the company was "hoping for a speedy resolution of the matter."
Union accuses VW of stalling

Mail Correspondent
PORT ELIZABETH — The National Automobile and Allied Workers' Union (NAAWU) has accused Volkswagen South Africa of stalling in recent wage negotiations by insisting that talks continue at Industrial Council level.

However, Mr Brian Robinson, VW's industrial relations director, said the union and the company were both parties to the council.

As a result of worker dissatisfaction with a decision to postpone wage increases until August, 3,300 VW workers walked out on Friday last week, bringing production at the Uitenhage plant to a halt.

The walkout came in the wake of wage increases granted this year by Mercedes-Benz and Toyota.

In the past two years, workers in the motor manufacturing sector have been given six-monthly increases. NAAWU's last increase was in mid-1984.

Mr Robinson said that in light of the serious economic situation and problems besetting the motor industry, a 12-month interval between increases had been considered.

But Mr Les Kettledas, regional secretary of NAAWU, argued that a six-monthly increase has never been more necessary.

VW workers are to attend a reportback meeting at the plant today and management is hopeful that workers will then return to work.
Volkswagen under attack

A German multinational company, Volkswagen South Africa, has been fined for.

The company and 1,500 workers at two plants in the country are on strike over terms and conditions.

The National Automotive and Allied Workers' Union (Nawu) said the company was delaying negotiations, insisting that they continue talks at the industrial council.

As a result of the strike, over 500 workers dropped tools for the first time in the company's history, involving the production of a new model.

Nawu said the workers would not return to work until an interim increase was granted. The stoppage may last for an "indeterminate period of time."

The strike was followed by a walkout at a manufacturing plant by workers at the company's motor company.

"The motor industry has been given six months to increase salaries," said Nawu's representative.

"VW's spokesmen said that Nawu and the company were the members of the ACC. Due to the country's economic climate that was prevailing in the motor industry, they had problems and considered a 12-month interval between increases." However, Nawu's spokesman said the six-month increase has been more necessary.
Ford workers down tools

Own Correspondent
PORT ELIZABETH. — Ford yesterday became the third local motor manufacturer in a week to be affected by a stoppage over interim wage increases.

About 2 000 workers at Ford's Neave plant in Port Elizabeth downed tools after refusing an interim wage increase offer by management.

Meanwhile workers at Volkswagen in Uitenhage, affected by stoppages since last Friday, are set to return to work on Tuesday.

And about 3 000 General Motors workers returned to work yesterday after downing tools on Thursday. The workers accepted an interim wage increase between 14c and 24c an hour.

Industrial action at the three plants came after a deadlock was reached at Industrial Council level between the Eastern Province Automobile Manufacturers Association — representing the three companies — and the National Automobile and Allied Workers Union (Naawu).

As a result of the deadlock, the companies agreed to negotiate interim wage adjustments at shop floor level.

Yesterday negotiations continued between Volkswagen and VW shop stewards. Mr Fred Sabis, general secretary of Naawu — the trade union representing the majority of workers at Ford, GM and VW — said last night VW workers had decided to accept an increase offered by VW management of between 14c and 24c an hour.

A VW spokesman confirmed that the company had been advised of the workers' acceptance.

Mr Les Kettleles, regional secretary of Naawu, said workers at Neave walked out yesterday afternoon after wage talks began between the company and the union yesterday morning.

Mr Kettleles said talks would continue between the union and Ford on Monday.
How the Labours' Wages Dropped in Value
Police Contingent

and MAWWU members a logger were

on their long strike at the strike and never

walking out after the police had

been withdrawn. The strike

ended.

The strike ended.

By Michael Sjahna

Police swept in

and arrested the leaders.

Union Leaders were

arrested.

So Heidi at City Hall Demo.
Labour unrest spurred by political impotence

SHERYL Raine of The Argus bureau in Johannesburg spoke to Anglo American's Bobby Godsell, head of the group's industrial relations department.

BOBBY GODSELL is one of those bright young consultants/executives whose job category in the corporate scheme of things didn't feature prominently 10 years ago.

He and other consultants like him have come into their own in the hurly-burly of labour relations in South Africa in the 1980s.

His job is to advise and assist the executives of Anglo American on the vital issues of industrial relations.

This year he is talking about the economics of survival as the recession lingers on, the importance of ending job reservation on the mines, the Industrial Court, the role of management in the broader social scene in South Africa and the nature of trade unions.

Times are tough and he insists that the words "economics of survival" are not overly-dramatic. Things will get worse before they get better. He would like to see the issue of wage demands versus unemployment higher up on the agenda of labour issues. But he believes there is another side to the recession which could have a positive spin off.

"In 1985, there is so little money in the kitty (for wage increases) that the battle of white skilled workers and black industrial workers is going to be to try to preserve their purchasing power or have it eroded as little as possible," he says.

There are already examples of this greater coincidence of interests — for instance, in the current metal industry wage negotiations where previously incongruous union groups are together.

Although there are obvious areas of conflict between skilled whites and blue collar blacks, he believes the recession will tend to remind both of their common interests. They are striving together to get their members the best deal possible.

There are still hurdles to leap in the black-white labour forum, the most important of which is statutory job reservation on the mines. He is confident that job reservation will go and that a new industrial relations structure for the industry as a whole will be forged — but says the exact time frame of both developments is hard to predict.

His concern about the Industrial Court is shared by others in the field. As an essential and widely-used institution he believes it has had an encouraging start to its life. But the role of the court in relation to the rest of the judiciary and its role in collective bargaining urgently need to be clarified.

"There are three judgments from the Supreme Court which have cast doubt on the Industrial Court. Is it a court or an administrative agency? It should be integrated into the judicial process.

"Clearly you can't expect a new institution to be perfect. On the other hand both unions and management need help from the state now to rectify these two problems."

The broader social conflicts of South African society, trade unions and management's role in the present era are things about which he has thought long and hard.

In his opinion trade unions are not revolutionary in nature but reformist. Modern history has failed to reveal a successful revolution where trade unions have played a central role.

In South Africa the unions have been a major vehicle for leadership emergence in black communities.

So far management has been pulled into a transitional role of mediation not only with workers but with the broader black community involving a range of social issues.

In modern industrial countries private enterprise inevitably becomes involved in public policy debates and contributes expertise to government. This, he believes, is growing in South Africa.

But he says: "There is no way that employers (in South Africa) can act as a substitute for political participation for black people. There is no doubt that the unrest we see in the townships now and other conflicts in society both have their origins in and can only be resolved within the political structures."

He believes that the country's labour dispensation is in advance of the constitutional dispensation for blacks and what industry now desperately needs is successful socio-political reform outside of the factory gate.
TUCSA unions negotiate wage agreement

TWO affiliates of the Trade Union Council of South Africa, both in the tobacco industry, have successfully negotiated a new wage agreement at the Industrial Council for the Tobacco Industry Transvaal. Miss Christine du Preez, general secretary of the unions, said yesterday.

The two unions are the African Tobacco Workers Union and the National Union of Cigarette and Tobacco Workers. This agreement came into operation on April 1 when all workers received an increase. Miss du Preez said the unions welcomed the increases in these difficult times of economic recession, although they were lower than the inflation rate.

She said those workers on agreement rates received an increase of 11.5 percent and those earning premium rates, above agreement rates, received 11 percent on personal rates. The increase on personal rates was obtained at plant level negotiations with the various companies, and although an attempt was made by management to divide the two unions, all workers stood firm because of the unity that exists between the two unions.

"The wage rate laid down in the agreement for artisans is now R272.85 per week, or R6.50 per hour. However, all artisans are earning far in excess of agreement rates and thus far received an increase of 11 percent on those rates. The labourer's rate is now R94,20 per week or R2.24 an hour. The weekly paid employees received their increases on the first pay week in April," Miss du Preez said.

In the same breath, TUCSA said it cannot find sufficient words to condemn the rise in the price of maize to the consumer. TUCSA said it sees the granting of an increase in the price of this staple food as callous disregard of the welfare of the ordinary worker in South Africa. It further believes that the increase shows that the authorities are completely out of touch with the grim reality of life in the country where retrenchments and unemployment are the order of the day.

In a statement TUCSA said: "The result of unemployment is poverty and starvation, which this increase can only aggravate. With soaring inflation even workers who still have jobs have no slack to offset an increase. We warn the Government that by recklessly disregarding the plight of the majority of workers in South Africa, they are fuelling discontentment and creating their own agitators."
A STUDY OF RELATIVELY POOR AREA (VULINDLELA)

N. Bromberger

This paper studies households poor (in an urban and peri-
urban area) on the basis of household size. It covered 3,500 households in 1981.

The paper reports information on 300 households selected as a 5 per cent random sample of all households. These included: (1) the existence and whereabouts of members who were absent from the household; (2) the existence and whereabouts of close family relatives; (3) the existence and whereabouts of incomes paid actually to members of the household by female members of main family respondents and gifts from lovers; (4) subsistence as foodstuffs and as medical services; (5) the existence and whereabouts of cash incomes from all sources, including gifts from relatives and such institutions as churches; (6) the existence and whereabouts of income paid actually to members of the household by female members of main family respondents and gifts from lovers; (7) the existence and whereabouts of cash incomes from all sources, including gifts from relatives and such institutions as churches; (8) the existence and whereabouts of incomes paid actually to members of the household by female members of main family respondents and gifts from lovers; (9) the existence and whereabouts of cash incomes from all sources, including gifts from relatives and such institutions as churches; (10) the existence and whereabouts of incomes paid actually to members of the household by female members of main family respondents and gifts from lovers; (11) the existence and whereabouts of cash incomes from all sources, including gifts from relatives and such institutions as churches; (12) the existence and whereabouts of incomes paid actually to members of the household by female members of main family respondents and gifts from lovers; (13) the existence and whereabouts of cash incomes from all sources, including gifts from relatives and such institutions as churches; (14) the existence and whereabouts of incomes paid actually to members of the household by female members of main family respondents and gifts from lovers; (15) the existence and whereabouts of cash incomes from all sources, including gifts from relatives and such institutions as churches; (16) the existence and whereabouts of incomes paid actually to members of the household by female members of main family respondents and gifts from lovers; (17) the existence and whereabouts of cash incomes from all sources, including gifts from relatives and such institutions as churches; (18) the existence and whereabouts of incomes paid actually to members of the household by female members of main family respondents and gifts from lovers; (19) the existence and whereabouts of cash incomes from all sources, including gifts from relatives and such institutions as churches; (20) the existence and whereabouts of incomes paid actually to members of the household by female members of main family respondents and gifts from lovers; (21) the existence and whereabouts of cash incomes from all sources, including gifts from relatives and such institutions as churches; (22) the existence and whereabouts of incomes paid actually to members of the household by female members of main family respondents and gifts from lovers; (23) the existence and whereabouts of cash incomes from all sources, including gifts from relatives and such institutions as churches; (24) the existence and whereabouts of incomes paid actually to members of the household by female members of main family respondents and gifts from lovers; (25) the existence and whereabouts of cash incomes from all sources, including gifts from relatives and such institutions as churches; (26) the existence and whereabouts of incomes paid actually to members of the household by female members of main family respondents and gifts from lovers; (27) the existence and whereabouts of cash incomes from all sources, including gifts from relatives and such institutions as churches; (28) the existence and whereabouts of incomes paid actually to members of the household by female members of main family respondents and gifts from lovers; (29) the existence and whereabouts of cash incomes from all sources, including gifts from relatives and such institutions as churches; (30) the existence and whereabouts of incomes paid actually to members of the household by female members of main family respondents and gifts from lovers; 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Unionists held during protest in city

BY SELLO RABOTHATA

FORTY slogan-chanting members of the Metal and Allied Workers Union were yesterday arrested in the centre of Johannesburg after a march through the streets to an industrial council negotiation meeting.

Those arrested, 36 men and four women, had marched to the City Hall where industrial council negotiations for the metal industry were taking place. They had accompanied union negotiators to the talks with the Steel Engineering Industry Federation of South Africa (Seifsa).

Lieutenant H J Beck, of the police directorate in Pretoria, yesterday confirmed the arrests and said the Mawu members would be charged with illegal gathering. "An admission of guilt may be determined, but it will depend on them whether they want to pay it or not. If they do not, they will all appear in court today," Lieutenant Beck said.

The chanting, placard-carrying workers, including union leaders, had marched peacefully from their offices in Harrison Street. Some of the placards read: "Stop retrenchments" and "Mawu demands a living wage". The marchers were confronted by police who had arrived on the scene as they left the hall. Mawu's national organiser, Mr Moses Mayekiso, is believed to be among those who were arrested.

A large contingent of riot squad policemen, carrying batons, loaded some of the marchers into the vans before driving away to the John Vorster Square police station. No incidents were reported. Traffic officials and policemen patrolled the roads as crowds of people gathered on the pavements opposite the City Hall to watch the arrests.
Last year most minimum wage rate increases dictated by industrial council agreements failed to compensate for inflation. So says the University of Cape Town’s SA Labour and Research Development Unit (Saldu).

The statistics do not tell the full story, claims Saldu, because artisans are usually paid well above industrial council minima. The drift away from the published rates indicates that the industrial council system is failing, it argues.

The report shows that last year the purchasing power of labourers in nearly 57% of job categories declined. The most impressive real increase during the year was in the Durban sugar industry, where minimum rates leapt by 70%. But this has to be balanced against the fact that it was the first increase in the industry since 1981.

Skilled workers fared worse. Some 60% of artisan categories showed a fall in real wage rates. Once again, the biggest increase — 66% in the Cape Town jewellery trade — came into effect after a four-year freeze and represents a real increase of only 8.8% over 1980 levels. Four council agreements gave artisans real increases of more than 20%. In each case, however, the increases were the first since 1981.

Saldu also analyses wage trends over the last decade. This picture emphasises the disparity between labourers’ and artisans’ minimum rates. Only 31% of artisan rates reflect a real increase since 1975 compared to 72% for labourers.

But Saldu questions whether actual wages paid to artisans have followed this pattern. It suggests, in fact, that actual artisan wages bear little relationship to published minima and that the wage gap between skilled and unskilled labour has not narrowed as much as the industrial council statistics suggest, if at all.

The report argues that industrial councils are losing control of wage levels and of “the whole structure of remuneration in industry.”

This leads Saldu to question whether black union participation in the council system as it now operates is of any value. It suggests the unions may be “becoming parties to an effectively powerless institution that sets only very low minimum rates for labourers (which are often the actual rates) and unrealistically low minimum rates for artisans.”

The report says plant-level bargaining, either as a complement to or a substitute for industry-wide bargaining, is a useful strategy in the short term. However, argues Saldu, as unions continue to grow, this system will become less practical. It will become necessary to challenge the unsatisfactory industrial council system and create “an effective, central wage-controlling authority” in each industry.
The Industrial Council wage talks for the metal industry, which began on Tuesday, were adjourned until May 15 without agreement being reached on union demands.

Before the talks began about 40 unionists, members of the Metal and Allied Workers' Union, were arrested after marching to the Johannesburg City Hall where the talks were held.

The adjournment is the second since the talks began between trade unions and the Steel Engineering Industries Federation at the beginning of April. The negotiations resumed after unions had declared a dispute with employers when employers suggested a pay freeze for a year.

According to a union source, the unions rejected an employer offer of an hourly pay rise of between 17c for artisans and 8c for unskilled workers. This was later raised to 20c and 10c respectively, but unionists still felt it would not meet the high cost of living.

The source said after the arrest of unionists outside the City Hall, a leading SEIFSA official suggested the talks be halted while efforts were made to try and secure their release. But unionists decided the talks should continue so they would be able to report back to their members.
Increases despite lay-offs

Cape clothing workers to get R13m more

B. Dey 15/7/85

CAPE clothing workers will earn an estimated R13m more from July to December despite record layoffs in the industry.

The wage increase, effective from July 1, is part of a four-stage increase of 32.7% spread over two years, which was negotiated and announced last year.

Individual qualified machinists will earn a minimum of R3 more a week, raising their weekly wage to R67. Industrial Council secretary for the Clothing Industry (Cape), Hardy Nel, said yesterday.

Meanwhile, National Clothing Federation president Mike Getz warned yesterday that rising local raw material and wage costs were making it difficult for the industry to maintain levels of output and employment.

He added that retailers were maintaining their margins while those of manufacturers were dropping. Retailers disputed this.

The wage agreement, signed between the Cape Clothing Manufacturers' Association, the Garment Workers' Union and the Cape Knitting Association, includes higher termination pay and increased sick fund and provident fund contributions.

From December 1984 to the end of 1986, the minimum wages of qualified machinists will have risen by 32.7%, of which 15.5% will be in 1985.

BY ROBERT GREIG

The first stage was in December and the fourth and final will be on July 4 next year.

Last year the wage bill for 62 000 workers was about R107m.

Since then the workforce has dropped to 56 000. The Industrial Council for the Clothing Industry (Cape) said figures of those working short-time were not available.

Garment Workers' Union assistant general secretary C. Petersen said: "There have been some lay-offs but the percentage is small."

He reported a demand for qualified machinists and knitters but little for unqualified staff, saying lay-offs had mainly taken place in small, cut-make and trim operations.

Cape clothing workers, on a 42-hour week, earn slightly more than clothing employees in the Transvaal and much more than Natal employees.

The minimum weekly wage of a Transvaal machinist, working a 40-hour week, is rising to R63 a week, according to the Industrial Council for the Clothing Industry (Transvaal).

A Natal machinist, working a 42-hour week, will be earning R40.50 a week, the council for Natal said.
Pay increase for clothing workers

By ROBERT GREIG

CAPE clothing workers will earn an estimated R15-million more from July to December, despite record layoffs in the industry this year.

The wage increase, effective from July 1, is part of a four-stage increase of 6.7 percent spread over two years negotiated last year.

Individual qualified machinists will earn a minimum of R3 more a week, raising their weekly wage to R67, the secretary of the Industrial Council for the Clothing Industry (Cape), Mr. Hardy Nel, said yesterday.

Meanwhile, the president of the National Clothing Federation, Mr. Mike Getz, warned yesterday that rising local raw material and wage costs were making it difficult for the industry to maintain levels of output and employment.

He added that retailers were maintaining their margins while manufacturers were dropping. Retailers disputed this.

The wage agreement between the Cape Clothing Manufacturers' Association, the Garment Workers' Union and the Cape Knitting Association includes higher termination pay and increased sick and provident fund contributions.

Cape clothing workers, who work a 42-hour week, earn slightly more than those in the Transvaal and much more than their Natal equivalents.
plant have given management a big headache.

Says Horlock: "It became clear that both SFAWU and NSRAIEU had 50% support at Pongola, with the majority of 51% swinging backwards and forwards almost on a daily basis. All employees are accommodated on company property and the tension and rivalry, both within the factory and the village, was reaching impossible levels."

After consultations with the unions, it was decided at the beginning of this year to implement both agreements at Pongola for a period of three months (April to June). Thereafter, an audit will be conducted to establish whether a clear majority has emerged. In the interim, employees may vary their employment package merely by switching unions.

But as Horlock says: "At least that is better than changing the whole labour force as the majority swings between the two unions."

Meanwhile, negotiations for the 1985 agreement have begun at both industrial council level with NSRAIEU and at plant level with the SFAWU. But there are indications that SFAWU now has the majority at its biggest mill, Sezela. So in future it seems likely that exemptions will have to be extended to include Sezela. Clearly C G Smith will have to re-examine its relationship with the industrial council unions.

Notes Horlock: "It seems like the multi-union industrial relations problem, a scenario sketched by academics, has arrived. We must keep a cool head and take the right decision at the right time ignoring, if necessary, the law and the textbooks. Our objective remains to maintain a happy and contented labour force in what is a very complex situation."

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**SUGAR INDUSTRY**

**A bitter dilemma**

If they weren’t so serious, the labour problems faced by C G Smith Sugar as a result of multi-level bargaining would be almost comical.

Inter-union rivalry at Smith’s sugar mills has reached such a pitch that it has become impossible to implement effective wage agreements. As a result, management has thrown away the rule book and has resorted to crisis measures to keep industrial peace.

Observe personnel director Barry Horlock: "This is one problem where you won’t find the solution in a university business school library."

The problem stems from inroads made by Fosatu’s Sweet Food and Allied Workers Union (SFAWU) at Smith’s mills where it is squeezing out the larger National Sugar and Refining and Allied Industries Employees Union (NSRAIEU).

The NSRAIEU, headed by Selby Nsibande, negotiates at industrial council level and SFAWU negotiates at a corporate level on behalf of unskilled and semi-skilled workers at Noodsberg, Umzimkulu and Pongola mills. To implement agreements struck with SFAWU, exemption from the industrial council agreement is required.

Last April agreements were reached with both parties. While the packages differed in details, the cost of the awards was roughly comparable. Exemptions from the industrial council agreement were granted — except at Pongola where the NSRAIEU claims to be representative. Rival union claims at the
Wages cemented

A scheduled wage increase for the Transvaal building industry has been deferred until October because of recessionary conditions. This follows negotiations at the Industrial Council for the Building Industry (Transvaal) between industry employers and two trade unions — the Amalgamated Union of Building Trade Workers and the White Building Workers' Union of SA.

In terms of the agreement reached by the parties, the wage hike which was due to be implemented on May 6 has been deferred until October 14. A notice to this effect has appeared in the Government Gazette. Holiday and pension fund contributions will, however, be increased by 16%.

In a letter to members, one of the employer parties — the Master Builders' and Allied Trades Association (Witwatersrand and Transvaal) — says it feels "that a wage freeze would assist enhance employment opportunities for the workforce" and that the unions on the council have been "very sympathetic."

However, the agreement is not likely to meet with the approval of at least some trade unions and employers operating in the province's building industry, since the majority of the workforce is not represented on the council. According to the council, the industry employs some 60,000 people. Between them, the two unions on the council have 12,000 members. This makes it likely that unions representing black workers in the industry are likely to put pressure on companies to bargain about wages at plant level.

Plant level negotiations are anathema to the Master Builders. It is aware that this challenge will arise and addresses the issue in its letter: "You are no doubt aware that certain categories of employees — and particularly black employees — are not adequately represented on the local industrial council for the building industry."

"It is the policy of this association and Bifa (the Building Industries Federation of SA) that collective bargaining should take place at industrial council level and not at factory level. Members have already been advised that if they are approached by trade unions to negotiate a recognition agreement that this should be resisted at all costs and that the attitude of employers should be to advise representatives of such unions that negotiations should take place at industrial council level. We therefore have a duty to encourage trade unions who act on behalf of employees not represented at industrial council level to seek representation."

At least one company has indicated that it will not abide by the Master Builders' directive. Says a company spokesman: "This recommendation is madness. If we had to do what the Master Builders’ Association is saying, it would be an invitation to labour unrest."

Phirobosh Camay, general secretary of the Council of Unions of SA, which includes the black Building Construction and Allied Workers' Union, told the FM: "Seifisa tried that strategy in 1981 and failed. We believe very firmly that both parties — employers and unions — must find the best level for negotiating wages, and it is not for an employers' association to dictate to its members how they must operate."
No motor agreement

Wage talks at the Industrial Council for the Motor Industry (eastern Cape) are still dragging on — nearly six months since the last agreement expired and after the employer parties have consented to the implementation of interim increases.

The council met last week for the first time since Ford, General Motors (GM) and Volkswagen (VW) agreed with the National Automobile and Allied Workers' Union (Naawu) and the Yster en Staal Unie on an interim wage hike ranging from 14c to 24c an hour.

However, understanding has been reached that the hike will be offset against any increases negotiated at the council. GM and VW have granted a 20c an hour across the board increase from August 1. Yster en Staal general secretary Henry Ferreira tells the FM that the unions modified their demands at the council meeting. The employers, he says, are now regarding the modified demands as a new set of proposals and have asked for time to consider them.

The FM understands that Naawu has lowered its minimum wage demand. But it has asked for two extra paid public holidays and is unhappy with the interim arrangement with Ford as it is not as favourable as that reached with the other companies.
Metal firm’s hearing on dispute adjourned

24/5/85

THE Industrial Court hearing into a dispute between the Metal and Allied Workers’ Union and a Durban metal company over union bargaining rights at plant level has been adjourned to July 12 for legal argument.

The dispute arises from a refusal by Hart Limited, manufacturers of cooking utensils, to negotiate wages and certain other matters at plant level directly with the union.

The company argued that it was not obliged to negotiate wages with the union other than at Industrial Council level.

Mr Geoff Schreiner, general secretary of the union, told the Court considerable industrial unrest could be avoided if the union were allowed to ‘collectively bargain wages and a funeral benefit scheme directly with the company.

Acceded

He emphasised the union saw ‘plant bargaining’ as supplementary to industrial bargaining through the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry.

Eighteen local companies covered by the national council main agreement had acceded to such supplementary bargaining whereas there were only between six and eight companies who were refusing bargaining rights, he said.

Mr Sam van Coller, director of the employers’ association — Steel Engineering Indusries Federation of South Africa — told the hearing that if employers were to accede to ‘plant-level bargaining’ on wages it could lead to the disintegration of the Industrial Council system.

Dr D B Elbers and Mr Mohamed Ameen Bulbulia presided at the three-day hearing at the Ecumenical Centre in Durban.
Seifsa strained as metal unions consider ballot

The two major trade union blocs on the Metal Industrial Council, representing about 370,000 workers, will decide this week whether to proceed with a strike ballot following a deadlock in pay talks.

Deadlock was reached seven weeks after a dispute with the Steel and Engineering Industries Federation (Seifsa) was declared by the entire spectrum of unions on the council, the largest bargaining forum in the country.

It raises the possibility of widespread industrial unrest in the industry and the likelihood of stepped-up demands for plant-level bargaining, undermining the industrial council.

After earlier proposing an effective wage freeze, Seifsa last week offered a 17c, or 3%, increase on the minimum rates, a guaranteed 24c rise for artisans and 14c for unskilled workers.

In a plea to the unions on Thursday, executive director of Seifsa Sam van Coller said the industrial council was experiencing its most difficult period in 40 years.

He said that in the current economic climate there was no way the industry could accommodate the union demands, which would lead to massive unemployment, further shutdowns and more rapid mechanisation.

The Confederation of Metal and Building Unions (CMBU), representing mainly skilled and semi-skilled workers, will caucus today with the all-white SA Yster en Staal.

CMBU director Ben Nicholson said they were considering three options: further informal negotiations, arbitration, or holding a strike ballot.

At this stage the CMBU is more likely to look for ways of reaching settlement than the other major bloc, the local co-ordinating committee of the International Metalworkers' Federation, representing mainly unskilled workers.

The four IMF unions — the SA Boilermakers' Society, the Metal and Allied Workers' Union (Mawu), the Engineering Industrial Workers' Union and the Steel Engineering and Allied Workers' Union — will be meeting tomorrow.

IMF spokesman Brian Fredericks said there was no way the IMF could accept Seifsa's offer and that they would obviously be considering some form of industrial action.
Unions seek to resume talks

By CLAIRE PICKARD-CAMBRIDGE

TWO major trade union blocks, representing 37,000 metal workers, want to resume negotiations with the Steel and Engineering Industries Federation of South Africa (Seisa) after a deadlock was reached in annual pay talks last week.

Brian Fredericks, of the local coordinating committee of the International Metalworkers' Federation (IMF), said the decision had been made with the Confederation of Metal and Building Unions (CMBU) this week.

This did not rule out the possibility of taking strike ballots among members. Recommendations had been made on Tuesday, however, and they would meet again to decide their course on June 18.
FROM PHILLIP VAN NIEKERK

JOHANNESBURG. — About 10,000 workers were laid off in the metal industry in the first three months of this year, according to the quarterly survey of the Steel and Engineering Industries Federation of South Africa (Seifsa).

The survey also shows that employment in the industry has dropped by 34,000 since the beginning of the recession.

At the end of 1981, there was a peak of 454,000 workers employed in the industry, but this had dropped to 360,000 by the end of the first quarter of this year.

The report says the job losses since the beginning of the year highlighted the "strong recessionary conditions" which currently characterize the Seifsa group of industries.

These conditions have been forwarded as a reason for the low increases offered by Seifsa to the metal unions, which in turn has sparked a dispute that threatens to leave the industry without an agreement at the end of the month.
EL building

council admits
mixed union

Dispatch Reporter
EAST LONDON — A
mixed trade union has
been admitted for the
first time to the Indus-
trial Council for the
Building Industry of
East London.

The secretary of the
industrial council, Mr. G.
Reed, confirmed that the
Transport Workers' Un-
ion of South Africa had
been admitted after it
extended its scope to
cover workers in the
building industry.

"This is a historic
event. The black mem-
ers of this union will
now be represented at
all meetings of this counc-
il. They will be able to
have a direct say in the
collective bargaining
process," Mr Reed said
and explained that his
council was an auton-
omous body.

However, they had de-
cided to amalgamate
with the industrial counc-
il for the industry in the
East Cape.

"This will be done
once the legal formal-
ties have been com-
pleted and our council is
deregistered. There are
many benefits from this
move.

"Employers will have
only one agreement
covering the whole of
the East Cape and Bor-
der to comply with. The
area covered by this
agreement will stretch
from Riversdale in the
west to Queenstown in
the east and from Beaufort West in the
north to the coast in the
south.

"There are 17 magiste-
rrial districts that will be
under the control of this
council with its head
office in Port Elizabeth."

Mr Reed also revealed
that there had been a
decrease in the number of
artisans and oper-
ators employed in East
London compared to last
year.

There were 591 arti-
sans compared to 988
last year, 1,702 operators
compared to 1,168 last
year and a slight in-
crease in unskilled
workers, from 4,079 to 4,089 this year.

There were 28 dereg-
istrations of contractors
in the industry in East
London this year com-
pared to eight last year.
There are 331 contrac-
tors registered with the
East London council.
THE two-month wage deadlock in the metal industry could be broken in the next days, but it will allow the industry only a short respite.

But the scene is set for a confrontation between the National Union of Mineworkers (NUM) and the Chamber of Mines.

All metal unions except the black Metal and Allied Workers Union have agreed to recommend to their members that the employers' final offer be accepted.

Factory level

But the recommendation is only meant as a short-term solution, allowing the wage battle to move from industrial council to factory level.

The final offer is an 8.5% increase for artisans and 8.9% for labourers.

A trade unionist says: "We have accepted the offer as a short-term settlement and will press for plant-level bargaining to improve it."

The Federation of South African Trade Unions affiliate, Metal and Allied Workers Union, has not accepted the offer and has called for far-reaching changes to the industrial council as a negotiating forum.

The NUM's central committee has rejected the Chamber of Mines' final offer of a R26 increase for group 1 surface workers and R24 for underground workers.

The union says it has invited the chamber back to the negotiating table in an attempt to avoid a showdown.

Marginal

However, on Friday, strikes broke out at Gencor's Bracken mine in the Eastern Transvaal after the mining house announced the previous night the pay increases it intended implementing.

The chamber was poised on Friday to implement its final pay offer which NUM had rejected for both union and non-union workers. The reason given for the move is that the black work force expects its pay increases from July 1.

Gencor, however, beat the chamber to the gun. Gencor had apparently indicated throughout the negotiations that workers at NUM-recog-
Unhappy
unions sign
agreement

Mercut Correspondent

JOHANNESBURG—From yesterday 360,000 metalworkers were without an industrial council agreement—but deadlock has been broken with all but one union now prepared to sign the 1983 agreement.

Three of the four unions bargaining as the local committee of the International Metalworkers' Federation (IMF) informed the industrial council yesterday that they were prepared to sign the agreement.

Fosato's Metal and Allied Workers' Union (Mawu), which has threatened a national strike over wages, is now the only industrial council member not to party to the agreement.

Yesterday's letter followed a decision last week by the artisan unions, including the SA Yster en Staal Unie and the affiliates of the Confederation of Metal and Building Unions (CMBU), to reluctantly endorse the agreement.

This means that metal workers will now be receiving increases ranging from 3.3 percent to 5.8 percent, but technically the industry will remain without an agreement until it has been gazetted by the Minister of Manpower.

A spokesman for the council said the employers association, the Steel and Engineering Industries Federation (Seifsa), had indicated that it would be implementing the new agreement from July 1.

Mr. Brian Fredericks, chairman of the local committee of the IMF, said the three IMF unions who accepted the offer yesterday were still very unhappy with it.

These unions are the SA Boilermakers' Society, the Engineering Industrial Workers' Union and Cusa's Steel Engineering and Allied Workers' Union.

He said the unions would be approaching independent employers where they had substantial membership to demand increases over and above the industrial council minima, and any employer who resisted would face action.

A spokesman for Mawu said they would be holding a national executive committee meeting at the weekend to plot what action to take now that they had rejected the industrial council proposals.

This is the third year that Mawu, who have only been on the council for three years, have refused to sign the agreement.

Worker dies as unrest at mines continues

JOHANNESBURG—Further unrest occurred at the strike-hit mines of the Gencor group this afternoon, with the death of one black worker being reported.

The death occurred at Winkelhaak gold mine, where work was disrupted last night when 4,000 workers from one of the hostels failed to report for work.

A Gencor spokesman said the dead man was brought to the hospital at Winkelhaak by two employees who subsequently ran away. The cause of death is unknown and is being investigated, he said.

Almost 20,000 workers are on strike over pay at
Workers fired for striking

About 500 employees of the Silverton Engineering near Pretoria were dismissed this week after they downed tools to back demands for plant-level wage negotiations.

According to the National Automobile and Allied Workers' Union (Naawu), the strike followed the company's announcement that it would effect Industrial Council (IC) wage increases, which unions have rejected as too low to meet members' rising costs of living.

The workers want to negotiate wages with the company at plant level and are demanding a 50c an hour increase.

Naawu said it had begun in-plant negotiations with the company when the company suddenly and unilaterally adopted IC wage rates which would grant workers a minimum 14c an hour increase.

The company's managing director, Mr B A Land, said the workers were dismissed after ignoring appeals to return to work. He said the company had told them it was willing to discuss the wage issue further.

Mr Land hoped the dispute would be resolved at a meeting with the union today.
Deadlock broken over new metalworkers’ deal

By PHILIP VAN NIEKERK

FROM yesterday 360,000 metal workers were without an industrial council agreement — but deadlock has been broken, with all but one union now prepared to sign the 1985 agreement.

Three of the four unions bargaining as the local committee of the International Metalworkers’ Federation (IMF) informed the Industrial council yesterday that they were prepared to sign the agreement.

STRIKE THREAT

Foostu’s Metal and Allied Workers’ Union (Mawu), which has threatened a national strike over wages, is now the only industrial council member not to party to the agreement.

Yesterday’s letter followed a decision last week by the artisan unions, including the SA Yster-en Staal Unie and the affiliates of the Confederation of Metal and Building Unions, to endorse reluctantly, the agreement.

This means metal workers will now be receiving increases ranging from 8.5% to 14.3%, but technically the industry will remain without an agreement until it has been gazetted by the Minister of Manpower.

A spokesman for the council said the employers’ association, the Steel and Engineering Industries Federation (Seifsa), had indicated it would be implementing the new agreement from July 1.

Brian Fredericks, chairman of the local committee of the IMF, said the three IMF unions which accepted the offer yesterday were still very unhappy with it.

These unions are: the SA Boilermakers’ Society, the Engineering Industrial Workers’ Union, and Ciusa’s Steel Engineering and Allied Workers’ Union.

Fredericks said that by signing the agreement these unions had at least ensured minimum conditions for the unorganised workers covered by the council.

He said the unions would be approaching individual employers where the unions had substantial membership to demand increases over and above the industrial council minimum rates, and any employer who resisted would face action.

In addition we have submitted proposals to amend the collective-bargaining structures,” he said. “Otherwise all four unions will reconsider their participation in the council.

“There’s no way we’re going to go through this situation again next year.”

NATIONAL TALKS

A spokesman for Mawu said the union would be holding a national executive committee meeting at the weekend to plot what action to take now that it had rejected the industrial council proposals.

This is the third year that Mawu, which has been on the council for only three years has refused to sign the agreement.

The Mawu spokesman said the union was already involved in plant-level negotiations with 10 employers and would be approaching more in the weeks ahead.
METAL SECTOR WAGES

Accord bar one

New wage levels were due to be introduced in the metal industry from July 1. This follows a decision by all but one of the unions on the National Industrial Council for the Iron, Steel and Metallurgical Industry to accept an offer from the Steel and Engineering Industries Federation of SA (Seifisa).

But perhaps the most important aspect of the settlement is that the parties on the council have agreed to start talks on the security of employment clause in the main agreement, and the future collective bargaining structure for the industry. This is likely to lead to a restructuring of metal industry collective bargaining.

In terms of the new agreement, skilled workers in the industry will now receive an increase of 8.3%, while unskilled workers will receive a 9.8% increase. Thus, the minimum wage for a Rate A journeyman will increase by R40 to R52.21/hour. At the bottom of the job scale, the minimum rate has increased by 17c to R1.90/hour. The guaranteed minimum increase for workers earning more than the minima is 24c/hour at the top and 14c/hour at the bottom.

Other provisions in the agreement, which will cover some 350,000 workers and 10,000 employers, include increased afternoon and night shift allowances, leave bonuses and subsistence allowances.

The agreement was struck with the Yeiseren Steal Unite, the Confederation of Metal and Building Unites (CMBU), which represents mainly skilled workers, and the SA Coordinating Council of the International Metalworkers Federation (SAIMF), representing mainly unskilled ones.

The Metal and Allied Workers' Union (Mawu), an affiliate of the Federation of SA Trade Unites (Fostatu), is the odd-man-out which has broken ranks with the other unions. Mawu has now refused to sign the agreement every year since it joined the council. But even so, its members will be affected by the agreement.

The SAIMF's Brian Fredericks tells the Sunday Times that although three of the unions in that camp have signed, they are "certainly unhappy" with the offer. He says that irrespec-

tive of the signing, the SAIMF unions will approach individual employers where they have substantial membership in an effort to secure improved conditions over and above what was agreed. Any employers who resist these efforts "will face whatever action our membership deems is expedient under the circumstances," he says. He also says the unions will be submitting proposals to amend the present collective bargaining process within the Industrial Council and warns that unless a structure acceptable to them is attained in the next year, the SAIMF unions will have to seriously consider their continued participation in the council.

"The council minimum rates are there to keep the small Seifisa guys in business. But some Seifisa employers are doing very well, despite the recession, and they are hiding behind the small guys," says Fredericks.

How is Mawu likely to react? Mawu's Moses Mayekiso says the union will be meeting this weekend to decide on strategies. Even though Mawu will be going it alone if it takes action, Mayekiso says: "I would not be surprised if the workers decide to go on a national strike."

Remote possibility

But at least one leading metal employer thinks this is a remote possibility. He predicts instead that in the next few months Mawu will place pressure on individual employers for plant-level bargaining. "There may be go-slows, work-to-rules, overtime bans, and maybe even some strikes. International labour organisations may also be used to put pressure on multinationals for plant-level negotiations," he forecasts.

Ironically, the first strike over the new wages was staged at Silverton Engineering in Pretoria on Monday by members of the National Automobile and Allied Workers' Union (Naawu), which is not a member of the council. Naawu says the workers, who have been dismissed, struck after management unilaterally announced that it would implement the Seifisa increases on July 1, cutting across negotiations which had been in progress at plant level. The union has demanded their reinstatement.

Demands for plant-level negotiations — which Seifisa is implacably opposed to — are sure to be on the agenda when the future collective bargaining structure of the industry is discussed. And the outcome of an Industrial Court case involving Mawu and the Hart company in Natal, which centres on plant bargaining, may well influence the talks.

But even though plant-level bargaining may be desirable to the SAIMF unions, centralised bargaining does provide some advantages to them as they face a logistical problem in getting round to individual companies. One employer told the Sunday Times he anticipates that the metal industrial council will probably be changed and restructured along sectoral lines and perhaps even regional lines, although he does not think this would all be done at once.
Computer to protect building workers

By LAWRENCE BEDFORD

THE building trades' industrial council in the Transvaal is introducing a new system to computerise the employee benefits of more than 100,000 workers.

It has been designed to stop employees trading their benefit stamps for cash, leaving them without holiday pay.

The decision by the Industrial Council for the Building Industry is also experienced to quickly spread computer use in the construction industry.

The new system, replacing hand distribution by employers, will run from the start of the new stamp year, after October 14.

It will enable the Council to quickly check the status of all employees' benefits, including pension, medical aid, holiday pay, unemployment, sick fund and tool insurance.

AUTOMATIC

Until now, employers have purchased stamps and issued them to workers each week. From October, they will identify each employee for whom benefits are being bought and the period involved, and then record amounts paid on employees' pay slips.

Both these processes can, logically, be automatic by-products of a computerised wages system. Virtually all companies with 10 or more employees will now computerise their wages. Wynand Stafelfberg, the council's general secretary, said yesterday.

"Some may refuse initially, but they'll come in as soon as they see the benefits," he said.

Sydney Brett, MD of Brett Schachat Associates, who participated in seminars in Johannesburg and Pretoria where the changes were announced to the industry, said they not only increased productivity, but also allowed higher cost control to be exercised on contracts.

Schachat Associates has interfaced its XACT wages package to the Council's new system and at the seminars the company demonstrated the data input to the package and how this was then transferred to the Council's system via diskettes or telephone lines.

Stafelfberg said the new system would improve the Council's administration of benefits in the Transvaal, where 60% of the industry's employees worked. Its major impact would come at the end of each stamp year, when more than 100,000 employees traditionally returned their stamp cards.

Holiday pay had to be calculated and the cheque pay-outs had to be completes within five weeks, a process normally involving hours of overtime.

Employers would benefit by the elimination of time-consuming work of issuing stamps to each employee according to category. Stafelfberg said. In addition, the industry as a whole would save more than R1m a year on issuing stamps.

Another advantage was that stamp trading among employees would end. Employees, sometimes sold stamps for a small percentage of their real value for immediate cash and then suffered when they or their dependants tried to claim benefits.
Three unions call for ballots

Transvaal faces threat of huge transport strike

By CLAIRE PICKARD-CAMBRIDGE

Three transport unions affiliated to the Trade Union Council of South Africa (Tucsa) are to hold strike ballots which could result in a co-ordinated strike by about 17 000 drivers and general workers in the Transvaal.

This follows a deadlock between employers on the Transport Industrial Council and the Motor Transport Workers' Union of SA (MTWUSA), the Transport Workers' Union of SA (TWUSA) and the SA Transport Workers' Union (SATWU) over working hours.

TWUSA general secretary Gert van der Walt said his union was considering strike action for the first time in 50 years - an indication of members' anger at the employers' refusal to reduce their 49-hour working week to 48 hours.

More than 700 employers could be affected, including major businesses like Cargo Carriers, Reef United

Transport, Remies and others.

Managements approached last night did not want to comment at this stage.

However, Van der Walt said, employers had been "pleading poverty" and citing the poor economic climate as factors preventing them from meeting union demands.

The unions initially accepted the employers' offer of 11% and 9% increases for general workers and drivers respectively, but would reject this if working hours were not reduced, he said.

Union members would meet on July 28 to decide whether to strike or not and the result could seriously affect transport over a key area.

Van der Walt said there had been a strong indication workers would strike if employers did not meet their demand.
Transport bosses stand firm

By CLAIRE PICKARD-CAMBRIDGE

THE Motor Transport Owners' Association of South Africa has said it cannot meet the demand by three transport unions for reduced working hours, although the unions are to hold strike ballots over the issue.

The unions, which are affiliated to the Trade Union Council of South Africa (Tucsa), want a two-hour reduction in the working week. A strike could involve about 17 000 drivers and general workers in the Transvaal and Free State.

This follows a deadlock between employers on the Transport Industrial Council and the Motor Transport Workers' Union of SA (Mewusa), the Transport Workers' Union of SA (Twsa) and the SA Transport Workers' Union (Satwa) over working hours.

A spokesman for the Association said they could not meet the union's demand, "in the view of the poor state of the economy."

The Association rejected allegations that they were not paying workers a "living wage".

He said employers and unions had agreed that overtime increases and the minimum increases — 9% and 11% for drivers and general workers respectively — were reasonable in the present economic climate.
Mawu, Siemens talk on

Talks are expected to continue today between the Metal and Allied Worker's Union (Mawu) and Siemens after their meeting on Friday ended in deadlock.

The workers were dismissed from five Siemens factories in the Transvaal last week after going on strike to support demands for plant-wide wage negotiations to supplement Industrial Council wage rates.

The company said it had made clear that it would not grant the R1/hour rise demanded, but would consider merit increases.

Management also said it was willing to re-employ all workers, except those guilty of violence and intimidation.

The union said it would press ahead with its demand for the reinstatement of all the dismissed workers.
1,500 workers shut out at Ford plant after stoppages

Argus Bureau

PORT ELIZABETH — Samcor have shut out 1,500 workers at Ford's Neave plant and have threatened to keep the plant closed until the workers return to work and agree to continue working.

The move follows a week of spats by workers demanding that recent wage increases be backdated to February 1.

Samcor insists on sticking to an Industrial Council agreement and backdating the increase to May 1.

Recently General Motors and Volkswagen agreed to workers' demands to backdate the increases to February 1.

precipitating the Ford Neave walkouts

Samcor public relations officer Mr. Bob Kehohan said the complaint had occurred in the shutdown because 'turning up for work every day in the expectation of work not performed is a hopeless exercise'.

"Before we reopen the plant we want an assurance from the workers that they will return to work and continue to work," he said.

Denial

He denied that Samcor was taking advantage of the stoppages to close the plant permanently — scheduled to happen at the end of the year in terms of the Ford Amcar merger.

"We have parts and material in the plant for several months' production. In the motor industry planning has to be done months in advance as parts have to come from as far afield as Europe," Mr. Kehohan said.

'We negotiated with the workers for four days before we took this action. That should show that we are not trying to take advantage of the situation.'
Wage talks roundup

Industry-wide strike action, threatened by the Metal and Allied Workers' Union (Mawu), after its refusal to sign the metal industry's wage agreement, has not materialised. But Mawu and other metal-sector unions, including the SA Boilermakers' Society and those affiliated to the Confederation of Metal and Building Unions, are proceeding with — or have completed — plant-level wage negotiations with a number of major metal industry employers.

A new agreement for the National Industrial Council for the Iron, Steel and Metallurgical Industry came into effect on July 1, providing for minimum increases ranging from 14c/hour for unskilled workers to 24c/hour for those in the highest job categories. Most members of the Steel and Engineering Industries Federation of SA (Seifsa) are implacably opposed to plant-level wage bargaining, and, says Seifsa director Sam van Celler, "Seifsa seeks to guide members accordingly." But Seifsa is a voluntary organisation, and members who disagree with this policy are entitled to do so, he adds.

At Siemens, wage talks precipitated a strike by 1 250 Mawu members at five plants. They were dismissed by the company and at the time of going to press the union was considering whether to accept a management offer of selective re-employment.

The strike began on Wednesday last week when deadlock was reached over a Mawu demand for R1/hour wage increases. The PM understands that Siemens has offered to take back most of the strikers, but some would be placed on suspension pending disciplinary hearings over their conduct during the strike.

Meanwhile, other wage talks have gone ahead. According to a Mawu spokesman, agreement has been reached whereby some 1 400 employees at Ahlaf in Richards Bay will receive increases ranging from 20c/hour-41c/hour, plus improved shift and tool allowances and sick leave.

Negotiations with other companies are not yet completed, but indications are that most settlements will be above the industrial council minimums. The Mawu spokesman says the Highveld Steel and Vanadium Corporation is offering 17c/hour-27c/hour increases for its 5 000 employees. All unions involved in the talks, except Mawu and the SA Boilermakers' Society, have already accepted the offer.

Samancor, which employs about 1 500 people, has offered 19c/hour-38c/hour increases. According to Mawu, Ferronovels has made a "final offer" of 25c/hour-40c/hour increases. The company will not confirm the figures, saying only the parties' respective proposals are not far apart. But it is unclear whether 370 of the workers — almost the entire black workforce — will benefit from any wage agreement.

They staged a work stoppage on Thursday in sympathy with the striking BTR Sarmoel workers (see page 73), and, on their return the following day, were told they had been dismissed. Most of the 370 are Mawu members, although a small number belong to the Boilermakers' Society. Talks with the two unions over their re-engagement are in progress.

In another set of negotiations, Mawu has declared a dispute with Iscor. Iscor has offered workers in the lower job categories increases only marginally higher than those agreed at the industrial council, but the offer to the skilled workers is in the 38c/hour-42c/hour range.
Durban strikers end bakery siege

Own Correspondent
DURBAN. — About 700 striking workers at BB Bread Bakery in Durban marched out of the bakery premises yesterday, ending a five-day siege.

Earlier, the bakery's management made an urgent application to the Supreme Court for an order to evict the strikers, some of whom had been occupying the premises since Monday when the strike in support of a wage demand began.

The application was adjourned after the workers' representatives gave an undertaking that all the strikers would vacate the premises voluntarily.

Meanwhile, there was still no settlement to the wage dispute in spite of another meeting of the Industrial Council for the Baking Industry in Durban yesterday.

Over 2,000 workers from seven bakeries in Durban, Pinetown, Tongaat and Stanger, joined by workers from Umlazi and KwaMashu bakeries, went on strike in support of pay demands.
The demand for shop-floor bargaining by striking members of the Metal and Allied Workers Union at Siemens highlighted the controversy over the level at which negotiation should take place.

At one extreme are those advocating collective bargaining at the centralised or industrial council level, with no union facilities for those outside the council. At the other are those claiming the industrial council system is so inadequate it is in danger of collapsing and that bargaining should take place only at plant or company level.

However, many unions and management believe it profitable to "dance at both weddings" arguing that a dual system provides the flexibility needed to maintain industrial peace.

Industrial councils were established by the Industrial Conciliation Act of 1924, passed in the stormy aftermath of the 1922 labour unrest. These councils are a negotiating forum created by registered unions and employer organisations in a specific industry, occupation or trade. It was only after the Act's amendment in 1979 - allowing blacks to form or join registered trade unions - that their unions could apply for industrial council membership. Prior to that official negotiations took place through management-initiated liaison and works committees.

Unions seek solutions to striking a bargain

There is controversy over whether unions should press for shop-floor bargaining or adhere to the collective principle. A dual system may have merits.

CLAIRE PICKARD-CAMBRIDGE

Plant-level facilities with some employers where they are well represented. They have warned that union members will consider strike action at companies which are approaching plant-level bargaining and reject this.

However, Seifsa has advised employer members that plant-level bargaining is effective on two levels and that shop-floor bargaining will lead to a highly disorderly situation in their industry.

Many councils believe centralised bargaining protects a company from "leapfrogging" when unions use one company's settlement as a base at the next.

However, the IMF unions and Mawu are so satisfied with bargaining arrangements on their industrial council that they are threatening to abandon the council if their proposals for restructuring it are rejected. They believe the balance of power in the industrial council protects larger employers who can hide behind minimum rates suit smaller companies.

CLARK

Most black unions see plant-level bargaining as more democratic because shop stewards can remain to become party to an industrial council because it believed it would be employer dominated.

Another burning issue is the charge that some industrial councils are bureaucratic and undemocratic, giving inadequate representation to black unions. Although the majority of workers, black unions can be outvoted by smaller, less representative unions and be bound by agreements they rejected.

Therefore most black unions see the industrial council system as inadequate on its own and would at least like more involvement in drawing up council rules.

One problem for employers is the right of existing parties to veto applications of other union to join councils. An example is the collision between Fosatu's National Union of Textile Workers (NUTW) and two established Tusca unions which have since merged - the Garment Workers Union and the National Union of Clothing Workers (NUCW) - over access to the Transvaal knitting industry's council. However, the industrial court eventually overruled the objections.

It's been contended that the Industrial Council system and its tough rules on strike action promotes labour peace. However, the more recent involvement of black unions in industrial councils has not sufficiently minimised strike action among these workers who have a different set of pressures and grievances.
The stevedoring industry is a small one and most of the stevedores are members of the union. In the case of the stevedoring industry, the union feels they would be meeting employers with strength and not be bargaining alongside a great number of other unions as occurs in the metal industry.

The situation on the metal and engineering industry's industrial council is particularly tense at present. This is because there is a united employer body, the Steel and Engineering Industries Federation of South Africa (Seifisa), facing unions who battle to reach agreement among themselves owing to widely differing memberships and needs.

Last year both the SA Boilermakers Society and Mawu rejected the agreement signed by the other unions on the council, and a long impasse existed this year with Mawu finally remaining outside the agreement.

The unions, particularly the four International Metalworkers Federation (IMF) unions, which include Mawu, are fighting for additional Seifisa, in turn, is prepared to discuss collective bargaining arrangements with members, but is waiting for the IMF proposals.

Today most black unions — who initially rejected industrial councils as a symbol of apartheid and a body always favouring employers — are rethinking their stand.

The Federation of South African Trade Unions (Fosatu) reversed its initial rejection of industrial councils and most affiliates are party to one, although they still prefer plant-level bargaining.

Their change of stance has largely been attributed to their establishment of a sound shop floor presence and the difficulty in administering a growing multitude of different plant-level agreements.

Some general advantages of industrial councils include their provision for industry-wide pension funds, medical aid schemes and minimum wage safeguards for the industry.

But another Fosatu affiliate, the National Automobile and Allied Workers Union (Nawau), was one of the first emerging unions to utilise both plant and centralised bargaining in the early Eighties.

The fear that council bargaining removed talks from worker control was overcome by arranging continual report backs to members and receiving fresh mandates during all stages of negotiation.

The multiracial Trade Union Council of South Africa (Tuca) stresses that supplementary agreements can exist side by side with centralised agreements. Most members of the Council of Unions of South Africa (Cosatu) now utilise centralised bargaining as well, but also see plant-level bargaining for companies who can end up above minimum rates as an essential complement.

There is no industrial council for the mining industry and this led many employers to conclude recognition agreements with the National Union of Mineworkers at mines where it is representative. However, the NUM has previously said it would not want a dual system of bargaining extended with sufficient flexibility to enable collective bargaining to develop at its own pace.

This system would be similar to the British one where unions have increasingly sought and obtained recognition at plant level over the past few decades.

Germany, Greece and Japan in turn have fairly centralised bargaining systems although Japan allows for decentralised talks after unions have made a united opening bid for minimum wages throughout the country.

Judgement is presently awaited on a key industrial court case, Mawu vs Hart Ltd, in which the union is requesting plant-level bargaining facilities to negotiate wages over and above industrial council minimums.

The outcome could have a significant effect on employers in the metal and engineering industry and the next few years should prove decisive in the sphere of collective bargaining arrangements.
TRANSPORT UNIONS CONSIDER STRIKE

CLaire Pickard-Cambridge

THREE transport unions affiliated to the Trade Union Council of SA, are considering a strike over wages and hours in a move that could affect 18,000 drivers and general workers in the Transvaal.

This follows their rejection of a new offer from employers and marks the first time strike action is being considered after an industrial council deadlock in the transport industry.

The offer by the Motor Transport Owners’ Association (MTOA) last week included reducing the 48-hour working week to 46 hours, a union demand to align hours with the Basic Conditions of Employment Act, but employers simultaneously lowered their offered minimum increase from 9% and 11% to 6% and 8% for drivers and general workers respectively.

Emily Fourie, organiser of the mainly-black Transport Workers’ Union of SA, said the SA Transport Workers’ Union, with its coloured and Indian members, and the white Motor Transport Workers’ Union of SA believed the offer was “hopelessly below the rate of inflation”.

Workers had mandated the unions to return to their original demand of a 36% minimum increase coupled with a 46-hour week. Members would meet on September 1 to make a final decision on strike action, she said.

“The agreement covering the industry expires at the end of August and the ironic thing is that the Basic Conditions of Employment Act, which lay down a 46-hour week, would then apply.”

She said the unions had decided against strike balloting because it was “time-consuming” and consequences were the same whether the strike was legal or illegal.

An MTOA spokesman stressed employers’ policy was that of negotiation and “mediation if necessary”. He said they wished to abide by industrial council procedure and believed a strike would be detrimental in the long run.

He warned that some lay offs had already taken place and said there had not been increased productivity among workers demanding reduced working hours.

Fourie said present wages represented a minimum of R161 a week for drivers and R54 a week for general workers.
An interim accord

Parties to the Industrial Council for the Automobile Manufacturing Industry (Eastern Province) are close to agreement on interim wage increases. But a full agreement continues to evade them. This is the second interim wage hike in negotiations that have dragged on since the end of 1984.

According to council chairman Henry Ferreira, the trade union parties have largely accepted the latest employer offer of increases ranging from 14c/hour to 24c/hour and new minimum wage levels from R2.70/hour in the lowest job category to R5.70/hour in the highest.

Fosatu’s National Automobile and Allied Workers’ Union (Naawu) has accepted this deal at General Motors, Mercedes and Volkswagen where it was implemented from August 1. Samcor plans to implement it on November 1, but Naawu has not yet indicated acceptance of this. Ferreira’s own union, the whites-only SA Iron, Steel and Allied Industries Union, has accepted the offer at all four companies.

The last interim agreement, which came into effect six months previously — in May at Samcor and in February at the other companies — provided for similar wage increases. The negotiations have been punctuated by strikes at all four companies, with the industry attempting to delay wage increases for as long as possible.

Ferreira says negotiations for a full agreement are due to recommence by the end of the year.

FM 9/8/85
Brewery workers' wage demands (Mercury Reporter)

A COMPULSORY arbitration was heard yesterday by the Industrial Court in Durban of a wage claim by the Sweet, Food and Allied Workers' Union representing more than 1,000 workers at the Congella Brewery, various beer halls and bottleshops administered by the Natal Development Board.

Soon after the hearing started both parties entered into negotiations and agreed to meet again today.

The union's wage demands were an increase to basic earnings and an across-the-board increase for workers on personal scales.

A demand for an increase in wages was made in April last year after workers at the brewery and its outlets had not received wage increases in January 1994. There were also no increases in January this year.
Union out of council

Business Day Reporter

THE Paper, Wood and Allied Workers’ Union (Pawwu) has resigned from the Pulp and Paper Industrial Council because, it says, the council is dominated by “employer and artisan union interests”.

Pawwu's move will affect workers and employers at 16 paper mills owned by Mondi, SAPPi, Carlton and Nampak.

Pawwu, like unions such as the Metal and Allied Workers’ Union (Mawwu), is saying the union’s membership of its particular industrial council is used by employers to "avoid meaningful plant-level negotiations".

Pawwu said it had not found the council to be a successful bargaining forum.

"Pawwu’s proposal that the council should gazette a minimum wage of R2 an hour was defeated when the other unions and all the employers opposed this," Pawwu said.
Union pulls out of Industrial Council

A dispute over a minimum hourly wage in the pulp and paper industry has led to the withdrawal of the largest union from the Industrial Council.

The Paper, Wood and Allied Workers' Union, which claims to have membership of more than half the 10,000 workers in the industry, has been a council member for over a year.

In a statement, the PWAU, which represents workers at three Bellville plants, said it had resigned because it had not found the council to be a successful bargaining forum.

Its proposal that the council set a R2-an-hour minimum wage was opposed by several other unions and all the employers, although only six of the 18 mills in South Africa — all Sappi mills — pay less than that.
Plant-level demands legitimate

Expert slams Seifsa’s stance on bargaining

OPPOSITION by the Steel Engineering Industries Federation (Seifsa) to plant-level bargaining was an example of the inflexibility that had caused SA’s current crisis, a labour expert said yesterday.

Industrial relations consultant Andrew Levy said at a Johannesburg conference Seifsa’s opposition to plant-level bargaining was a refusal to recognise legitimate aspirations and legitimate power.

He said debate about the level collective bargaining was ultimately political and would have a major influence on the outcome of SA’s political balance of power.

“By seeking to negotiate wages with their employers though their trade unions at plant level, blacks are exercising the very participation in the sort of dialogue that all reasonable people in SA must support.

“By denying them this opportunity, employers are demonstrating just the sort of thinking that has led to the current crisis,” he said.

Seifsa argues that similar issues cannot be bargained effectively at two levels (when there is already an Industrial Council) and that shop-floor bargaining will lead to disorder.

But Levy said a failure to realise that a judicious blend of plant bargaining and national regulation was appropriate and to set an industry on a path likely to result in greater conflict did not seem worth the price it might exact.

About 1 000 companies, including some of the most influential employers, already bargained at plant level and Levy believed the dispute about the level of collective bargaining would also pass.

Industrial conflict in the metal industry, which employed over 400 000 workers, would have an economic and political impact, he said.
immigrants and not refugees, the SACC has asked the UNHCR to send a task force to monitor the handling of the Mozambicans and to grant them refugee status.

"We are presently seeking some recognised status that is not prohibited immigrant," says Sol Jacobs of the SACC Division for Refugees.

In a statement released this week the SACC called on the SA government "to stop the deportation of Mozambican refugees and to negotiate their status, protection and repatriation with the UNHCR." They have asked the SA authorities to grant the Mozambics temporary refugee status on compassionate grounds and to give them humanitarian aid and shelter.

According to Jacobs the basic function of the UNHCR is to extend international protection to refugees and to establish proper repatriation procedures. This legal status prohibits the return of a refugee to a country where he may be persecuted — the general rule is that refugees are not repatriated unless they wish to go home of their own free will.

The position in SA at the moment is that while the Mozambicans who found their way into Gazaankulu are being allowed to stay temporarily as "visiting relatives," those caught within the borders of SA and the Kruger National Park are being returned. The latest figures from the Department of Home Affairs are that over 1 500 Mozambicans a month are being repatriated.

"Given the economic collapse in Mozambique we are concerned with the Mozambicans' ability to handle the flow back," says Jacobs. "The people being returned are being exposed to landmines, the atrocities of the rebels, and police patrols. A UNHCR task force is needed to establish what is going on and ensure the basic rights of the fleeing villagers."

INDUSTRIAL COUNCILS (346)

Paper union quits

The withdrawal of Fosat's fast-growing Paper, Wood and Allied Workers' Union (Pwau) from the Industrial Council for the Pulp and Paper Manufacturing Industry, and its demand for decentralised wage bargaining, is unlikely to precipitate conflict between employers and the union in the short term.

But it highlights again the difficulties experienced in attempting to integrate emerging unions into a system which, for more than fifty years, has been the preserve of representatives of mainly white, skilled labour.

Three of the four companies in the industry — Sappi, Mondi and Nampak — have told the Fm they will conduct negotiations with Pwau at plant or company level.

This year, the fourth, Carlton Paper, has previously agreed to it and is not expected to change this policy.

A Pwau spokesman is at pains to point out that the union does not oppose industry-wide collective bargaining in principle. But it finds the council system to be unsatisfactory and is suggesting decentralised bargaining until a mutually acceptable forum is established in the industry. It has also recommended that the council dissolve itself.

Most emerging unions, including Pwau, have participated in the industrial council.

DUMISANE KUMALO

From America, with love

Dumisane Kumalo is director of projects for the American Committee on Africa in New York. He left SA in 1977 and became the prime mover in the disinvestment movement in America, and claims to have generated the divestment of roughly $4 billion from SA.

Fm: What led you to disinvestment as a way of putting pressure on the SA government to change?

Kumalo: By cutting off important US technological and monetary support, we believed we would be able to make the SA government respond to pressure and criticisms in a direct way. The only way to do this effectively would be to get city and state governments, which had millions invested in SA, to divest. In the five or six years since we started campaigning, we have had 40 states debating divestment — it took up to three years for the legislation to be passed — and several have passed legislation. Thirty cities, all the major US cities, now have passed laws to divest and the Mayor's Conference agreed unanimously to divest last year. Finally, it has become a bi-partisan movement in no self-respecting American politician, both Democratic and Republican, will openly support apartheid now.

How is it that under Jimmy Carter some Americans apologised for his tougher view on SA, but under Reagan Americans apologise for his conservative policy?

There has been a turnaround in public opinion which was brought into focus by the election campaign last year. To black Americans it is a case of Reagan doesn't care about them and so why should he care about what goes on in SA? People had faith that Jimmy Carter would do something to change apartheid. At this stage it is not clear if Reagan will veto the legislation that has been jointly approved by Senate and the House, but even if it isn't approved by the president, there are now too many significant influences at work to stop the movement.

What ultimately do you see as the goal of the divestment movement?

We have already been successful, as the Fm has already said, in checking the flow of funds into SA. We have stopped millions of dollars in new investment, although the business conditions are not that unfavourable when you consider the strength of the dollar against the rand.

We have made US multinationals and banks realise their images can be tarnished and attacked a real hassle factor to any SA investment. We have all but stopped the sale of Kruggerrands and these buyers are basically apolitical people.

So far we calculate we have created a divestment of roughly $4 billion in pension funds, equity and US-SA operations. However, the real achievement is not getting corporations to pack their bags and leave SA, but getting the Botha government to respond to pressure and isolation. We want to make apartheid unworkably expensive, so finally the government has no other way out but to give in to change. We believe this is a direct and non-violent means of making the present government yield to criticism, where it hurts.

They are in trouble now as a result. We are also getting involved in Japan, Germany and other countries in Europe. Although we will never be able to totally cut off the flow of finance to SA, we will make it difficult and expensive.

Detractors of the disinvestment movement say it can hurt working-class blacks. What is your position on this question?

I am amazed at people who suddenly develop sympathy for black people. To me it has the ring about it of the old anti-abolitionists who said slaves would be hurt by freedom.

In fact, the 350 US companies in SA employ only 50 000 black people. IBM employs 1 500 people, of which only 200 are not white; similarly, Control Data employs only a few black personnel and General Motors employs twice as many whites as blacks. It is perceived in the US by many people as an empty argument and it does not wash. I have worked in the SA business sector and it is nonsense, from my view, to say that having a good job solves black South Africans' problems. The real issue has always been apartheid, the forced removals, violence against opponents of the system and discrimination at every level of existence.
CONSUMER BOYCOTT

Backfiring in Natal
The organisers of the national boycott campaign are spreading their boycott of white-owned businesses to Natal. But it could backfire badly in Durban because most of the black and Indian-owned shops which the boycotters would be obliged to turn to were destroyed in the recent unrest.

Backers of the boycott, a loose association of trade unions and community organisations, headed by the Federation of South African Trade Unions (Fosat), say they are aware of the difficulties but it won’t dissuade them from going ahead. Instead, the main focus of the boycott will merely be directed elsewhere.

Worker participation
It also says the industrial council system prevents “proper worker participation.” The union would like representatives from each of the 18 plants to participate in bargaining so as to facilitate consultation with members during negotiations. And it is suspicious of what it describes as the “old boys’ club” atmosphere in which employers and the older unions negotiate.

The union’s withdrawal from the council was finally precipitated by the rejection by the other unions and the employers of its proposal to increase the minimum wage in the industry from R1.65 to R2.00.

Next month the council is to discuss its future. Mondi’s Alan Young says the union’s resignation from the council is “disappointing, as it comes at a time when all parties to the council were in agreement regarding the need to revise its structure. Pwawu was given the opportunity to make written submissions in this regard. It chose not to do so.”

Responds the union spokesman: “We have always been prepared to discuss the matter with employers, but not under the auspices of the council.”

Mike Walsmsley, chairman of the Association of Pulp, Paper and Board Manufacturers of SA, says his association has strong views on the subject, but does not wish to make them public before they are made known to the other unions.

The paper industry dispute over industry-wide collective bargaining structures is one which will be played out in many other industries in the future. If Pwawu and the employers can set the lead in finding solutions they will have done SA’s industrial relations sector a service.

busy appealing to the white private sector to assist in the rehabilitation of black businesses. I cannot on the other hand be seen to be condoning the actions of Fosatu, and all those who join them, in advocating the consumer boycott.”

Given the difficulties, Fasatu education officer Alec Erwin says it would probably be a while before the boycott is felt by Durban traders. In the short term he says efforts will be directed at places like Hammarsdale, Cato Ridge, Pinetown and Pietermaritzburg where black spending is at its heaviest. Later, other areas like Ladysmith, Newcastle and Empangeni will be targeted.

Erwin makes the point that the boycott in Natal is not an extension of the Metal and Allied Workers’ Union’s (Maawu)/Sarnecol dispute which has already led to black consumer boycotts of white businesses in Howick and Pietermaritzburg.

He says it is part of the national boycott campaign and merely happens to coincide with Maawu’s boycott strategy. As such, its primary objectives are the same— the lifting of the State of Emergency, the withdrawal of police and arm units from the township, the freeing of detainees and the granting of full political rights to all.

THE FALWELL VISIT

The funding issue
The Rev. Gary Falwell’s five-day visit to SA in August was paid for by South Africans, who also arranged his itinerary. The venture has proved controversial in the US because of his support for Pretoria’s reforms, and Falwell’s call for greater economic aid for SA.

Speculation has surrounded the trip, and the US media have lent substance to speculation that Falwell’s Moral Majority movement is mounting a campaign to reverse the tide of opinion against SA, and to get business to pour money back into the country. Some have hinted that South African money is backing the entire effort. Baptist preacher, Dr. Jerry Prevo, who accompanied Falwell’s delegation to SA, admitted to the FM that the trip was made at the invitation of a group of South African citizens.

Falwell expressed a desire to go to SA — and “South African citizens” responded by saying he should come and bring others too, Prevo said. He added that the SA citizens represented business interests, but declined to disclose anything more about the funding of the trip.

Prevo said the delegation came back from SA in support of government-initiated reforms: “Our recommendation is that the US stands firmly behind the government and tries to make up for the money that has flowed out of SA.”

Prevo has in fact attempted to mobilize support for his stand in his home city, Anchorage, in Alaska. But he said that since his return he had found more support for sanc-
Employers win case on plant bargaining

By Amrit Manga

The Industrial Court has ruled in one of its most important judgments that a refusal to negotiate at plant level does not necessarily constitute an unfair labour practice.

Although the ruling does not necessarily set a precedent, it will have far-reaching implications for wage negotiations involving hundreds of thousands of workers.

The implication for the metal industry, which employs more than 400,000 black workers, is particularly important.

Justified?

Plant-level bargaining to secure higher wages than industrial council rates is at the centre of a major dispute involving 40,000 metal workers and nearly 100 factories.

The Industrial Court heard an action in which the Metal and Allied Workers Union claimed that Hart's refusal to negotiate wages above the industrial council rate was an unfair labour practice.

Hart is a Major subsidiary and is involved in metalwork, manufacture and plastics. The dispute concerned its Durban plant.

The court said "the employers' failure or refusal to negotiate with the union at plant level appears reasonably justified, and under the circumstances, does not constitute an unfair labour practice."

Several industrial councils have experienced major set-backs recently as trade unions have withdrawn to continue negotiations at factory level.

The Steel and Engineering Industries Federation of SA argues that shop-floor bargaining will lead to disorder if the same issues are negotiated at two levels.

Seifsa director Sam Van Collier says: "It appears that our argument against one party simply having to go to court to compel another to negotiate on any matter has been upheld."

Labour consultant Andrew Levy says the ruling is not necessarily a total denial of plant-bargaining rights.

The court said in its judgment that although plant bargaining ought to be encouraged, negotiations should also assume a voluntary character to be effective.

"If the court had to proffer an opinion as to which of the two systems, plant or industry-level bargaining, was a better one it would find itself hard put to make up its mind.

Mr Levy said Seifsa's argument against competitive bargaining ignored the public interest.

"It has been viewed in a narrow private law context: which ignores the implications of a refusal to negotiate with majority membership unions.

Industrial conflict in the metal industry, which employs more than 400,000 workers, could have both an economic and political impact. Employers should be compelled to negotiate at plant level if the majority of workers wish to.

Resistance?

"It is clear that the union will eventually win the fight over plant-level bargaining. But it will be at the cost of thousands of lost man-hours and a bitter struggle resulting in widespread labour unrest.

Employers who interpret the ruling as not compelling them to negotiate at plant level could meet strong resistance from Maswe. The union plans strikes at nearly 100 factories that have been challenged on the issue.

In another important labour test case, the National Union of Mineworkers' application to declare evictions from hostels illegal has been postponed indefinitely. A resumption of strike action on the mines therefore seems unlikely, at least until the Rand Supreme Court hands down a judgment."
such negotiations. Some employers see this as part of growing union militancy in response to the political situation.

In the eagerly-awaited judgment, the court has rejected Mawu’s contention that Hart committed an unfair labour practice by refusing to negotiate on effective wages above the rates negotiated in the main agreement of the metal industry’s employer federation, the Industrial and Engineering Industries Federation of South Africa (Seifisa). Seifisa is opposed to plant-level bargaining on any matters covered by the main industrial council agreement. Despite this, many metal companies have chosen to defy Seifisa’s guidelines.

Against this background, the Hart matter was seen as the test case to determine whether the union could win concessions in the court that it has not been able to wring out of Seifisa. The fact that the court granted a Seifisa application for leave to intervene in the case as an interested party and that the sole witness for Hart was Seifisa director Sam van Coller, points to the nature of the stakes in the case.

One of Van Coller’s principal arguments was that if the court upheld the notion of compelling parties to bargain, it would undermine the voluntarism which characterizes industrial relations in the industry and bargaining in good faith at the industrial council level.

The court found that “under the circumstances” Hart had not committed an unfair labour practice. It said: “Although it would seem that some of the results of the refusal to negotiate at plant level could be comparable with those in the definition of ‘unfair labour practice’ one should not overlook the justification which might exist for such refusal.”

Despite this finding, the court has failed to make a coherent statement on the issue of what constitutes an appropriate bargaining level: plant- or industry-wide. Indeed, the judgment reads: “If this court had to proffer opinion as to which of the two systems was the better one, it would find itself hard put to make up its mind.”

Comments Van Coller on the outcome: “We are pleased that the judgment appears to support the need for voluntarism in collective bargaining.” But other labour observers have criticized the court for failing to address the fundamentals of the debate.

Says one labour lawyer: “The court had the opportunity to create a procedure for plant-level bargaining other than industrial

Recipe for conflict

The attempt by the Metal and Allied Workers’ Union (Mawu) to use the Industrial Court to compel Hart Ltd to negotiate with it at plant level has failed. But the full ramifications of this landmark judgment have yet to be felt.

Mawu says the Hart judgment will “encourage chaos” in the metal industry. The union has canvassed some 100 companies about their attitude to plant-level bargaining and is threatening to declare disputes with any that refuse to accede to its demand for...
THE Industrial Court has made a far-reaching ruling that a refusal to bargain at plant level is not necessarily an unfair labour practice.

However, the outcome of the case between the Metal and Allied Workers Union (MAWU) and Hart Ltd in Durban has drawn the wrath of union leaders, who believe the judgment is going to "point unions in the direction of more strike action.

The judgment is likely to have an important influence on employers, particularly in the metal industry, where the employer body, the Steel and Engineering Industries Federation of SA (Seifsa), advises members not to grant increasing union demands for plant-level bargaining.

The hearing was regarded as an important test case because unions argue that plant level bargaining — based on an employer's ability to pay — is needed to supplement Industrial Council negotiations where only minimum wages and certain conditions of employment are set.

MAWU said afterwards it was not surprised at the judgment. "Before the case was heard, the court called the lawyers and the parties together and stated that the time was wrong for such a case to have been brought and that the time was not right for such an order to be granted."

It said the outcome confirmed MAWU's view that the Industrial Court took a very parochial and narrow view of its jurisdiction.

Seifsa, in turn, said it was pleased with the judgment because it supported the notion of voluntarism in collective bargaining, rather than legal compulsion.

In its judgment, the court said it did not find the two systems of collective bargaining to be incompatible. It said bargaining at plant level ought to be encouraged as much as possible, but the court had taken into account that negotiations should always be voluntary in order to be effective.
people — exceedingly difficult under the circumstances.

So if the political dynamics don’t once and for all confirm the irrelevancy of consolidation, the process is likely to be frustrated indefinitely by the resistance of the communities faced with removal themselves.

Whether government has any hope of seeing the boundaries of the national states firmly in place by its set date of March 1987 is a moot point. Tempel won’t be drawn. He merely says: “We’ve got a job to do. What the future will bring is open to speculation. I don’t want to commit myself to that.”

Mawu showdown

The Metal and Allied Workers’ Union (Mawu) is heading for a major confrontation with metal industry employers over the issue of plant-level bargaining. The move comes after the vast majority of the 100 metal companies who had been sent letters asking them to spell out their attitude towards plant-level bargaining rejected Mawu’s demand for such negotiations.

For years now the merits of bargaining at plant level as against industry-wide bargaining at industrial councils has been a hotly debated industrial relations issue. In the metal industry in particular it has been a prime source of conflict between Mawu and the industry’s employer federation, the Steel and Engineering Industries Federation (Seifsa), which opposed to plant-level bargaining on any issues covered in the main agreement of the metal industry council.

In its attempts to gain this concession, Mawu has even gone to the Industrial Court; its latest case is against Hart Ltd. This was an attempt to get the court to declare that an employer’s refusal to bargain at plant level constitutes an unfair labour practice. But its hopes were dashed when the court rejected its claims against the company.

Notwithstanding the court’s finding in the Hart case, Mawu, which is affiliated to the Federation of SA Trade Unions, has now decided to use the threat of industrial action to force metal employers’ hand over the issue. This week the union announced that 70 out of the 100 companies it had challenged with demands for plant level talks have refused to accept its demands.

According to the union, the replies from the companies fall into three broad categories:
- Companies that have refused to recognise the union still.
- Companies that have refused to engage in plant-level bargaining, insisting instead that the metal industrial council should be the only forum for negotiating wages and working conditions. These include Siemens, Durby, Swart Kraiem and Haggie Rand; and
- Companies that have insisted on pre-conditions for plant-level bargaining. Some, like GEC, are only prepared to negotiate at plant level if Mawu agrees to joint negotiations with other unions which have members in their plants. Others, like Barlow Rand subsidiaries, want Mawu to sign a procedural agreement before they will agree to negotiating at plant level.

Mawu’s Transvaal branch secretary, Moses Mayekiso, says the union has declared disputes with companies that fall into the first two categories. He also says the union has informed the industrial council about the disputes. If the council does not manage to resolve the disputes within 30 days, workers at those plants will be entitled to strike legality. Says Mayekiso: “We want unconditional plant-level bargaining, accompanied by preparedness to negotiate fairly.”

The declaration of the disputes is a sign of increased union militancy and raises the possibility of widespread disruption in the metal industry. How are metal employers reacting to the threat?

Seifsa director Sam van Coller says the federation is aware that the disputes have been declared but refuses to make any further comment. A leading Seifisa member, however, was prepared to offer an opinion. “It doesn’t seem to me that Mawu members are geared for national strike action. But the union may zero in on individual companies. Multinationals and some large SA-owned companies may be targeted,” he says.

One way or the other it seems that the metal industry is in for a torrid time in the coming weeks.

CONVENTION ALLIANCE

A cautious start

There were no great expectations from the fledgling Convention Alliance’s tentative first meeting, held in the Sandton hotel last Saturday. It was, as the PFP organisers explained from the outset, exploratory; to see if there is a need for such an alliance of the political middle ground and to work out an agenda for it (Current affairs September 20).

A formal decision to launch the alliance was duly taken and a provisional steering committee chosen by the 150 or more delegates. The committee, which is to meet early next week, sees as its first priority the need to broaden its base of representation. It will then start formulating a plan of action which is expected to be unveiled shortly.

The 10-member steering committee is made up of its convenor Jack Browde, a distinguished lawyer who is also chairman of the Lawyers for Human Rights; the PFP’s Colin Eglinton and Alex Boraine; Inkatha’s Os- car Didimo; businessman Raymond Ackerman; the Black Sash’s Joyce Harris; the NGK’s Professor David Bosch; the Rev Stanley Magoba; Natal University’s Professor Dennis Schreiner, who was chief author of the Buthelezi Commission report; and Tony Arlington.

The major drawback of the alliance at this stage is obviously the (expected) stayaway of the most important participants to the conflict — government representatives as well as, for example, the UDF from the opposite end of the spectrum. The incarceration of the UDF leadership of course hampers any chances of the organisation participating.

And if the presence of Chief Mzangasuthu Buthelezi’s Inkatha might make the UDF hold back, the alliance organisers point out that a start nevertheless has to be made somewhere if the eventual goal, a national convention, is to be realised. There was no significant Afrikaner business presence at the alliance meeting, but enough Afrikaner academics. Bishop Desmond Tutu, who did not attend, at least sent a message of goodwill. Other important clerics, like UDF patrons the Rev Beyers Naude and Allan Boesak, did not attend.

Certainly Browde is aware that it is “very important to try to persuade government and the UDF to take part.” He is also aware of the difficulties which lie ahead due to deep suspicions that prevail. But Browde is bullish about the need to develop a “third force” to negotiate fundamental change in SA and says there has been an “extraordinary re-

Alliance sponsors Buthelezi and Siabbert . . . taking a low profile
FAIRS METALS in Germiston has gone into opposition by Seifisa deal despite its opposition.

Claire Pickard-Cammidge

FAIRS METALS in Germiston has gone into opposition by Seifisa deal despite its opposition.

Claire Pickard-Cammidge
Mawu threatens to strike

URGENT steps are being taken by the Transvaal metal and engineering industrial council to deal with 79 disputes in the industry.

A council spokesman said this was the largest number of disputes submitted in one letter against companies party to the council.

The council has withdrawn inspectors from the field to help attend to the disputes, which were declared by the Metal and Allied Workers' Union in demand for plant-level bargaining.

Mawu is threatening to strike at the end of the month at companies with which it cannot reach agreement. It said talks had not yet begun but it believed strikes would be legal because 30 days would have lapsed after declaring the disputes.

The council is also having to cope with additional disputes which do not involve Mawu's demand for plant-level bargaining. There are 15 unions and 45 employer associations which are party to the industrial council.

Parties to the dispute will have to decide which companies can deal with the situation jointly.

The council spokesman said he could not yet give details about dispute-resolving arrangements, but he expected that as much time as parties required would be allocated.
Boilermakers do site pay deal

THE SA Boilermakers' Society (SABS) has signed its first site level bargaining agreement with a company which is also governed by the main agreement of the metal and engineering industry. SABS's procedural agreement with the Kew Site of Harlows Manufacturing Company covers all conditions of employment and comes at a time when the merits of plant or site level bargaining are being hotly debated.

The union has accepted an across-the-board increase of 6c per hour and the company has agreed to extend the hike to 200 non-union members, effective from November.
CONSUMER BOYCOTTS

A short-time option

Shopkeepers in the eastern Cape, squirming for nearly three months under the pressure of an almost total boycott by black consumers, are attempting to save their businesses by severely cutting their employees' working hours.

The Manpower Department has granted shopkeepers and restaurateurs in East London and Queenstown a blanket exemption from wage determination regulations which forbid short-time work. The exemption permits working hours, and hence wages, to be reduced by up to 50%. This move followed an application by the local Chamber of Commerce.

Port Elizabeth retailers are now emulating their East London counterparts. The local Commercial Employers' Association (CEA) has just asked the Manpower Department for a similar dispensation. The CEA, however, is not requesting a blanket exemption. Rather, it wants the department to approve of the idea in principle and to have officials at the local Manpower office assessing exemption applications on the basis of individual shopkeepers' needs.

Employer spokesmen, aware of the tense situation in the eastern Cape, have gone to great lengths to emphasise that their moves should not be interpreted as hostility towards the black community and shopworkers. Says PE Chamber of Commerce director Tony Gilson: "This is not a counter-boycott measure. It is a means of maintaining employment levels."

But Emma Mashinini, general secretary of the Commercial, Catering and Allied Workers' Union of SA (Ceawusa), is sceptical of the motives. "This is a move to put pressure on people to end the consumer boycott. They are trying to set black on black instead of negotiating and meeting the demands of the consumer boycott committee," she says.

Ceawusa, the largest black shopworkers' union, previously threatened to target stores which use the boycott to retrench employees for "further action." Mashinini believes that the threat prompted the decision to opt for short-time work instead. And while unhappy about latest developments, Ceawusa clearly prefers them to the retrenchment alternative.

So does Dulcie Hartwell, general secretary of the white, coloured and Indian National Union of Distributive and Allied Workers (Nudaw). "Earning 20% of a normal wage is better than nothing," she says.

One feature of the East London exemption which may soften black hostility is the requirement that short time may be implemented only after full consultation with employees affected. The PE CEA has recommended that consultation be a precondition there, too.

A source at the Manpower Department interprets "full consultation" as meaning that agreement from employees must be obtained before short-time measures are implemented. Complaints from workers about lack of consultation will be investigated by the department, he says.

East London Chamber of Commerce secretary Jock Allison — who estimates that the majority of shops in the area are working short time — says the chamber has informed members of this provision. Most workers have accepted short time, realising that the alternative is retrenchment, he says.

Ceawusa's spokesman in the city, Vumile Danile, says that the major chainstores, in which union membership is concentrated, have not at this stage implemented short-time work. But the threat of it does not appear to have dampened the enthusiasm of those workers for the consumer boycott.

According to Danile, employees entitled to staff discounts at their workplace continue to refuse to patronise their stores. But Hartwell believes that the boycott organisers should recognise the "harm their activities are doing to their own people."

While the eastern Cape boycott continues unabated, the boycott in Natal was called off last week. Organisers say the decision was made to prevent divisions in communities and to avoid bloodshed. They allege that the Inyanda Chamber of Commerce has made threats of violence to end the boycott.

And in the Transvaal there is little sign of the boycott having gained widespread popular support.
Changing the rules

Government is poised to slap new restrictions on industrial council agreements which will make it far more difficult to have them extended to cover workers employed by non-parties to councils.

The restrictions, which will effectively free non-party employers from any obligation to implement minimum wages and conditions of employment laid down in agreements, will also apply to firms operating in certain geographic areas.

The move, which would be in line with other plans to radically slash red tape restricting the growth of small businesses, is prompted by the belief that it will lead to the creation of more jobs. It could also boost decentralisation.

A consultative memorandum highlighting problems connected with extending agreements to cover non-parties and calling for comment on them has been distributed to councils by the Department of Manpower (DoM) during recent weeks.

DoM officials have also been addressing meetings around the country on the question of revising procedures for extending agreements. Further meetings are scheduled to be held with councils based in Cape-Town and the PWV area.

Industrial council agreements, enforceable by law, are negotiated between unions and employers who are parties to councils. If councils so request it the Minister of Manpower can, at his discretion, extend the agreements to cover non-parties.

In its memorandum the DoM says the Minister has come under fire for declaring agreements binding on non-parties — especially in cases in which the parties to the agreement are not sufficiently representative, and when non-parties have not been consulted beforehand.

The DoM makes the following points:

☐ It intends to ensure the representative status of employer parties will no longer be determined by the number of people they employ, but by the number of employers enrolled in the employer association. The representative status of trade unions will also have to be improved appreciably;

☐ Thorough consideration will have to be given to the effects which extending agreements would have on existing and future employment, and the ability of non-party employers to comply with their provisions;

☐ Councils will have to indicate whether provision has been made for differentiation based on supply and demand considerations in regional markets;

☐ Important factors will be whether the interests of small business and new entrants to an industry have been taken into account, whether non-parties are afforded an opportunity to lodge representations, and whether employers' particular problems are accommodated, and;

☐ Councils will have to indicate steps taken to improve the representative status of parties.

Says Manpower director-general Piet van der Merwe: “We don’t want to interfere with collective bargaining, but when councils ask us to extend agreements to people who were not in on negotiations, we must be satisfied they were consulted and that consideration was given to their position.”

The DoM moves stem from a report completed last year by the National Manpower Commission, on factors which retard the growth of small business. The issues have, however, already had repercussions. Van der Merwe told the FM the Minister had refused to extend a number of agreements in the past year. He also said a case would be heard in the Natal Supreme Court soon in which the

Minister’s decision to extend an agreement was being challenged.

If the DoM’s plans come off, they will force many industrial councils to radically restructure themselves and could even cause some councils to collapse. At the giant metal industry industrial council, for example, the Steel and Engineering Industries Federation of SA (Seifsa) represents less than half of the industry’s employers. Therefore, although its members — and particularly its very big employers — employ the vast majority of the industry’s work force, Seifsa could be reckoned to be unrepresentative.

Employers in several other industries find themselves in the same position.

The DoM’s proposed moves are likely to alarm unionists, who will no doubt interpret them as measures to erode gains they have made in collective bargaining, but some industrial councils are also unhappy. Jimmy Thomas, general secretary of the industrial council for the clothing industry (Transvaal), said: “This will further undermine the image of free enterprise in the black community. We see no justification for creating a way which, instead of promoting free enterprise, will create a feeling that the floodgates of exploitation have been opened.”
New moves attacked

Government plans to impose new rules for extending industrial council agreements to cover non-parties to councils (Current Affairs October 18), may prefigure the deregulation of industry as a whole. So says the SA Labour and Development Research Unit (Saldru) at the University of Cape Town.

Government is consulting with councils around the country on planned moves which will mean that stipulations regarding working conditions and minimum wages laid down in council agreements will not, in future, be extended to non-parties unless a whole new range of conditions are met. This is prompted by the belief that it will boost small business and job creation.

In a strongly-worded attack on these moves, Saldru notes that much of the impetus has come from the Small Business Development Corporation (SBDC), whose shareholders include some of the largest and most powerful companies in SA. Big business, says Saldru, is “trying to use the SBDC as one of the elements in its campaign for ‘free enterprise.’”

Saldru also warns emerging trade unions that the indifference they have displayed to these developments so far is misplaced.

The report notes that the SBDC recently made representations to the President’s Council recommending that, among other things, the situation of “inflexible industrial council control and unrealistic minimum wage enforcement” be rectified.

Responds Saldru: “Minimum wages certainly hamper the development of that sort of business (small or large) that draws its profit from the super-exploitation of workers. The system also protects responsible employers against unfair competition from unscrupulous wage under-cutters.”

The report quotes counter-representations made by a group of 17 western Cape industrial councils who argued that although exemption from industrial council agreements may promote small business, this may be at the cost of labour and socio-political stability.

The report concludes by warning emerging unions, which have been hostile to the council system, not to ignore these trends. Of those that have joined industrial councils, many resisted doing so initially. They eventually joined up because employers refused to bargain in any other forum.

But, says Saldru, dissatisfaction with the system should not blind unions to “the need...
to defend vigorously the principle of enforce-
ble protection for wage standards and condi-
tions of work.”

25/10/5**

**BY-ELECTIONS**

**COUNTING THE HEADS**

Next week’s five by-elections will not only be a test of how well white voters are accepting government’s string of reform announce-
ments over the past few months, but also of whether the extreme rightwing has reached its peak or not.

The by-elections are in Bethlehem and Sasolburg in the Free State, Vryburg in the northern Cape, Port Natal and Springs.

On paper the Conservative Party (CP) and the Herstigte Nosionale Party (HNP) have never had a better climate for pro-
gress: The continuing black violence and interna-
tional ostracism despite all the reform meas-
ures; the scrapping of several apartheid laws; citizenship for all black South Afri-
cans; the announced intention of including blacks in the central decision-making machin-
ery; unemployment, the severe recession and weak rand; the drought and an unsatis-
factory maize price.

What is more, Bethlehem and Vryburg are very conservative constituencies, while Sasolburg — and to a lesser extent Springs and Port Natal — are working class constitu-
encies. All five are overwhelmingly Afrikaans-speaking.

Still, it seems as if the ruling National Party (NP) could win all five elections — but with small margins. From all five con-
stituencies comes the message that Afrikaans voters are slowly beginning to realise the seriousness of SA’s problems, and that withdrawing into the rightwing laager will not solve it.

The NP’s organising secretary in the Free State, Innes Aucamp, tells the FM: “We are confident of winning Bethlehem, and we be-
lieve we are ahead in Sasolburg. If the CP and HNP cannot take Sasolburg, they can forget about ever winning a Free State seat. We’ve had prominent CPs come back to the NP, and one thing is certain: voters who have doubted their loyalty to the NP have by now all left the party. I have no doubt the CP has re-
ached its climax.”

The CP candidate in Bethlehem, local lawyer-turned-farmer C Pienaar, says he has an even chance. The winner, he believes, will have a majority of less than 5 000. His candid-
date is supported by the HNP and he says the co-operation has been “enthusiastic and cordial”.

State President P W Botha, who was born in Rouxville, south-eastern Free State, and who matriculated in Bethlehem, addressed a very enthusiastic party rally this week. This time he wore the hat of volksraad and seemed to be very effective with his audience. It could make a difference.

Pienaar says the Free State voters reject any incorporation of blacks into the same constitutional system as whites, and are scared of integration and of Indian traders swamping the area now that they are allowed in the province.

If the CP takes Bethlehem, he says, it will take at least 10 of the remaining 13 Free State seats in a general election.

In the largely rural northern Cape seat of Vryburg, the HNP and CP have been unable to agree on a working arrangement and are engaged in a bitter broedertwis. Both parties believe they have the best chance of defeating the NP, but the NP seems set to retain the seat — even if only on a split vote. NP workers in the area are confident that the bitter struggle between the two rightwing parties will mean relatively easy victory for them.

In Sasolburg, the CP is supporting the candidature of HNP strongman Louis Stol-
berg. It is a problematic constituency for party organisers, as the voters are mostly blue collar workers who never stay in one place for long. They have been badly hit by unemployment and the recession, and live right next to the massive black complexes of Sharpeville and Sebokeng. Still, the NP is ahead on postal and special votes and organ-
isers predict a narrow NP win.

In Springs on the East Rand, where the NP is taking on the CP and the Progressive Federal Party (PPF), the NP is very confi-
dent of victory. The PFP could come a bad third.

In Port Natal the NP, PFP, CP, New Republic Party (NRP) and an independent are battling for the votes. In the last election the NRP beat the NRP by 600 votes. Still, the CP has been organising intensively and is doing well with postal and special votes. Says PFP election agent Vicky Ireland: “In most elections you know more or less where you are going, but not in this one.”

She also predicts a NP victory, but be-
lieves the PFP may fare better than the CP. NP organisers fear the moderate vote will be split between the NP, PFP, NRP and the independent candidate.
Pay freeze looms for W Cape building workers

TOM HOOD

BUILDING workers in the Western Cape are not to receive an end-of-year pay rise because of the depressed state of the industry.

Minimum wages rose by 24 percent last year, when business was booming.

Employers and the trade unions represented on the Western Province industrial council for the building industry have agreed to a pay standstill, to be reviewed in March if business conditions improve. Retrenchments have cut the workforce this year by between 15 and 20 percent, depending on trades.

But employers will foot the bill for higher contributions to medical aid, sick fund and pensions, says Mr Harry McCarthy, chairman of the industrial council.

This will amount to a 3.5 percent rise in labour costs, based on an additional 20c an hour for an artisan, which means take-home pay will stay the same.

"After many hours of negotiation, the trade unions have accepted there is no possible way that building costs can be increased to meet additional wages," he said.

"We appreciate that social services must be improved and we will pay for that.

"Although unions wanted an increase, they have accepted that it would be ridiculous to insist on increases. Some employers, in fact, felt there should be decreases."

Higher medical aid contributions are equal to 10c an hour with pension contributions up by 5c.

Meanwhile, small building contractors in Cape Town are rebelling against the industrial council system on which, they say, they are not represented.

They claim to comprise 65 percent of employers and have formed the Small Builders Association. This body lodged a nine-page memorandum this week with the Department of Manpower, which is currently reviewing the role of industrial councils.

The chairman, Mr David Matthews, says the aim is to provide small building contractors with a representative body through which they could express their "profound dissatisfaction" with the industrial council system and try to do something about it.

Chief complaint of smaller contractors was the "grossly excessive" labour cost increases gazetted over the past five years.

"These have averaged 20 percent a year and have contributed directly to unemployment in the industry as well as to excessively high prices for customers."

Other complaints included excessive regulation, restriction on working hours, disregard for economic conditions and the proposed requirement that employers sign four-year contracts with semi-skilled and unskilled workers.

"The net result of these unjustified interferences in the market is a drastic increase in costs with its subsequent reduction in demand and increased unemployment."

The building industrial council, which, claims Mr Matthews, represented less than 35 percent of all employers and employees in the industry but legislated for all, recently came under fire from the Department of Manpower for being unrepresentative.

"Laws which determine the livelihood of tens of thousands of people are framed by a small minority whose competence to do so is increasingly being questioned."

The association's memorandum to the department called for the Minister of Manpower to refuse any legislation proposed by the industrial council unless it could be shown beyond any reasonable doubt that the legislation would benefit the great majority of participants in the industry.

Industrial councils, said Mr Matthews, were originally created to do good but they were now perceived as obstacles to progress and development, which required urgent reform if South Africa's problem of unemployment was to be solved.

Criticising wage-fixing, the association said minimum wages did not protect workers but helped to create unemployment.
INDUSTRIAL COUNCILS

Controversial changes

It's no wonder that the Department of Manpower (DoM) has had to extend the deadline for comments on its proposals to establish new criteria for judging the acceptability of industrial council agreements from the end of October to December 15.

The proposals amount to a radical attempt to tighten up on the way the council system operates and, if they come into operation in the way the DoM has suggested, it will have to undergo profound changes. What raised the hackles of employers, trade unions and council officials was the perception that government was being overprescriptive and not consultative in the memorandum it issued on the subject. Thus the strong reaction to the proposals.

Industrial councils have formed the backbone of SA's industrial relations structure ever since they were first established in response to the 1922 mine strike. It is only since 1979 that the emerging union movement has been able to develop an alternative industrial relations system through bargaining at plant level. But even so, many of these unions have come to recognise that the council system has some positive points and some have joined councils.

There are some 100 industrial councils in SA. Their agreements, which lay down minimum rates of pay and other work conditions and have the force of statute, cover approximately 1,4m workers. Of these, 42% are employed by companies which are members of employer associations that are parties to councils, while the majority work for non-party employers. The Minister of Manpower has the discretion to extend agreements to cover non-party employers if councils request so, although there is provision for employers to apply to councils for exemptions and they have the right of appeal to the Minister if this is refused.

In general, it is the larger companies in an industry which tend to be represented by the employer associations on councils, while on the employee side it is primarily the older, established unions which are the parties. Often they represent only 20% or 30% — or less — of the workers in an industry.

The DoM has stated that in future it will no longer extend agreements to cover non-parties and certain geographic areas unless employer associations and unions take steps to improve their representativeness on councils. It has proposed that the representativeness of employer associations should not be measured by the number of employees engaged by the various companies, but rather by the number of employers in the associations. In terms of this yardstick, powerful employer bodies like Seifsa, Bifa — and others could be regarded as unrepresentative.

In addition, the DoM has proposed that agreements should not be extended unless it can be shown that serious efforts have been made to consult with non-party employers. It has also proposed that councils will have to exercise care to ensure that provisions which may have a negative effect on growth are not included in agreements. In this regard, it has made specific mention of provisions which may retard the creation of employment opportunities or the establishment of new undertakings.

All these measures are designed to boost the small business sector as part of government's battle to create job opportunities in the face of SA's worst ever unemployment crisis and are in line with other moves to exempt small businesses from a host of laws. Signs that moves of this nature were on the cards first appeared last year when the National Manpower Commission released a report on the small business sector. The FM understands that most of the pressure for these changes has come from the Small Business Development Corporation, Nafoo, the Free Market Foundation and certain economists.

Manpower Director General Piet van der Merwe has also suggested that councils should consider:

□ Establishing an informal regional co-ordinating body which would meet once or twice a year to discuss common problems; and

□ Establishing an independent mediation and conciliation service funded collectively by councils in a region to consider disputes between employers and councils.

According to Van der Merwe, councils have highlighted three key fears:

□ That their existence could be threatened if agreements are not extended to non-parties as this would have severe financial implications for provident, medical, training and other funds administered by councils;

□ That the measures would lead to unfair competition between employers; and

□ That councils have a vital role to play in maintaining satisfactory conditions of employment.

Van der Merwe has attempted to defuse these fears by stressing that it will be impossible for government to lay down rigid specifications for determining representativeness: it will depend, he says, on the nature and structure of an industry. And he has also emphasised that councils should guard against granting employers exemptions from agreements which will result in the exploitation of workers. "All we say is that councils must make an effort to improve their representativeness. No legislation is planned at this stage — and hopefully not in the future," he says.

The exact nature of what employer organisations, unions and councils will say in their responses is not known. But even though some people appear to have been placated by the DoM's assurances, others remain vigorously opposed to them. Among some employers, for example, there is deep concern that government has seized upon the idea that the small business sector holds the key to job creation with a faith that has blinded it to the fact that the proposals could deal a serious blow to the council system.

They are not totally opposed to the proposals: there is a keen awareness that councils have abused their power over non-parties and that the system needs to be revised. But they argue that extension of agreements is an integral component of the council system and that the rules cannot be changed without doing harm to a system with proven merits. Instead, they want the DoM to adopt a reasonable approach to the problems and to moderate its vogue obsession with the small business sector.

Unionists in the established union camp have also expressed grave doubts about the proposals. Unions involved in establishing a new federation of emerging unions have not yet formulated their response: the matter will come up for discussion at the federation's launch later this month. But from comments made by some of these unionists, they are suspicious that the move is designed to emasculate them and neutralise the gains they have made.

The DoM will have to work through the comments it receives from all these parties. Given the objections that have been raised so far — and there are many others of a more technical nature — it will have a tough time justifying its actions if some moderation of the proposals is not forthcoming.
Confrontation Looms

The strike ballots conducted by the Metal and Allied Workers’ Union (Mawu) last week at three Asea group-factories are the first manifestations of its campaign to force metal industry companies to bargain wages and working conditions at plant level. They follow the failure of the metal industry industrial council to settle the disputes Mawu has declared with Asea and a large number of companies whom it issued with demands for plant level bargaining in September.

According to Mawu, workers at all three Asea plants voted in favour of striking by a big majority. They have appealed to workers in related Allech and Powertech companies to support them.

Mawu has long been at odds with the metal industry employer federation, the Steel and Engineering Industries Federation of SA (Seisfa), over plant level bargaining. Although it joined the metal council three years ago, Mawu has always insisted that it should have the right to supplement industry-wide bargaining there with plant level bargaining as well. Seisfa, for its part, has consistently opposed plant level talks on any items covered in the council’s main agreement. Mawu’s campaign follows its defeat in a test case over an issue in the Industrial Court with Natal company Hart Ltd.

In late September Mawu announced that it had declared disputes with many of the metal companies which rejected its demands for plant level bargaining. Mawu national organiser Bernie Fanaroff says that disputes against some of them have been withdrawn, but that the rest have been taken up. He says a number of dispute meetings besides those involving Asea have taken place at the industrial council and that more are scheduled. “We don’t expect these disputes to be settled as the companies are sticking to Seisfa’s line. We believe there will be deadlock and when that happens we will move to strike ballots,” says Fanaroff.

Fanaroff also says Mawu expects to reach deadlock with some US companies, one of which is a subsidiary of American Brands. Fanaroff says Mawu is taking steps to con-
Balance vital for industrial councils

BALANCE is the key word in the Department of Manpower's initiative to re-examine the industrial council system, according to Dr Piet van der Merwe, director-general of the department.

That balance must fall between protection and opportunity and would ideally be found by employer and employee parties within industries, without government interference.

The department has invited comment and representation on the industrial council system and has been holding meetings round South Africa with councils to test views. At the same time there has been criticism suggesting that the initiative poses a threat to the system.

Dr van der Merwe said it was not the intention to destroy but to improve.

"Industrial council agreements can be, and often are, extended to non-parties if the Minister deems it necessary," he said.

"But the problem is whether agreements should be extended to people who had no part in negotiating them. Often these employers are black or coloured who argue that it is impossible for them to get started under the conditions the industrial council imposes.

"Although there is provision for exemption they argue that councils often refuse to grant it and the Minister has asked whether you can extend agreements without representation and whether the industrial councils should not decide what criteria should be used to decide on exemptions.

"We get situations where the industrial council for an industry comprises of only 10 percent of employers. Is it fair that their decisions should be made binding on the other 90 percent?"

But employers could not be allowed to exploit workers.

The industrial councils, besides setting minimum wages, often administered provident, pension and medical aid schemes, all of which protected and benefited workers.

"But we must also find ways of encouraging small entrepreneurs and so we have to find a balance between protecting workers without destroying job creation," said Dr van der Merwe.

"We believe that balance must be found by the people within the industry. Conditions differ from industry to industry and from time to time within a particular industry and the people who know their business best should be the people regulating conditions.

"But at the same time there must be an avenue for appeal to an impartial arbitrator for exemption from agreements."

Dr van der Merwe said the deadline for comment had been extended to December 15 to get as broad a spectrum of comment as possible.

"The decision on what will be done rests largely with the balance of opinion we receive."
Pay rises for clothing workers

NEW weekly pay rises announced by the clothing industry yesterday will lag well behind inflation next year.

In the Cape, grade C employees (the lowest of qualified categories) on a minimum R55.50c a week, are to get an extra R4 from December and another R6 in July, 1988.

Sewing machinists earning R67 will receive R6 rises in December and July while designers and pattern-makers earning R156 will see their pay rise to R176 by mid-year.

Natal machinists minimum pay increases by R6 from January 1, putting them on R74.50c, and pattern makers to R18, bringing their minimum pay to R16.

Transvaal manufacturers were holding pay talks last night.
Soviet and Zimbabwean delegations on possible military assistance to Zimbabwe, the country's main newspaper, carried banner headlines on Mugabe's return from Moscow and Vienna, proclaiming: 'South Africa set to invade.' Mugabe claims Pretoria has embarked on a major military build-up along its border with Zimbabwe, and even normally cautious western diplomats were reported saying they would not be surprised if SA did carry out its threat to launch a "hot pursuit" raid into Zimbabwe.

The general raising of the political temperature over the past fortnight has meant that the church leaders have already been overtaken and are unlikely to have a major impact on the course of events within southern Africa. This gloomy, if realistic, conclusion needs to be viewed alongside the possibility that the stance taken by the South African church leaders in Harare last week will generate more heat than light within the Republic itself as conservative churchmen and their supporters enter the fray.

**METAL INDUSTRY**

Forging structures

The annual wage negotiations at the metal industry industrial council are probably the most important ones in the industrial relations calendar. They do not only establish working conditions for some 352,000 metal workers, but also influence wage levels throughout the manufacturing sector. And because they are literally such big events, venues as large as the Johannesburg City Hall or the Wanderers Club have to be hired.

Ranged on the one side is the Steel and Engineering Industries Federation of SA (Seifsa), representing 45 employer associations. On the other, are 16 trade unions. The annual negotiations are handled by the SA Co-ordinating Council of the International Metalworkers' Federation (SAIMF), and a group affiliated to the Confederation of Metal and Building Unions (CMBU). The all-white Yster-en-Staal-unie negotiates independently.

The aim is to negotiate the terms of the industrial council's main agreement. It is the key agreement of 32 administered by the council. Collective bargaining in a forum comprising so many employer and union delegates with different interests group on both sides, is a difficult task.

Seifsa members range from gigantic iron foundries to small plastics manufacturers. The SAIMF represents mainly unskilled and semi-skilled workers, and the CMBU is primarily an artisan and semi-skilled workers' body. Because of the complexities involved, Seifsa's chairman, Mr. H. Van Der Merwe, has agreed earlier this year to discuss new collective bargaining structures.

The SAIMF is looking to maintain industry-wide bargaining at the council, but also wants sectoral bargaining where its unions are strong. Secondly, it wants house agreements for major concerns like Iscor and Highveld Steel to be maintained. SAIMF's third demand is for the enforcement of unions' rights to bargain at company level; it believes that a company's ability to pay should be a major factor in collective bargaining. Lastly, it wants bargaining at the council to be "more democratic" by instituting proportional union voting rights.

SAIMF's Brian Fredericks says the demands are deliberately broad in order to test employer reaction. "Then we can develop strategies to negotiate them," he says.

Seifsa has yet to formulate its proposals for the new bargaining structure. But the Metal and Allied Workers' Union (Mawu), an SAIMF affiliate which has refused to sign the main agreement in the three years it has been a member of the council, says it has a pretty good idea of employer thinking.

Mawu's Bernie Fanarroff believes that Seifsa will propose separate bargaining for some sectors. Although details are not clear, indications are that there will include the cable manufacturing and electrical engineering sectors, says Fanarroff. He reckons that Seifsa will also propose geographical differentiation for rural, coastal and urban areas. Fanarroff expects Seifsa to propose that negotiations on issues like notice periods can place at company level but will not budge on its long-standing opposition to bargaining on other matters covered by the main agreement at this level.

Fanarroff says Mawu will oppose all these "proposals." Mawu would be sceptical of employer bonasides regarding sectoral bargaining because, it says, cable sector employers reneged on separate bargaining in the past.

Further, he says, Mawu will not accept lower wage offers for the rural and coastal than for urban areas should this be the case. Nor will it agree to common commissioning on company level bargaining be sufficient. Mawu wants to negotiate substantive issues like wages, hours of work, and bonuses with individual companies. Indeed, this is what its present dispute with about 50 metal companies is about. Says Fanarroff: "Seifsa wants us to put a hold on these disputes until the negotiations on the future collective bargaining system are completed. We say they are separate issues."

In addition to the SAIMF demands, Mawu wants Seifsa employers to disclose information about their wage bills in future negotiations. And it wants an undertaking that legal strikers will not be dismissed.

Seifsa director Sam van Collier refutes Fanarroff's claims. "Metal employers have not yet completed their deliberations. Therefore, no particular conclusion has crystallised.

In any event, Seifsa would not wish to discuss its views in public given its commitment to discuss the issue with the unions early in the new year," said Van Collier. He also takes issue with Mawu's claims about the cable sector, saying the union had once declared a dispute on this issue but did not follow it through.

Face-to-face talks on the future collective bargaining system for the metal industry will probably begin in February. The unknown factor is what government will do to its proposals for industrial councils. It seems likely the Manpower Department will insist on new criteria for determining the representativeness of unions and employer associations when deciding whether to extend council agreements. In that case, Seifsa and the unions will have to rethink their strategies.

**MIXED MARRIAGES**

A rocky road

Five months after the legalisation of mixed marriages, couples who have taken the leap (or the plunge) are still having to battle against the myriad laws that prevent them living a normal married life.

Section 12 of the Group Areas Acteffectively-locates whites marrying across the colour line by forcing them into domicile in the "non-white" partner's area.

Yet, 192 couples took the step in the period between the scrapping of the laws (the Mixed Marriages Act and Section 16 of the Immorality Act) on June 19, and October 31.

One of government's solutions to deal with the problem of related apartheid legislation was to issue a circular shortly after the legislation was repealed. It requested marriage officers to advise couples going into such a marriage of the legal implications for them and any children born of the union.

These relate to where the married couple can live, the exercise of their parliamentary franchise — especially if one partner chooses to be reclassified, the population groups into which their children may be classified and the schools they will be able to attend. The guideline seems to be that the mixed couple takes on the legal status of the darker partner.

The euphoria that followed the repeal of the laws meant many mixed couples married without fully considering the legal implications.

In July, the month after mixed marriages became legal, 64 mixed couples were married out of an estimated total of 6,000 marriages countrywide. The number dropped to 51 in August, 40 in September and 32 in October.

Righting resistance to mixed marriages has been a problem. Mixed couples have had to face daily harassment and even death threats, in addition to problems of legal residency. A Sasolburg family, the Van den Bergs, became the target of election propaganda against "integrationists policies." Herbstgasse Nationale Party (HNP) candidate and winner of the Sasolburg seat, Louis Stolberg, said the campaign was not a personal attack against the Van den Berg family, "but people see this as symbolic of the immense
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Clothing federation chief sees State rethink on industrial council system

TOM HOOD

THE resources of the clothing industry were strained this year to accommodate a number of business failures which left many workers unpaid, says Mr. Mike Getz, president of the National Clothing Federation.

In almost every case the industrial council system was effective in ensuring that employees suffered no loss, he says in his annual report.

"We noted again the sometimes unthinking approach of the Government when the Department of Manpower decided that the time had come to threaten the existence of the industrial council system."

"Widespread concern led to consultations, resulting in some indications that there have been second thoughts."

Unions in the industry were using their muscle to ensure that grievances and retrenchments were dealt with in the spirit and letter of required procedures.

"Emerging and rival factions have tried to establish themselves at the expense of existing unions. On the whole this has failed.

"In some cases union members did not attach credibility to the newcomers and in others it was not really more effective trade unionism that was the issue."

The clothing industry shrank considerably with thousands of jobs lost and a growing number of factories shutting. Employment fell to 110,000, well below that of 1980 and output declined to near-1978 levels.

SERVICES LEVY

The Government appeared to have a genius for doing the things most likely to reduce jobs.

The controversial regional services levy was particularly designed to hit the employ- ers of labour hardest and no amount of debate could persuade those concerned to think again.

The Government did not appear to be able to re-allocate priorities under conditions of change and re-allocate priorities.

"It seems unable to make proper decisions and impose the necessary discipline but chooses rather to tax more and more jobs out of existence."

WEAK DEMAND

"Under such conditions it is clear that any kind of political reform will be economically toothless. It is a danger we must avoid."

Referring to wage negotiations due to take place next year, Mr. Getz said these would occur under conditions of continuing inflation and weak demand.

"It is to be hoped that considerations of common interest, sensitive to difficult prevailing circumstances will not escape the negotiators."

Wage negotiations would be held in a climate of inflation and flat demand. The cries and cries of sanctions and disinvestment were destroying jobs.

Prospects for 1986 depended on confidence and demand, which were linked to a return of more stable political and economic conditions.

HIGHER COSTS

Domestic growth was likely to be modest and episodic. Difficult as things were, exports must receive particular priority and considerable un-utilised capacity could be kept busy with exports.

Intending exporters, however, needed Government encouragement through immediate consideration to the problems of raw material costs to South African manufacturers.

For at least 10 years this had led to minimal growth domestically and only a token penetration of foreign markets.

A harsh year of recession had been made worse by soaring raw material prices and inopportune Government levies.
SA industrial council agreements 'do not keep pace'

Labour Reporter DICK USHER reports on a new study of employment conditions published by Saltru.

INDUSTRIAL council agreements have failed to keep pace with changes in the industrial relations situation, according to a study published by the South African Labour and Development Research Unit (Saltru).

The study, which analyses conditions of employment set by industrial councils and the Wage Board, by Mr Ighsan Schroeder and Mr Gordon Young of Saltru, was released last night by Saltru and shows that in many areas South Africa has worse conditions of employment than other developing nations.

According to Mr Young, the study also shows that industrial council agreements do not reflect industrial relations trends set by the Industrial Court and, through this, tend to undermine court judgments.

For example, in the liquor and catering trades, South Africa allows between 48 and 58 hours work a week while countries such as Barbados, Belgium, Denmark, Brazil and Tunisia have reduced ordinary hours of work — despite arguments that the trade has special circumstances — to the same levels as other sectors.

Retrenchment

In two South African industrial agreements workers may be obliged or requested to work more than 70 hours a week.

Also, no wage determination make any provision for retrenchment procedures, says the study, and industrial agreements fare only marginally better.

Of 101 industrial agreements, 91 make no provision for retrenchment while of those that do only one has an allowance for retrenchment pay.

According to Mr Young, "the failure of most industrial agreements to make any provision for retrenchment, and the inadequate and limited terms of those that do, contrast sharply with the achievements of the Industrial Court."

Easily available

Mr Young says that effective enforcement of the Industrial Court's guidelines about retrenchment procedures will be possible only when the guidelines of the Industrial Court are written into industrial agreements and wage determinations and thus become easily available to all workers covered by those instruments.

About sick leave standards, he said that even by the standards of the poorer countries in Africa, South Africa's provisions appeared inadequate.

In law, sick pay is seen as a reward for service rather than a human necessity, while some agreements erode the concept by denying pay for the first two days of sick leave whether or not a medical certificate is presented.
WAGE REGULATION: IND. COUNCILS

1986 - 1988
in 1985 for the first time in 19 years. The International Monetary Fund lowered its growth forecasts for Africa and the Middle East, with the exception of South Africa, due to a slowdown in commodity prices and a drop in oil prices. The global economy was forecast to grow at a slower pace in 1985 compared to 1984.

The World Bank and International Monetary Fund forecasted slower growth in 1985 for most African countries, with the exception of South Africa. The IMF predicted a slowdown in commodity prices and a drop in oil prices, which would affect Africa's economies. The World Bank forecasted a slowdown in growth for Africa, with the exception of South Africa, due to a drop in commodity prices and a slowdown in the global economy.

The report emphasized the importance of structural reforms to address Africa's economic challenges. It called for policies that would improve the business environment, reduce poverty, and promote economic growth. The report recommended measures to increase domestic savings, attract foreign investment, and improve governance and institutional capacity.

Despite these difficult circumstances, the report highlighted the need for continued financial support from the international community. It acknowledged the challenges faced by African countries and called for a coordinated global response to support economic recovery and growth.

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Money alone is not the answer

By ALAN WHEATLEY

Faster economic growth is essential if poor Third World countries are to work out their debt problems within a realistic timeframe, says the World Bank.

and they paid out R75 billion more in debt payments than they received in new money from rich countries.

These trends could not be sustained, the bank said.

Faster growth was essential if poor countries were to restore their creditworthiness and work out their debt problems "within a realistic timeframe".

The economic performance of the various regions in the Third World varied dramatically last year. The dynamic exporting nations of East Asia grew by 8.6 percent, up from 7.3 percent in 1986.

But heavily indebted Latin America grew only 2.5 percent, down from 3.3 percent in 1986 — and the economies of sub-Saharan Africa shrank by 1.5 percent, erasing most of the two percent growth of 1986.

Without extra money, developing nations would not be able to grow, relieve poverty and protect the environment.

Commercial banks were reluctant to lend more but the World Bank received more in interest and loan repayments in its latest fiscal year than it lent in new money. Net transfers to current borrowers were R5 billion in the bank's favour in the year ended June 30 1988, compared with net flows to the Third World of R2.5 billion in 1987.

Although the total was boosted by voluntary early loan repayments by South Korea and Romania and a temporary fall in new loans to Brazil, Nigeria and Yugoslavia, the figures were likely to add weight to charges by bankers and academics that the World Bank was not doing enough to help the Third World.

The bank plans to make between R36 billion and R49 billion in new loans this year compared with R36.4 billion last year.

But the bank said new money alone would not solve the debt crisis. Many big debtor governments had to do a better job in implementing rigorous belt-tightening measures.

It urged efforts to cut back the role of the state in the economy and to boost domestic savings and investment.

Continued growth in the industrial world was also essential to provide export markets for poor countries. There, the outlook had improved but governments needed to take steps to reduce the threat of inflation, the bank said. — Sapa-Reuter.
World Bank says outlook still grim for poor countries

WASHINGTON — No acceptable solution to the Third World debt crisis will be found in the foreseeable future unless flows of money out of developing countries are staunched.

The World Bank added yesterday in its annual report: "Progress toward an acceptable solution to the debt crisis requires a resumption of growth in per capita terms in debtor countries."

Some measures of the economic health of poor countries did improve last year. Trade balances strengthened and the percentage of export revenues used to pay foreign debts fell.

The report added, however, that "1987 must go down as another difficult year for the highly indebted countries."

Per capita economic growth in developing countries fell to 2.3% from 3.0% in 1986. — Sapio-Reuter.
WEST BERLIN — West German Chancellor Mr Helmut Kohl opened an annual meeting of the International Monetary Fund (IMF) and World Bank yesterday by pleading for action to protect the global environment.

The lending agencies, for their part, called for a war on Third World poverty and debt. They defended themselves against charges, dramatized in street protests in West Berlin, that they have bankrupted poor nations and caused ecological harm.

"Protection of the Earth's climate and atmosphere, of endangered species, of oceans and forests is a matter that concerns all of us," Mr Kohl said in his opening remarks as host to finance officials of more than 150 nations.

"I therefore appeal to everyone to take co-operation in this field very seriously," he said.

The environment issue is commanding unusual attention at the annual gathering of monetary leaders.

The IMF/World Bank assembly went forward in a city turned into a fortress, with 9,000 police deployed to protect it.

In the latest protests against Third World poverty and environmental damage, stink-bombs were thrown at delegates arriving at West Berlin's Tegel Airport on Monday.

The World Bank president, America's Mr Barron Conable, pledged in his speech that the bank would fight the "moral outrage" of poverty.

"Poverty on today's scale prevents a billion people from having even minimally acceptable standards of living," he said.

Mr Michel Camdessus of France, the IMF managing director, said policies largely pioneered by the fund since a near-default by Mexico triggered the Third World debt crisis six years ago were still valid, provided they were flexible.

But he also called bluntly for commercial banks to do more to reduce the $3.5 billion Third World debt.

Later yesterday, Bank of Japan governor Mr Satoshi Sumita was expected to announce the formal launch of a new initiative by Japan to put more of its huge trade surplus to work in the form of soft loans to Third World debtors.

The move will highlight another theme of the Berlin meetings — Japan's emergence as a financial superpower and quest for a wider role as the world's biggest creditor and second most powerful economy after the United States.

Yesterday riot police detained about 100 demonstrators after they smashed windows in a West Berlin suburb in protest against the meeting.

Police in riot gear moved in and surrounded the demonstrators after they ran through the streets of Wedding, a northern working class district, and broke windows of a department store.

In the city centre, about 1,000 left-wing activists gathered outside a West Berlin development policy institute as part of their protest against the IMF and World Bank. So far about 20 people, including four police, have been injured. — Sapa-Reuters.

*See Page 14.
Third World unhappy with debt concessions

WEST BERLIN — Poor countries yesterday poured cold water on new plans to ease the debt crisis and called on rich nations to do more to alleviate poverty and stave off social unrest in the Third World.

The plans were “far below Africa’s immediate requirements”, said Botswana President Mr. Peter Mmusi. He was speaking on behalf of African countries at the annual meeting of the International Monetary Fund (IMF) and the World Bank.

Colombia’s Finance Minister, Mr. Luis Fernando Alarcon-Manilla, told delegates from 161 countries that Latin America had lost a decade of development because of the debt crisis.

The Third World’s criticism deflated some of the optimism generated here by the announcement of new schemes to tackle the debt crisis. Ministers from rich countries had agreed to help sub-Saharan Africa by cancelling some debts, reducing interest rates or stretching out repayments.

Outside the Congress hall, confrontations between police and protesters against IMF and World Bank policies in the Third World have grown steadily more violent. Police said 100 people were held yesterday after demonstrators smashed hotel and shop windows and damaged cars. Hundreds of police clashed sporadically with a main group of about 1,000 protesters in the central shopping area of West Berlin.

— Susa-Reuter
Labour Reporter

THE National Industrial Council for the Printing Industry has rejected an appeal from the Paper, Wood and Allied Workers' Union (PWAWU) to abandon the closed-shop system.

It is a condition of employment in the industry that employees must belong to the South African Typographical Union (Satu).

Although the council has been granting exemptions to Africans so they can leave Satu and join the PWAWU without losing their jobs, it has refused to grant exemptions for white, Indian and coloured workers.

The PWAWU, an affiliate of the Congress of South African Trade Unions (Cosatu), says Satu is an "apartheid" union which divides the union into branches according to members' race.

White members are in the A branch, coloured and Indian workers in the B and Africans in the C branch.

The PWAWU appealed to the council to abandon the closed-shop system and allow workers to join the union of their choice. This appeal was rejected and though they can join the PWAWU, they have to retain membership of Satu to keep their jobs.

According to a statement from the PWAWU, the union has written to the employers' association asking how they justify "racist decisions", whether they are aware of the decisions and whether they intend to campaign to reverse those decisions.

The union has been told its request will be discussed at a meeting on February 11.
Building
workers pay
talks stalled

Labour Reporter
PAY talks for the 18 000 building workers in the Peninsula are stalled, with a wide gap between union demands and employer offers.

The three unions in the industry, which have formed a combined front to press for their demands, are asking for a 19 percent increase for workers whose wages were last increased in May last year and 30 percent for workers whose previous increase was in November 1984.

Employers have offered 20c an hour for skilled workers and 10c an hour for unskilled — about five percent for each category.

The South African Woodworkers' Union, the Building Workers' Union and the Amalgamated Union of Building Trade Workers say that to keep up with inflation increases of 12.7 percent and 23 percent are needed.

Real wages down
Real wages — the cash wage deflated by the consumer price index — had fallen in all categories except one since 1976. Pay in nine out of 17 job categories in the Cape building trade was below the supplemented living level.

The wages of general workers and craftsmen in the Western Cape are lower than in other areas. The rate for craftsmen in the Cape of R4.50 an hour was lower than that in Natal (R5.10), Bloemfontein (R5.36) and the Transvaal (R6.07).

Employers claim they cannot afford more as the industry has slumped since last March.

A third pay meeting will be held next week.

● Construction workers are to receive a 7.7 percent increase in minimum wage rates, the Federation of Civil Engineering Contractors reported today.
If the law’s a nuisance, get a cancellation

A little-noticed Bill gives the State President the power to exempt any industry from regulations which set minimum wage and safety standards. The aim is to cause more profitable factories and, ultimately, for more jobs. MARTIN NICOLL disagrees.

The Senate/E funcionários coalition government accepted the Wage Board recommendations and minimum wages rose by 50 percent between 1972 and 1975. After the discrimination had been in operation for two years, the overemphasis on the efficiency of his employees, and he was now getting an increased output as a lower cost per unit under the conditions laid down by the Wage Board.”

Employers condemned the proposals as “totally impossible” and said their adoption “would spell immediate ruin.”

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...the evidence (shown) that even in the worst situations there is a proportion of employers who are paying good wages and good conditions to their workers. It seems that one employer can pay good wages if those are the reasons why those who are paying the minimum wage are entitled to be paid more than the minimum wage...

The board acted to raise wages towards the levels paid by “qualitative employers”...

In the Cape clothing industry, higher wages attracted “better class” of employee and output and profits increased with wages and the numbers of workers increased. As Lucas stated: “The board’s aim is to create a system of justice under which businesses...”

The inevitable effect of the Bill will be to further weaken and undermine minimum wage regulations. It will give an incentive to employers and super-

The new law cannot be used to undo the wage scales established by the board. It is the only way to improve living standards for low-wage workers.

You either have minimum wages that are set too high or not at all. To fulfill the dual aims of stimulating the economy and promoting social justice, the minimum should be consistently consumer and carefully monitored. Already it has been weakened by exemptions for the exclusion of border areas and “homelands” from minimum conditions.

The new law will make it even harder for minimum wages to be met as a creative instrument of state, employer and trade union policy.

The Bill is as arbitrary, as insensitive, as allowing unwarrantably low wages to the lowest, sweated and lowest paid. 

 Anyway, does P.W. really need more power? His he had enough?
Bid to boost industrial councils

By Sheryl Raine

A new organisation which aims to promote the interests of the industrial council (IC) system of collective bargaining was established in Johannesburg this week.

The Consultative Committee of Industrial Councils represents 30 out of 39 industrial councils operating in the Pretoria/Witwatersrand/Vereeniging area. Other industrial councils in the PWV area also have the option to join.

In recent years, the centralised industrial council system of bargaining has come under attack by emergent black unions which have demanded bargaining at all levels, namely centralised as well as decentralised plant and company-level bargaining.

One of the most notable attacks has been launched by the Metal and Allied Workers' Union (Mawu), affiliated to the International Metalworkers' Federation (IMF), against the metal industry industrial council.

Mawu is fighting for the right to bargain at all levels in an industry which presently adheres to a Steel Engineering Industries Federation (Seifas) recommendation not to bargain outside the IC on substantive issues such as wages which are included in the IC main agreement.

Talks are under way between the IMF unions and Seifas to resolve the "bargaining-level" issue. Some employers are known to favour sectoral bargaining and have expressed concern at the present inflexibility of the industry's IC system.

The IC system has also come under attack from Government. The newly formed committee, chaired by Mr J C Baker, was established as a result of a memorandum on industrial council agreements issued by the Department of Manpower in September last year. The memorandum proposed sweeping changes to the industrial council system.

If implemented, these changes would significantly diminish the power of industrial councils by altering their membership.

CHANGES PROPOSED

The changes were proposed in the interests of deregulation, job creation and the promotion of the small business.

In a statement the new committee said it aimed to:

- Further the interests of the industrial council system.
- Encourage the efficient operation of industrial councils.
- Offer a forum for consultation on all matters pertaining to industrial councils and the IC system.
- Market the industrial council system.

"The purpose of the committee is not to dictate but rather to consult with the industrial councils where requested and to mediate with the Department of Manpower on behalf of industrial councils," said Mr Baker.

"Membership of the consultative committee is open to all industrial councils in the PWV area, which are registered as such under the Labour Relations Act,"
workers are expected to hold countrywide mass rallies tomorrow in the biggest campaign the SA industry has ever seen.

The rallies—which will be concentrated in Port Elizabeth, Witbank, Germiston and the Vaal—will take place on the eve of the industry's Industrial Council wage negotiations on Tuesday.

The IC will negotiate with metal workers' unions over wages and working conditions.

In a tense atmosphere in the industry, the Metal and Allied Workers' Union has become the moving force behind tomorrow's rallies.

Mawu national organiser Bernie Fanaroff briefly mapped out a broad outline of the metal workers' struggle—which has been highlighted by a seven-point action program.

The IC negotiations—which will see the unions challenging the Steel and Engineering Industries Federation of SA—will centre on six main demands.

These are:

- A R3.50c per hour minimum wage
- A 40-hour week without loss of pay
- May Day (May 1) to be a paid holiday
- The right to strike without dismissal
- Six months maternity leave with a job guarantee
- No Sefisa factory to make products for sale to the police and army. Instead, products should be made for the benefit of all people

"Sefisa, this year we fight!" said a Mawu pamphlet publicising the demands.

Confident

A confident Mawu believes its hand will be strengthened because high-level talks have been going on between itself and other metal workers' unions.

These are the National Automobile and Allied Workers Union, the Motor Industry Combined Workers' Union and the SA council of the International Metalworkers' Federation.

Explaining the campaign in detail, Fanaroff said the metal workers' fight is not with the IC as such—but with the six or so giant corporations which control the industry in SA.

These include Anglo American, Barlow Rand, Gencor, Haggie Rand, Samancor, Dofyrol and Highveld Steel, which dominate the industry.

"After our campaign last year there was misunderstanding. Many, including newspapers, believed we were fighting for plant-level bargaining," said Fanaroff.

"But it is our belief that we must bargain at all levels. We will go for areas such as sectoral bargaining.

"There will also be geographical bargaining. Some coastal employers claim they can't pay inland wages," said Fanaroff.

This, he said, raised the question of employers' ability to pay better wages in the industry. According to world standards, the SA metal industry—where wages amount to 9.54% of total costs—still pays little, said Fanaroff.

"Our negotiations are going to be tough," he promised.

"Even with the 18% inflation hitting the country, we still maintain that the bigger companies have the ability to pay," he said.

To back his argument, Fanaroff cited Gencor, which last year improved its earnings by 25% to R79-million—and Samancor, the largest producer of ferrochromium, which last year improved its before-tax earnings from R15-million to R95-million.

On Wednesday, April 16, Mawu will report back on the IC negotiations to all metal workers.

April 17 will see the first day of action of Mawu's campaign—but, for the moment, the union is dedicated to discuss the program it would take.
Unions now much more politicized

By PHILLIP VAN NIEKERK

The extent to which the political mood in the townships has permeated the labour scene can be seen in the pay talks at the metal industrial council, the country's largest collective bargaining forum.

The talks kicked off on Tuesday against the backdrop of a recession which had decimated the country's foremost manufacturing industry. From a high of 450,000 workers employed by affiliates of the Steel and Engineering Industries Federation of South Africa (Seifsa) in 1992, there are about 300,000 left today.

Yet the blight on jobs has not led to more acquiescence on the part of workers. The metal industry, second only to the mining sector, has seen an extraordinary upsurge in worker militancy this year.

In the country as a whole, there were almost as many working hours lost to industrial action in the first three months of this year as in the whole of last year, which was itself a record year.

At 10 plants metalworkers have occupied their factories and refused to budge until their demands were met, or, as happened at one plant, until management has driven them off the property with police and dogs.

The longest factory sit-in, at Haggie Rand, lasted more than three weeks. At the forefront of this activity has been the 40,000-strong Metal and Allied Workers' Union (Mawu), an affiliate of the Congress of South African Trade Unions (Cosaatu) and a participant in the metal talks which began this week.

Mawu's mobilization of workers around the pay talks has been notably different in style for the old factory-by-factory approach which characterized the now-defunct Federation of South African Trade Unions (Foatsu).

The union has held mass meetings in the townships, drawing as many as 10,000 to a meeting in the East Rand on Saturday.

New politicized unionism

As the largest black union on the council and the most militant, Mawu has put forward a set of proposals this year which have left more than a few employers aghast and wishing for the good old days when recognition agreements and more pay were the limit of worker demands.

One of the union's key demands is that Seifsa affiliates stop producing armaments and provisions for the police and the military.

This goes to the heart of the new politicized unionism, which was expressed by one shop steward: "We value our jobs and will fight for them, but freedom comes first."

Given the current township mood, it is probably an accurate indicator of the sentiments of black workers in the industry, but is a demand which Mawu is unlikely to win this time around.

Employers don't believe they should be told what they should produce and the item is unique on the agenda of demands.

Mawu's demand for a paid holiday on May Day has been largely defused with Seifsa agreeing to a policy of "no work, no pay" on May 1, which will be the country's first proposed national general strike for a quarter of a century.

With Inkatha gearing up for a mass turnout for the launch of the United Workers Union of South Africa (Uwusa) in Durban on May Day, Cosatu holding rallies throughout the country and the National Union of Mineworkers in dispute with the Chamber of Mines over workers taking the day off, Seifsa has probably chosen wisely to keep out of the way on May 1.

On the issue of wages it appears unlikely that Mawu, which has refused to sign the industrial council agreement since it joined the council in 1992, will agree this year.

Seifsa's current offer of about 14 to 15 percent for workers on the bottom rungs and nine to 10 percent for workers at the top is good in comparison to last year, when Seifsa started by offering no increases, but comes after three years of below-inflation increases.

An issue which has so far proved explosive in the industry is the forum for negotiating wages. There has been widespread industrial action over the demand for plant-level bargaining which Seifsa is opposed to, and this is likely to remain hot.

The issue is likely to further complicated this year by Seifsa's support for sectoral bargaining, as opposed to a single industrial council agreement.

Mawu is opposing this fragmentation, saying that the industrial council should set one minimum for the entire industry, with plant-level bargaining setting rates over and above that minimum.

Mawu's trade union allies in the council are few and far between. The predominantly white, skilled unions negotiate under the flag of the Confederation of Metal and Building Unions (CMBU) and share little common political ground with Mawu.

But even the local committee of the International Metalworkers Federation (IMF), formed to provide a joint bargaining unit for the largely black, unskilled and semi-skilled unions, has failed to reach agreement. One of its leading lights, the SA Boilermakers Society, is caucusing with the CMBU unions.

Instead Mawu is seeking its support outside the council, among the other affiliates of Cosatu and, crucially, among the residents of the townships.
Friction all round

The annual wage negotiations at the metal industry's industrial council kicked off on Tuesday. Their outcome will affect more than 300,000 workers and 9,000 employers — and they promised once again to highlight conflict between employers and unions, as well as divisions among the unions themselves.

Last year, unions affiliated to the SA Co-ordinating Council (SACC) of the International Metalworkers' Federation formed a new power bloc and submitted uniform demands. This year they have failed to present a united front. Various conflicts between them perhaps explain why, and raise questions about the unions' commitment to the SACC.

SACC affiliate, the Metal and Allied Workers' Union (Mawu), has initiated a highly orchestrated, high-profile campaign. Other affiliates are either acting on their own, or have re-established old alliances.

The perennial conflict over priorities between the SACC unions and the other major grouping — the artisan unions affiliated to the Confederation of Metal and Building Unions (CMBU) — seems set to flare again. The mainly black SACC unions have always put a higher premium on wage increases for their unskilled and semi-skilled members; the CMBU, not surprisingly, has pursued the interests of its skilled members with greater vigour.

All this is reflected in the six different sets of wage proposals submitted to the Steel and Engineering Industries Federation of SA (Seifsa). Three — those from the CMBU, the rightwing Mineworkers' Union (participating for the first time) and the Iron and Steel Union — are, however, almost identical. In the absence of a united SACC approach, two unions affiliated to both the SACC and the CMBU — the SA Boilermakers' Society and the Engineering Indus-

trial Workers' Union — have associated themselves with the CMBU proposals.

Boilermakers' general secretary Ike van der Watt says his union has tried to find a compromise between the conflicting needs of skilled and unskilled workers, which are represented respectively by the established and emerging unions. The CMBU wage proposals are, he says, in line with his union's "common wage policy," which involves closing the wage gap.

The CMBU proposals include a minimum hourly wage for the industry of R2.81 (48% up on current levels) to R6.25 (20%) for the highest. In terms of the proposal, the unskilled-skilled ratio would be reduced to 4.5:10 compared to the present 3.6:10. They propose, in addition, individual increases equivalent to the agreed increase for each respective category. Another proposal is a three-hour reduction in the working week to 42 hours.

However, this is not enough for the two unions representing most organised black workers in the industry. Both Mawu and the Steel, Engineering and Allied Workers' Union (Seawu) demanded a minimum wage of R3.50 an hour — an 84% increase — and guaranteed increases of 50c across-the-board. Both are also demanding maternity benefits and a paid holiday on May Day.

Mawu, in addition, has asked for a 40-hour week, the right to strike without fear of dismissal, and a ban on sales of products to the SAP and SADF. The union staged a mass rally around the country last weekend and planned a one-hour work stoppage on Thursday as an extra show of strength.

Seifsa traditionally does not comment to the press during the course of negotiations. But it is unlikely to come anywhere near meeting even the most modest of the wage demands.

This year's negotiations face another serious hurdle. Talks over restructuring collective bargaining in the industry have been dragging on for months. A meeting last Fri-

day was inconclusive. Mawu has been in-

volved in two strikes over the issue and has threatened more, while Seifsa has declared a dispute with the SACC over union campaigns for company-level bargaining. And the CMBU unions have proposed that the Industrial Council agreement be amended to facilitate decentralised bargaining. These machinations will clearly hinder the already difficult task of reaching agreement.

Last year, it will be remembered, the talks reached deadlock at an early stage. When agreement was finally reached with most of the unions, Mawu refused to sign. Don't be surprised if the same happens this time round.
Workers in the electrical contracting industry in the Western Cape have won a 35 percent pay increase - the highest in 12 years.

The regional secretary of the Electrical and Allied Workers Trade Union, Mr Brian Williams, said management had agreed to the increase and had committed itself to providing pension and medical aid for workers during a month of negotiation at the Cape Town industrial council.

Workers on the lowest grade will get 58 cents more an hour and artisans and licensed electricians 74 cents more.

The union had majority membership among workers in the electrical industry, but stronger membership would enhance its ability to negotiate more favourable medical-aid and pension schemes, said Mr Williams.
Divided by hate, united in grief

By DICK USHER, Labour Reporter

CARELESS death walked in on Samuel Isaacs one evening.

He was holding a class for Sunday school teachers when his wife arrived.

"I knew immediately something terrible had happened. Then she told me about David and Rashid. Actually, she told me she thought something had happened. Nobody was quite sure yet," he said.

What had happened was that Rashid Abrahams and David Ndude, an electrician and labourer employed by his firm, had been travelling past Crossroads on the evening of April 29 when their van was stoned, ran out of control into a tree and then petrol bombed.

Mr Abrahams died immediately. Mr Ndude died six days later from his burns.

They were both members of the Electrical and Allied Workers' Trade Union of South Africa (Eawusa) which has started a campaign to end the killings.

THE union's concern is not just about members who have been killed, but for all people affected by the surge of violence, and also for what it is doing to South Africa.

With many others, it views the swell of killings and burnings and internecine warfare as debilitating and counterproductive, locking people into anarchic resistance against a system they find reprehensible, but resulting only in self-destruction.

Mr Isaacs, an employer and regional chairman of the Electrical Contractors' Association of South Africa, shares those concerns and looks forward to a changed society where we do not live in the vortex of violence.

He had to break the news to Nazli Abrahams, expecting a baby in June, and Vivienne Ndude, a tent-dweller at Khayelitsha.

"It's another strange thing about our society. At this time of tragedy we found ourselves united in grief. But all the time in South Africa we are being divided by hate. Why can't we unite in love?" he said.

The terrible thing is that this division is there even in death.

"Rashid and David joined us about the same time five years ago and for the past year worked as a team."

"But because he was an artisan, Rashid's family has benefits available through the industrial council pension fund, so at least Nazli and their children will have something.

"But David, as a labourer, wasn't eligible for these benefits."

"His widow gets death benefits from the Department of Manpower, equal to six months' unemployment benefits, and a union death benefit."

"The union and the association are working through the industrial council for labourers to be included in the pension and medical aid schemes, but that isn't going to help Vivienne."

"When he died we had been collecting materials and, with the help of some builders, we were going to build him a house at Khayelitsha."

"Since his death, some money has been donated and we are going to go ahead with the project," said Mr Isaacs.

"I know that people are dying every day, but when people have become part of your life, their deaths are much more personal."

"Although I want to condemn the people who threw the bombs as thugs, there is another dimension — the quality of their lives and the battle to survive."
Unions get extra seats on council

The seats allocated to trade union parties on the Industrial Council for the Johannesburg Municipal Undertaking has been increased from 10 to 11.

At the last council meeting the Transport and General Workers Union was admitted as a member and requested direct representation.

The Union of Johannesburg Municipal Workers requested that its representation be increased.

Each was granted a seat and subject to council membership growing, Mr Thys Willemse and Mr Graham Collins were appointed for the JME.
Wage talks for 350,000 metal workers to resume

Labour Reporter

WAGE talks affecting 350,000 employees in the metal industry face rough waters when they resume next week.

At issue are wage demands and a proposal that companies which want to pay more than minimum rates should negotiate these individually with unions.

Four unions solidly reject proposals by the employer body, the Steel and Engineering Industries Federation of South Africa (Seifsa).

Unions in the Council of Mining and Building Unions (CMBU) are not satisfied with the proposals but would be prepared to accept them if other needs are met.

Three of the unions which reject the proposed wages — the Electrical and Allied Workers' Trade Union, Metal and Allied Workers' Union and Steel, Engineering and Allied Workers' Union — have imposed overtime bans and declared a dispute with Seifsa.

The fourth, the Engineering Industrial Workers' Union, is waiting to see how the negotiations go.

Employer proposals would lift minimum wages at the top to R5.77 an hour, down to R2.18 for the lowest paid. Every worker, including those receiving more than the minimum, would get grade increases. These range from 36c an hour at the bottom to 56c at the top.

Unions rejecting the offer demand a minimum of R3.50 an hour.

Spokesmen said that Seifsa's offer was below the inflation rate and did not offer a living wage to the lowest-paid workers.

Mr Ben Nicholson, director of CMBU, said the proposal for individual negotiations could be the make-or-break issue.

"We are not satisfied with the wage proposals. But we recognise the position of the industry and if the employers remove certain pinpricks we will accept them.

Unions are also asking for a 42-hour week, down from 48 hours. Mr Nicholson said this would help to create employment in an industry in which many plants are already working short-time.

Seifsa has proposed that the Government investigate making May Day a public holiday.

The issue is one of the union demands in wage talks in the metal industry.

Seifsa has asked the Government to appoint a commission to investigate public holidays by August and report in January.
Friday deadline for metal workers

By DICK UISHER
Labour Reporter
FRIDAY is D-day for 350,000 workers in the metal industry when their response to employers' latest wage proposals will be made known.

Three unions in the negotiations have rejected the proposals completely, the others are dissatisfied with the offer but are canvassing members for their feelings.

The latest proposals, made last week, are for a 60c an hour increase at the top of the scale; raising the hourly wage to R5.81, down to a 30c increase bringing the lowest paid workers to R2.30 an hour.

Union spokesmen said employers had said this was the final offer.

They were disappointed at employers' refusal to address the living-wage issue for lower paid workers.

"Refusal to sign the agreement would present major problems," said one unionist.

"Built-in benefit structures depend on a worker being a member of a union party to the agreement. If we don't sign members could be without benefits and the unions could lose their stop order rights.

"That is why we are going back to our membership to explain all the implications and ask for a mandate on the proposals."

Employers have proposed an increased holiday bonus. Unions were seeking a 13th cheque but employers have produced a formula which will give this by 1990.

Another problem within the negotiations - the dispute declared by three unions - will be discussed at a monthly meeting of the Industrial Council tomorrow.
Builders' benefit fund drying up

By Frank Jeans

The recession in the building industry has hit the organisation which looks after workers' benefits.

The Industrial Council for the Building Industry said today it has drawn up a new set of unemployment payout rules.

The council normally pays unemployment money for up to a year. Its current monthly payout is about R60 000, far above the previous highest level during the building slump of the late seventies when the norm was R80 000.

Under the new rules, unemployment money will be paid for a maximum of nine weeks.

Mr Wynand Stapelberg, general secretary, says: "Because more men are idle as a result of the slump, the monthly unemployment payout has eroded our reserves."

The council has also altered its medical aid scheme.

"Instead of the 100 percent medical aid benefit, apart from hospitalisation, we will now pay 80 percent," says Mr Stapelberg.

He said the holiday fund pay-out will not be interrupted.

Mr Bob Zylstra, president of the Building Industries Federation, says: "These are the times we live in.

"We are thankful the Minister of Finance has put so much money into low-cost housing and depending on how soon this money can be injected into the system, this should brighten the picture."

It is estimated there are 40 percent fewer building workers than there were in 1964.

The labour fall in the Transvaal is about 30 percent, representing a drop from 170 000 workers to 130 000.
Bloom buster

The Bloemfontein Master Builders Association’s (MBA) unilateral decision to withdraw from the industrial council has sparked simmering discontent throughout the industry.

Building industry employer organisations feel they get a raw deal from the powerful, all-white building workers' unions, which are a party to the agreements, through their closed-shop arrangements.

Further, they contend that the industrial councils themselves, which are supposed to represent the interests of employers and employees equally, are not as non-partisan as they should be.

In a shock move in April, the Bloemfontein MBA severed ties with the industrial council, arguing that the current agreement was outdated, unwieldy and did not properly serve the interests of the industry. In particular, the MBA took exception to the closed shop operated by the unions, claiming it was hampering expansion of the local building industry and inhibiting the recruitment of new members.

Enraged at what they termed the MBA’s "irresponsible" behaviour, the unions struck back. They brought an unfair labour practice suit in the Industrial Court on the grounds that the MBA was refusing to negotiate in good faith. At the same time, they sought an interdict in the Supreme Court to force the MBA to attend council meetings. The Supreme Court action was recently dismissed with costs, but the Industrial Court matter is still to be heard.

The director of the local MBA, Barney Bester, says he is "thrilled" with the court’s decision. Other MBA’s, he notes, are now looking closely at their own relationship with industrial councils and unions. He predicts changes can be expected.

What finally brought matters to a head in Bloemfontein, where building activity is severely depressed, were some glaring anomalies. According to Bester, the jurisdiction of the industrial council extends to a 24 km radius of the city hall — outside of which members are entitled to engage black artisans at a rate of R3/hr. Minimum wage in the industrial council area, where the closed shop prohibits black artisans from working, is R6/hr.

Says Bester: “If there is mutual agreement between employer and employee on a wage structure, is it necessary to let a man starve to death in a homeland? Why can’t market forces determine wage rates?

“In a system where there is no incentive, minimum rates soon become the maximum rate. We would like to see a market-related wage rate with an incentive scheme built into it.”

That may be first prize for employers in an industry struggling to keep its order books full and its costs down. Unions have, however, let it be known that they will not tolerate any erosion of existing wage levels. Certainly, they will not go down without a fight.”
WAGE BOOST FOR METAL UNION

THE Metallurgical Industries Workers' Union has successfully negotiated a 24 percent minimum wage increase for its members at Ozasteel.

A Miwusa spokesman said the outcome of the wage talks proved that negotiating at factory level was the only effective system as opposed to collective bargaining at the Steel Engineering Industries Federation of South Africa industrial council.

The wage increases were effective from July 1, and a further adjustment may be made in January 1987.

Miwusa is an affiliate of the National Federation of South African Workers.

In terms of the wage increment, the minimum weekly rate for employees with less than one year's service will be increased from R116.77 to R128.80. This represents an increase of 24 percent, from a minimum hourly rate of R2.59 to R3.22.

The minimum weekly rate for employees with between one and six years' service will be increased from R117.69 to R129.60.

This means an increase of 24 percent, from the minimum hourly rate of R2.62 to R3.24.

- The Steel Engineering and Allied Workers' Union (Seawu) is to hold a regional meeting in Pretoria on Saturday.
- A new Northern Transvaal executive committee will be elected at the meeting.
- Four members to be co-opted into Seawu's national executive committee will also be elected.
- A spokesman for the branch said only card-carrying members would be allowed to vote.
- The Cosatu-affiliated Food and Allied Workers' Union (Fawu) is to hold a meeting at Pelican Club, Soweto, on July 27.

The meeting will focus on recognition agreements the union is about to sign with several companies in the Reef.

Fawu's Johannesburg branch chairman, Mr George Nene, has invited members from NCD, Clover Dairies, Tastic Rice, Buffalo, New Clifton and UTC. The meeting starts at 9am.
Workers' Trade Union of SA (EAWTUSA).
The agreement provides, among other things, for 32c/hour minimum increases for workers in the lowest job categories, and a minimum wage in the industry of R2.22 an hour. Workers in the top artisanal grades will receive increases of 60c/hour, bringing the minimum hourly rate up to R5.81.
The ball is now in the minister's court. He has to decide whether to gazette the agreement, and whether — in view of the three unions' stand — to extend it to cover non-parties. But it is believed that the last-minute decision of the 45,000-strong SA Boilermakers' Society to support the agreement will remove any doubts Minister Pietie du Plessis would have about fully implementing the agreement.

Boilermakers' president Ike van der Watt says his union made acceptance conditional upon employers agreeing to resolve a number of matters which have become major stumbling blocks to collective bargaining in the metal industry. The Steel and Engineering Industries Federation of SA (Seifisa), is believed to have acceded to this condition.

The Boilermakers' concerns include:
- Levels of collective bargaining. Although talks on this question have been going on for some months, they remain unresolved. Van der Watt believes that, until the issue is resolved, unions will continue to refuse to sign the agreement. He warns that this could eventually lead to the collapse of the council.
- Job structures. The union believes that the agreement contains too many categories of employee. It wants them to be redefined and reduced; and
- Wage structures. Van der Watt says that the R5.81/hour minimum for the top grade is completely unrealistic. "You will not find an artisan working for less than R6.50 an hour," he says. He believes the industry's wage structure is distorted and that the differential between unskilled and skilled workers' wages is too wide. At present unskilled workers' wages are about 30% of those of artisans. They should be no less than 45%, he says.

Meanwhile, Mawu — the most militant of the metal unions — has said it intends to start holding a series of strike ballots among its 30,000 members. Seawu and EAWTUSA have not yet made it clear whether they, too, will follow Mawu's path. But both have been reported as saying that even though they are not prepared to give the nod to the agreement, they will not raise objections to it being gazetted.

The issue of extending the agreement is a double-edged sword for the dissatisfied unions. In theory, non-extension would mean that employers would not be obliged to observe any of the agreement's minimum standards for the three unions' members.

On the other hand, if the agreement is extended, it would mean that the unions would forfeit the opportunity to strike legally on an industry-wide basis, or in any of the local-level negotiations which are in progress or due to begin soon. This is because the Labour Relations Act outlaws strike action during the currency of an industrial council agreement. Exacerbating this situation right now, as a Mawu spokesman bitterly points out, is that the emergency regulations prescribe heavy penalties for the incitement of unlawful strikes.

In various plant or company-level negotiations thus far, Mawu has received offers of increases close to, or even above, 40c/hour. In some cases it has reached agreement, although deadlock is likely in others.
Metal industry on the hop

SOME swift footwork by the Electrical and Allied Workers' Trade Union (EAWTU) has produced interesting developments in the metal industry locally.

The union was formed earlier this year, after lengthy negotiations between the two, from an amalgamation of the Electrical and Allied Workers' Union and the Electrical and Allied Trades Union with a national membership of about 25,000.

EAWTU is one of three unions which declared a dispute with the employer body, the Steel and Engineering Industry Federation of South Africa (Seisa) early in negotiations for a new industrial council agreement for the metal industry.

The agreement which was finally concluded, without being signed by the three unions in dispute, provided for a R2.22 minimum wage in the industry. The unions rejected this in line with their demands for a "living wage" in the industry.

The dispute and the existence of an industrial council agreement does not preclude plant level negotiations for better conditions at individual factories and EAWTU had been organizing at Renak, a Diep River circuit board factory and subsidiary of the British multinational Plessey, where it recently gained majority representation.

The living wage question immediately emerged as an issue in negotiations between the union and management.

Although workers are paid above the industry minimum due to experience and length of service they said they had to work overtime to earn a reasonable wage and maintain production schedules.

Their basic demand is for wages which would maintain their standard of living without having to depend on overtime pay and that management should employ more workers rather than requiring the existing workforce of about 80 to work overtime.

They demanded a R3.90 an hour minimum while the company offered R2.30 an hour, later increased to R2.60. The union also wanted pro rata increases for workers on scales above the minimum.

Experts in the field have difficulty in defining a "living wage" but agree that existing standards of minimum living levels and supplemented levels are unsatisfactory.

Not only are they standards drawn up without reference to what workers consider necessary to their lives, but they make little provision for emergencies and no allowance for the accumulation of surplus funds.

Dissatisfaction with the negotiations led to workers declaring a ban on overtime and stopping production twice in the past two weeks. This week the union declared itself in dispute with management.

A union spokesman said management had refused to provide factual information to back their claim that they could not afford the increases demanded and that increases above their offer would render their products non-competitive.

He said the union regarded management's refusal to open their books as a lack of good faith and that it would enter an unfair labour practice action in the Industrial Court if management persisted.

He said the union was prepared for the matter to go to conciliation. If that failed the way would be open for a possible legal strike.
Clothing workers to negotiate wages

Labour Reporter

WAGE negotiations affecting 31,000 workers in the clothing industry in the Western Cape will begin early next month.

The new wage and service benefits agreement will be negotiated between the Garment Workers' Union of the Western Province (GWUWP) and two employer bodies — the Cape Clothing Manufacturers' Association and Cape Knitting Industry Association.

A new element in this year's talks will be the union's demand for a paid holiday on May Day.

The assistant general secretary of GWUWP, Mr Cedric Petersen, said the union had submitted its proposals to management and was awaiting a response.

The secretary of both employer bodies, Mr Colin McCarthy, said the parties would set a date for the first round of talks at an industrial council meeting on Thursday next week.

The new agreement will come into effect on December 13.

The annual wage negotiations have been delayed by a month this year because the general secretary of GWUWP, Mr Louis Petersen, has been ill.
WET OP ARBEIDSVERHOUDINGE, 1956

NYWERHEIDSRAAD VIR DIE ELEKTROTEGNIESE NYWERHEID (NATAL).—WYSIGING VAN MEDIESE HULPFONDSOORENKKOMS

Ek, Pieter Theunis Christiana du Plessis, Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepaling van die Ooreenkom (hierna die Wysigingsoorenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1987 eindig, bindend is vir die werkgewer organisasies en die vakverenigings wat die Wysigingsoorenkoms aangaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is.

P. T. C. DU PLESSIS,
Minister van Mannekrag.

BYLAE

NYWERHEIDSRAAD VIR DIE ELEKTROTEGNIESE NYWERHEID (NATAL)

MEDIESE HULPFONDSOORENKKOMS

doorekomstig die Wet op Arbeidsverhoudinge, 1956, gelslui deur en aangegaan tussen die

Electrical Contractors’ Association (South Africa)
(hierna die “werkgevers” of die “werkergewer organisasie” genoem), aan die een kant, en die

South African Electrical Workers’ Association
(hierna die “werknemers” of die “vakvereniging” genoem), aan die ander kant,
waarop die partye is by die Nywerheitsraad vir die Elektrotegniese Nywerheid (Natal),

1. TOEPASSINGSBREKSTER VAN OORENKKOM

(1) Onlangs andersluidende bepalinge in hierdie klausule, is hierdie Ooreenkom van toepassing op en moet dit nagekom word in die Elektrotegniese Nywerheid deur alle werkgevers en werknemers wat onderskeie betrokke is deur die werkgewe organisasie en die vakvereniging is wat betref van of in diens is in die Nywerheid in die landdrosdistrikt Alfred, Bahsango, Bergville, Camperdown, Chatsworth, Darnahuser, Dundee, Durban, Estcourt, Glencoe, Hlaba, Imbondo, Iranda, Ngwama, Ixopo, Klinkrivier, Kranskop, Lionsrivier, Lower Tugela, Lower Umfolozi, Mahlabana, Mapumulo, Maphiri, Mlangi, Mngeni, Mthunzi, Msomi, Mthunzi, Nkandla, Nongoma, Nqutu, Paulpietersburg, Pietermaritzburg, Pinetown, Polokwane, Port Shepstone, Richmond, Umzimkulu, Umzimvo, Umzinto, Underberg, Umzimkhulu, Umlazi, Vryheid en Weenen, maar uitsluitend die deeltes van hierdie landdrosdistrikt wat ingevolge Proklamasie R. 11 van 1977 in die Staatskoerant van 28 Januarie 1977 verskyn het, binne die selfregende gebied KwaZulu val, in die werkgewe die uiteen gestel in paragrafe (a), (b) en (c) van die omskrywing van “Elektrotegniese Nywerheid” in klausule 3 van die Ooreenkom gepubliseer deur Gowermenskennisgewing R. 967 van 13 Mei 1983.

(7) Insert the following subclause after subclause (17) (a) (ix)

(x) apply for compassionate leave which shall not exceed three days per event in order to attend the funeral of a member of his family or close relative.”

J. F. M. VAN DER MERWE,
Chairman.

N. C. GEY VAN PITTUS,
Vice-Chairman.

A. J. VAN SCHALKWYK,
Secretary.

No. R. 2068
26 September 1986

LABOUR RELATIONS ACT, 1956

INDUSTRIAL COUNCIL FOR THE ELECTRICAL INDUSTRY (NATAL).—AMENDMENT OF MEDICAL AID FUND AGREEMENT

I, Pieter Theunis Christiada du Plessis, Minister of Manpower, hereby, in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1987, upon the employers’ organisations and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or unions.

P. T. C. DU PLESSIS,
Minister of Manpower.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE ELECTRICAL INDUSTRY (NATAL)

MEDICAL AID FUND AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Electrical Contractors’ Association (South Africa)
(hereinafter referred to as the “employers” or the “employers’ organisation”), of the one part, and the

South African Electrical Workers’ Association
(hereinafter referred to as the “employees” or the “trade union”) of the other part,
being the parties to the Industrial Council for the Electrical Industry (Natal),

1. SCOPE OF APPLICATION OF AGREEMENT

(1) Except as otherwise provided in this clause, the terms of this Agreement shall apply to and be observed in the Electrical Industry by all employers and employees who are members of the employers’ organisation and the trade union respectively, who are engaged or employed in the Industry in the Magisterial Districts of Alfred, Bahsango, Bergville, Camperdown, Chatsworth, Darnahuser, Dundee, Durban, Estcourt, Glencoe, Hlaba, Imbondo, Iranda, Ingwama, Ixopo, Kliprivier, Kranskop, Lionsrivier, Lower Tugela, Lower Umfolozi, Mahlabana, Mapumulo, Maphiri, Mlangi, Mngeni, Mthunzi, Msomi, Mthunzi, Nkandla, Nongoma, Nqutu, Paulpietersburg, Pietermaritzburg, Pinetown, Polokwane, Port Shepstone, Richmond, Umzimkulu, Umzimvo, Umzinto, Underberg, Umzimkhulu, Umlazi, Vryheid en Weenen, but excluding any portions of those Magisterial Districts falling within the self-governing territory of KwaZulu in terms of Proclamation R. 11 of 1977, which appeared in the Government Gazette of 28 January 1977, in the operations set forth in paragraphs (a), (b) and (c) of the definition of “Electrical Industry” in clause 3 of the Agreement published under Government Notice R. 967 of 13 May 1983.
(2) Die bepalingen van hierdie Ooreenkomst is nie van toepassing nie op werkgevers en hal werkknemer wat alleen met die werkgever deelneem aan 'n skaam wat mediese voordeel vereis of wat bestaan het op 3 Januarie 1966 en waartoe die betrokke werkgever weeklys minstens 45 sent bydra ten opskop van elke werknemer wat lid van die skaam is en andersom deur hierdie Ooreenkomst gedek word, terwyl die skaam in werklik en genoegde werkgever en werknemers voortgaan om deelneemers in die skaam te wees en die werkgever voortgaan om 'n bydra van minstens 45 sent per week ten opskip van elke werknemer te betaal.

(3) Ondanks subklause (2), is hierdie Ooreenkomst van toepassing op werkgevers en werknemers ten opskop van werknemers wat nie gedek is in 'n skaam of skaam wat in daardie subklause bedoel word nie, of wat ophou om daderwerp gedek te wees.

2. KLOUSSLE 3.—ALGEMEENE BEPALINGS

Vervang klousule 3 van die Herbekragtingsooreenkomst deur die volgende:

"Die bepaling vervalt in klousule 3 (soos gewysig by klousule 4 van die Herbekragtingsooreenkomst) 4 tot 8, 9 (soos gewysig by klousule 3 hieronder), 10 (soos gewysig by klousule 4 hieronder) en 11 tot 19 van die Ooreenkomst gepubliseer deur Goeversennenkenninging R. 1429 van 13 Julie 1943 (daarnaas die "Veeg Ooreenkomst") genoem en is van toepassing op werkgevers en werknemers.

3. KLOUSSLE 9.—BYDRAES

In subklause (1), vervang die syfer "R6,75" deur die syfer "R8,75".

4. KLOUSSLE 10.—BYSTAND

Vervang subklousule (1) deur die volgende:

"(1) 'n Lid is daar by die genoemde in diens en behoort onafskeidelike deel uit die Fonds, bystand van die Fonds soos volg tot die teenwoordig van mediese, tandheelkundige en gesigkundige diens:

(a) betaling van koste, uitgenoemde koste vir tandheelkundige en gesigkundige diens, van hoogstens eens altaar van R5 000 (inwaardevol oor die betaling van hoogstens R5 400 per bevalling) in elke sirkus van 52 weke bydraande diens van die lid en sy afhanklikes;

(b) betaling van koste vir tandheelkundige diens van hoogstens eens altaar van R400 in elke sirkus van 52 weke bydraande diens van die lid en sy afhanklikes;

(c) betaling van koste van gesigkundige diens van hoogstens eens altaar van R250 in elke sirkus van 52 weke bydraande diens van die lid en sy afhanklikes;

(d) betaling van bystand vir diens deur klousules van hoogstens die bepaal in die bystandsklause wat van tyd tot tyd in die Goeversennenkenninging ingeworwe deur die Wet op Mediese Skenas, 1967, en waar geen sodanige bystand is bepaal, word nie mag deur die bystand nie die bedrie oorskry vir soos van tyd tot tyd deur die Beursmaars Ooreenkomst die Reeds bepaal word nie."

Soos genoem, vir 'n nie-deredige persone op die 1ste dag van April 1986 te Durban onderteken.

B. NICHOLSON,
Voorstoor van die Raad.

M. F. PRINSLOO,
Ondervoorsoor van die Raad.

D. F. ANTHONY,
Secretaris van die Raad.

No. R. 2699 26 September 1986

WET OP ARBEIDSVERHOLDINGE, 1956

NYWERHEIDSRAAD VIR DIE ELEKTROTEGNIJESE NYWERHEID (NATAL).—WYSIGING VAN SIEKTE-, BYSTANDS- EN SOOOREENKOMS

Ek, Pieter Theunis Christiaan de Plessis, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepaling van die Ooreenkomst (naamlik die Wyssingsoordsooreenkoms) wat in die Bylae hiervan verskyn en betrekking het op die Onderbewing van die Nywerheid, Bedryf of Beroep in die opsies by hierdie kennisgewing en vir die bytyper wat op 30 Junie 1987 eindig, bindend is vir die werkgeversorganisasies en die inkomshebers wat die Wyssingsoordsooreenkoms aangegaan het en vir die werkgevers en werknemers wat lede van genoemde organisasies of verenigings is; en

(2) Die terms of this Agreement shall not apply to employers and their employees who are participants with the employer in any scheme providing medical benefits in existence on 3 January 1966, to which the employer contributed not less than 45 cents per week for each employee who is a member of the scheme and otherwise covered by this Agreement whilst such schemes continue to operate and the said employer and employees continue as participants in the scheme and the employer continues to pay a contribution of not less than 45 cents for each such employee per week.

(3) Notwithstanding the provisions of subclause (2), the terms of this Agreement shall apply to employers and employees in respect of any employee who is not covered by, or ceases to be covered by, a fund or scheme referred to in that subclause.

2. CLAUSE 3.—GENERAL PROVISIONS

Substitute the following for clause 3 of the Re-enacting Agreement:

"The provisions contained in clauses 3 (as amended by clause 4 of the Re-enacting Agreement), 4 to 8, 9 (as amended by clause 3 hereunder), 10 (as amended by clause 4 hereunder) and 11 to 19 of the Agreement published by the Department of Labour No. 1429 of 13 July 1984 (hereinafter referred to as the "Former Agreement"), shall apply to employers and employees."

3. CLAUSE 9.—CONTRIBUTIONS

In subclause (1), substitute the figure "R8.75" for the figure "R6.75".

4. CLAUSE 10.—BENEFITS

Substitute the following for subclause (1):

"(1) Subject to the provisions of the rules of the Fund, a member shall be entitled to claim the following benefits from the Fund in respect of medical, dental and optical services:

(a) Payment of expenses, other than expenses for dental services and optical services, not exceeding the amount of R5 000 (excluding payment of expenses for confinement up to a maximum of R450 per confinement) in the aggregate in each cycle of 52 weeks of contributory service for the member and his dependants;

(b) payment of expenses for dental not exceeding the amount of R400 in the aggregate in each cycle of 52 weeks of contributory service for the member and his dependants;

(c) payment of expenses for optical services not exceeding an amount of R250 in the aggregate in each cycle of 52 weeks of contributory service for the member and his dependants;

(d) payment of benefits for services under this clause not exceeding those determined in the scale of benefits as published from time to time in the Government Gazette in terms of the Medical Schemes Act, 1967, and where no such scale of benefits has been determined, the benefits shall not exceed amounts as decided from time to time by the Board of Management in terms of the Rules."
(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat de bepaling van de Wyssigsooreenkoms, uitgesnoer-
derd de dié vervat in klausule 1 (1) (a), 2, 4 en 5, met ingang van de tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tyd-
perk wat op 30 Junie 1987 eindig, bindend is vir alle ander werkgewers en werknerms as die genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Ny-
werheid, Bedryf of Beroep in die gebiede in klausule 1 van die Wyssigsooreenkoms gespesifiseer.

P. T. C. DU PLESSIS,
Minister van Mannekrig.

BYLAE

NYWERHEIDSRAAD VIR DIE ELEKTROTEGNIESE NYWERHEID (NATAL)
SIEKTEBYSTANDSFONDS
OORENKOMS

oonroerendig die Wet op Arbeidsverhouding, 1956, gelaat deur en aangegaan tussen die

Electrical Contractors’ Association (South Africa)
(hieraan die “werkgewers” of die “werkgewersorganisasie” genoem), aan die een kant, en die

South African Electrical Workers’ Association
(hieraan die “werknerms” of die “vakvereniging” genoem), aan die ander kant,

wat die parly is by die Nywerheidsraad vir die Elektrotekniese Nywerheid (Natal),


DEEL I

1. TOEPASSINGSBESTEK VAN OORENKOMS

(1) Hierdie Ooreenkoms moet nagekom word deur werkgewers en werk-
nnerms in die Elektrotekniese Nywerheid—

(a) wat lede van onderskeidelik die werkgewersorganisasie en die vakvereniging is en

(b) wat betrokke is by of in diens is in die Nywerheid in die landerondistri-

bute Alfred, Bahanaan, Bergville, Camperdown, Chatsworth, Durnhauer, Dundee, Durban, Eshowe, Eastcourt, Glencoe, Hibiscus, Imendidla, Inanda, Ingwavuma, Ixopo, Kloofrivier, Kranskop, Lionsrivier, Lower Tugela, Lower Umlali, Mahlabatini, Mapamatlo, Moontiyi, Mainga, Mornkieni, Muzani, Ndwedwe, New-
castle, New Hanover, Nkutla, Nongoma, Nungu, Punden-
tsheng, Pienaarburg, Pinetown, Polokwane, Port Shepstone, Rich-
mond, Umbombo, Umbumbulu, Umvoti, Umzinto, Underberg, Utrecht, Vryheid en Weenen, maar uitgesonderd de gedeeltes van hierdie landerondstrikte wat ingevolge Proklamasie R. 11 van 1977 in die Staatskoerant van 28 Januarie 1977 verskyn het, binne die selfregulerende gebied Kwazulu val, in die werkzaamhede uitengestel in paragraaf (a), (b) en (c) van die omskrywing van “Elektrote-

niese Nywerheid” in klausule 3 van die Ooreenkoms gepubliseer deur Goewermentskennisgewing R. 967 van 13 Mei 1983.

(2) Ondanks subklusule (1), is hierdie Ooreenkoms nie ter ontpassing nie op—

(a) werknerms in diens van die werkgewers in subklusule (1) (bedoel wat, hoewel huilige ingevolge die geregisterde bestek van ’n vakver-

eniging was ’n party by hierdie Ooreenkoms is lede van so ’n vakver-

eniging kan word, nie lede van so ’n vakvereniging is nie;

(b) werknerms uitgesonderde die in diens van werkgewers in subklu-

sule (1) (bedoel.

2. KLOUSULE 3—SPEISALE BEPALINGS

Vervang klausule 3 van die Herbekragtingsooreenkoms deur die vol-

“Die bepaling vervat in klausule 9 van Deel I en klausule 1 (soos gewysig deur klausule 4 hieronder), klausule 2 (soos gewysig deur klausule 5 hieronder), 3 en 4 van Deel II van die Ooreenkoms soos gepubliseer deur Goewermentskennisgewing R. 2827 van 30 Desember 1983, soos gewysig deur Goewermentskennisgewing R. 2481 van 16 November 1984 (hieraan die “Vorige Ooreenkoms” genoem), is van toepassing op werkgewers en werknerms.”

(b) in terms of section 48 (1) (b) of the said Act, declare-
that the provisions of the Amending Agreement, ex-
cluding those contained in clauses 1 (1) (a), 2, 4 and 5, shall be binding, with effect from the second Mon-
day after the date of publication of this notice and for the period ending 30 June 1987, upon all employers and employees, other than those referred to in para-
graph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupa-
tion in the areas specified in clause 1 of the Amending Agreement.

P. T. C. DU PLESSIS,
Minister of Manpower.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE ELECTRICAL INDUSTRY
(NATAL)
SICK PAY FUND

AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Electrical Contractors’ Association (South Africa)
(hereinafter referred to as the “employers” or the “employers’ organisation”), of the one part, and the

South African Electrical Workers’ Association
(hereinafter referred to as the “employees” or the “trade union”), of the other part,

being the parties to the Industrial Council for the Electrical Industry (Natal),

to amend the Agreement published under Government Notice R. 992 of 23 May 1986 (hereinafter referred to as the “Re-enacting Agreement”), as ext-

PART I

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed by employers and employees in the Electrical Industry—

(a) who are members of the employers’ organisation and the trade union, respectively; and

(b) who are engaged or employed in the Industry in the Magisterial Districts of Alfred, Bahanaan, Bergville, Camperdown, Chatsworth, Durnhauer, Dundee, Durban, Eshowe, Eastcourt, Glen-

coe, Hibiscus, Imendidla, Inanda, Ingwavuma, Ixopo, Klip Rivier, Kranskop, Lionsrivier, Lower Tugela, Lower Umlali, Mahlabatini, Mapamatlo, Moontiyi, Mainga, Mornkieni, Muzani, Ndwedwe, New-
castle, New Hanover, Nkutla, Nongoma, Nungu, Pudentsheng, Pienaarburg, Pinetown, Polokwane, Port Shepstone, Richmond, Umbombo, Umbumbulu, Umvoti, Umzinto, Underberg, Utrecht, Vryheid and Weenen, but excluding portions of those Magisterial districts falling within the self-governing territory of KwaZulu in terms of Proclamation R. 11 of 1977, which appeared in the Government Gazette of 28 January 1977, in the operations set forth in paragraphs (a), (b) and (c) of the definition of “Electrical Industry” in clause 3 of the Agreement published under Government Notice R. 967 of 13 May 1983.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall not apply to—

(a) employees employed by the employers referred to in subclause (1) who, whilst being allowed in terms of the registered scope of a trade union which is a party to this Agreement to become members of such a trade union, are not members of such a trade union;

(b) employees other than those employed by employers referred to in subclause (1).

2. CLAUSE 3—SPECIAL PROVISIONS

Substitute the following for clause 3 of the Re-enacting Agreement:

"The provisions of clause 9 of Part I and clause 1 (as amended by clause 4 hereunder), clause 2 (as amended by clause 5 hereunder), 3 and 4 of Part II of the Agreement published under Government Notice R. 2827 of 30 December 1983, as amended by Government Notice R. 2481 of 16 No-

vember 1984 (hereinafter referred to as the “Former Agreement”), shall apply to employers and employees."
3. KLOUSULE 4.—ALGEMENE BEPALINGS
Vervang klosule 4 van die Herbegroutingsooreenkomms deur die volgende:

"Die bepaling word vervat in klosule 3 (soon gewysig by klosule 5 van die
Herkogingsooreenkomms) 4 tot 8 en 10 tot 16 van Deel I en klosule 1,
2 (soon gewysig by klosule 6 hieronder), 3 en 4 van Deel III van die
Vorige Ooreenkomst, is van toepassing op werkgevers en werknemers."

DEEL II
SKEMA A

3. KLOUSULE 1.—LIDMAATSKAP

(1) In subklosule (1) (a), vervang die syfer "R2,26" deur die syfer
"R2,46".

(2) In subklosule (1) (c), vervang die syfer "R3,32", "R149,40" en
"R647,40" deur onderskeidelik die syfer "R3,60", "R162,00" en
"R702,00".

(3) In subklosule (2), vervang die syfer "R2,26", "R101,70" en
"R440,70" deur onderskeidelik die syfer "R2,48", "R111,60" en
"R483,60".

4. KLOUSULE 2.—BYDRAES

In subklosule (1), vervang die bestaande tabel deur die volgende:

```
<table>
<thead>
<tr>
<th>loongroep per week</th>
<th>bedrag per week</th>
</tr>
</thead>
<tbody>
<tr>
<td>Oor R242</td>
<td>c</td>
</tr>
<tr>
<td>Oor R217 en tot R242</td>
<td>40</td>
</tr>
<tr>
<td>Oor R174 en tot R217</td>
<td>36</td>
</tr>
<tr>
<td>Oor R150 en tot R174</td>
<td>34</td>
</tr>
<tr>
<td>Oor R124 en tot R150</td>
<td>30</td>
</tr>
<tr>
<td>R124 en minder</td>
<td>27</td>
</tr>
<tr>
<td>R124 en minder</td>
<td>20</td>
</tr>
</tbody>
</table>
```

DEEL III
SKEMA B

5. KLOUSULE 2.—BYDRAES

In subklosule (1), vervang die bestaande tabel deur die volgende:

```
<table>
<thead>
<tr>
<th>loongroep per week</th>
<th>bedrag per week</th>
</tr>
</thead>
<tbody>
<tr>
<td>Oor R242</td>
<td>40</td>
</tr>
<tr>
<td>Oor R217 en tot R242</td>
<td>36</td>
</tr>
<tr>
<td>Oor R174 en tot R217</td>
<td>34</td>
</tr>
<tr>
<td>Oor R150 en tot R174</td>
<td>30</td>
</tr>
<tr>
<td>Oor R124 en tot R150</td>
<td>27</td>
</tr>
<tr>
<td>R124 en minder</td>
<td>20</td>
</tr>
<tr>
<td>R124 en minder</td>
<td>16</td>
</tr>
</tbody>
</table>
```

No. R. 2070
26 September 1986

WET OP ARBEIDSVERHUDDINGE, 1956

JUWELIERSWARE- EN -EDelmetAALNYWERHEID (KAAP)—HERKONGING VAN HOOFDOORENKOMS

Ek, Mattheus Willem Johannes le Roux, Direkteur: Mannekrag, behoorlik daaroor gemagte deur die Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepaling van Goewermentskennisgewing R. 1133 van 8 Junie 1984, van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Januarie 1987 eindig.

M. W. J. LE ROUX,
Direkteur: Mannekrag.

3. CLAUSE 4.—GENERAL PROVISIONS

Substitute the following for clause 4 of the Re-enacting Agreement:

"The provisions contained in clauses 3 (as amended by clause 5 of the
Re-enacting Agreement), 4 to 8 and 10 to 16 of Part I and clauses 1, 2 (as
amended by clause 6 hereunder), 3 and 4 of Part III of the Former
Agreement, shall apply to employers and employees."

PART II
SCHEME A

3. CLAUSE 1.—MEMBERSHIP

(1) In subclause (1) (a), substitute the figure "R2,48" for the figure
"R2,26".

(2) In subclause (1) (c), substitute the figures "R3,60", "R162,00" and
"R702,00" for the figures "R3,32", "R149,40" and "R647,40", respectively.

(3) In subclause (2), substitute the figures "R2,48", "R111,60" and
"R483,60" for the figures "R2,26", "R101,70" and "R440,70", respectively.

4. CLAUSE 2.—CONTRIBUTIONS

In subclause (1), substitute the following for the existing table:

```
<table>
<thead>
<tr>
<th>Wage group per week</th>
<th>Amount per week</th>
</tr>
</thead>
<tbody>
<tr>
<td>Over R242</td>
<td>40</td>
</tr>
<tr>
<td>Over R217 en up to R242</td>
<td>36</td>
</tr>
<tr>
<td>Over R174 en up to R217</td>
<td>34</td>
</tr>
<tr>
<td>Over R150 en up to R174</td>
<td>30</td>
</tr>
<tr>
<td>Over R124 en up to R150</td>
<td>27</td>
</tr>
<tr>
<td>R124 and under</td>
<td>20</td>
</tr>
</tbody>
</table>
```

PART III
SCHEME B

5. CLAUSE 2.—CONTRIBUTIONS

In subclause (1), substitute the following for the existing table:

```
<table>
<thead>
<tr>
<th>Wage group per week</th>
<th>Amount per week</th>
</tr>
</thead>
<tbody>
<tr>
<td>Over R242</td>
<td>40</td>
</tr>
<tr>
<td>Over R217 en up to R242</td>
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</tr>
<tr>
<td>Over R174 en up to R217</td>
<td>34</td>
</tr>
<tr>
<td>Over R150 en up to R174</td>
<td>30</td>
</tr>
<tr>
<td>Over R124 en up to R150</td>
<td>27</td>
</tr>
<tr>
<td>Over R124 en up to R150</td>
<td>20</td>
</tr>
<tr>
<td>Over R90 en up to R107</td>
<td>18</td>
</tr>
<tr>
<td>R90 and under</td>
<td>16</td>
</tr>
</tbody>
</table>
```

B. NICOLSON,
Chairman of the Council.

M. F. PRINSLOO,
Ondervoorsitter van die Raad.

D. F. ANTHONY,
Secretaris van die Raad.

No. R. 2070
26 September 1986

LABOUR RELATIONS ACT, 1956

JEWELERY AND Precious METAL INDUSTRY (CAPE).—RENEWAL OF MAIN AGREEMENT

I, Mattheus Willem Johannes le Roux, Director: Manpower, duly authorised thereto by the Minister of Manpower, hereby, in terms of section 48 (4) (a) (ii) of the Labour Relations Act, 1956, declare the provisions of Government Notice R. 1133 of 8 June 1984, to be effective from the date of publication of this notice and for the period ending 31 January 1987.

M. W. J. LE ROUX,
Director: Manpower.
No. R. 2071  
26 September 1986

WET OP ARBEIDSVERHOUINGE, 1956

WAS-, SKOONMAAK- EN KLEURNWERKEND (KAAP).—HERUWING VAN VOORSORGFONDS- OORENKOMS

Ek, Mattheus Willem Johannes le Roux, Direkteur: Mannekrag, behoorlik daartoe gemagtig deur die Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepaling van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylde hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 33 Januarie 1991 eindig, bindend is vir die werkgeversorganisatie en die vakvereeniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is.

M. W. J. LE ROUX,
Director: Mannekrag.

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No. R. 2072  
26 September 1986

WET OP ARBEIDSVERHOUINGE, 1956

NYWERHEIDSRAAD VIR DIE DIAMANTSLYP- NYWERHEID VAN SUID-AFRIKA.—WYSIGING VAN PENSOENFONDS OORENKOMS

Ek, Pieter Theunis Christian du Plessis, Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepaling van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylde hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 3 Januarie 1991 eindig, bindend is vir die werkgeversorganisatie en die vakvereeniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is.

P. T. C. DU PLESSIS,
Minister van Mannekrag.

BYLAE

NYWERHEIDSRAAD VIR DIE DIAMANTSLYP- NYWERHEID VAN SUID-AFRIKA

OORENKOMS

ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan deur die

Master Diamond Cutters' Association of South Africa
(hierna die "werkgewers" of die "werkgeversorganisasie" genoem), aan die een kant, en die

S.A. Diamond Workers' Union
(hierna die "werknemers" of die "vakvereeniging" genoem), aan die ander kant,
wat die party by die Nywerheidsraad vir die Diamantslypnywerheid van Suid-Afrika,
on die ooreenkoms gepubliseer by Goewermentskennisgewing R. 2303 van 23 Desember 1976 soos verlyd by Goewermentskennisgewing R. 1517 van 5 Augustus 1977 te wysig. (Hierna verwys as die "Pensioen- fondsoorlopopooreenkoms").

1. TOEPASSINGSBESTEK VAN OORENKOMS

1. Vervang die bestaande paragraaf met die volgende paragraaf:

"(1) Hierdie ooreenkoms moet in dié Diamantslypnywerheid in die Republiek van Suid-Afrika nagekom word:
(a) deur al die werkgewers wat lede van die werkgeversorganisasie en
(b) deur al die werknemers wat lede van die vakvereeniging is en wat onderskeidelik betrokke is by of werklik in geneem die Nywer-
heid.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE DIAMOND CUTTING INDUSTRY OF SOUTH AFRICA

AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Master Diamond Cutters' Association of South Africa
(bereinafter referred to as the "employees" or the "employers' association"), of the one part, and the

S.A. Diamond Workers' Union
(bereinafter referred to as the "employees" or the "trade union"), of the other part,
being the parties to the Industrial Council for the Diamond Cutting Industry of South Africa,
to amend the Agreement published under Government Notice R. 2303 of 23 December 1976 as extended by Government Notice R. 1517 of 5 August 1977 (hereinafter referred to as the "Pension Fund Agreement").

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Diamond Cutting Industry throughout the Republic of South Africa—
(a) by all employers who are members of the Employers' Association
and by all employees who are members of the Trade Union and who are engaged or employed respectively in the said Industry;
DEPARTEMENT VAN MANNEKRAG

No. R. 2066  
26 September 1986

WET OP ARBEIDSPROVINGHEIDINGE, 1956

PLAASLIKEBESTUURSONDERNeming IN DIE PROVINSIE TRANSVAAL.—VERLENGING VAN HOOF-
OORENHEIDS


P. T. C. DU PLESSIS,  
Minister van Mannekrag.

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DEPARTMENT OF MANPOWER

No. R. 2066  
26 September 1986

LABOUR RELATIONS ACT, 1956

LOCAL GOVERNMENT UNDERTAKING IN THE PROVINCE TRANSVAAL.—EXTENSION OF MAIN
AGREEMENT


P. T. C. DU PLESSIS,  
Minister of Manpower.

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No. R. 2067  
26 September 1986

WET OP ARBEIDSPROVINGHEIDINGE, 1956

PLAASLIKEBESTUURSONDERNeming IN DIE PROVINSIE TRANSVAAL.—WYSIGING VAN HOOF-
OORENHEIDS

Eek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag, verklar hierby, kragens artikel 48 (1) (a) van die Wet op Arbeidsprovingsheidings, 1956, dat die bepaalings van die Ooreenheids (hierna die ‘Wysigingsoorheenkomens genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van 1 Oktober 1986 en vir die tydperk wat op 31 Maart 1989 eindig, bindend is vir die werkgevers en werknemers wat lede van genoemde organisasie of vereniging is.

P. T. C. DU PLESSIS,  
Minister van Mannekrag.

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BYLAE

NYWERHEIDSRaad VIR DIE PLAASLIKEBESTUURSONDER-
Neming IN DIE PROVINSIE TRANSVAAL

OORENHEIDS

ingevolge die Wet op Arbeidsprovingsheidings, 1956, gestel deur en aange-
vaag tussen die

Transvaalse Munisipale Werkgeversorganisasie
(hierna die “werkgevers” of die “werkgeversorganisasie” genoem), aan
die een kant, en die

Suid-Afrikaanse Vereniging van Munisipale Werknemers
(alle-politieke)
(hierna die “werknemers” of die “vakvereniging” genoem), aan die an-
der kant,

wat die partye is by die Nywerheidsraad vir die Plaaslikebestuursonder-
neming in die provinsie Transvaal, om die Ooreenheids gepubliseer by
goewermentskennisgewing R. 679 van 31 Maart 1983 te wysig.

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1. KLOU SULE 1.—GEBIED EN TOEPASSINGSBESTEK VAN
OORENHEIDS

(1) Hierdie Ooreenkom met die Plaaslikebestuursonderneming in die provinsie Transvaal nagekom word deur al werkgevers wat lede van die werkgeversorganisasie is en deur al werkgevers wat lede van die vakvereniging is.

(2) Ondanks subklausule (1), is hierdie Ooreenkom van toepassing op vakwerwers slegs wanneer dit die Wet op Mannekragpleiding, 1981, of met ‘n kontrak wat daaraan toegekend is of met voorwaardes wat daaraan toegekend is, onbetaalbaar is nie.

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SCHEDULE

INDUSTRIAL COUNCIL FOR THE LOCAL GOVERNMENT UN-
DERTAKING IN THE PROVINCE OF THE TRANSVAAL

AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Transvaal Municipal Employers' Organisation
(hereinafter referred to as the "employers" or the "employers' organisation"), of the one part, and the

South African Association of Municipal Employees (non-Political)
(hereinafter referred to as the "employees" or the "trade union"), of the other part,

being the parties to the Industrial Council for the Local Government Undertaking in the Province of the Transvaal, to amend the Agreement published under Government Notice R. 679 of 31 March 1983.

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1. CLAUSE 1.—AREA AND SCOPE OF APPLICATION OF
AGREEMENT

(1) The terms of this Agreement shall be observed in the Local Government Undertaking in the Province of the Transvaal by all employers who are members of the employers' organisation and by all employees who are members of the trade union.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply to apprentices only in so far as they are not incompati-
ble with the provisions of the Manpower Training Act, 1981, or any contract entered into or any conditions fixed hereunder.
2. KLOUSULE 4.—AANSTELLING, BEVORDERING EN OORPLASING

(1) Vervang subklausule (2)(b) deur volgende:
"(b) Die raad kan 'n werknemer oorplan van een na 'n ander."

(2) Vervang subklausule (4)(a) deur volgende:
"(4) Aanstelling op probeer.—(a) 'n Permanente werknemer word vir hoogsteens 3 maande op probeer aangestel as die raad aldaar bepaal wanneer hy vir die eerste maal is in die raad teen. Met dien verstaande dat 'n werknemer, indien die raad so besluit, weer op probeer aangestel kan word indien hy vir langer as 12 maande uit die raad se diens was."

3. KLOUSULE 5.—Besoldiging en Salarisverhoging

Verga die volgende subklausule in subklausule (4):
"(5) Gereedskheidsteister.—Wanneer 'n werknemer by besluit van die raad hom op 'n gereedskheidsgrootte beskikbaar moet stel vir drie of vier dienstjies buite normale werkure, is hy geregtig op 'n gereedskheidsteister soos van tyd tot tyd deur die Nyeberheidsras bepaal. Met dien verstaande dat die toeslag nie geïnkopereer of algemene mag word, word teen enige vergoeding vir oortyd nie."

4. KLOUSULE 6.—TUGMAATREËLS

Vervang klausule 6 deur volgende:
"(1) Omskrywing van wangedrag.—'n Werknemer is skuldig aan wangedrag en daar kan oorplan van die besluit van hierdie hof. Voor termyn bepaal word vir die raad wat hom opgetree word as by—

(a) opsetlik: 'n bepaling van hierdie ooreenkomste oortrekt of veremmer om daardie voldoen; of

(b) opsetlik iets doen wat medelings is vir die raad, sy dissipline of doeltreffendheid of daartoe deur of in dien van of die raad gedoen; of

(c) 'n wettige opinie wat hom gegee word deur iemand wat hom voldoen het om dit te gie, nie gehoorsaam nie, dit veronstaan of verouderdom oor dit uit te voer, of deur die raad of daardie voldoen aan die raad; of

(d) nalatig is of toegang in die uitvoering van sy pligte; of

(e) hom op 'n ongeduldige, oorheersende, onbetaalbare of oneerlike wyse gedra; of

(f) bedwelmende drank of dreefmiddels dermate gebruik dat hy nie in staat is om sy pligte behoorliët uite van te voer nie; of

(g) behaal hom by die uitvoering van sy pligte, liggend in die loop van sy diens verder, sonder dat die vooraf verkies toestemming van die raad bekend maak of gebruik van; of

(h) korruptie pleeg of ongewagte aanmaak; of

(i) die raad se elendige werkvergelikte pleeg of dit opsetlik of op nagegaan wyse bedryf of op onbetaalbare of ongeoorloofde wyse gebruik of gebruik of gebruik; of

(j) 'n kriminale misdryf pleeg en gevraan word tot vangmagistrasie, met die uitbanning as die vangmagistrasie in die geval opgeskort word, sonder die keuse van 'n boete; of

(k) sonder verhoof of geldige rede van sy kantoor diens wegbly; of

(l) filisks en wetens 'n onjuiste of valse verklaring doen om homself in sy aap te bevorder of om die raad te diens of in dien in die raad as diens te benadel of daaraan afbreek te doen; of

(m) betekenende werk buite die munisipale diens verrig of hom daartoe verhib, voordat hy eers die toestemming van die raad gegee en verhy het van enige voorwaarde waaronder sodanige toestemming deur die raad gegee verlies is oortreër.

(2) Procedure ingeval van wangedrag.—(a) 'n Departmentshoof of 'n beaampte in die departement wat skuldigheid daarop bemark is, kan 'n werknemer wat van wangedrag beskuldig word, skryf hom onder sy handtekening van daardie wangedrag aan. Indien 'n staats- of staats- of natie vandi ondersoek moet, moet diens die deur die raad diehandeling uitvoer wat ingevolge hierdie klausule in die departement of die departementshoof opgedra word.

Die bepalings van hierdie klausule dien nie afbrak nie aan die raad se bevoegdheid om iemand deur die raad aan te vuur, maar teen die person wat die aanklag vir die aangegaan het, moet dit onverwyld aan die aangeklaagde werknemer bestel of laat bestel.

(c) Die aanklag moet 'n uiteenbringing van die beweëne wangedrag bevatt en 'n aanseiging waarby die aangeklaagde werknemer aangest koos word om binne sewe dae na onlangs van die aanklag, 'n skriftelike erkennings of ontkennings van die aanklag en, as hy dit verlang, 'n skriftelike verklaring of verduideliking van die wangedrag waarvan hy aangeklaag word, aan die persoon wat die aanklag onderteken het, te stuur of by hom af te lever.
Indien de aanklag ondertekend is deur 'n ander beampte als die departementshoof, moet sodanige beampte de aanklag tesame met die werknemer se antwoord daarop, soos bedoel in subklusule (c), onverwyld aan die departementshoof stuur of by hom laat aflever.

(e) 'n Werknemer wat ingevolge die bepaling van subklusule (a) van wangedrag beskuldig is, is daarop geregeld om in plaas daarvan om die skriftelike verklaring of verduideliking wat in subklusule (c) betref, binne die tydperk wat in die aanspraak vermeld word as die tydperk waarby in die aanklag moet antwoord, te eis om persoonlike voor die departementshoof om 'n mondelinge verklaring of verduideliking van die aanklag te verskryk.

(3) Indien——

(a) die werknemer die aanklag onteken; of
(b) die departementshoof, nadien by die werknemer persoonlik inligging gediende of van name deur die departementshoof aan die betrokke werknemer oorgelede en op sy persoonlike leer aangeteken.

(4) 'n Beriging of boete wat ingevolge subklusule (3) opgelê is, word skriftelik deur of na naam van die departementshoof aan die betrokke werknemer oorgelede en op sy persoonlike leer aangeteken.

(5) 'n Werknemer teen wie daar ingevolge subklusule (3) (b) of (ii) opgetree is, kan binne seë deur nadat hy van sodanige oprede verwys het deur die departementshoof te begin opdrag, aanskyf deur die skiedeskrywer skriftelik kennis te deêke te gee en 'n afskryf van sodanige kennisgewing word onverwyld deur die skiedeskrywer aan die departementshoof en vereniging verskaf.

(6) Indien die departementshoof van oordeel is dat die aanklag van 'n ernstige aard is, of 'n werknemer ooreenkomstig subklusule (5) teen opdrag van geen of van die departementshoof of skiedeskrywer van geregtelik die skiedeskrywer geval van die samehaling van die aanklag of opdrag, geval van die geval, vir onsouko deur die tukomtige aangeskuld.

(7) Die tukomtige bestaan uit die bestuursoekas of 'n komitee vir dié deur die raad aangewys.

(8) 'n Appel wat ooreenkomstig subklusule (3) aangeteken is, word behandel asof die 'n nys ouer-onderzoek van 'n aanklag van wangedrag deur die tukomtige is en enige straf wat opgelê word deur die bevinding van die tukomtige vervang dié deur die bevinding van die departementshoof.

(9) Die aanvanklik deur die aanklag onderteken en daar moet binne 20 werke daag van die datum van betrokking van die aanklag met so 'n ondersoek begin, en die aanvanklik moet in ooreig met die komitee en die aangeklaagde deur die jaar, tyd en plek van die onderzoek vasgestel. Meeëer verstaan die aangeklaagde minder, 'n werklik skriftelik kennis van die ondersoek gegee moet word.

(10) Die Vyfvereniging en die Munisipale Werkwerkerorganisasie kan inligging gee oor 'n onderrigende ondersoek by te woon.

(11) Die aanvanklik of die persoon deur hom aangewys kan getuie en argumente aanvaar ter stawing van die aanklag en kan enigtemal wat ten behoeve van die aangeklaagde getuig, kruis ondersoek.

(12) Die aangeklaagde het die reig om by die ondersoek tewoordig te wees, en hetsy persoonlik of deur 'n verteenwoordiger, aangehou te word, iemand wat as getuie ter stawing van die aanklag geroep is, te kruis, alle boeke of dokumente wat as getuies voorgelê word, te inspecteer, self getuies af te lees, enige ander persoon as getuie te roep en die komitee toe te speek oor die getuie en die aanklag, skuldigebewiis en vonnis.

(13) Die tukomtige het die reg om enige getuie wat ter stawing van die aanklag of vir die verweer opgeroep is, te ondersoek en al die dokumente wat as getuies aangebied of voorgelê is, deur te lees.

(14) Die komitee moet 'n rekord hou van die verhoring deur die onderzoek en van die getuies wat afgelê is.

(15) Versien van die aangeklaagde om die ondersoek by te woon, hetsy persoonlik of deur 'n verteenwoordiger, mag die verhoring nie oorgeneem nie.

(16) Die verspreking of die skuldigebewiis van 'n werknemer deur 'n gereges hoek op 'n kriminale misdryf, betek dat dit 'n gevaarlik handeling is om die aanklag van wangedrag te stee om sodoende deur hom ingestel en dat 'n oorsake of die feit dat die feit wat in die aanklag van wangedrag uiteenset is, as dit bews sowat, die misdryf sou uitmak wat uiteenset is in die kriminale aanklag waarop al die vroeere skuldige bewiis beeld is of 'n ander misdryf waarby by sy verhoor op die voorheen kriminale aanklag skuldig bevind kon geword het.

(17) In die geval van die charge being signed by another officer en not the head of a department, such an officer shall forthwith send or have the charge read with the statement or explanation of the employee as set out in subclause (c) to the head of the department.

(e) An employee charged with misconduct in terms of subclause (a) may instead of furnishing the written statement or explanation provided for in subclause (c) be entitled to demand, within the time set forth in the notice to that effect, the appearance of the person before the department, and if the head of the department considers the charge to be of a serious nature, he may——

(i) remand the employee; or
(ii) fine to employee an amount not exceeding R50, which fine may be recovered by deduction from the employee's remuneration.

(4) A reprimand or fine imposed upon an employee in terms of subclause (3) shall be conveyed to the employee concerned in writing by or on behalf of the head of the department and be recorded in his personal file.

(5) An employee against whom action has been taken in terms of subclause (3) (b) (i) or (ii) may, within seven days after having been notified of the reprimand or the fine, appeal against the imposition thereof to the head of the department by notifying the town clerk, in writing, to that effect, and the town clerk shall immediately supply the head of the department and the trade union each with a copy of such notice.

(6) If the head of the department is convinced that the charge is of a serious nature, or if the employee in terms of subclause (5) appeal against the proceedings of subclause (3) (b) (i) or (ii), the head of the department or the town clerk shall immediately refer the appeal to the disciplinary committee, according to the circumstances, for investigation to a procurator appointed by the disciplinary committee.

(7) The disciplinary committee consists of the management committee or a committee appointed by the council.

(8) An appeal entered in terms of subclause (5), will be treated by the disciplinary committee as a de-nov investigation of a misconduct charge and any punishment imposed as result of the findings of the disciplinary committee substitutes the findings of the head of the department.

(9) The prosecutor shall investigate the charge and such investigation shall commence within 20 working days of the date on which the charge was served and the prosecutor, in consultation with the committee and the person charged, shall fix the date, time and place of the investigation. Provided that the accused shall be given at least one working day's written notice of the investigation.

(10) The trade union and the Municipal Employers Organization shall be entitled to appoint representatives to attend such investigation.

(11) The prosecutor or the person appointed by him may adduce evidence and advance arguments in support of the charge and may cross-examine any person giving evidence on behalf of the person charged.

(12) At the investigation, the person charged shall have the right to be present and to hear, either in person or through a representative, in cross-examine any person called as a witness in support of the charge, to inspect any book or document submitted in evidence, to give evidence himself, to call any other person as witness to address the committee on the evidence and the charge, conviction and sentence.

(13) The disciplinary committee shall have the right to examine any person called as a witness in support of the charge or for the defence and to read all the documents submitted in evidence.

(14) The committee shall keep a record of the proceedings at the investigation and of the evidence given.

(15) Failure by the person charged to attend the investigation, either in person or through a representative, shall not invalidate the proceedings.

(16) The acquittal or the conviction of an employee by a court of law on a criminal charge shall not prevent the institution of any proceedings in terms of this chapter of a charge of misconduct against him. Notwithstanding the fact that the facts set out in the charge of misconduct, if proved, would amount to an offence as set out in the criminal law, the employee may be held accused or convicted or any other offence of which he could be found guilty at his trial for the said criminal charge.
(17) Indien de tuchtcomité, nadat hy de genoemde, pleidooien en argumen-
ten ter ondersteuning van de aanklacht en ter verdediging van de arbeid-
ner/zenuw geacht heeft, dat de kwetsbare partij is, kan genoemde arbeid-
nner/zenuw alle verliesbepalingen:

(a) de aangeklaagde waaruit diro, of met ’t bedrag van hoogstens R 50, beboe-
en, welke boete verhaal kan word door deur-
affikting van sy beslissing in de pasiente wat die tuch-
tcomité bepaal; of

(b) by die raad aanbeveel dat:

(i) die aangeklaagde na ’n ander pos in die raad se dienste geposeer word in dieselike of in ander raad; of
(ii) die aangeklaagde se salaris of voldoende salaris van die raad se dienste bevaal of herafgeslagen word of
(iii) die aangeklaagde ontslaan word of dat hy aangeklaag word om uit die raad se dienst te bedenk met ingang van ’n bepaalde datum: Met dien verstaande dat as hy nie ver-
dank genoemde arbeidner/zenuw nie, nooit sal aangeklaag word vanaf sy beslissing tot dien datum; of

(iv) in die geval van (i) en (ii) of (iii) of deel van sy ontslaan geskik het om die tydperk van hoogstens 12 maande op sodanige voorwaarde(s) as wat die somtide onder die omstandighede toepaslik ag.

(18) Indien die raad in aanbeveling van die tuchtcomité ingevolge sub-
klousule (17)

(a) aanvaar, is sodanige beslissing van die raad final; onder-
worpe egter aan enige regte wat die arbeidner kragtig de-
Wet op Arbeidsverhoudinge, 1956 kan het;

(b) verwerp, kan hy enige in subklousule (17) beboelde straf-
split, weer eens onderworpe aan die reg in (a) genoem.

(19) Indien ’n arbeidner deur die tuchtcomité skuldig bevind word moet hy ’n afskaf van die aanklacht, die norme van die verstrekkingen
die tuchtcomité en/of van die raad se beslissing daaroor, na gelang van die geval, in die persoonlike lier van die arbeidner geplaas word.

(20) Skorsing.—(a) Die stadsieker kan ’n arbeidner te enige tyd voor of naadat hy ingevolge hierdie klousule van wangedrag aangeklaag is, skors indien hy onvoorzorgsmaaksel of verbring deur die tuchtcomité en/of van die raad se beslissing daaroor, na gelang van die geval, in die persoonlike lier van die arbeidner geplaas word.

(b) ’n Arbeidner wat in die geval van (a) skorsing genoem word, is, sy volle beslissing in die tydperk van sy skorsing geregeld, tans die raad se belangers daarvan is dat die indienhouding van die betrokke arbeidner strydig met die raad se belange sal wees.

(21) As ’n arbeidner wat ingevolge paragraf (a) skorsing is, op sy volle beslissing in die tydperk van sy skorsing geregeld, tans die raad se belangers daarvan is dat die indienhouding van die betrokke arbeidner strydig met die raad se belange sal wees, moet die voldoende beslissing in die geval van (a) skorsing genoem word, en onthelte aan die arbeidner en of die persoonlike lier van die betrokke arbeidner skorsing genoem word, wy voeloop om weer diens te aanvaar en enige beslissing wat ontkenningskloosule (20) (b) nie aan hom betal is nie, vir die tydperk van sy skorsing aan hom betaal en moet hy die bes-
deling wat hy ingevolge paragraf (b) ontvang het behou.

(22) As ’n arbeidner wat ingevolge subklousule (20) (a) skorsing is—

(a) ooreenkomstig die bepaling van naksyklousule (17), uitgeson-
derd subklousule (17) (b) (iii) gestraf word, moet hy onver-
woed daardie word van weer diens te aanvaar en onthelte, enige beslissing wat die arbeidner onskuldig bevind word, word by toestemming van sy ontsluiting of uitdienststellen wat ooreenkomstig subklousule (20) (b) nie aan hom betaal is nie, aan hom betaal word.

(b) ooreenkomstig die bepaling van subklousule (17) (b) (iii) gestraf word, moet enige beslissing tot op die datum van sy ontsluiting of uitdienststelling wat ooreenkomstig subklousule (20) (b) nie aan hom betaal is nie, aan hom betaal word.

(23) Indien ’n arbeidner virwyl hy deur die raad se dienste te voortgaan by ooreenkomstig subklousule (17) van die wangedrag waarvan hy aan-
egkeling is in, skuldig bevind of gestraf word, word verdere teggappe teen hom opgesoger en word enige beslissing tot op die datum van sy uitdienststelling, wat ooreenkomstig subklousule (20) nie aan hom betaal is nie, aan hom betaal word.

(24) Wyse waarop kennis gee is van verstrek more word.—Wanneer ’n kennisverklaag, verklaag of ander dokument ingevolge hierdie klousule aan ’n persoon gegee word, in persoonlike skrif, moet so ’n kennis-
gewig, verklaag, dokument of mededeeling per geregistreerde post aan hom gesent of aan hom afgelê of by sy laatste befaante woonplek gelaat word.

(25) Mannier in wêreldoor of van gevestigte of nadere word.—Daarom in die geval van ’n persoon wat in ’n persoonlike skrif, moet so ’n kennis-
gewig, verklaag, document of mededeeling per geregistreerde post aan hom gesent of aan hom afgelê of by sy laatste befaante woonplek gelaat word.
5. KLOUSEL 7.—DIENSBEENDING
(1) Vervang subklausule (1) (b) (iv) deur die volgende: "(iv) soos in kloose 6 (17) (b) (iii) bove.".
(2) Vervang subklausule (1) (d) deur die volgende: "(d) Ondanks alle wetstelgings en behouders paraagraaf (b) (ii) en behalwe in die geval van 'n permanente werknemer beding is wanneer minstens een maand skriftelik kennis van diens bevordering deur hom of die raad gegee is ontvang, is na gelang van die geval. Met dien verstande dat die raad skriftelike kennis van minder as een maand deur die werknemer kan aanvaar.".

6. KLOUSEL 8.—ALGEMEEN
(1) Vervang subklausule (4) deur die volgende: "(4) Woonadres en telefoonnummer.—'n Werknemer moet die raad in kennis set van sy woonadres en huistelefoonnummer en alle verander- diers daarvan.".
(2) Vervang subklausule (10) deur die volgende: "(10) Die raad moet met die vakvereniging ooreig pleeg. —Die raad moet in die geval van alle sake wat 'n lid of lede van die vakvereniging nadelig mag rak, voordat 'n finale en bindende besluit daaroor gemaak word, eens met die vakvereniging en die werkgeverorganisatie ooreig pleeg, en indien daar nie eensmindaarm teen lede van diens nie moet die aandekenheid vir oorweging na die Nywerheidsraad verwys word.".

7. KLOUSEL 9.—AFWEISINGEERGSVERLOF
(1) Vervang subklausule (2) deur die volgende: "(2) Verlof onderworpe aan vereistes van diens.—Ondanks alle wetstel- gings, moet afweisingesverlof, ongesonderd sakeverlof, toe- gestaan word met behoorlike inagseming van die vereistes van diens se deur.".
(2) Vervang subklausule (7) (a) deur die volgende: "Groupering van werknemers vir verlofdoelindes.—(a) Behouders subklausule (7) (a) word werknemers vir verlofdoelindes in die volgende groep ingedeel en verlof is aan soos teenoor elke groep aangesteld: Met dien verstandes dat verlof vereis in diens se deur deur die werknemer van direkte verwante van diens nie verrig mag word sonugaan in diesteelde pos in diens van die raad se is nie.".
(3) Vervang subklausule (7) (a) (i) deur die volgende: "(i) Vakansieterverlof:

<table>
<thead>
<tr>
<th>Indeling</th>
<th>Groep</th>
<th>Jaarlike aanwas</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alle werknemers in die eerste salarisstelsel van die raad se gradatieweks en alle werknemers wat 'n salaris van minstens R26 400 ontvang.</td>
<td>A 30 werkt dae met volle besoldiging.</td>
<td></td>
</tr>
<tr>
<td>Werknemers wat nie in Groep A val nie en wat 'n salaris van minstens R18 720 ontvang.</td>
<td>B 27 werkt dae met volle besoldiging.</td>
<td></td>
</tr>
<tr>
<td>Werknemers wat nie in Groep A of B val nie en wat 'n salaris van minstens R10 100 ontvang.</td>
<td>C 25 werkt dae met volle besoldiging.</td>
<td></td>
</tr>
<tr>
<td>Werknemers wat nie in Groep A, B of C val nie en wat 'n salaris van minstens R4 980 ontvang.</td>
<td>D 18 werkt dae met volle besoldiging.</td>
<td></td>
</tr>
<tr>
<td>Werknemers wat 'n salaris van minder as R4 980 ontvang.</td>
<td>E 15 werkt dae met volle besoldiging.</td>
<td></td>
</tr>
</tbody>
</table>

Met dien verstande dat indien die salarisse voornoem aangepas word, die ooreenstemmende aangepaste salarisse moet geld ten opsigte van elke verloofdoelindes.

(4) Vervang subklausule (10) (c) (i) deur die volgende: "(c) (i) Behouders subklausule (10) (c) (ii), (iii), (iv), (v) en (vi) en (b) mag 'n werknemer hoogstens 250 werkt dae vakansieverlof in sy krediet hê.'

(5) Vervang subklausule (14) (d) (i) deur die volgende: "(d) (i) As 'n werknemer weens siekte van diens afwesig is vir 'n aangeneemde tydperk van langer as drie werkdie, kan skeep- teverlof aan hom toegestaan word slegs as hy 'n sertifikat van ongesteldheid, uitgetrek deur 'n geregistreerde genees- laars of tandarts, of in die vermo van Byke A vervas, aan die raad voorlof word.".

(6) Vervang subklausule (17) (a) (iv) deur die volgende: "(iv) Verplichte militêre diens of opleiding ingeval die Verdedi- gingswet, 1957 verring of ondergaan. Met dien verstande dat betaal- de en merende oorweging kan word wanneer vrywillige diens verring word.".

5. CLAUSE 7.—TERMINATION OF SERVICE
(1) Substitute the following for subclause (1) (b) (iv):
"(iv) as contemplated in clause 6 (17) (b) (iii)."
(2) Substitute the following for subclause (1) (d):
"(d) Notwithstanding the provisions of any law and subject to the provi- sions of paragraph (b) (ii) and except in the case of conviction of misconduct, the services of a permanent employee shall be termi- nated by his giving or being given by the council, as the case may be, not less than one month’s notice in writing of termination of service: Provided that the council may accept written notice of less than one month by the employee.

6. CLAUSE 8.—GENERAL
(1) Substitute the following for subclause (4):
"(4) Residential address and telephone number.—An employee shall notify the council of his residential address and home telephone number and any change therein.

(2) Substitute the following for subclause (10):
"(10) Council to consult trade union.—The council shall, in connection with any matter affecting any member or members of the trade union in a prejudicial way, before taking any final or binding deci- sion on the matter, first consult the trade union and the employers organization, and if no consensus can be reached, shall refer the matter to the Industrial Council for consideration.".

7. CLAUSE 9.—LEAVE OF ABSENCE
(1) Substitute the following for (2):
"(2) Leave subject to the requirements of service.—Notwithstanding the provisions of any law, leave of absence other than sick leave, shall be granted with due consideration to the requirements of the coun- cil’s service.

(2) Substitute the following for subclause (7) (a):
"(a) Grouping of employees for leave purposes.—(a) Subject to the provi- sions of subclause (20), employees shall be grouped as follows for leave purposes and leave shall accrue as indicated opposite each group: Provided that leave due to any employee in the service of the council on the date of the commencement of this Agreement shall not be reduced as long as he occupies the same post in the council’s service.".

(3) Substitute the following for subclause (7) (a) (i):
"(i) Vacation leave:

<table>
<thead>
<tr>
<th>Classification</th>
<th>Group</th>
<th>Annual accrual</th>
</tr>
</thead>
<tbody>
<tr>
<td>All employees in the first salary scale of the council’s grading scheme and all employees receiving a salary of not less than R26 400</td>
<td>A 30 working days on full pay.</td>
<td></td>
</tr>
<tr>
<td>Employees who do not fall in Group A and who receive a salary not less than R18 720</td>
<td>B 27 working days on full pay.</td>
<td></td>
</tr>
<tr>
<td>Employees who do not fall in Group A or B and who receive a salary of not less than R10 100</td>
<td>C 25 working days on full pay.</td>
<td></td>
</tr>
<tr>
<td>Employees who do not fall in Group A, B, C or D and who receive a salary of not less than R4 980</td>
<td>D 18 working days on full pay.</td>
<td></td>
</tr>
<tr>
<td>Employees who receive a salary of less than R4 980</td>
<td>E 15 working days on full pay.</td>
<td></td>
</tr>
</tbody>
</table>

Provided that should the above-mentioned salaries be adjusted, the corresponding adjusted salaries shall apply in accordance with every leave classification applicable.

(4) Substitute the following for subclause (10) (c) (i):
"(c) (i) Subject to the provisions of clause 10 (2) and subclauses 3 (a) (vi), 12 (e) (ii) and 16 (b), an employee may not have more than 250 working days’ vacation leave to his credit.".

(5) Substitute the following for subclause (14) (d) (i):
"(d) (i) If an employee is absent from duty owing to illness for a continuous period of more than three working days sick leave may be granted to him only if he submits a certificate of indisposition issued by a registered medical practitioner or dentist, or in the form of a certificate issued by the Minister."

(6) Substitute the following for subclause (17) (a) (iv):
"(iv) performs compulsory military service or undergoes military train- ing in terms of the Defence Act, 1957: Provided that according to its merits, payment can be considered when voluntary service is being rendered."
No. R. 2068  
26 September 1986

WET OP ARBEIDSVERHOUDINGE, 1956

NYWERHEIDSRAAD VIR DIE ELEKTROTEKNISE NYWERHEID (NATAL).—WYSIGING VAN MEDIESE HULPFONDSOORENKOMS

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die oorspronklike kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1987 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is.

P. T. C. DU PLESSIS,
Minister van Mannekrag.

BYLAE

NYWERHEIDSRAAD VIR DIE ELEKTROTEKNISE NYWERHEID (NATAL)

MEDIESE HULPFONDSOORENKOMS

ooroenkomstig die Wet op Arbeidsverhoudinge, 1956, g esluit deur en aangegaan tussen die

Electrical Contractors' Association (South Africa)
(hierdie die "werkgewers" of die "werkgewersorganisasie" genoem), aan die een kant, en die

South African Electrical Workers' Association
(hierdie die "werknemers" of die "vakvereniging" genoem), aan die ander kant,

wat die partye is by die Nywerheidsraad vir die Elektroteknishe Nywerheid (Natal),


1. TOEPASSINGSBESTEKE VIR DIE ELECTROTEKNISE NYWERHEID (NATAL)

(1) Onafskeels van die bepaling van hierdie bylae "ONGEGONAAMDE NYWERHEID" in kloosie 3 van die Ooreenkoms gepubliseer by Goowertainmentkennisgewing R. 967 van 13 Mei 1983.

(7) Voeg die volgende subklausule in na subklausule (17) (a) (ix):

(k) aanbevel om deur die werknemer wat nie deur geval bevore gaan nie, ten einde dié begrafnis van 'n goedsalig of naby bloedverwant te woon.

J. F. M. VAN DER MERWE,
Voorsitter.

N. C. GEY VAN PITTIUS,
Ondervoorsitter.

A. J. VAN SCHALKWYK,
Sekretaris.

No. R. 2068  
26 September 1986

LABOUR RELATIONS ACT, 1956

INDUSTRIAL COUNCIL FOR THE ELECTRICAL INDUSTRY (NATAL).—AMENDMENT OF MEDICAL AID FUND AGREEMENT

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower, hereby, in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1987, upon the employers' organisations and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or unions.

P. T. C. DU PLESSIS,
Minister of Manpower.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE ELECTRICAL INDUSTRY (NATAL)

MEDICAL AID FUND AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Electrical Contractors' Association (South Africa)
(hereinafter referred to as the "employers" or the "employers' organisation"), and the

South African Electrical Workers' Association
(hereinafter referred to as the "employees" or the "trade union") of the other part,


1. SCOPE OF APPLICATION OF AGREEMENT

(1) Except as otherwise provided in this clause, the terms of this Agreement shall apply to and be observed in the Electrical Industry by all employers and employees who are members of the employers' organisation and the trade union respectively, who are engaged or employed in the Industry in the Magisterial Districts of Alfred, Babanango, Bergville, Camperdown, Chatsworth, Danhauser, Dundee, Durban, Eshowe, Estcourt, Glencoe, Hibissia, Impendle, Isanda, Ingwavuma, Isxopo, Klip River, Kranskop, Lions River, Lower Tugela, Lower Umbuzo, Mahlabanla, Mamulano, Mokweni, Msinga, Msinganjeni, Mntuna, Nhlabathi, Newcastle, New Hano, Ngubani, Nkandla, Nongoma, Nqum, Ntshangase, Pinetown, Port Shepstone, Richards, Umzimkulu, Umzumbe, Underberg, Vryheid en Weenen, maar uitgezonder die gebiede van hierdie landdrosdistrikte wat ingevolge Proklamatie R. 11 van 1977 in die Staatskoerant van 28 Januarie 1977 verskyn het, binne die selfregenererende gebied KwaZulu val, in die werkzaamhede uiteengestel in paragraaf (a), (b) en (c) van die omskrywing van "Elektroteknishe Nywerheid" in kloosie 3 van die Ooreenkoms gepubliseer by Goowertainmentkennisgewing R. 967 van 13 Mei 1983.
No. 2143 17 October 1986
TOWN COUNCIL OF BELABELA.—CURTAILMENT OF PERIOD OF OFFICE OF ADMINISTRATORS
I, Jan Christiaan Heunis, Minister of Constitutional Development and Planning, do hereby, under and by virtue of the powers vested in me by section 29A (2) of the Black Local Authorities Act, 1982 (Act 102 of 1982), determine that Messrs E. C. Mabuseba and G. E. Moloisane shall, with effect from the date of publication of this notice, cease to exercise, perform and fulfill the rights, powers, functions, duties and obligations of the Town Council of BelaBela.

Government Notice 1756 of 22 August 1986 is hereby withdrawn.
J. C. HEUNIS,
Minister of Constitutional Development and Planning.

No. 2144 17 October 1986
CITY COUNCIL OF KWAGUQA.—CURTAILMENT OF PERIOD OF OFFICE OF ADMINISTRATORS
I, Jan Christiaan Heunis, Minister of Constitutional Development and Planning, do hereby, under and by virtue of the powers vested in me by section 29A (2) of the Black Local Authorities Act, 1982 (Act 102 of 1982), determine that Messrs J. J. G. Skosana, P. B. Mbonani, R. Makhwaka and H. C. Ndlovu shall, with effect from the date of publication of this notice, cease to exercise, perform and fulfill the rights, powers, functions, duties and obligations of the City Council of KwaGuqa.

Government Notice 1692 of 15 August 1986 is hereby withdrawn.
J. C. HEUNIS,
Minister of Constitutional Development and Planning.

No. 2147 17 October 1986
TOWN COMMITTEE OF KHUMA.—CURTAILMENT OF PERIOD OF OFFICE OF ADMINISTRATORS
I, Jan Christiaan Heunis, Minister of Constitutional Development and Planning, do hereby, under and by virtue of the powers vested in me by section 29A (2) of the Black Local Authorities Act, 1982 (Act 102 of 1982), determine that Messrs H. Makgethi, J. Kunene, T. Gumede and P. S. Diseko shall, with effect from the date of publication of this notice, cease to exercise, perform and fulfill the rights, powers, functions, duties and obligations of the Town Committee of Khuma.

Government Notice 1691 of 15 August 1986 is hereby withdrawn.
J. C. HEUNIS,
Minister of Constitutional Development and Planning.

No. 2177 17 October 1986
DORPSRAAD VAN BELABELA.—INKORTING VAN AMPSTERMYN VAN ADMINISTRATORES
Ek, Jan Christiaan Heunis, Minister van Staatkundige Ontwikkeling en Beplanning, kragtens die bevoegdheid my verleen aan artikel 29A (2) van dié Wet op Swart Plaaslike Owerhede, 1982 (Wet 102 van 1982), bepaal hierby dat menere E. C. Mabuseba en G. E. Moloisane met ingang van die datum van publikasie van hierdie kennisgewing ophou om die regte, bevoegdheede, werkzaamhede, pligte en verpligtinge van die Dorpsraad van BelaBela uit te oefen, te verrig en na te kom.

Goewermentskennisgewing 1756 van 22 Augustus 1986 word hierby ingetrek.
J. C. HEUNIS,
Minister van Staatkundige Ontwikkeling en Beplanning.

No. 2144 17 October 1986
STADSRAAD VAN KWAGUQA.—INKORTING VAN AMPSTERMYN VAN ADMINISTRATORES
Ek, Jan Christiaan Heunis, Minister van Staatkundige Ontwikkeling en Beplanning, kragtens die bevoegdheid my verleen aan artikel 29A (2) van dié Wet op Swart Plaaslike Owerhede, 1982 (Wet 102 van 1982), bepaal hierby dat menere M. J. G. Skosana, P. B. Mbonani, R. Makhwaka en H. C. Ndlovu met ingang van dié datum van publikasie van hierdie kennisgewing ophou om die regte, bevoegdheede, werkzaamhede, pligte en verpligtinge van dié Stadsraad van KwaGuqa uit te oefen, te verrig en na te kom.

Goewermentskennisgewing 1692 van 15 Augustus 1986 word hierby ingetrek.
J. C. HEUNIS,
Minister van Staatkundige Ontwikkeling en Beplanning.

No. 2147 17 October 1986
DORPSKOMITEE VAN KHUMA.—INKORTING VAN AMPSTERMYN VAN ADMINISTRATORES
Ek, Jan Christiaan Heunis, Minister van Staatkundige Ontwikkeling en Beplanning, kragtens die bevoegdheid my verleen aan artikel 29A (2) van dié Wet op Swart Plaaslike Owerhede, 1982 (Wet 102 van 1982), bepaal hierby dat menere H. Makgethi, J. Kunene, T. Gumede en P. S. Diseko met ingang van dié datum van publikasie van hierdie kennisgewing ophou om die regte, bevoegdheede, werkzaamhede, pligte en verpligtinge van dié Dorpskomitee van Khuma uit te oefen, te verrig en na te kom.

Goewermentskennisgewing 1691 van 15 Augustus 1986 word hierby ingetrek.
J. C. HEUNIS,
Minister van Staatkundige Ontwikkeling en Beplanning.

No. 2177 17 October 1986
AFSKAFFING VAN DORP TE BRITS
Ek, Jan Christiaan Heunis, Minister van Staatkundige Ontwikkeling en Beplanning, maak hierby ingewolke artikel 37 (2) van dié Wet op die Ontwikkeling van Swart Gemeenskap, 1984 (Wet 4 van 1984), bekend dat die dorp bepaal, afgesonder en uitgelê te Brits en omskryf in Goewermentskennisgewings 775 van 11 Mei 1928 (geeënt met Goewermentskennisgewing 999 van 15 Junie 1928) en
Notices 775 of 11 May 1928 (read with Government Notice 999 of 15 June 1928) and 664 of 17 May 1935 has under section 37 (1) of the said Act been disestablished and that the land described in the said Government Notices is no longer land defined and set apart as a town.

Government Notices 775 of 11 May 1928, 999 of 15 June 1928 and 664 of 17 May 1935 are hereby repealed.

J. C. HEUNIS,
Minister of Constitutional Development and Planning.

DEPARTMENT OF ENVIRONMENT AFFAIRS

No. 2136  17 October 1986

SETTING ASIDE OF A NATURE RESERVE

Under and by virtue of the powers vested in me by section 15 (1) (a) (i) of the Forest Act, 1984 (Act 122 of 1984), I, John Walter Edington Wiley, hereby set aside as a nature reserve for the conservation of fauna and flora the area the boundaries of which are shown in the Schedule hereto. The area is situated on the De Mond State Forest, Division of Bredasdorp, Province of the Cape of Good Hope, and the nature reserve shall be known as the De Mond Nature Reserve.

J. W. E. WILEY,
Minister of Environment Affairs and Tourism.

664 van 17 Mei 1935 kragtens artikel 37 (1) van genoemde Wet afgeskaf is en dat die grond in bedoelde Goewermentskennisgewings onskryf nie meer grond is wat as 'n dorp onskryf of afgesonder is nie.

Goewermentskennisgewings 775 van 11 Mei 1928, 999 van 15 Junie 1928 en 664 van 17 Mei 1935 word hierby ingetrok.

J. C. HEUNIS,
Minister van Staatkundige Ontwikkeling en Beplanning.

DEPARTEMENT VAN OMGEWINGSAKE

No. 2136  17 Oktober 1986

AFSONDERING VAN 'N NATUURRESERVAAT

Kragtens die bevoegdheid my verleen by artikel 15 (1) (a) (i) van die Boswet, 1984 (Wet 122 van 1984), sonder ek, John Walter Edington Wiley, hierby die gebied waarvan die grense in die Bylae hierna getoon word, af as 'n natuurreservaat vir die bewaring van fauna en flora. Die gebied is geleë op die De Mond-staatsbos, afdeling Bredasdorp, provinsie die Kaap die Goeie Hoop, en die natuurreservaat staan bekend as die De Mond-natuurreservaat.

J. W. E. WILEY,
Minister van Omgewingsakte en Toerisme.
LABOUR RELATIONS ACT, 1956

HAIRDRESSING TRADE, CAPE PENINSULA.—RENEWAL OF MAIN AGREEMENT

I, Mattheus Willem Johannes le Roux, Director: Manpower, duly authorised thereto by the Minister of Manpower, hereby, in terms of section 48 (4) (a) (ii) of the Labour Relations Act, 1956, declare the provisions of Government Notices R. 1902 of 2 September 1983 and R. 300 of 15 February 1985, to be effective from the date of publication of this notice and for the period ending 31 March 1989.

M. W. J. LE ROUX,
Director: Manpower.

LABOUR RELATIONS ACT, 1956

BUILDING INDUSTRY, PIETERMARITZBURG AND NORTHERN AREAS.—EXTENSION OF MAIN AGREEMENT


M. W. J. LE ROUX,
Director: Manpower.

LABOUR RELATIONS ACT, 1956

LEATHER, INDUSTRY, REPUBLIC OF SOUTH AFRICA.—AMENDMENT OF PROVIDENT FUND AGREEMENT

I, Pieter Theunis Christiana du Plessis, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 1 January 1991, upon the employers' organisations and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or unions; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clauses 1 (1) (a) shall be

LABOUR RELATIONS ACT, 1956

WET OP ARBEIDSVERHOUINGING, 1956

HAARKAPPERSBEDRYF, KAAPSE SKIEREILAND.—HERNUWING VAN HOOFDOORENKOMS

Ek, Mattheus Willem Johannes le Roux, Direkteur: Mannekrag, behoorlik daartoe gemagtig deur die Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepavings van Goewermentskennisgewings R. 1902 van 2 September 1983 en R. 300 van 15 Februarie 1985, van krags is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Maart 1989 eindig.

M. W. J. LE ROUX,
Direkteur: Mannekrag.

WET OP ARBEIDSVERHOUINGING, 1956

BOUNYWERHEID, PIETERMARITZBURG EN NOORDELIKE GEBIED.—VERLENING VAN HOOFDOORENKOMS

Ek, Mattheus Willem Johannes le Roux, Direkteur: Mannekrag, behoorlik daartoe gemagtig deur die Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (4) (a) (i) van die Wet op Arbeidsverhoudinge, 1956, dat die tydperk van krags is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 26 April 1987 eindig.

M. W. J. LE ROUX,
Direkteur: Mannekrag.

WET OP ARBEIDSVERHOUINGING, 1956

LEERNYWERHEID, REPUBLIEK VAN SUID-AFRIKA.—WYSIGING VAN VOORSORGFONDOORENKOMS

Ek, Pieter Theunis Christiana du Plessis, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (4) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepavings van die Ooreenkoms (hierna die Wysigingsoordekoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 1 Januarie 1991 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat die Wysigingsoordekoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is; en

(b) kragtens artikel 48 (4) (b) van genoemde Wet, dat die bepavings van die Wysigingsoordekoms, uitgesonder die vervat in klousules 1 (1) (a) met ingang van die
binding, with effect from the second Monday after the
date of publication of this notice and for the period
ending 1 January 1991, upon all employers and em-
ployees, other than those referred to in paragraph (a).
of this notice, who are engaged or employed in the
said Undertaking, Industry, Trade or Occupation in
the areas specified in clause 1 of the Amending
Agreement.

P.T.C. DU PLESSIS,
Minister of Manpower.

SCHEDULE

NATIONAL INDUSTRIAL COUNCIL OF THE LEATHER
INDUSTRY OF SOUTH AFRICA

PROVIDENT FUND AGREEMENT

in terms of the Labour Relations Act, 1956, made and entered into by and
between—

(a) The Midland and Border Leather Industry Manufacturers' Association;
(b) Western Cape Leather Industries Association;
(c) The Transvaal Footwear, Tanning and Leather Trades Association;
(d) The Natal Footwear, Tanning and General Leather Manufacturers'
   Association;
(e) The Southern Cape Leather Industries Association;
(f) The South African Tanning Employers' Organisation;
(g) The South African Handbag Manufacturers' Association;
(b) Footwear Manufacturers' Federation of South Africa; en

(l) Association of Transvaal Manufacturers of Luggage, Handbags and
   General Goods,
(thereinafter referred to as the "employers" or the "employers' organisa-
   tions"), of the one part, and
(j) The National Union of Leather Workers;

and

(k) The Transvaal Leather and Allied Trades Industrial Union,
(thereinafter referred to as the "employees" or the "trade unions"), of the
   other part,

being the parties to the National Industrial Council of the Leather Industry
of South Africa,

to amend the Agreement for the Provident Fund published under Gover-
ment Notice R. 640 of 2 April 1982, as amended and renewed by Govern-
February 1986.

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Leather Industry—

(a) by all employers who are members of the employers' organisations
   and by all employees who are members of the trade unions and who
   are engaged or employed therein respectively (other than persons
   engaged exclusively on repair work);

(b) in the Republic of South Africa, excluding the port and settlement of
   Walvis Bay: Provided that, on the operations set forth in paragraph
   (6) of the definition of "Industry" or "Leather Industry" in clause 3
   of this Agreement, it shall be observed only in the Magisterial Dis-
   tricts Bellville, The Cape, Goodwood, Durban, including that por-
   tion of the Magisterial District of Chatsworth which, prior to the
   publication of Government Notice 501 of 8 March 1985, fell within the
   Magisterial District of Durban, and Johannesburg: Provided fur-
   ther that, on the operations set forth in paragraph (7) of the definition
   of "Industry" or "Leather Industry" in clause 3 of this Agreement,
   it shall be observed only in the Magisterial Districts of Bellville,
   Goodwood and Durban, including that portion of the Magisterial
   District of Chatsworth which, prior to the publication of Govern-
   ment Notice 501 of 8 March 1985, fell within the Magisterial Dis-
   trict of Durban and Johannesburg: Provided further that, on the opera-
   tions set forth in paragraph (8) of the definition of "Industry" or "Leather Industry" in
   clause 3 of this Agreement, it shall be observed only in the Magiste-
   rial Districts of Bellville, Germiston, Johannesburg, Middelburg
   (Transvaal), Pretoria, Roodepoort and The Cape.

(2) Notwithstanding the provisions of subclause (1), the terms of this
   Agreement shall, however, only apply to those employees for whom wages
   are prescribed in any agreement of the Council.

tweede Maandag na die datum van publikasie van hierdie kenniskrag en vir die tydperk wat op 1
Januarie 1991 eindig, bindend is vir alle ander werk-
gewers en werknemers as die genoemde in paragraaf (a)
van hierdie kenniskrag wat betrokke is by of in diens is in genoemde Onlerneming, Nywerheid, Be-
dryf of Beroep in die gebiede in klusule 1 van die
Wysigingsoordeenskoms gespesifieer.

P.T.C. DU PLESSIS,
Minister van Mannekrag.

BYLAE

Nasionale Nywerheidsraad Vir Die Leerneywerheid
Van Suid-Afrika

VOORSORGFONDSDOEENKOMS

voor die "werkgewers" of die "werkgewerorganisaties" genoem, aan
die ene kant en

(i) Deur die "werkgewers" of de "werkgewerorganisaties" genoem, aan
die ander kant, wat die partye is by die Nasionale Nywerheidsraad vir die Leerneywerheid
van Suid-Afrika,
en die Ooreenkomst vir die Voordeenskoms, gepublisieer by
Goewermentskenniskrag R. 640 van 2 April 1982, onse wyglik en
hernieu by Goewermentskenniskrag R. 124 van 28 Januarie 1983, R.
2445 van 4 November 1983, R. 1668 van 26 Julie 1985, R. 1777 van 9

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(a) Die Ooreenkomst moet in die Leerneywerheid nagekom word—

(a) deur alle werkgewers wat lede van die werkgewerorganisaties is en
   deur alle werknemers wat lede van die vakverenigings is en
   wat onderkies is deur die Nywerheid betrokke of daarin werk is,
   ongeag van die naam van die vereniging of die vakwerkplaas;

(b) in die Republiek van Suid-Afrika, uitgesonder die hawe en raded-
   setting van Walvisbaai: Met dien verstaande dat, in verband met die
   werknaamhede uiteengesit in paragraaf (6) van die omskrywing van
   "Nywerheid" of "Leerneywerheid" in klusule 3 van hierdie Oor-
   eenkomst, dit net in die landdrosdistrik Bellville, Die Kaap, Good-
   wood, Durban, net in die distrik Bellville, Goodwood en Durban,
   ten behoeve van diens gedieltelik van die landdrosdistrik
   Chatsworth wat voor die publikasie van Goewermentskenniskrag
   het, en Johannesburg nagekom moet word: Voor so dien verstaande
   dat, in verband met die werknaamhede uiteengesit in paragraaf
   (7) van die omskrywing van "Nywerheid" en "Leerney-
   werheid" in klusule 3 van hierdie Ooreenkomst, dit net in die land-
   drosdistrik Bellville, Goodwood en Durban, net in die distrik
   Chatsworth wat voor die publikasie van Goewermentskenniskrag
   het, en Johannesburg nagekom moet word: Voor so dien verstaande
   dat, in verband met die werknaamhede uiteengesit in paragraaf
   (8) van die omskrywing van "Nywerheid" en "Leer-
   nywerheid" in klusule 3 van hierdie Ooreenkomst, dit net in die land-

Transvaal), Pretoria, Roodepoort en Die Kaap nagekom moet word.

(2) Ondanks subklusule (1), is hiervoor Ooreenkomst egter van toepas-
   sing slegs op die werknemers vir wie loon in enige ooreenkomst van die
   Raad voorgestel word.
2. CLAUSE 4.—PROVIDENT FUND

(1) In subclause (9) (b), substitute "80 per cent." for "65 per cent.".

(2) Insert the following new subclause (9) (c):

"(c) Every member referred to in subclause (7) (a) who has had 25 years' continuous service in the industry shall, in addition to the bonus referred to in paragraph (a), be entitled to a bonus equal to 20 per cent. of the benefits payable in terms of subclause (7) (a) or (a) bis, whichever is applicable: Provided that the Management Committee may, in its discretion, and on the recommendation of an actuary, vary or cancel such bonus."

(3) In subclause (9) insert the following paragraph:

(g) to read (d), (e), (f), (g) and (h): Signed at Port Elizabeth, on behalf of the parties, this 7th day of July 1986.

D. J. F. LINDE,
Member of the Council.

O. J. FOURIE,
Member of the Council.

L. M. VAN LOGGERENBERG,
General Secretary of the Council.

No. R. 2232
24 October 1986

LABOUR RELATIONS ACT, 1956

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY.—AMENDMENT OF SICK PAY FUND AGREEMENT

1. Pieter Theunis Christiana du Plessis, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 November 1990, upon the employers' organisations and the trade unions which entered into the Amending Agreement and upon the employers and the employees who are members of the said organisations or unions; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clauses 1 (1) (b), 2 and 5, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 November 1990, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

P. T. C. DU PLESSIS,
Minister of Manpower.

SCHEDULE

NATIONAL INDUSTRIAL COUNCIL FOR THE IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY

SICK PAY FUND AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Automotive Parts Production Engineers' Association
Border Engineering Industries Association
Cape Engineers' and Founders' Association
Constructional Engineering Association
Domestic Appliance Manufacturers' Association of South Africa
Edge Hand and Small Tool Manufacturers' Association
Electrical Engineering and Allied Industries Association
Electronics and Telecommunications Industries Association

2. KLOUSULE 4.—VOORSORGFONDS

(1) In subklausule (9) (b), vervang "65 per cent." deur "80 per cent."

(2) Voeg die volgende nuwe subklausule (9) (c) by:

"(c) Elke lid in subklausule (7) (a) bedel wat 25 jaar ononderbroeke diens in die Nywerheid gedien het, is benewens die bonus in paragraaf (a) bedel, geregtig op 'n bonus gelijk aan 20 per cent. van die lystand betaalbaar ooreenkomstig subklausule (7) (a) of (a) bis, wanneer een ook al van toepassing is: Met diens verander dan die Bestuurskomitee na goedgekeur en op aanbeveling van 'n aktuaris so 'n bonus kan verander of kan belet word."

(3) In subklausule (9), hernommer dan die begin paragrafe (c), (d), (e), (f) en (g) om te lei (d), (e), (f), (g) en (h).

Namens die partye op die 7de dag van Julie 1986 te Port Elizabeth onderteken.

D. J. F. LINDE,
Lid van die Raad.

O. J. FOURIE,
Lid van die Raad.

L. M. VAN LOGGERENBERG,
Hoofsekretaris van die Raad.

No. R. 2232
24 October 1986

WET OP ARBEIDSVERVERHoudING, 1956

YSTER-, STAAL-, INGENIEURS- EN METALLURGISE NYWERHEID.—WYSIGING VAN SIEKTEBYSTANDSFONDOOREENKOMS

Ek, Pieter Theunis Christiana du Plessis, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhouding, 1956, dat die bepalinge van die Ooreenkomst (hierna die Wysigingsooreenkomst genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 November 1990 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat die Wysigingsooreenkomst aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of verenigings is; en

(b) kragtens artikel 48 (1) (b) van die genoemde Wet, dat die bepalinge van die Wysigingsooreenkomst, uitgaans met dié wat in klausules 1 (1) (b), 2 en 5 met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 November 1990 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in die nywerheid van die Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klausule 1 van die Wysigingsooreenkomst gespesifiseer.

P. T. C. DU PLESSIS,
Minister van Mannekrag.

BYLAE

NASIONALE NYWERHEIDSRAAD VIR DIE YSTER-, STAAL-, INGENIEURS- EN METALLURGISE NYWERHEID

SIEKTEBYSTANDSFONDOOREENKOMS

oorrekomstig die Wet op Arbeidsverhouding, 1956, gesluit deur en aangegaan tussen die

Automotive Parts Production Engineers' Association
Border Engineering Industries Association
Cape Engineers' and Founders' Association
Constructional Engineering Association
Domestic Appliance Manufacturers' Association of South Africa
Edge Hand and Small Tool Manufacturers' Association
Electrical Engineering and Allied Industries Association
Electronics and Telecommunications Industries Association
Garment union rejects wage offer

Labour Reporter

GARMENT industry workers have rejected a 12-percent wage increase offered by their employers.

The offer was a counter to the Garment Workers Union demand of 25 percent.

Workers said after a meeting that the rejection of the offer was unanimous.

Wage talks are part of the negotiations for an Industrial Council agreement to replace one which is due to expire after two years.

TWO PROPOSALS

The union is proposing an 18-month agreement for its 53,000 members, with wage increases introduced in three phases.

But employers want another two-year agreement. They have already rejected two proposals from the union — minimum disciplinary, grievance and retrenchment procedures, and time off with full pay for the union’s nine-day shop stewards’ course.

Still under discussion is a union demand for May Day to become a paid holiday.
Pricing deadline moved

David Furlonger
Industrial Editor

Government has extended by a further year the motor industries’ deadline to phase out unfair pricing practices for some of its activities.

Trade and Industries Minister Dawie de Villiers said he had extended the deadline to December 31, 1997.

The industry previously had until the end of this year to fall in line with new Competitions Board regulations encouraging free competition in the economy.

Many of the activities affected are in the repair and maintenance sector, which bases prices on an MIF-approved price and service guide.

De Villiers highlighted recommended prices for panel beating and for engine and gearbox rebuilding as areas that overstepped the new regulations on price collusion.

He said urbanisation and population growth would increase demand for transportation in SA. With 35% of the population under the age of 15, there was enormous potential for industry growth.

Academics under fire

David Furlonger

Academics who criticised the Industrial Council system were talking of things they knew nothing about, said Motor Industry Employers’ Association president John Herdman yesterday.

He said criticism of the Industrial Council system had subsided since last year.

“Presumably those critics, mostly the academics, who, despite having had no practical experience in industrial relations, continue to discuss the matter, have now realised the merit of the present system and I sincerely hope their influence in government circles will continue to decline and that the government will listen to the voice of experience and common sense rather than impractical theory.”

Herdman said his views were shared by trade unionists, who had more to lose than employers from the demise of the Industrial Council system.

Krohn appeals for less car tax

Industrial Staff

Over-taxation of the motor industry must stop or thousands more jobs could be lost, Motor Industries Federation president Alex Krohn said yesterday.

He appealed for “reasonable taxation” and said unless recommendations to the Margo Tax Commission were heeded, “the goose that lays the golden egg” could be killed, and with it thousands of job opportunities.
MORE than 58 000 clothing workers in the Western Cape are to receive an additional R32-million in wages next year.

They will also receive a higher holiday payout this Christmas, said Mr A M Rosenberg, chairman of the Industrial Council for the Clothing Industry (Cape).

He said that after hard bargaining between the Garment Workers' Union, the Cape Clothing Manufacturers' Association and the Cape Knitting Industry Association, a new wage agreement had been reached.

This provides for an average increase in wages of 13 percent on basic rates from December 13 and for an increase of up to 31 percent over the two years of the new agreement.

**Machinists**

"This will inject tens of millions of rand in extra spending power into the Western Cape economy in the next two years," he said.

Mr Rosenberg said that although the increases varied slightly over the spectrum of job categories in the industry, the percentages mentioned applied to qualified machinists who made up the bulk of the industry's work force.

"The annual holiday payout this year will be at the new wage rates," he said.

The new agreement provides for structural wage increases at six-monthly intervals.

Sick fund

It also provides for increased contributions by employers and employees alike to the industry's sick fund and provident fund.

The sick fund increases were necessary because of the larger benefits granted and rising medical costs. Payouts from the provident fund, which will receive an extra R3.3-million in the next two years, will also increase.

The agreement provides for an increase in travelling allowances to employees who work overtime on Saturdays.

Mr Rosenberg said a major concession by employers was a reduction in learnership periods in seven employment categories.
Adapt or die, Industrial councils are warned

By Shepy Hame

The Star Wednesday November 19 1986
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'Crucial role in SA'

INDUSTRIAL councils had a crucial role to play in implementing correct economic policy choices to enable SA to tackle development problems more effectively, Manpower Director-General P van der Merwe said yesterday.

He told a Consultative Committee of Industrial Councils' seminar in Johannesburg that to achieve economic growth to meet the basic aspirations of all South Africans, the country would have to double its manufacturing base by 2000, boost its exports and expand its domestic market.

Van der Merwe said: "We have to strive towards a more vibrant private sector to generate the jobs needed to attain the required level of economic growth."

It was important that industrial councils re-double their efforts to overcome the punitive economic measures taken against SA,

Van der Merwe said that of the 127 disputes referred to industrial councils in 1985, 261 were resolved, 259 were still under consideration by the end of 1985 and the remainder were resolved by both parties.

His department would like to see more of the newer unions included in the industrial council system.

And the system would have to adapt to an interplay of factors, including the emergence of some form of mixed economy.
Industrial Council (IC) agreements are coming under increasing scrutiny as government intensifies its efforts to boost job creation and promote small business development.

The latest government initiative in this direction is a letter the Department of Manpower circulated to all ICs early in November. It contains a thinly veiled warning that if councils do not take steps to remove provisions which restrict economic growth from their agreements, they could be ordered to do so by the State President in terms of the new Temporary Removal of Restrictions on Economic Activities Act.

This move follows steps taken by the department in 1985 to tighten up the practice in terms of which IC agreements are extended to cover non-council members.

The letter, in which the department makes it clear it is acting on an appeal from the Ministry for Administration and Economic Advisory Services to bring about a permanent deregulation of unduly restrictive measures, outlines a number of provisions which are no longer acceptable. They include prohibition of work on Saturdays (seemingly a reference to the agreements of the National Industrial Council for the Motor Industry banning Saturday work for mechanics), or on any other day of the week.

Restricted trading hours and compulsory close periods for annual leave (thought to refer to the building industry) could also be regarded as no-no, it says. ICs with agreements containing such provisions were given 30 days to inform the department of the measures they would take to remove them.

Trade union reaction has been mixed. Some see merit in them and are cooperating. Others, while not opposed to the nature of the provisions, government wants to see scrapped, express concern about the way the exercise is being conducted. They say the department is backtracking on its principle that there should be minimum government interference in employer-employee relationships.

Yet others are adamant that the move constitutes nothing less than a State attack on labour. And Manpower Minister Pietie du Plessis is seen as being too weak to withstand deregulation pressures.

Gerald Van der Watt, chairman of the newly formed Labour Forum, which represents between 40 and 50 unions across the union spectrum, is far less enthusiastic and is convinced that the department is being pressured by other government departments.

He says: "It is not the issue of getting rid of restrictive measures that worries us, it is the method being used. It amounts to direct government interference with agreements negotiated between employer and employee representatives, and is a major threat to the union movement.

"The department's letter refers to IC agreements. But the obvious question is whether all other agreements will come under scrutiny. We are getting to a stage reached by some African states whereby you have freedom of association and the unions can negotiate what they like, provided it is approved by government."

Bernie Fanaroff, national organiser of the Metal and Allied Workers' Union, an affiliate of the Congress of South African Trade Unions, sees the move as yet another in a long line of attacks on labour. He says: "In the last few years, the minister has repeatedly exempted small businesses and companies in the rural areas from IC agreements. But deregulation will not solve the unemployment problem. All it will do is depress wages outside the metropolitan areas. Employers in the metropolitan areas will then say they cannot compete with employers outside, which will depress wages in urban areas."

Phiroshar Camay, general secretary of the Council of Unions of SA-Azanian Confederation of Trade Unions, warns that grave problems could arise if government tries to remove provisions in agreements by proclamation.

Manpower Director General Piet van der Merwe tells the FM that there has been a good response to the initiative. He answers criticism of government interference thus: "We are trying to balance two objectives — job creation and industrial peace — and have said that any deregulation should be done in consultation with ICs. If councils cooperate in the way they have been, we can go a long way without using the Temporary Removal of Restrictions on Economic Activities Act."
Wage dispute at Maponya’s

By LEN MASEKO

THE Commercial Catering and Allied Workers Union of South Africa has declared a dispute with Soweto’s Maponya Bazaar following a wage deadlock between the two parties.

A Ccawusa official, Mr Elias Silala, told the Sowetan the company had not responded to the union’s request that the wage dispute be referred to mediators.

Ccwusa members employed by Maponya’s Bazaar demand wage increases of R120 a month, while management is said to be offering R45 across-the-board.

Maponya workers resolved at a meeting last week that management be given until tomorrow to respond to the union’s request for mediation.

Mr Silala said the minimum wage at the supermarket was R285 a month.

Meanwhile ALINAH DUBE reports that members of the Electrical and Allied Workers’ Trade Union of S.A. (Eawtusa) employed by a Pretoria electronics company this week downed tools after a white woman threatened to “paint another with black paint because she is closely associated with black people”.

A spokesman for the union told the Sowetan yesterday that Tedelix employees downed tools on Monday after they had demanded the immediate dismissal of a clerk whom they said was a racist. Workers, he added, refused to continue working “with a person who does not regard them as human beings”.

Late yesterday workers representatives were involved in discussions with management.
Cosatu launches campaign

'DRIVE FOR A LIVING WAGE'

THE Congress of South African Trade Unions (Cosatu) is to launch its "living wage" campaign this weekend.

The federation, as part of the campaign, is to present a set of wage demands to employers in various sectors this year.

Cosatu general secretary Mr Jay Naidoo told a Press conference yesterday that the federation's affiliates would be involved in a concerted campaign in their battle for a living wage.

By LEN MASEKO

Among Cosatu's demands are:

- A minimum wage of R4.50 an hour in the metal industry.
- Cosatu's affiliate, the Metal and Allied Workers' Union (Mawu), is spearheading this campaign in this sector;
- An across-the-board 58 percent wage increase in the mining industry, as demanded by Cosatu-affiliated National Union of Mineworkers;
- The scrapping of the migrant labour system and replacement of tribally-designed hostels with "decent housing" near workplaces;
- The scrapping of income tax "as blacks were never consulted when this was implemented". This tax, including GST, served to reinforce the apartheid infrastructure, according to Cosatu.

Rejected

The federation has rejected President P W Botha's proposals on the May Day issue, saying it would press ahead with its demand for May 1 and June 16 to be recognised as paid holidays.

In most sectors bosses had kept wages well below the inflation rate and "vehemently resisted worker demands for a greater slice of profits", the Cosatu official said.

"Workers are thus getting poorer every day, with less money in their pockets, less food in the cupboards, and increased hardship and degradation in the townships," Mr Naidoo
Union ready to mediate in hotel wage dispute

Labour Report

THE Liquor and Catering Trades Employees Union will today discuss intervention in the dispute with Southern Sun which has caused stoppages at seven leading Peninsula hotels.

A union spokesman said workers at the hotels were negotiating individually with managements and the union was ready to mediate in the wage dispute.

Workers are demanding a R450 a month minimum, a R200 across-the-board increase and a 45-hour week.

The spokesman said the R450 minimum already applied at Southern Sun hotels in Johannesburg, Durban and Bloemfontein.

THREE-HOUR STOPPAGE

Hotels involved in Thursday’s three-hour stoppages were Cape Sun, Inn on the Square, De Waal Sun, Newlands Sun, the President, and Bellville and Woodstock Holiday Inns.

The union is pressing for a national structure to negotiate conditions of employment at Southern Sun hotels.

“In the Cape they claim wage rates are set by the Industrial Council, but in many other industries employers willing to pay above these levels negotiate separate agreements,” the spokesman said.

The demand for national negotiations has been taken up in the Transvaal by the Hotel and Restaurant Workers Union.
Textile union wins seat on cotton council

Labour Reporter

A LENGTHY court battle has ended with the National Union of Textile Workers (NUTW) being awarded one seat on the industrial council for the cotton textile industry.

A union spokesman said today this was an important breakthrough for the NUTW.

"Until the Industrial Court made this ruling we were excluded from the industrial council through the veto of the sitting union," he said.

NUTW first applied to the court more than a year ago to challenge the veto on its application for council membership.

In August last year the court ruled that NUTW should be admitted.

"But then the council changed the criteria for representation, which we felt was done specifically to keep NUTW out, so we appealed to the court again," the spokesman said.
Building societies’ staff score

Labour Reporter

BUILDING society employees have won interim salary increases of about 13.5 percent pending a final settlement at the industrial council.

Mr C van Vuuren, general secretary of the Building Society Officials’ Association — which represents about 16 500 members — said the next round of negotiations would take place later this month.

“The findings of a survey of members’ salaries will be put before the council,” he said.

Meanwhile the association has welcomed the interim increases because salary negotiations may be lengthy and it would like to see money in its members’ pockets immediately.

The association also wants the Minister of Manpower to approve amendments to its constitution allowing it to recruit members in financial institutions other than building societies.

An article in the association’s journal, BSOA News, said this was to keep abreast of rapid changes in the building society movement.

“Now that the societies are forming relationships with banks and insurance companies it is important that we be allowed to represent those new colleagues,” said the article.
Motor-worker wages to go up

Own Correspondent

JOHANNESBURG. — Minimum wages of 22,000 motor-industry workers are going up in the next few weeks. BMW yesterday joined other major manufacturers in increasing wages for hourly-paid staff before August 1. BMW offered NAAU workers an immediate 14.6% increase and a further 15% on July 1 next year.
Manpower report challenge to the industrial councils

By HILARY JOFFE

The representativeness of industrial councils — or the lack of it — came under scrutiny in the National Manpower Commission report published last week.

The industrial councils are being challenged to justify their role in setting minimum wages and conditions in a context in which government economic policy is emphasising deregulation — which involves exempting certain employers from having to meet these minimum standards.

The formal minimum wage system of industrial councils and government wage boards is being eroded from two sides: the wage rates they set are more and more inadequate to meet workers’ subsistence needs and the system itself is under pressure as government and business attempt to limit its scope. And the number of workers covered by council agreements dropped between 1981 and 1985.

At issue in the report are the criteria for extending council agreements to workers and employers not represented by unions and employer associations sitting on an industrial council.

The commission recommends that agreements should only be extended where trade union parties to the council have at least 50 percent membership of the workers potentially affected, and where the employer parties employ at least 60 percent of these.

If the unions and employers do not meet these criteria, industrial council agreements can be extended, at the discretion of the manpower minister.

Employers (or workers) can apply to be exempted from the minimum wages and conditions in an industrial council agreement, and the commission recommends changes in the legislation to require industrial councils to hear applicants and process applications within 45 days.

The NMC is walking a tightrope. It wants to see industrial relations institutions maintained and made more effective. But there is pressure from industry and government for deregulation, as a strategy to solve problems of recession and unemployment.

In the labour field, it is the minimum wages and working conditions set by bodies such as industrial councils and wage boards which are being deregulated with, for example, small businesses and homeland or border industries exempt from minimum wages.

That deregulation is a government priority is made clear in the annual report of the director-general of Manpower, also published last week.

The Acts that are administered by the Labour Relations Directorate have the intrinsic features of deregulation and the promotion of private initiative,” says the director, adding that these Acts don’t apply to workers in agriculture and the public sector.

He justifies the councils and wage boards, saying they have “gone out of their way to accommodate private initiative by the promotion of small businesses as well as the deregulation of outdated practices”.

It’s in this context that the representativeness of industrial councils has become an issue. The councils are being pressured to justify their existence if the minimum wages and working conditions they set are to apply to whole industries or regions.

If they are not representative of workers or employers, exemptions will be granted or their agreements will not be extended to non-parties.

The industrial councils have never been very representative. Only registered trade unions can sit on the councils, and until 1970 black workers were not allowed to be members of registered unions. Even then, the newer unions representing mainly black workers have not raced to join the industrial councils.

Minimum wages set by the councils and wage boards have lagged behind inflation rates, research by the Southern African Labour and Development Research Unit shows.

Only 22 percent of industrial council agreements gave labourers real wage rises in 1986, according to Saln’s Quarterly Bulletin. The median wage rate for labourers was above the poverty level prescribed in Unisa’s Supplemented Living Levels in only four of the 135 council agreements in force last year.

Unions have tended to rely on bargaining over wages at factory floor level, rather than on industrial council negotiations. But the wage rises and improvements in working conditions they have gained have been limited to workers in organised factories.

Dr Martin Nicol of Labour Research Services said: “Workers and unions have been shortchanged very badly by industrial councils and wage boards. But they do represent the only legal method by which improved standards can be ensured for unorganised workers.”

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* Only those agreements dealing with wages and basic employment conditions.
**Ex-hotel owner fined over wage deductions**

Labour Reporter

The former owner of the Locomotive Hotel in Salt River has been fined R6 127 and must repay an equal amount to an industrial council after being convicted on three charges under the Labour Relations Act.

Roger Fullerton pleaded guilty yesterday before Mr M J Tolken in the Cape Town Magistrate's Court to charges of failing to pay to the industrial council for the Liquor and Catering Trades money deducted from employees' wages for industrial council expenses, trade union subscriptions and pension contributions.

The contraventions of the main industrial council agreement were committed at various times between October 1983 and October 1985.

In a written statement read to the court by his attorney, Fullerton said he was sorry he had caused harm to his former employees.

In reply to questions from Mr Tolken, he said he had lost everything when the hotel went into liquidation and he was sequestrated, owing about R350 000.

The prosecutor, Mr M McEwan, said the offences were very serious and amounted to theft.

Mr Tolken imposed a fine equal to the amount owing in pension contributions, or six months' imprisonment suspended for four years provided Fullerton paid the industrial council R6 127 at R200 a month.

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Red Cross hospital: New phone numbers

Medical Reporter

The telephone numbers of the Red Cross Children's Hospital in Rondebosch change tomorrow.

The new numbers are:

- Hospital switchboard ☎ 689 5011.
- Poison reference service ☎ 689 5227.
- Rondebosch/Mowbray Hospital ☎ 689 4103.
- Hospital nursing home ☎ 689 9904 or ☎ 689 9872.
New curbs on painters outrageous, court told

Labour Reporter

Judgment has been reserved in a court case involving a Cape Town painting contractor charged with two contraventions of the Industrial Council agreement for the building industry.

Mr David Matthews, director of Guild Painters and Decorators, and Mr Mogamat Reimers, a foreman in the company, appeared in the Cape Town Magistrate's Court before Mr O Schrenk.

The State alleged that they allowed two unqualified workmen to perform skilled work and failed to pay them at the minimum rate laid down.

Mr John Murphy, counsel for Mr Matthews, said the agreement (subordinate legislation to the Labour Relations Act) was a manifest injustice and "an oppressive or gratuitous interference" with rights.

The new agreement, which was gazetted on April 19 1985 and came into effect on May 1, abolished several categories of semi-skilled work, including brush-hands who had been permitted to apply paint up to the final coat.

The work which it was alleged the two workers were doing had been allowed under the previous agreement.

The overall result of the new agreement was that "by the stroke of a pen" most of the semi-skilled workers who continued to do what was previously legal work were now acting illegally until they qualified, Mr Murphy said.

"Given that 80 percent of employees in the painting sector of the industry are brush-hands, the effect is outrageous."

"Any employer who was unable to convert his semi-skilled workers to skilled workers within 12 days (a virtually impossible task) committed an offence if he allowed or required them to continue with their ordinary tasks, which they might have performed for 20 years."

Mr Schrenk reserved judgment until November 25.

Miss A Peckham prosecuted.
Small businesses can get wage relief

No businessman needed to suffer losses because of minimum wage determinations, the Minister of Manpower, Mr Pietie du Plessis, told the National Party congress on Saturday.

Delegates said small businessmen were particularly at risk of losing their viability because of the wage determinations.

Mr du Plessis said it was not well known, but he granted many exemptions, particularly to small businesses which could not afford the applicable minimum wage.

It often happened that these wages were determined in negotiations by industrial councils which were usually made up of representatives of the larger industries.

The smaller businessmen could not afford the time to serve on them, and, consequently, could not put their case.

"In the past year I have asked industrial councils to give smaller industrialists some relief, or even exemption," he said.

"I have also asked for regional differentiation in wages."

"In any event, nobody need close a business because he cannot afford to pay wages. He need only apply for exemption in writing and, if refused, he may appeal to me by letter." — Sapa.
WP garment workers call dispute

Labour Reporter

THE Western Cape's largest union has declared a dispute with garment industry employers over their refusal to include several procedures in the industrial council agreement.

The dispute was declared by the Garment Workers Union (GWU) after a special meeting of the industrial council. The union wanted disciplinary, grievance, retrenchment and maternity procedures included in the agreement.

"Employers refused and wanted us to bring them up at next year's negotiations, but this is non-negotiable for us," said GWU assistant general-secretary Mr Cedric Peterson.

LONG AGO

"They should have been there a long time ago and we want them now."

At a general meeting of the union at the weekend, members voted unanimously in favour of a proposed merger with the Natal-based Garment Workers' Industrial Union, which has already approved the merger.
Pay rises for Western Cape building workers

Labour Reporter

NEW pay scales for the Western Cape's 30,000 building industry workers came into effect this week.

Boland workers will get an 11.9 percent increase and Peninsula workers 4.5 percent.

A spokesman for the South African Woodworkers' Union (Sawu) said Boland wage negotiations started with all unions on the Industrial Council asking for a 50 percent wage increase. Employers started with a five percent offer.

"When the employers offered 11.9 percent the council accepted, with Sawu voting against."
Car firms facing wage deadlock

PORT ELIZABETH. - The motor industry in the Eastern Cape is faced with a wage deadlock as it starts winding down for the holiday season.

Volkswagen, which shuts down tomorrow, has rejected a new wage deal, while employees at Samcor (engine plant) and Delta Motor Corporation are still discussing the offer.

The wage offer, made on December 1 after two months of negotiations between the National Union of Motorworkers and the Eastern Province Automobile Manufacturers' Association, affects about 10,000 hourly-paid workers at the three plants.

The offer has been described by management as one of the best packages in South Africa.

However, union spokesman Mr Les Kettle has said the matter was in dispute.

28% RISE

Mr Brian Robinson, chairman of association, said the written offer was a minimum of R4.50, R4.55 and R4.63 an hour for the first three grades from February.

This, he said, represented a R1 or 28 percent increase in the Industrial Council minimum wage.

A further increase in August to R4.70, R4.75 and R4.86 an hour had also been offered. This represented a 34 percent increase in the minimum wage.

Soweto Day on June 16 would be a paid holiday.

Sapa reported Mr Kettle as saying employees at Samcor and Delta would meet tomorrow to discuss the offer.
Hotel group, union reach agreement

JOHANNESBURG. — Agreement was reached on Christmas Eve on all major issues in the wage dispute between Southern Sun Hotels and the Trade Union Alliance, the personnel director for the hotel group, Mr Peter Cumberledge, told Sapa in a statement.

Meetings were held last week between Southern Sun and the Trade Union Alliance, which comprises the Hotel and Restaurant Workers’ Union and the Natal and Cape Town Liquor Unions, with Ccawasu in observer status.

Mr Cumberledge said progress had been “good”, with meetings at industrial councils in Johannesburg, Pretoria and, in Durban last week.

“Agreement was reached on all major issues and all that remains is the wording of one sub-clause. An additional meeting is being held today in Durban.”

“The agreement provides for a minimum wage of R500 a month by October 1988, an increase of R30 a month for all employees earning less than R600, back-dated to October 1, 1987; a 15% across-the-board increase in April 1988; and a further across-the-board increase of R50 in October 1988.” — Sapa
Hotel dispute: Unions threatened with lock-out

Labour Reporter

SOUTHERN Sun management has threatened employees with a lock-out in a dispute over conditions of employment, according to a spokesman for an alliance of four trade unions.

The spokesman said the threat was made during an Industrial Council meeting yesterday.

He said the hotel group's management had also refused to allow the use of company premises for a strike ballot.

FLEXIBILITY

Two more meetings are due today. If the dispute is not settled the next step is a strike ballot.

The four unions in the alliance are the Liquor and Catering Trades Union (Cape), the Liquor and Catering Trades Union (Natal), the Hotel and Restaurant Workers' Union and the Commercial, Catering and Allied Workers' Union.

They say changes of duty should be in the same job category and such changes should be mutually agreed and arranged. Where a higher wage rate applies to the new duties the higher rate should be paid.

In a statement, Mr Peter Cumberledge, group personnel manager, questioned the alliance's motives.

He said negotiations had proceeded well, agreement had been reached on 18 demands and the company's offer, when implemented, would make the group's employees the highest paid in the industry.

Mr Cumberledge was not available for further comment.

Man, 35, stabbed to death in station brawl

Crime Reporter

A MAN was stabbed to death at Woodstock station during a brawl.

Police said the man, about 35, had not been identified. A spokesman said he was stabbed in the chest about 10pm yesterday.
Sun group settlement averts hotel strike

JOHANNESBURG. — The Southern Sun group and an alliance of four trade unions have, after a long-running dispute, reached a wage settlement which is likely to set new standards for the hotel industry throughout South Africa.

The agreement, which was signed on Wednesday night and narrowly averted threatened lock-out and strike action, was announced yesterday and applies to several thousand workers at the group’s 53 hotels.

The accord will remain in force for the 18 months to March 31, 1989. It will raise the group’s minimum monthly wage to R500 by next October.

Three across-the-board increases of R50, 15% and R30 have been agreed upon. These will be paid at six-monthly intervals.

October 1988 will see the implementation of a 45-hour, five-day week. The present average, according to Southern Sun group personnel director Mr Peter Cumberlege, is a 50-to-52-hour, six-day week.

In addition, the split shift system will be abolished at all but five rural hotels.

Other key aspects of the agreement are paid maternity leave and a job flexibility agreement, based on a roster prepared in advance.
Hotel group, unions agree to R500 minimum

UNION leaders say the latest wages and working conditions agreement with the Southern Sun hotel group will open job opportunities and have ripple effects on the whole industry.

The agreement applies to about 7,000 workers at 53 hotels in the group.

Main points in the agreement between the group and an alliance of four trade unions are: a minimum monthly wage of R500 from October; a 45-hour five-day week from October; four months' paid maternity leave; abolition of the split-shift system; except at five rural hotels, and a job flexibility agreement based on a roster prepared in advance.

A spokesman for the alliance of the Hotel and Restaurant Workers Union, the Commercial, Catering and Allied Workers Union and the two Liquor and Catering Trades Unions (Cape and Natal) said the reduction in the work week, abolition of split shifts and negotiated flexibility meant the group would have to employ about five percent more staff.

"The reduction of hours and the agreement on flexibility will have a ripple effect throughout the industry as employees of other hotels will demand the same conditions," said the spokesman.

"It is usual for employees covered by industrial council agreements to work 52-hour, six-day weeks at present.

"The R500 minimum negotiated with Southern Sun will also have a ripple effect. It is about double the present minimum in industrial council agreements," he said."
Hotels, union in deadlock

Labour Reporter

JOINT negotiations between the management of the Town House and Vineyard hotels and the Liquor and Catering Employees' Trade Union have ended in deadlock.

A management representative, Mr. Garth Tupper, said the union was demanding an increase of the minimum wage, a reduction in the hours of work, a double pay for night shifts and six months maternity leave.

The union spokesman said it was demanding that the minimum wage be increased from R65 a week to R130, with an "across-the-board increase" of R75. They wanted working hours to be reduced from 53 hours to 42.
JOHANNESBURG — The Amalgamated Clothing and Textile Workers' Union of South Africa (Actwusa) has declared a dispute with employers at the National Industrial Council for the textile manufacturing industry.

Wages are at issue with the dispute arising out of the "totally unrealistic final offer made by the employers," Actwusa said in a statement yesterday.

"If workers accepted the increases offered by the employers they would be forced to accept increases of as little as R3.76.

"Actwusa will be conducting strike ballots over the next few days at the factories which are affected by the dispute."

Commenting on the increases offered by the employers, Actwusa's general secretary, Mr John Copelyn, said: "These increases are totally out of line with the general trend of wage increases which have been negotiated in our union.

"This is the lowest final offer that we have been confronted with in all our negotiations recently — it is a disgrace to expect workers to accept such ridiculously low increases."

The Actwusa statement said minimum wages prescribed "in this Industrial Council are appallingly low".

"Minimum wage levels in the automobile, iron and steel, paper industries, etcetera, are at least twice as high as they are in this Industrial Council. In addition to this, whilst nominal wages have increased over the last 20 years, these increases have not been sufficient to combat the effects of inflation."

The biggest employer of this Industrial Council is the Frame Group (Pinetown, Natal) which employs about 3,000 of the 6,500 workers covered by the council.

"In previous years the Frame Group was renowned for its policy of paying workers starvation wages," the statement said. "Then, during 1996, there was a reorganisation programme and the group went to great lengths to emphasise its 'New Frame Group' image.

"However, things have not changed any... There's nothing new in trying to force employees to accept an increase of R3.76 — that was the old style of the Frame Group."

Meanwhile, many other employers falling under this council, wary of the impending strike action, have agreed to in-house negotiations. — Sapa
Building societies settle pay wrangle

Labour Reporter

A YEAR-LONG wrangle between building society employers and their employees' union has ended with employers agreeing that for the first time in 40 years salaries should be negotiated.

The Building Society Officials' Association (BSOA), which represents about 16,000 officials, declared a dispute in July when employers opposed the association's request to negotiate salaries at the industrial council.

The dispute was the first in 40 years of negotiation between employers and employees.

Previously, salary levels were set unilaterally by employers.

In 1986, members mandated the BSOA to negotiate salaries.

Notice of this was given at the November 1985 industrial council meeting and a special meeting was called for January 1987 to debate the issue.

The BSOA proposed that employees get separate cost-of-living and merit increases, but employers claimed that officials preferred a single annual increase.

After a series of industrial council meetings had failed to resolve the issue, the BSOA declared a dispute and proposed taking it to the Industrial Court.

This was blocked at the council by employers but the Department of Manpower approached for its views, saying that if the association was satisfied the dispute involved an unfair labour practice it would be within its rights to approach the court.

A set of compromise proposals, tabled at the December industrial council meeting, cleared the way for settling the dispute and for salary negotiations to open.
Minimum wages: Contractor fined

Court Reporter

A PAINTING contractor has been fined in Cape Town Magistrate's Court for employing unskilled labourers to do skilled jobs and not paying them the prescribed minimum wage.

David Matthews, director of Guild Painters and Decorators, and his foreman, Mogamat Reyners, were each fined R300 (or three months) and ordered to pay the Industrial Council R35,60 for distribution to Mr G Bezu denhout and Mr R Conradie by March.

The sum covers the shortfall in wages paid by Matthews to the two men in one day.

Matthews and Reyners were convicted of contravening the Industrial Council agreement for the building industry by allowing two unqualified workmen to perform skilled work and failing to pay the minimum rate.
Samwu official killed in accident

A PROMINENT member of the National Executive Committee of the South African Municipal Workers' Union (Samwu), Mr Elias Molema, was killed in a car accident on the road between Klerksdorp and Potchefstroom in the early hours of Monday, 19 February.

The deceased and four fellow unionists were on their way home from the first NEC meeting of Samwu.

Molema had been a leading member of the Transport and General Workers Union (TGWU) and played an important role in the formation of a national union for Municipal Workers. He helped to launch Samwu in October 1987.

His funeral will take place at Pietersburg on Saturday, March 12.

Big increase for knitting workers

WORKERS at an Atlantis factory are to get an increase which is 37 percent higher than their Industrial Council minimum.

The increases were negotiated by the Amalgamated Clothing and Textile Workers Union of SA (Actwusa) for workers at the Rotex knitting company.

Lowest paid workers are to start with R85, which is R23 more than the Knitting Industrial Council rate.

Last year, Actwusa took the Rotex management to court when their recognition agreement was cancelled in favour of the then Garment Workers Union.
Wage talks begin

Negotiations to set new wage rates and employment conditions in the metal industry for the year starting June, began in Germiston this week, with Seifsia batting on behalf of the industry.

The negotiating forum is the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry. Currently, there are 50 employer and 50 employee representatives on the council. Their industrial agreement is given force of law by being gazetted and thus applies to all employers and workers in the industry whether or not they sign the agreement. This in effect prevented the strike called by the Metal and Allied Workers Union (Mawu) — which is now part of Numsa — last year.

The metal sector represented by Seifsia embraces more than 9 000 firms employing about 326 000 people — or more than a third of the work force engaged in all manufacturing activity in SA.

Two main union groupings are involved. There are the four affiliated to the SA Council of the International Metalworkers' Federation (IMF), which includes Cosatu and Nactu affiliates and speaks for 129 000 workers.

The second, smaller and more conservative group comprises nine older unions, including an independent, under the Confederation of Metal and Building Unions (CMBU), whose biggest member is the SA Boilermakers. The CMBU represents some 98 000 workers.

While Seifsia could not divulge its wage proposals before Tuesday's meeting, the unions' opening demands for amending the industry's Main Agreement have been announced.

The IMF unions are seeking a R2.61 increase to the minimum hourly rate, which would make it R5; and R1.50 an hour across-the-board. They also want the working week reduced to 40 hours from 45; more overtime pay; six months' paid maternity leave and two weeks' paternity leave; paid holidays on March 21, May 1 and June 16; and a guaranteed annual wage.

The CMBU wants a 20% increase all round. Seifsia's opening offer is, of course, unlikely to match the unions' demands — especially those of the IMF unions, which will also want employers to oppose the Bill amending the Labour Relations Act, as well as the latest restrictions on unions' political activities.
Employees at sweet factory return after settlement

EAST LONDON — Employees at the Candy Tops sweet factory here returned to work yesterday after signing a document accepting company proposals for wage increases and dispute procedures.

A lock-out was implemented at the factory, which is under judicial management, on Friday and some 60 members of the Food and Allied Workers Union (Fawu) were given notice of termination of employment unless they accepted the company proposal by 4 pm on Monday.

The chairman of the Fawu shop stewards at the factory, Mr Tobile Manjinwa, said although the workers had signed the document, they were not entirely satisfied with the settlement — which raised the minimum wage on the lowest grade from R58 to R80 a week — and regarded the issue of back pay as unresolved.

The workers originally demanded a R1.50 an hour across-the-board increase, but later compromised to 50c an hour as their final demand.

Mr Manjinwa said it was unfair for employees to be expected to make sacrifices to meet the financial situation at the company, which had come about through no fault of theirs.

Employees were receiving a wage far below the minimum set for the industry in the East London area.

A spokesman for Candy Tops, Mr St Elmo Wilken, confirmed that workers were paid below the industrial council minimum recommendation, but said a special exemption had been granted for the company while it was under judicial management.

He said the wage proposals accepted by Fawu members this week, had first been made at the end of last year, but had been rejected.

The issue was referred to the industrial council in February and the company declined a proposal by the union for voluntary arbitration after negotiations deadlocked. — DDR
Pay increase for workers

JOHANNESBURG. — About 15 300 employees in the bedding and furniture manufacturing industry will receive an across-the-board wage increase of R2.5 a week from July, and a further R1.5 from January, in terms of an industrial council agreement completed last week between the National Union of Furniture and Allied Workers of SA and employers.
Garment workers get rise

Staff Reporter

WESTERN Cape garment workers have been granted an interim weekly increase of R14 across-the-board following the conclusion yesterday of protracted negotiations.

The increment, affecting some 55 000 workers, was announced yesterday by Mr A.M. Rosenberg, Chairman of the Industrial Council for the Clothing Industry (Cape).

The wage increase followed a call by the Garment and Allied Workers Union (Gawu) that the increases due for July 1 be brought forward and increased above the existing rates to grant financial relief to workers, an Industrial Council statement said.

Qualified machinists, the bulk of the industry's workforce, will be paid a weekly wage of R108 from Friday, June 3 or retrospectively if implemented later.

The parties will be negotiating increments for country areas next week. A Gawu spokesman confirmed the signing yesterday.
Potential Investment of R1,865bn

IN BRIEF

Brand SA says Carter

Potential Investment of R1,865bn

IN BRIEF

Brand SA says Carter

Decision leaves metal industry without agreement

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Not a blanket sent for 9,000 "refugees"

DESpite icy weather in Natal this week, little public interest seemed to have been spared for an estimated 9,000 refugees from the Molweni and Hillcrest areas near Hillcrest.

The refugees fled their homes in Molweni and Negolosi during the last two weeks because of tension and violence in the region. At least 40 people have died this year.

While some people have taken refuge with white families in the vicinity, many more are living in the bush, in sugar cane fields or anywhere else they feel is safer than their homes.

A committee of 10 made up of people of all races has been set up in the Molweni/Negolosi area to help with the crisis.

Hans Hofhuis, who is chairing the Thousand Hills Partnership, said he was particularly concerned about the "untold hardship" being experienced by the refugees living in the open.

"We have appealed for help from the public but so far we have had no response at all," he said. "We badly need clothes, blankets and food for the refugees and, particularly in this weather, we are concerned about the circumstances under which the people are living."

Hofhuis, a businessman, said they were also appealing to employers whose workers had not been coming to work, to be patient and not dismiss their staff.

"We know of many cases where it has not been possible for people to leave the valley. Either they cannot leave their families and homes unprotected or they fear for their own lives if they are seen outside."

"If workers had to face dismissal on top of all their other troubles at this time, it would be very cruel."

A shopkeeper in the area said the presence of a new army camp was easing the tension but only "a trickle" of people were returning home.

"People have been counting the empty houses and we estimate 9,000 people have run away. Many of them are now too frightened to come back."

A cucumber farmer has allowed some of his workers and their children who live in the valley to sleep in
Cotton industry agreement is of much interest

The agreement struck this week to restructure the cotton textile industry council has many aspects of interest.

The restructuring was negotiated between the Cape Produce Textile Manufacturers Association, the Amalgamated Clothing and Textile Workers Union (Actwusa), and the Amalgamated Clothing and Textile Workers Union (Actwusa), an affiliate of the Congress of South African Trade Unions (Cosatu).

Immediately it is the first time a Cosatu union has negotiated a restructuring of an industrial council and the first time one has taken action to inhibit a union in future they would employ only active men who act as shop stewards while it does not force any union to join or leave Actwusa or the Actwusa will have to disband the minority union.

As an indication of the labour movement's stance against discrimination, the Actwusa and the Allied Workers' Union of South Africa are in the agreement relating to strikes.

Responsibility

The clause raises the stakes in any dispute and makes the employer liable for any injury to an employee. In any industry dispute at the question of injury to an employee, the Actwusa offers a certain protection, and this clause would cover all those who are involved.

Mr. Dave Carisich, chairman of the manufacturer's association, said Actwusa's attitude was not a hard line. But possibly not for the same reasons that Actwusa saw it as an advance, Mr. Carisich said employers saw it as a concession on the principle which helped them accept the union shop side which was a major concession on their standing conditions throughout the industry.

The agreement will be reviewed in June 1991.

Meanwhile, it seems as though it is a loss. The clause is not as strong as it could be, and it is not as strong as it needs to be. The clause is not as strong as it could be, and it is not as strong as it needs to be.
Rag trade sews up R60-m pay rise as a New Year gift

By DICK USHER
Labour Reporter

GARMENT industry employees could get a R60-million boost to their pay packets next year.

Negotiations on a new main agreement for the industry ended this week and the terms will go to the parties for ratification.

After two weeks of "hard and professional" negotiation the employer bodies and the Garment and Allied Workers' Union (Gawu) agreed on terms which would significantly boost wages for the industry's 90,000 employees.

Mr Colin McCarthy, secretary of the two employer bodies — the Cape Clothing Manufacturers' Association and the Cape Knitting Industry Association — said the lowest wage would rise from about R76 to R97.40 a week for learners.

Grade B machinists, the overwhelming majority in the industry, would get an extra R21 a week. Other categories, except for grade C operatives who would get R20 a week more, would get a 17 percent increase subject to a minimum of R15 a week.

Employers had agreed to a paid holiday on June 16 and May 1 would be an optional day which could be swopped for another holiday or worked in.

Working hours and annual leave were unchanged.

Employees would get six months' unpaid maternity leave, but a sub-committee would investigate paying 25 percent of basic wages through the sick fund.

Report-back talks

The agreement would run for one year and two-tier bargaining would be allowed on items not covered in the agreement.

Union spokesmen were not available for comment. A Gawu general meeting to report back on the negotiations will be held tomorrow at the University of Western Cape sports stadium.

Mr McCarthy said a joint meeting of both employer bodies to consider the terms would take place within 10 days.
WAGE REGULATION - Industrial Councils

1989 - 1990
Break-up threat to printers' council

By DICK NUTTALL
Labour Reporter

ASSESSMENT of next week's meeting of the National Industrial Council of the Printing and Newspaper Industry of South Africa are involved in the impending break-up of the council, according to a council spokesman.

The dissolution of the council, the oldest in South Africa, means the entire centralised system of industry-wide bargaining over wages and working conditions for nearly 50,000 employees is at stake.

Notice of withdrawal given by the South African Printing and Allied Industries Federation, the largest employer body on the council, has triggered the possible dissolution. Its notice is effective from December 31.

Other council members are the Newspaper Press Union (NPU), the employer body in the newspaper sector, and the South African Typographical Union (Satu).

A second employee organisation, the Paper, Printing, Wood and Allied Workers' Union (Ppwau), an affiliate of the Congress of South African Trade Unions, has declared a dispute with the federation over its withdrawal from the council.

Ppwau, which claims about 10,000 members, of whom about 5,000 are employed in the printing and packaging sector, made an unsuccessful application for council membership earlier this year.

The federation has denied that it is withdrawing from the Industrial Council is linked to Ppwau's application.

The union disputes this and claims the printing federation is withdrawing as it wishes to become more profit-oriented and finds the council ineffective in resolving disputes.

The printing federation's withdrawal makes the demise of the council almost certain.

The registrar must cancel its registration if one or more parties withdraws - and the council must give reasons why it should not be dissolved.

Mr Jolyon Nuttall, president of the NPU, said newspaper employers did not intend to resign or withdraw from the council.

He said the NPU supported orderly labour relations in the industry.

"The impact of Ppwau on the industry does not concern us unduly because employers in the English-language groups have been negotiating in a multi-union situation for some years," he said.
Case of a wrong choice of words

Grown men, similar to grown women, speak louder than words, but sometimes a wrong choice of words can lead you down a literary path. Take the Caltex, Mako and Trim (CMT) Merchants’ Association.

Association members employ about 4,000 workers out of a total of 12,000 involved in the clothing industry, but last year they lodged an objection to the new industrial council agreement which managed to blow up a storm with the Garment and Allied Workers’ Union (Gawu).

One of Gawu’s proposals to which the CMT people objected was for maternity and paternity benefits, which, it said, could lead to greater prominence among employees.

Gawu took this up in their weekly journal Clothes Line, along with several other points.

"Many of the arguments used by the CMT bosses are an insult to the dignity of workers," said Clothes Line.

"For example, the CMT Association says they cannot accept the new maternity benefits. These benefits are essential for women workers sleeping around.

"Gawu categorically reject such claims. We believe that maternity benefits are a right for all workers.

Sleeping around

In the latest issue of The CMT Bulletin, an open letter to Gawu says: "If our objection was interpreted by Gawu to mean that we accede women of sleeping around, we immediately withdraw that statement and apologise for it.

"Any suggestion of that nature would go against the dignity of the workers."

"We are, like the rest of South Africa, concerned that our economic growth is not keeping pace with our population explosion.

"Again we would like to play a meaningful part with Gawu in an attempt to contribute to the solution.

Chairman of the association Roy Daley Vedve said the letter was a response to "propaganda" in Clothes Line.

Maternity benefits

He agreed that "pregnancy" had been a fortunate word to use, but said it had been taken out of context in their overall position on maternity benefits.

"We supported maternity benefits, but for women who are married or in a stable relationship," he said.

"It is a fact of our industry that at any given time about 10 percent of our female employees are pregnant, and we have a high rate of unmarried mothers."

"We are worried about the possible effects that maternity benefits might have, not in the sense that it could encourage promiscuity, but that the birth rate needs to be reduced," said Mr Daley Vedve.

He said that in Germany, for example, which faced a declining population growth rate, maternity and paternity benefits had been introduced as an incentive to having children.

Smokescreen

But Mr Daley Vedve said the maternity benefits issue was being used to "smokescreen" the main issue — what was going to happen to the economy.

"Workers have to be tailored to the parameters of the economy," he said.

Here he was referring to Gawu’s claims that the CMT employees "do not want to give workers a decent wage increase."

The open letter declared support for Gawu’s living wage campaign “as it is to the benefit of the country’s economy as a whole. We have never declared our opposition to it.”
Metal industry union proposals met with Seifsa demands

EAWTUSA and NUMSA have previously been among a number of unions to operate jointly under the auspices of the local council of the International Metalworkers Federation. It is understood this arrangement fell apart because of anger that NUMSA last year negotiated a separate strike settlement with Seifsa. Seifsa has proposed that small businesses be exempted, if they wish, from the terms of the agreement. The term "shall" is not defined in the initial proposal.

Employers have also proposed that the statutory prohibition on the employment of artisans who do not have formal qualifications be removed, and that non-qualified but sufficiently skilled persons be permitted entry to these occupations.

Seifsa has further proposed a clause protecting employers from being compelled by unions to negotiate company-level agreements — a legacy of last year's strike where numerous employers entered private agreements with NUMSA.

Employers have also proposed removing the 10-hour week limitation on overtime work, in contrast to NUMSA which has proposed the limit be reduced to five hours.

NUMSA has also proposed a five-hour reduction in the working week, improved shift allowances, restrictions on temporary labour, new retrenchment provisions, fully-paid maternity leave for six months, improved sick pay and structures to eliminate sex discrimination.

The CMBU has proposed improved overtime and sick pay and annual leave, improved shift allowances and a system of service increments.
Agreement holds promise for the textile industry

For the Western Cape textile industry teetered on the edge of a strike, in dispute and with two disputes meetings producing no progress.

Industrial action was averted when the two parties, the Amalgamated Clothing and Textile Workers' Union (Actwusa) and the Cape Province Textile Manufacturers' agreement on wages and other conditions of employment at the third and final disputes meeting of the industrial council this week.

Dispute had been declared late last year when the employers refused to mandate an agreement thrashed out by the negotiating teams. The dispute threatened not only industrial action, but also the fledgling industrial council. This had been restructured during 1988 following its virtual collapse after renegotiation of the main agreement broke down in 1987.

For about a year the industry ran without an agreement and in the meantime Actwusa concluded plant-level agreements with employers.

Before this, until the merger which brought them together in Actwusa during 1987, the National Union of Textile Workers (NUTW) and the Textile Workers' Industrial Union (TWIU) had had a fairly combative relationship as NUTW sought to break into the industrial council over the TWIU's veto.

It took a Supreme Court ruling for NUTW to be allowed a seat on the industrial council.

But by 1988, in addition to the industrial council being in disarray, by the time Actwusa and the employers' association sat down to restructure and revitalise the council the Labour Relations Amendment Bill was with Parliament, along with the unfair labour practice clause that would impel employers to negotiate with minority unions.

This threatened the majoritarian principle of unions negotiating for a complete bargaining unit.

That Actwusa, a Congress of South African Trade Unions affiliate was negotiating an industrial council agreement was itself interesting, because there was a strong antipathy to industrial councils among unions in the federation.

But the agreement reached accepted the principle of single-tier bargaining, which was against the trend in other industries where unions were fighting for two-tier bargaining, and created a closed shop — thus protecting Actwusa's back against minority unions.

The other interesting aspect of the agreement was the all-or-nothing principle, with all issues negotiated at industrial council (except by specific agreement) any strikes or lockouts were to be on an industry-wide basis, not at individual plants or groups of plants.

Although the agreement removed disputes from the workplace to the council, it also meant that both parties would have to be aware that any industrial action had to involve the whole industry.

The stresses generated by more than a year of negotiation and dispute had strained the employers' association. Some major employers had withdrawn, others had joined.

Failure to reach settlement, followed by industrial action, could have strained the forum beyond survival.

But that settlement could finally be achieved holds promise for the viability of the council and a stable relationship between employers and the union and, finally, a stable industry.
Tough wage talks ahead for giant metal industry

By DICK USHER
Business Staff

ANNUAL wage negotiations in the giant metal industry get under way next week in what promises to be the toughest and most complex series of talks for many years.

Employer organisations in the Steel and Engineering Industries Federation (Seifisa) meet on Monday to formulate an initial response to trade union demands, of which the most significant are likely to be those from the Congress of South African Trade Unions (Cosatu) affiliated National Union of Metalworkers (Numsa).

Also facing interesting wage negotiations is the leather industry where for the first time a Cosatu affiliate, the South African Clothing and Textile Workers Union (Sacwtn), will participate in talks from the outset.

Numsa's role in negotiations this year will, from an employer perspective, be complicated by positions arising from the union's national bargaining conference held in February.

Aiming to unify the different sectors of Numsa, it compiled central demands as the basis for all Numsa negotiations at company and industry levels this year.

Thus, while separate negotiations will take place in the iron and steel, tyre and rubber, automobile manufacturing and motor industries, the bargaining committee for each sector no longer has the power to decide on final settlements or deadlocks.

These will have to be approved at a further national bargaining conference in June, opening the way for settlement in one sector to be delayed by dispute in another sector.

Talks in the motor industry, covering employees in garages and workshops, opened earlier this month, but no date has yet been set for automobile industry talks.

Employer sources indicated that, following last year's disputes around centralised bargaining, this year's auto industry talks would again be national. All employers except Delta were due to participate, but no demands had yet been received from Numsa.

In the Seifisa talks, Numsa's central demands are for a minimum across-the-board increase of R2 an hour and percentage increases ranging from 24 percent to 56 percent, a 40-hour week without loss of pay, a limit on overtime, the right to strike and picket, an agreement not to implement the 1988 amendments to the Labour Relations Act, tougher conditions on retrenchment and redundancy, improved maternity, paternity and sick leave benefits.

The union has also presented demands on job creation, time off for shop steward training and proportional representation on the industrial council.

Leather industry talks are already complicated by a dispute about the starting date.

Sactwtn, which claims large membership gains from the National Union of Leatherworkers, is this year for the first time submitting its own demands to the industrial council.

It was admitted to the council last year following an court application, but negotiations had already started at that stage.

According to Sactwtn spokesman Ebrahim Patel, the union has signed up about 1,200 members in the Western Cape in the past few weeks and claims about 8,000 members overall in the industry.
JOHANNESBURG. — A new wage agreement giving employees in the newspaper distribution industry in the Transvaal a minimum wage of R700 a month has been reached between Allied Publishing Limited and the Commercial, Catering and Allied Workers' Union of South Africa. Mr J C Mould, managing director of Allied Publishing, yesterday said employees would also receive an across-the-board increase of 16% as part of the settlement. A similar agreement had also been signed with the United Workers' Union of South Africa, Mr Mould said.
Union settles wage negotiations

Own Correspondent

JOHANNESBURG. — Friday's 15.2% to 18.5% metal industry wage settlement, following a week after the NUM-Chamber of Mines agreement, marks this year as the first since 1983 that SA's two major sets of negotiations have both been resolved without resort to industrial action.

And, said Confederation of Metal and Building Unions (CMBU) chief Ben Nicholson yesterday, this is the first time in a decade that every union party to the metal industrial council has accepted the settlement.

This, he said, represented a new maturity on the part of unions and an acceptance by Seifisa that employers can no longer take a "take it or leave it" approach to wage bargaining.

Seifisa said the large number of trade union groupings with divergent and sometimes conflicting demands complicated the talks. Even so, a spokesman added, the negotiations were conducted in good faith on both sides and had, in the main, been approached in a mature and responsible manner.

The public holidays issue, which held up settlement for two weeks because of differences between white and black unions, was resolved with agreement that May 1, Workers' Day and June 16 should all be treated has public holidays.

This aspect of the settlement has been drawn up as a separate common law agreement between the parties.

It will not form part of the official agreement to be gazetted by the Manpower Department because of government's refusal to recognise the unofficial, though de facto, May 1 and June 16 commemoration days as paid holidays.

It was also agreed that the council should make representations to government to revise the Public Holidays Act generally and, specifically, to introduce May 1 and June 16 as public holidays.

Hourly wage increases, to be implemented from July 1, range from 56c for labourers to R1.11 for artisans, raising the minimum rates to R3.56 and R8.31 respectively.

Some further adjustments were made to eliminate anomalies in certain rates on the wage curve.

The industry's sick pay fund would be substantially restructured and sick leave provisions would be extended. The employer body also agreed to speed up payment of benefits under the fund to employees injured on duty.

Shift allowances for the afternoon shift are to be increased from 6% to 7.5% and from 12% to 15% for the evening shift.

Finally, it was agreed in principle to convert the industry's pension fund to a flexible benefit fund, the fund's board of management will attempt to finalise the details of these changes by November 30.
Pull-out of union threatens workers' pensions

Own Correspondent

Johannesburg.
The withdrawal of the SA Printing and Allied Industries' Federation from the National Industrial Council later this year will dissolve the council, and force the liquidation of its R750-million employees' retirement fund.

The federation, along with the industry's other major employer body, the Newspaper Press Union, and the SA Typographical Union (Satu), which represents workers, are planning an alternative vehicle for their members' substantial retirement savings.

A council spokesman said he was receiving calls daily from members who were concerned about their investments in the fund.

The federation's executive director, Mr Chris Sykes, said he was meeting pension consultants on August 7 and was confident a solution would be found soon.

Satu's general secretary, Mr Martin Deyzel, said the union was busy considering the matter and would report back to members on August 12.

"People will neither lose their stake in the fund nor be paid out now," said Mr Sykes.

"However, about 60% of our members do not have alternative benefit schemes and we have to decide whether to set up a new fund for the benefit of members."

The pension fund is managed by Old Mutual, Sanlam and UAL Old Mutual assistant general manager employee benefits Mr Henk Beets said the council had two alternatives once the fund was liquidated.

Either its employer members could set up their own schemes for employers or the federation could decide to opt for a union-managed fund.

Jani has the AWB boss taped

Staff Reporters

CELEBRITY columnist Ms Jani Allan is in London to escape the consequences of transcripts of telephone messages allegedly left for her by AWB leader Mr Eugene Terre'Blanche.

The messages pleading for contact—published yesterday in the Sunday Times—had been left on the answering machine in Ms Allan's Sandton flat over the past few months.

Ms Allan was sent to London by the Sunday Times last week and was quoted on Saturday in the London Daily Mail as saying she was in the city to avoid "the possible consequences" of the tapes.

"I have been under the most incredible stress the past few months. I only hope I haven't left trouble behind only to walk into even more."

Ms Allan said in the Sunday Times that she had released the tapes because Mr Terre'Blanche had said she had insulted him that he had instructed his receptionist not to put through her calls.

Further claims by Mr Terre'Blanche that Ms Allan had begged him to keep their relationship alive were made in an interview published in the newspaper Rapport yesterday.

The AWB leader's wife, Mrs Martie Terre'Blanche, was quoted as warning Ms Allan to stay away from her husband.

But contrary to such statements, said Ms Allan in her interview, "it was he who kept calling me at all hours of the day."

The calls had started soon after last December's Paardekraal Monument incident—which resulted in Mr Terre'Blanche's being charged with and later acquitted of wilful damage to public property—and had continued until the middle of June.

Extracts from the tapes include: "You were a muchacho. Please call me back. You wanna kill me? Call me back. Please in God's name, call me back," and "I'm still at my office waiting for you to call me back. Oh God, I'm dying (deep sigh)."

Another message goes: "I wanted you to call. Jani. Wonn't you please phone me now? PLEASE phone me. I'm at home. Bye."

In one call, Mr Terre'Blanche threatened to visit the columnist, "Jani, it's me ... please, please speak to me. If you don't pick up this phone, I'll have to come to you right now."

Two weeks ago, Ms Allan disclosed in another article that Mr Terre'Blanche had fallen asleep in the passage outside her apartment after she had ignored his pleas to be admitted after midnight on June 26.

The report suggested Mr Terre'Blanche might not have been sober.

"He visited the apartment complex several times," she said.

Mr Terre'Blanche, in an interview published in the Citizen newspaper last week, denied he had slept on Ms Allan's doorstep and was quoted as saying: "Ms Allan has never refused to open her door for me."
Satu loses closed-shop privileges

Own Correspondent

Johannesburg. — Nearly 40,000 printing, packaging and newspaper industry workers will have to find new methods of protecting their minimum standards of wages and working conditions, and the SA Typographical Union (Satu) is to lose its closed-shop privileges.

These will be among the further consequences of the collapse of the industry's industrial council, which has prompted employers and unions to seek ways of preserving the benefit funds administered by the council.

The council, established in 1919, is SA's oldest. But, said SA Printing and Allied Industries Federation (SAPAIF) director Mr Chris Sykes, it had become inappropriate in today's environment and was no longer able to play its role of maintaining industrial peace.

The council's pending collapse was sparked by the withdrawal of the SAPAIF, which represents 1,300 of the industry's 1,600 employers.
Wage talks solution closer

Labour Reporter

MAJOR textile manufacturers and the Amalgamated Clothing and Textile Workers' Union of SA (Actwusa) this week edged closer to settling annual wage talks, with employers increasing their offer to R12.

Companies represented on the mostly Natal-based Industrial Council for the Textile Industry have proposed increases of R12 each to be implemented in July this year and January 1990.

Actwusa has demanded R13 and R14 increases.
Numsa row over wage differential

THE National Union of Metalworkers (Numsa) is unhappy about negotiations over wages in the motor industry.

This led to a walkout by Numsa at the last negotiating session of the industrial council and the declaration of a dispute with employers in the South African Motor Industry Employers' Association and the South African Vehicle Body and Repairs' Association.

The walkout was to register a twin protest, at the wages the employers were offering and that two other unions on the council, the Motor Industry Staff Association and the Motor Industry Employees' Union, accepted the offer, and proposed the council vote on the offer.

With the employers representing their own interests and the other two unions representing well-paid artisans, mainly white, a vote would have been a foregone conclusion. Numsa would have been outvoted and lower-paid employees in the industry, mainly black, would have had the employers' offer foisted on them.

Numsa said: "While the agreement rates for white artisans are R6.00 an hour, they can command actual wages of sometimes R17.00 an hour because of their privileged positions in South African society, while a petrol pump attendant must provide for a family on R150 an hour and a general worker in the small towns on R124.

"Numsa refuses to accept that the white unions and the employers could conclude an agreement on conditions of employment when a substantial number of employees in the industry, who happen to be black, rejected those conditions.

"This undemocratic decision clearly illustrates the racism and exploitation that has been practised in the industry over the years.

"Because of this attitude and the insistence of the industrial council that the offer of the employers be accepted on a vote, the Numsa negotiating committee walked out of the meeting."

Fortunately there are procedures for declaring disputes and for attempting to settle them. A Numsa spokesman said this week these were pending.

The negotiations affect about 150,000 employees in filling stations, vehicle repair workshops, component manufacturing plants and engine reconditioning and automotive engineering shops.

According to Numsa, employers started with a 7 percent offer, but excluded certain groups of employees like journeymen and petrol pump attendants. This offer was later increased to 12.5 percent on the gazetted grades, excluding:

- Clerical workers, shop assistants and sales personnel in smaller towns with three or more years' service;
- Petrol pump attendants who would get 5 percent; and,
- A 20 percent increase on gazetted grades for employees in vehicle body rebuilding, manufacturing and reconditioning establishments.

Numsa's objection to this offer was that it excluded some employees and that increases on gazetted grades did not necessarily mean an increase in real wages.

Its counter proposal was that no employee be excluded from increases, that increases should be not less than 20 percent, that they be on the actual wages of employees and that those employees in small towns earning R1.24 an hour be brought immediately to R2.50.

It was at this point that it all went Humpty-Dumpty and somebody will have to try and put it together again.
BILLION-RAND ROW OVER PENSION FUND

By VIVIEN HORLER
Weekend Argus Reporter

A PENSION fund worth almost R1-billion is to be dissolved in the biggest pension fund liquidation in South Africa's history.

The pension fund is that of the National Industrial Council of the Printing and Newspaper Industry of South Africa, which is to shut up shop on December 31.

About 40,000 printers country-wide have contributed to the pension scheme, including about 8,000 in the newspaper industry.

Some are worried about what is to become of the money, saying they want a cash payout or at least the option of taking their share to put into a private retirement annuity.

But it is almost certain the money will be put into a new fund.

About 200 printers and members of the South African Typographical Union, Satu, who are based at Newspaper House in Cape Town, have signed a petition asking for their share of the money to be placed in retirement annuities in their own names.

They say they lost faith in the fund two years ago when some pensioners had to find jobs to augment their pensions. They claim their threats to go to the Industrial Registrar resulted in a 50 percent hike after a meeting with Satu general secretary Martin Deyzel.

They say they fear retirement as new printing technology makes their jobs redundant, and want to protect their futures themselves.

But a spokesman for the printers' union, Satu, and another for the NIC said redundancy contingency plans could be built into the rules of the new fund, which were still open for negotiation.

Mr Deyzel added: "There is no way the employers can install pagination and further new technology without sitting down and holding extensive negotiations with Satu — and these negotiations will have to include discussions of redundancy packages."

The printing industry's industrial council will close because the major employer body, the South African Printing and Allied Industries Federation, decided recently the industrial council system did not serve its members' best interests.

Anachronism

Michael Watermeyer, chairman of the industrial council, said he was sad to see the end of a council which had served employers and employees for 70 years.

"The South African printing industry has grown over the years and compares well with the rest of the world, and I think it is very sad the industrial council is to be broken up."

"But if one of the major employer bodies feels that the industrial council system is an anachronism and is not serving the interests of the smaller employer, well, they have a right to that opinion."

"The employers probably think the principle of divide and rumble will work in their favour, but I doubt it. I predict that in five years they'll all be sitting around a table again, negotiating."

Said Chris Sykes, executive director of the federation: "Our view is that the industrial council system is something of an anachronism in the modern industrial relations environment."

"Printing is such an incredibly diverse industry, including as it does bookbinding, jobbing shops, silkscreen printing, even the manufacture of toilet rolls, that to reconcile all the different needs of the industry at a single forum is an impossibility."

The withdrawal of the federation from the industrial council was challenged in the industrial court as an unfair labour practice, but the court found that membership of industrial councils had to be voluntary.

The other major printing employer body is the Newspaper Press Union (NPU).

Last month representatives of the council, the federation, the NPU and Satu met in Port Elizabeth and decided in principle the NIC's pension and other benefit funds (a medical aid and an unemployment fund) should be reconstituted and continue to operate.

A final decision is subject to the approval of the Department of Manpower's Industrial Registrar.
Industrial councils facing death by market freedom

GOVERNMENT moves towards market related freedoms and emphasis by companies on decentralised management style could mean the end of industrial councils.

This was the view of University of Cape Town School of Business's Kate Jowell who quoted Barlow Rand labour specialist Jan Hiemstra in the Indicator publication as saying industrial councils were not expected to survive the next decade.

Policies towards increasing market freedom represented an approach that leaned away from social democratic philosophy which underlined systems supporting collective bargaining — particularly at national or industrial level.

These policies towards more market freedom brought pressure for privatisation, deregulation and support for developing businesses, bringing pressures to bear on industrial councils, Jowell said.

The president now had the power to suspend industry wage agreements and various protective clauses embodied in long-standing Acts of Parliament such as the Machinery and Occupational Safety Act.

A second pressure was that several major companies had withdrawn from industry associations because they did not want to be subject to bargaining and strikes at two levels, Jowell said.

**Denise**

Other companies argued that they did not support centralised bargaining in principle, which was not in line with decentralised management style.

These companies had hastened the demise of several industrial councils, including the Printing and Newspaper Council, said Jowell.

Jowell asked how far government exponents of a freer labour market would be able to push their policies before hitting the countervailing power of collective self-interest.

The Cosatu unions were relentlessly pursuing centralised bargaining on a number of fronts with or without statutory structures such as industrial councils.

The Steel Engineering Industry Federation of SA's success in drawing the Cosatu and Nactu unions into the metal industry and Numsa's growth had greatly improved the bargaining power of the countervailing collective bargaining.

Will established black unions seek a coalition with the newer black unions to protect their wider interest in central bargaining? How far will the influence of decentralised bargaining supporters among management really spread, Jowell asked.

Parties to industrial relations were creative and adaptable, and the ironies of SA society might prove Hiemstra wrong, Jowell added.
Metal Industry talks hit snags

By Dick Ussher

of the chart the pattern starts looking rather like a hurricane and there's a real sense of relief. However, this does not mean that the industry's problems are over. The metalworkers union, the largest in the country, has described the negotiations as a "nightmare" and has warned that if an agreement is not reached by the end of this month, the workers will go on strike. The union has already begun to organize for a possible strike, and has called on its members to support the strike.
Numsa to make crucial decisions this weekend

By DICK USHER
Business Staff

CRUCIAL decisions affecting about 600 000 workers in four industrial sectors will be taken at a major union conference this weekend.

The National Union of Metalworkers (Numsa) second national bargaining conference in Johannesburg will deliberate progress in four sets of negotiations: metal and engineering, tyre and rubber, auto manufacturing and the motor trade.

It is a follow-up to February’s first national conference which, in a step towards unifying the four sectors in which Numsa is involved, laid down positions and guidelines for this year’s negotiations.

The vital element emerging from the conference was that the bargaining committee for each sector would no longer have decision-making power on settlements or deadlocks, but these would have to be referred to a further bargaining conference.

After last week’s sixth round of negotiations in the metal industry, the Steel and Engineering Industries Federation (Sefisa) issued an optimistic statement that “considerable progress” had been made in negotiations.

Sefisa said employers’ final offer on wages ranged from 15 percent (R1.24 an hour) for artisans to 18 percent (64c an hour) for labourers.

In the three other sectors, a Numsa spokesman said some progress had been made on some issues but not on others.

While the ultimate drive is towards centralised bargaining around common demands, Numsa’s position is that it wants to see satisfactory progress towards those goals this year.

The union’s key demands include across-the-board increases of at least R2 an hour, a 40-hour working week, a limit on overtime and agreement not to implement the 1985 amendments to the Labour Relations Act.

This weekend’s conference will hear report-backs from each sector on progress in negotiations and will deliberate further action.

Complicating the picture is the government’s decision not to go ahead with legislation this year to amend labour legislation in line with the accord reached by the South African Employers’ Coordinating Committee on Labour Affairs (Saccola) and the two union federations, Cosatu and Naetu.

Numsa, a Cosatu affiliate, is the major union involved in all four sectors, although Naetu affiliates such as the Metal and Electrical Workers Union (Mewusa) and the Steel, Engineering and Allied Workers Union (Seawusa) have a significant position in the metal industry talks with the Steel and Engineering Industries Federation (Sefisa).

Paralleling Numsa’s position, another Cosatu affiliate recently took decisions on centralised bargaining at a social security conference.

The South African Commercial, Catering and Allied Workers Union (Saccawu) considered long-term strategies including industrial councils covering all workers in a sector or centralised bargaining with groups such as Tradekro, Metro and SAA Breweries, which controls OK Bazaars, Edgars and Sales House.

Saccawu is presently on strike at OK Bazaars, is in dispute with Checkers and starts talks with Woolworths this weekend.

In the medium-term, Saccawu is to press for the same demands on wages and service conditions to be presented at all negotiations.

Another decision taken at the Saccawu conference mirrors a stance by another Cosatu affiliate, the Chemical Workers’ Industrial Union (CWIU).

As part of its push for social security, Saccawu decided on a campaign for national provident funds in the commercial and catering sectors.

CWIU has for about the past two years been engaged in persuading employers to join the Chemical Industry National Provident Fund and has in recent months run several strikes over the issue.
Minimum wage: A vital shield ... or just a recipe for disaster?

In a ground-breaking move with vital economic implications, Cosatu looks set to adopt a national minimum wage next month. But not all its unions approve, reports DREW FORREST

ONTROVERSY appears to be looming over the issue of a national minimum wage at the Congress of South African Trade Unions' campaign conference next month.

And moves towards the adoption of a specific minimum wage figure have drawn an alarm response from business leaders, one of whom described the economic implications as "horrific".

Cosatu's latest campaign bulletin has revealed that the federation's living wage committee will recommend a R700 monthly minimum wage — translating into R160 a week and R80 an hour — for adoption at the campaign conference.

In the short term, the figure would be used as a tool to rally the low-paid and unorganized against "low-wage exploitation". But the goal is to adjust it annually for inflation and ultimately, under a friendly government, it would be subject to statutory law.

The minimum wage idea has deep historic roots in South Africa and commands powerful support on the left. A Freedom Charter demand, it forms part of Cosatu's draft workers' charter. At its founding conference in 1985, Cosatu committed itself to fighting for a "national minimum living wage".

But because of the widely divergent conditions across industry, a specific living wage demand has eluded the unions. By formulating a floor level for all industries with the possible exception of domestic service — seen as a step towards a living wage of between R1 146 and R1 500 — the living wage committee has put out through the girdian knot.

Justifying the R700 target, the bulletin says it exceeds both the minimum living level and the household subsistence level, and comes close to the R697 average wage for general workers in sectors calculated by the Labour Research Service and the Department of Labour.

Seen as a prime mover in the push for a statutory base rate, the National Union of Mineworkers has already adopted the R700 figure as policy. But other unions are not so keen.

A central anxiety is the impact on jobs and job creation, with opponents pointing to the mass redundancies which followed the imposition of a statutory minimum for farming and domestic service in Zimbabwe.

Blaming the minimum wage and "cumbersome recruitment procedures", Zimbabwe merchant bank RAILBAG estimates that 57 000 jobs were lost in formal agriculture — a 17 percent drop — between 1980 and 1983.

In textiles and clothing, which is exposed to low-wage international competition, weekly pay currently averages R1 146 a week, according to the LRS. The South African Clothing and Textile Workers Union, Cosatu's third-largest affiliate, is known to favour sectoral minimum wages in negotiations with employers, and is likely to offer stiffest resistance to a R700 national rate.

Other sectors where average wages fall below R700 include mining, the public sector, transport, liquor and catering and agriculture.

"In low-wage sectors a national minimum would be disastrous," said one union man. "The R700 is based on current average wages, not on projections of our economic future. And because it takes no account of low-wage areas, such as the homelands, it would undermine regional economic policy and force workers to the cities."

It was unclear whether the R700 figure included payment in kind, a marked feature of mining and agriculture, he added, warning that in Zimbabwe, employers had reacted to the national minimum by charging workers for food and accommodation.

He also argued that by creating a separate focus, the R700 minimum demand would "cloud and undermine" the living wage campaign.

Employer responses to the statutory national minimum concept were uniformly hostile.

Commenting that rising farm wages had already brought a drop in the formal workforce, from about 1.3-million to below a million, in recent years, South African Agricultural Union president Nico Koutz warned that a minimum wage would spur mechanization and demand for higher skill levels.

"Cotton-picking, for example, is an important source of piece-wages for women — but cotton can be picked by machine," he said.

 Movements by the Congress of South African Trade Unions towards adopting a monthly minimum wage of R700 have alarmed business leaders.

Commenting on the Zimbabwe precedent, Nicol said the country's labour movement had historically been weak. South African unions would have the task of fighting mass redundancies in the wake of minimum wage legislation.

And to enable the economy to cater for external factors, such as export price fluctuations, the minimum wage could be calculated as a percentage of average pay, Nicol said. He stressed that the R700 was half South Africa's industry average for blacks and whites, while the British Trade Union Congress set its minimum at two thirds of the average.

The minimum wage, he said, would serve as a spur to job training and the creation of a more skilled and productive workforce. "If they pay more, employers will have to ensure a higher level of productivity." Nicol conceded that over time, employment levels in sectors such as textiles could fall. But he added: "The unions have to face this squarely, as we are going to cultivate a competitive advantage through low wages." He believed we had sufficient natural resources to provide jobs for all at a decent wage."
Typo members bid to liquidate funds

DURBAN.—A legal storm is brewing between some members of the SA Typographical Union in Cape Town and the administrators of printing industry funds worth R750m.

Attorneys acting for the those members are asking for pension and other funds to be liquidated, failing which they will ask the Department of Manpower for a conciliation board.

If this is not granted they will request a hearing before the Industrial Court.

The status of the funds was changed when the National Industrial Council for the printing industry (NIC) was wound up at the end of last year.

Printers throughout the country had agreed last year to continue the funds under the wing of their trade union.

The union warned in its latest journal that if the members took court action, payments from the pension, medical aid and other funds “will have to cease, as the principle (the liquidation of the funds) affects all the funds”.

The NIC was dissolved after the Master Printers Union quit the NIC leaving the Newspaper Press Union and the Typographical Union as the only members.

The union no longer has an industry agreement sanctioned by the Department of Manpower and each unit will have to negotiate recognition agreements and new wage and working agreements with each employer to come into place at the end of this year.
Metal union talks hit by snags as deadlines loom

By DICK USHER

PROPOSALS to exclude small-er employers from two major industrial council agreements are causing problems at negoti-ation and could have wider implications across other sectors.

The National Union of Metal-workers (Numsa), which is renegotiating agreements with employers in four related sectors, rejects as deregulation proposals to exclude smaller employers in the metal and motor industries from the agreements.

Union spokesmen said the is-sue was causing serious prob-lems in both sets of negotia-tions — with the Steel and Engineering Industries Federation (Seifsa) in the metal indus-try which employs about 380,000 workers, and at the Na-tional Industrial Council for the Motor Industry covering about 180,000 workers in component factories, workshops, garages and filling stations.

Seifsa is seeking to exclude smaller employers from the agreement, arguing that unless this were done Manpower Min-isiter Mr Ethel Houw might refuse to extend the agreement to non-parties because Seifsa was not sufficiently representative.

Motor industry employers want to exclude operators in smaller towns and rural areas from the agreement, arguing that wages should be related to the supply and demand for labour.

With several other issues in-cluding wage demands still separating the parties, Seifsa and Numsa, the largest union in the sector, agree that conclusion of a new agreement is unlikely by the expiry of the current agreement on June 30.

Mr Alistair Smith, Numsa’s chief negotiator in the Seifsa talks, which also involve 15 other unions, said a special meeting of all parties would be held May 30 before the next round of talks scheduled for June 7.

Union spokesman Mr Les Kettledeas said the situation in the motor industry talks was serious.

“We are very far off an agreement here,” he said. The motor industry agreement ex-pires August 31.

In two other sectors in which Numsa is renegotiating agreements, the automobile industry and the tyre and rubber indus-try, Mr Kettledeas said negotia-tions were still at an early stage.

The wider implications of the metal and motor talks de-rive from Numsa’s national bargaining conference in Feb-ruary.

This compiled a set of cen-tral demands as the basis for all Numsa negotiations with the aim of achieving uniformity in wages and conditions of service across all sectors.

Numsa also decided at the conference that individual sec-tors could not take independent decisions — on either settle-ment or industrial action — but progress at negotiations would be discussed at another national bargaining conference.

This is due in late June.

Union spokesmen said the key issue would be whether nego-tiations had shown satisfac-tory progress towards unifor-mity.
Merc. Numsa in crisis talks

EAST LONDON.—A top Numsa delegation, headed by general secretary Mr Moses Mayesiko, is to visit Mercedes Benz’s plant here today for crisis talks with shop stewards and members who have revolted against the union’s national bargaining policy. They have also demanded Mercedes’s withdrawal from the industry national bargaining forum.

The plant has been shut down since Thursday afternoon due to a sleep-in by a group of about 300 workers. The company was yesterday granted a court order requiring the union to ensure compliance with the parties’ recognition agreement.

Mercedes has said that although the strikers were a minority, the plant was closed to prevent any violent confrontations.

Meanwhile, employees at the plant have been issued with letters offering them voluntary resignations, early retirements and ill-health retirements.

Chief executive of Mercedes Benz Mr Christoph Kopke yesterday said the rationalising of the employee complement was “as a result of the decline in the economy”.

Opposition expected on pay demand

A DEMANDED 50% wage hike in garment workers' wages is bound to be met with stiff opposition from recession-bound employers when annual wage talks kick off soon.

The SA Clothing and Textile Workers' Union (Sacwfu) says it wants a R45 across-the-board increase on the weekly wages of its more than 100,000 members.

In a drive to bring about uniform wages and conditions of service, Sacwfu will press for a single national industrial council when it first meets employers on September 10.

Wages and working conditions in the industry are governed by separate industrial council agreements for the Western Cape, Port Elizabeth, Natal and Transvaal.

Sacwfu believes a national bargaining forum would also bring employers in decentralised "homeland" areas into line with general conditions.

Sapa
EAST LONDON. — The entire workforce at the Mercedes-Benz plant in East London have reportedly conducted a "sleep-in" to demand that the company must withdraw from the motor industry's National Bargaining Forum.

Mr Wellington Jongola, a shop steward of the National Union of Metalworkers, said the "sleep-in" would continue until the company agreed to the workers' demands.

He said the workers wanted to "clarify any confusion which might be circulating about the decision by workers of Mercedes-Benz to withdraw from the forum". — Sapa.
SA metal workers win wage dispute

JOHANNESBURG - A number of major breakthroughs, including the highest wage agreement yet attained, were achieved in the settlement of the five-month wage dispute in the iron, steel and engineering industry, the National Union of Metal Workers of SA (Numsa) said at a press conference yesterday.

The agreement, reached in last-minute talks following Numsa's strike ballot, will affect more than 420,000 workers in the industry.

Wage increases announced are 19% at the lowest rates and 15.5% at the highest rates, with a new minimum rate of R4,18 an hour.

The increases will be backdated to July 1.

Another breakthrough — described as significant by Numsa — is the reduction of the working week to 44 hours. Leave bonuses have been increased and June 16 will be regarded as a public holiday.

Numsa added that major gains were made in job security and employers were now required to give notice of retrenchments, redundancies and plant closure or transfer. — Sapa
Construction workers to get 20pc pay rise

By DAVID YUTAR
Staff Reporter

BUILDING workers' pay packets will swell by more than 20 percent as a result of wage talks that have ended after a month of deadlock.

The Building Workers' Union originally demanded increases of about 40 percent.

Basic pay for general workers is up by 15.4 percent from R1.16 to R1.38 an hour. Artisans' hourly pay goes up 15 percent from R1.16 to R1.38.

But the 25c travelling allowance, previously shown separately, is to be added. For general workers this means R1.15 an hour and for artisans R1.35.

Overtime and holiday pay as well as sick pay contributions will increase accordingly.

Pension contributions will in future be based on a 52 week year rather than 46 weeks as in the past.

Employees and employers have agreed to continue negotiating on the issues in respect of which no agreement has yet been reached.

One of the most important of these is the so-called productivity criteria which applies to specific trades and which is regarded as crucial.

A spokesman for the Industrial Council for the Building Industry WP said that it was not possible to say when the changes would take effect but that it was hoped it would be by November.

The unions in the negotiations were the Building Workers' Union, the South African Woodworkers' Union, the Amalgamated Society of Woodworkers, the Amalgamated Union of Building Trade Workers and the South African Operative Masons Society.

Representing employers in the industry were the Master Builders Association, Cape Peninsula, the Master Masons and the Quarry Owners.

Mr Robert Palombos, general secretary of the Building Workers Union, described the negotiations leading to the agreement as "very difficult", saying that agreement was reached "only after the third meeting after a dispute was declared."

End to sanctions nearer — Cohen

The Argus Correspondent
PRETORIA: South Africa was close to meeting all the requirements for the lifting of US sanctions, the US Assistant Secretary of State Mr Herman Cohen, said.

Addressing a news conference at the Union Buildings yesterday after a meeting with Foreign Minister Mr Pik Botha, Mr Cohen said: "I think it is very close."

Procedures had been established for releasing political prisoners, and this should happen in the relatively near future.

"The lifting of the state of emergency has taken place in several provinces, except Natal."

FULFILLED
"I am working under the assumption that as soon as the violence abates, that this will happen in Natal as well. At which point the prerequisites of the legislation would be fulfilled," Mr Cohen said.

Since arriving in the country on Sunday, Mr Cohen has met several cabinet ministers, including Finance Minister Mr Basson, Minister of Justice Mr Robie Eejee and Constitutional Development Minister Dr Gerrit Viljoen, as well as African National Congress representatives.

He leaves for Windhoek today where he will attend a Joint Monitoring Commission meeting.

"He was also scheduled to meet President De Klerk last night."

The progress towards the dismantling of apartheid was coming on nicely but the US government was troubled by the increase in violence, he said.

FIRST HAND
Mr Cohen said President Bush, members of Congress and the American public would like to get a first-hand account of Mr De Klerk's views for the country's future.

"They would want to hear from him personally that the dismantling of apartheid is irreversible. They would want to get to know the man," Mr Cohen said.

Mr Botha said their meeting concentrated almost exclusively on Mr De Klerk's visit to the US on September 24.

Mr Cohen said ideas were exchanged on what the two presidents would be discussing and items on the agenda.

Immunity appeal
'Undemocratic' white union vote under fire

By SHARON SOPOUR

The National Union of Metalworkers of South Africa (Numsa) has proposed voting changes to weaken the influence of white-dominated unions at industrial council level, SA Labour News reports.

The union affairs digest said the 130 000-strong union wanted to abolish the present one-union, one-vote system and replace it with a proportional representation system on the National Industrial Council for the Engineering and Metal Industries.

The council was the largest in South Africa, comprising 14 unions and the Steel and Engineering Industries’ Federation of South Africa (Seifsa) which represented about 70 employer bodies.

DISPROPORTIONATE

If the union's demands were met, they would have a ripple effect across the industrial council system, according to the digest.

The present voting system gave disproportionate power to the smaller, generally conservative and white-dominated craft unions which occupied most of the seats on the industrial council, the journal said.

Numsa national organiser Mr Alistair Smith said Seifsa and all 14 unions had equal representation, regardless of their size.

He said: "This means that when it comes to important decision-making, all it takes is one of the 14 unions to vote with the employers to get a simple majority."

It was an undemocratic process as some of the smaller unions had only three or four thousand members.

"We want representation on the basis of membership so that if 50 percent of the trade unions are not in favour of a particular decision, then it cannot be passed," Mr Smith said.

Numsa had raised the issue several times "with little success" as the council accepted the proposal "in principle", he added.

"We now have an agreement to pursue the discussion and we are hoping to make significant progress."
EFFORTS to end a countrywide strike by nearly 3,000 Nampak employees remained deadlocked yesterday.

Cosatu, which is demanding centralised bargaining for 2,800 Nampak workers, threatened solidarity action against the Barlow Rand subsidiary’s “iron fist attitude”.

About 130 workers at the Nampak Spicers plant in Johannesburg returned to work yesterday, leaving about 2,800 employees at 28 plants still on strike. Nampak’s industrial relations director Mr Tony Mercer said.

About 500 workers at eight plants had been dismissed since the illegal strike began on August 29, and talks on the dispute “had not been fruitful”, he added.

The Paper, Printing, Wood and Allied Workers’ Union, which represents the striking workforce, is demanding that the company scrap factory-level negotiations in favour of a single national bargaining forum. — Sapa
Call for printing council

Staff Report

ABOUT 120 SA Typographical Union members represented at the weekend by the reinstatement of the disbanded National Industrial Council for the Printing and Paper Industry.

Expelled Satu Western Cape branch trustee Mr. Farrell Hunter, who still represents company workers, said that since the scrapping of the council, negotiations for wage increases had been reduced to plant level.

As a result of this, shop stewards were "helpless" when it came to negotiating a suitable wage package because Satu had not provided them with "bargaining skills" training.

Representatives also queried the handling of union funds like payouts of members' contributions and pensions, he said.
Recession hits industry...

Difficult to meet union demands

By AUDREY D'ANGELO
Business Editor

THE recession is making it difficult for employers in the SA motor industry to meet "the strong demands being made on them for increased wages and fringe benefits", John Herdman, President of the SA Motor Industry Employers Association (SAMEIA), said in Cape Town yesterday.

Speaking at the annual conference of the Motor Industries Federation, at the Cape Sun, Herdman said wage negotiations which had begun in March were still continuing.

"We have had to face demands for very heavy increases in minimum wages and massive improvements in fringe benefits, many of which are quite impossible for us to consider."

Appealing to trade unionists to show an awareness of the economic difficulties which this country and most employers were facing, Herdman said it was "not unreasonable" for employees to want recognition for their efforts and "a reasonable share" of the profits from added value.

"It is in the long-term interest of our country and all its peoples that we have a thriving economy in which we, as employers, pay the best wages we can afford and recognise the rights of our employees to strive for a better standard of living for themselves and their families."

"I believe that our members are responsible employers who have always tried to ensure that we moved forward with our trade unions as rapidly as possible."

But, Herdman continued, SAMEIA members were subject to economic limitations.

Complaining that petrol price increases had not been accompanied by a comparable widening in profit margins, he said: "Those involved in the retail distribution of fuel have been cruelly hurt by the constant increases in the price."

SAMEIA appreciated the reasons for this. But the increases were "unfortunately made without any corresponding meaningful increase in the reseller's margin from which increased wages and fringe benefits could be paid."

"It is unfortunate that the government in its entirely laudable efforts to control inflation has not recognised the difficulties faced by this section of our industry and granted them a reasonable increase in their profit margin which would enable them, in turn, to meet the demands placed on them by the very large number of employees who work in this section of our industry."

Stressing the need for good labour relations, Herdman said this was becoming increasingly important in the Platteland areas, where trade unionism was spreading rapidly.

But "while we accept the undeniable right of the workers to ask for, and receive, fair treatment" the association "continues to defend the right of an employer to manage his business in a sound, sensible and fair manner."

"There are many laws already prescribing this right and we strongly resist the increased tendency to argue that employees have a right to further limit the employer's freedom of action."

"We live, and I hope will continue to live, in a capitalist free enterprise society and all matters relating to investment business policy are still the sole responsibility of the manager or proprietor."

"We do not support the demands put forward by some trade unions — and indeed supported by some academics — that the trade unions should have the right to be involved in such basic management decisions."

"Certainly they have the right to be involved in decisions which directly affect them. Any sensible employer today will ensure that the trade union and employee representatives are kept informed of what is happening in the business and of any changes, particularly those which are likely to lead to retrenchment."

"But this should be as a matter of common sense rather than as a legal demand."
Row over Cape building workers' housing fund

By SHARON SOROUR
Labour Reporter

A ROW has erupted in the Western Cape and Boland building industry over a proposed housing fund for workers.

The announcement made by the South African Woodworkers' Union (Sawu) this week that the fund would be established early next year has been strongly criticised by the Building Industrial Council and one of the largest unions in the industry.

In a statement Sawu general secretary Mr Eddie Kapp said a housing fund would officially commence early in the New Year through the "combined efforts of trade unions involved in the building industry and with the assistance of the Building Industrial Council".

But industrial council secretary Mr JJ Kilshoff said the council had not yet offered any "assistance" to the scheme had not been finalised.

Only the idea of establishing a fund had been discussed at industrial council level.

Discussions that had taken place regarding Sawu and other bodies were unofficial, he said.

In the statement Mr Kapp said the housing fund, which would benefit all workers in the industry, had been taken to the workers at shop floor level and had had an overwhelming mandate in support.

But general secretary of the Building Workers' Union Mr Bobby Simmons said the announcement was premature as the feasibility of the scheme was still being investigated.
FAWU joins campaign

JOHANNESBURG. — The 130,000-member Food and Allied Workers' Union has thrown its weight behind a trade union campaign for centralised bargaining in the Barlow Rand group. FAWU national organiser Mr Alan Roberts said yesterday.
WAGE REGULATION - INDUSTRIAL COUNCIL
1991 - 93
Labour peace should be a joint effort, says Eli Louw

By LINDA GALLOWAY 29/1/79

INDUSTRIAL councils have an important role to play in a future South Africa, as long as they focus on their role as equal representatives of union and management, says Minister of Manpower Mr Eli Louw.

He was speaking at the conclusion of the fourth meeting between the Department of Manpower and industrial councils in various regions.

Of 22 industrial councils in the Western Cape, 21 were represented at yesterday's meeting.

Mr Louw said labour peace could not be legislated, but had to be worked out with equal participation by workers and management.

Industrial council agreements should include clauses on intimidation, violence and temporary labour which were morally binding on both parties, he said.

Mr Louw said the demand for inflation-related increases was not "such a problem" and in times of high inflation employers should not hold back on increases but should increase productivity.

It was not pay rises which increased inflation but reduced productivity, the money supply, the cost of energy, competition, taxation and whether earners were saving or spending their income.

Mr Louw said there was no doubt of the consequences of prolonged unemployment of large numbers of people on mental, social and racial tension and on attitudes to work and society as a whole.

The government could only create an economic framework and climate favourable for job creation and it was primarily the function of the private sector to create employment opportunities.
Industrial councils getting the cold shoulder report

VERA VON LIERS

EMPLOYERS are increasingly avoiding the industrial council system, a development which trade unions view with considerable concern, says industrial relations consultants Levy, Piron and Associates. In its 1990-91 labour relations report, it says unions consider the decline of sectoral industrial councils' traditional influence as an erosion of their rights.

From 105 industrial councils administering 95 wages agreements in 1980, in 1989 there were 94 councils covering 93 wages agreements.

The report says the collapse of the National Industrial Council for Printing at the end of 1988 left more than 40,000 workers without any form of protection.

There was a marked escalation in man-days lost — 4-million last year — compared to 3,09-million in 1989.

Despite the recessionary climate and wide-scale retrenchments, union membership continued to increase.

Membership of Cosatu-affiliated unions grew from 959,263 in 1989 to 1,155,987 in 1990.

Registered union membership now makes up nearly 41% of the labour force in sectors falling under the Labour Relations Act.

Including membership of unregistered unions (about 450,000), total union membership now exceeds 2,5-million.

The report says Cosatu last year focused on its demand for centralised collective bargaining at an industry level instead of plant-level bargaining — a move which has sparked strong opposition from employers.

The issue is expected to be a major focal point for 1991.

In the case of strikes, employers are becoming increasingly concerned with strikers' conduct and the need for unions to follow "due processes".

Where strikes have taken place in breach of recognition agreements and labour law, employers have hardened their attitudes and demanded stricter compliance with agreements.

Negotiations between employers' body Sacola, and Cosatu and Nactu over amendments to the Labour Relations Act is one of the most important industrial relations issues to emerge last year.

It says the most important changes to emerge from the draft Bill, should it be legislated, would be the amendment to the definition of unfair labour practices.
Steelmen in united front against Numsa

From DES PARKER
DURBAN. — Employers in the steel and engineering sector in Natal have finally reacted to the threat they face from the deteriorating regional economy and excessive demands from the National Union of Metalworkers of SA (Numsa).

Representatives of about 60 member and non-member companies of the Natal Engineering Industries Association (NEIA), part of the Steel and Engineering Industries Federation of SA (Seifsa), met in Durban this week to work out a mandate for annual negotiations with the union over wages and conditions of employment due to begin in Johannesburg early next month.

According to NEIA chairman Henk Duys, indifference among Natal companies to the outcome of past negotiations had had serious consequences for local employers discussions had been dragged out by unions, and at the end “excessive” wage settlements accepted by the more affluent Transvaal companies had proved fatal for some concerns.

A 19 percent wage rise had been accepted last year, contributing to the closure of a number of smaller companies. Although recent figures had not been collated, an average of more than 300 engineering jobs were lost every month in Natal between February and August last year, said Mr Duys.

“Time is overdue for employers in the province to present a united front and to let our negotiators be aware of our predicament.”
Security workers in national protest

By Waghied Misbach

SECURITY workers will stage nationwide marches in protest against the controversial Security Officers Act.

Workers are demanding that the Act be scrapped and say they will not register by the April 1 deadline.

According to a statement by the Transport and General Workers Union (TGWU), workers face prosecution if they do not register by the stipulated deadline.

Marches are expected to take place throughout the country on Friday. In Cape Town, security workers will stage a march in the city centre, a TGWU spokesperson said on Wednesday.

Scrapped

The spokesperson said the workers wanted to establish an industrial council and have wage determination scrapped.

Workers are refusing to be fingerprinted and pay a registration fee of R35 and the annual fee of R70.

TGWU assistant general secretary, Mr Randall Howard, said from the union's Johannesburg head office the workers were also protesting against state involvement in the industry.

"Any regulation of the industry should be negotiated between the employers and the workers," he said.

The workers have also demanded to meet the Minister of Law and Order, Mr Adrian Vlok.

At the time of going to press, their employers association could not be reached for comment.
12 metal unions reject wage offer

By SHARON SOROUR, Labour Reporter

METAL industry trade unions have unanimously rejected a wage offer tabled by employers at the second round of annual wage negotiations.

All 12 unions, including the 113,000-strong National Union of Metalworkers of SA (Numsa), rejected the offer this week, said Mr Brian Angus, executive director of the Steel and Engineering Industries’ Federation of SA (Seifsa).

He said the seven to 10.5 percent offer amounted to increases in the wage categories ranging from 39 cents an hour for labourers to 67 percent for artisans.

“This will raise wage rates in the industry to R4.67 an hour for labourers and R10.17 an hour for artisans,” he said.

Mr Angus informed the unions that an attempt had to be made to conclude the negotiations before June when the industry’s main agreement expired.

“In the past employers tended to make wage offers during the course of the negotiations but the approach will be different this year,” he said.

He urged unions to accept the “serious offer”.

Employers had responded to various trade union demands for improvements to conditions of employment.

“They agreed that attention must be given to training and development and job creation in the industry,” he said. He proposed discussing these issues at another forum because of their complexity.

He also said employers and unions should embark on a joint AIDS education campaign.

Discussions focused on the “very poor” business conditions in the industry and employers appealed for restraint from the unions.
Arbitration 'not an alternative to strikes'

WAGE arbitration should not be viewed as an alternative to strike action. It was a justifiable, equitable means of resolving disputes, Andrew Levy of labour consultants Levy and Associates said yesterday.

He told delegates at a wage arbitration symposium in Sandton that the right to strike was a fundamental right in any workers' bill of rights, and arbitration should not be seen as a means of avoiding a strike.

Criticisms of arbitration were that it drove parties to adopt extreme positions, and that it was a correct method only for disputes of rights such as dismissals, not disputes of interest, which included wage disputes.

In national disputes such as last year's OK Bazaars strike and those in which social costs were vast, wage arbitration tended to be favourable for employers.

International arbitration studies showed that UK arbitrators tended to settle closer to employers' positions than unions' demands. Unions were more reluctant to go along with arbitration than employers.

SA Clothing and Textile Workers' Union (Sactwu) general secretary John Copelyn said it was easy to dismiss wage arbitration because of "uncertain costs that could flow from the award". However, employers should genuinely sum up the potential costs of losing the arbitration award and the cost of strike action.

For arbitration to become more acceptable, unions and employers had to agree on basic principles and a method of improving the quality of bargaining had to be established.

Independent Mediation Service of SA (IMMSA) director Charles Nepen said it was vital to bear and dispose of disputes in which relations between management and labour were at stake as soon as possible. Statistic showed that dispute resolutions through arbitration were far less lengthy than Industrial Court action.

Arbitration depended on parties adopting a "more collaborative" attitude with each other.

Levy and Associates' Pat Stone said it appeared employers were concerned with the way in which arbitrators had handled certain issues. Trade unions shared employers' suspicion of handing something as subjective and complex as the wage bargaining process to a third party until they had confidence in the system.

Wage bargaining was viewed as a disruptive process. If arbitration could force parties to be more constructive in collective bargaining, it had an important role to play in SA.
Union attitude on wages upsets bosses

By SHARON SOROUR
Labour Reporter

METAL industry employers — involved in annual wage negotiations with 12 unions — are disappointed over poor trade union response in modifying demands.

This follows the third round of negotiations which affect nearly 300 000 workers throughout the country, said executive director of the Steel and Engineering Industries Federation of S A (Seifisa), Mr Brian Angus.

Employers improved their previous wage offer by tabling increases ranging from eight to 11.6 percent.

This amounts to increases in the various wage categories ranging from 44 cents an hour for labourers to 76 cents an hour for artisans.

"This would raise wage rates in the industry to R4.62 and R10.26 an hour for labourers and artisans respectively," Mr Angus said.

Employers also responded in detail to the various trade union demands for changes to the industry's main agreement.

Mr Angus said employers were disappointed over the "poor" trade union response.

He said: "Apart from a significant reduction in the wage demand of the Steel Engineering and Allied Workers' Union (Seawusa), from R7 an hour (167 percent) to R2 an hour (47 percent), none of the trade unions moderated their demands.

"The unions failed to respond to the employer proposals for changes to the industry's main agreement."

The parties agreed to meet on Friday to consider detailed motivation of proposals by the National Union of Metalworkers of S A (Numsa) on vocational training and job creation.

The next formal negotiation meeting will be on April 23.
New SA's industrial relations challenge

By TOM HOOD
Business Editor

DEATH threats have become a new hazard for industrial relations practitioners as liberation politics take hold in the workplace.

This was the experience of Mr Peter Cragg during a period of "hands-on" IR involvement in the road transport, and beer industries.

"I was negotiating on an industrial council and certain elements were not happy about our approach. Their aim was to intimidate and my wife and I both received death threats," he said.

As the newly-appointed, first full-time executive director of the Cape Clothing Manufacturers Association and Cape Knitting Industry Association, he brings experience of the organised black struggle to an industry that has also experienced labour pains.

However, the challenges of this new job are different from only handling labour relations issues for the industry.

Clothing is the Western Cape's biggest industry — in fact the Industrial Council for the Clothing Industry in the Cape is one of the largest councils in the country.

Mr Cragg believes that because of its size and commercial importance to the region the industry will have an interest in South Africa's rapidly-normalising relations with the world trading community.

"There is need for a strongly-organised regional clothing initiative to take advantage of opening trading opportunities. These opportunities are not only for the large well-established companies. Smaller manufacturers can become competitive through the Board of Trade and Industry's General Export Incentive Scheme."

Mr Peter Cragg ... "change inevitable".

The CCMA would be planning an increasingly active role in developing the interests of its members in these areas.

"The industry will need to adopt a higher, more assertive profile to further members' interests."

Mr Cragg said he would try to create an even more powerful cohesive employer body with more members, particularly among the smaller manufacturers.

The association needs to sell its services to existing and potential members more actively, so initially Mr Cragg will concentrate his efforts on membership and collective bargaining.

The association will have its own dedicated hands on industrial relations consultancy, for use by members free of charge.

Peter Cragg may be a newcomer to the clothing industry but he is no stranger to either the Cape or to industry-level executive involvement.

Born in Cape Town 38 years ago, he says he has had the finest kind of life South Africa can offer.

Nurtured under the "civilising influence of Table Mountain," he went to school in Port Elizabeth.

After matriculating at Grey College and completing national service as an infantry instructor, he enrolled for a degree at the University of Port Elizabeth.

After matriculating at Grey College and completing national service as an infantry instructor, he enrolled for a degree at the University of Port Elizabeth.

See page 3

Die aandag word gevestig op onderstaande ver- eistes van artikel 4 van die Wet:
(a) Die mate waarin 'n beswaarmakende vakver- neming verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingediend is, en wat die lidmaatskap betref, word alleen iede wat ingevolge artikel 1 (2) van die Wet op voormalde datum volwaardige lede was, in aanmerking geneem.
(b) Die procedure voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat inge- dien word.

G. C. PAPENFUS,
Assistent-Nywerheidsregisterateur.
(24 April 1992)

KENNISGEWING 379 VAN 1992
DEPARTEMENT VAN MANNEKRAAG
WET OP ARBEIDSPROEPERING, 1956
AANSOEK OM REGISTRASIE VAN 'N NYWERHEIDSRAAD

Ek, Gerhardus Coenraad Papenfus, Assistantnywerheidsregisterateur, maak ingevolge artikel 19 (2) (a) van die Wet op Arbeidspogening, 1956, hierby bekend dat 'n aansoek om registrasie van 'n nywerheidsraad ontvang is van die Nywerheidsraad vir die Kontrakskoonmaakrywerheid, Natal. Besonderheide 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 skrif- telik by my in te dien, p/a die Departement van Man- nekrag, Mannekraggebou, Schoemanstraat 215, Pretoria (posadres: Privaat Sak X117, Pretoria, 0001).

TABEL

Naam van nywerheidsraad: Nywerheidsraad vir die Kontrakskoonmaakrywerheid, Natal.


Belange en gebied ten opsigte waarvan aansoek gedaan word: Die Skoonmaakkledenrywerheid in die provinsie Natal.

Vir die doeleindes hiervan beteken "Skoonmaak- kledenrywerheid" die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om industriële en kommersiële porsele en geboue skoon te maak, met inbegrip van woonstelle wat kommersieel verhuur word.

Name en adresse van die party by die raad
Werkgeversorganisatie:

Office address of applicant: Fourth Floor, Rooms 413 and 414, Fraser Building, 520 Paul Kruger Street, Pretoria.

Attention is drawn to the following requirements of section 4 of the Act:
(a) The representativeness of an trade union which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consider- ation.
(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged.

G. C. PAPENFUS,
Assistant Industrial Registrar.
(24 April 1992)

NOTICE 379 OF 1992
DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956
APPLICATION FOR REGISTRATION OF AN INDUS- TRIAL COUNCIL

I, Gerhardus Coenraad Papenfus, Assistant Industrial Registrar, do hereby, in terms of section 19 (2) (a) of the Labour Relations Act, 1956, give notice that an application for registration as an industrial council has been received from the Industrial Council for the Contract Cleaning Industry, Natal. Particulars of the application are reflected in the subjoined table.

Any person who objects to the application is invited to lodge his objection writing with me, c/o the Department of Manpower, Manpower Building, 215 Schoe- man Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE


Date on which application was lodged: 24 November 1991.

Interests and area in respect of which application is made: The Cleaning Services Industry in the Province of Natal.

For the purposes hereof “Cleaning Services Industry” means the industry in which employers and their employees are associated for the purpose of cleaning industrial and commercial premises and buildings, including flats let commercially.

Names and addresses of the parties to the council
Employers’ organisation:
The National Contract Cleaners’ Association, P.O. Box 11681, Marine Parade, 4056.
KENNISGEWING 380 VAN 1992

DEPARTEMENT VAN JUSTISIE

BEKENDMAKING VAN NAME VAN PERSONE WAT DIE INLIGTING BEDIÉL IN PARAGRAAF (b) VAN GOEWERMETSKENNISGEWING NO. 3013 VAN 18 DESEMBER 1990 VERSTREK HET

Die Direkteur-generaal: Justisie maak hierby vir algemene inligting in die Bylæ bekend, die name van persone wat die inligting bediél in paragraaf (b) van Goewermentskennisgewing No. 3013 van 18 Desember 1990 volledig verstrekt het, vir soevere sodanige inligting betrekking het op die verlening van vrywaring coreenkornstig genoemde Goewermentskennisgewing, ten opsigte van die vertaling van die Unie of Republiek sonder ‘n geldige paspoort of ‘n permit of sonder magtiging by ‘n ander plek as ‘n toegangspoort, soos bediél in paragraaf (a) daarvan, deur sodanige persone.

BYLÆ - SCHEDULE

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<td>Christian Langalinye</td>
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<td>Mavuso Muzi</td>
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Government does not care for us - reader

A few weeks ago Minister of Constitutional Development Dr Gerrit Viljoen was a guest on Radio Zulu. Listeners telephoned and asked questions.

I was shocked to hear him say the Government has no say over the private sector. This really hurt me.

We all know the private sector is made up mostly of business people who came to South Africa to invest. They do not care about us.

If the Government has no say over them, that means they can pay us what they like. There is no direc-

able to tell investors what they should pay employees.

- Maybe when they came to South Africa they were told about cheap labour. The private sector is ripping us off.

I wish the ANC can take notice of Viljoen's statement so that when our government takes over this can be stopped.

I support Mr Nelson Mandela when he says apartheid victims will have to be compensated.

HAROLD KESWA, Katlehong, Germiston.
Workers and state form council

THE Transport and General Workers' Union, Contracts' Cleaners' Association and the Department of Manpower in Natal, this week launched an Industrial Council governing 7,000 workers.

Union spokeswoman Debra Marakala said the agreement marked the end of the protracted battles waged by cleaners in Natal.

"The council is going to enable us to bargain for the improvement of working conditions," she said. "We are now waiting for the agreement to be promulgated."

Other issues that council will address include increases in the minimum wage ranging from 18 percent to 28 percent, automatic stop order facilities for trade union members, maternity leave benefits and shop stewards' rights.
Death by diktat

CHRIS Stals’s refusal to print money to treat the ailing SA economy is exposing its many deficiencies. But the cry is still for treatment of the symptom rather than the disease. Comment by KEVIN DAVIE

the numerous deficiencies of the economy.
He says distortions stem from the fact that the economy is overly protected from foreign competition.

High tariffs on imports, unrealistic regulation in labour and other markets, exchange controls and monopolistic practices all put pressure on prices.

These deficiencies have led SA to be one of the few remaining countries in the world which has unacceptably high inflation.

Simply put, SA becomes less and less competitive every year. Key industries, says Dr Stals, could disappear in about three years.

He noted in a recent speech that little progress has been made in the past year in freeing SA markets.

He has also said that the IMF believed that South Africans did not have the will to restructure. Dr Stals believes that a country which has the courage to create a new nation could also reform its economy.

Drastic economic reform will come. Whether it comes from domestically produced consensus and on SA’s terms, or on IMF-imposed conditions when overregulation has strangled us near to death, remains to be seen.

A SPECTRE often raised is that a new government will introduce minimum wage legislation like Robert Mugabe did in Zimbabwe, bringing new inefficiencies, slowing economic growth and killing jobs.

But take a close look at South Africa and you will find that such legislation is alive and well and destroying jobs.

As we report today, an industrial council and wage board system sets minimum wages and regulates much of the formal economy.

Hundreds of thousands of South Africans are prevented from working for less. Regulation of the labour market kills jobs, lowers output and pushes up prices.

So only the informal sector has experienced any growth in recent years.

Regulation suffocates the labour market. It prevents people from working for their social cost.

It leads to idle hands and hungry stomachs, fuelling the violence which is keeping investors at bay.

Where people are prevented from earning a living they have to turn to the State for support or to another well-entrenched SA institution, theft.

Subsidies normally go hand in hand with regulation. So a growing lobby of economists and unionists want a public works programme subsidised by the taxpayer to provide hundreds of thousands of jobs for the unemployed.

This is the South African way: first regulate and then bill the taxpayer for the costs which flow from the inefficiencies which regulation brings.

Then, as the system begins to strangle itself, cry for cheaper money. It is easier to print money than tackle vested interests which are artificially boosting prices in the first place.

Reserve Bank Governor Chris Stals says the restrictive monetary policy is exposing
Cosatu gives backing to exemptions

By CIARAN RYAN

Cosatu has joined hands with business to endorse proposals which will allow small businesses to apply for exemption from industrial council regulations.

The move is seen as a major concession to small businesses by Cosatu and reflects the organisation's concern over declining employment and the impact of regulations on small enterprises.

The cost of complying with industrial council agreements is cited as a major reason for manufacturing industries' inability to create new jobs.

Under existing law, businesses may apply to the Minister of Manpower for exemption from industrial council agreements, a procedure which is both time-consuming and bureaucratic.

The proposed law would allow industrial councils to grant exemptions to small businesses and simplify the procedure for application. The proposal was drafted by the National Manpower Commission (NMC), which included representatives of labour and business.

The proposed law stopped short of granting small busi-
Councils accused of Mafia tactics

By CAROLYN FRAW

The right of Industrial counselors to conduct "formal and informal" negotiations with employers on behalf of the employees has been restricted in recent years, according to the Councils of Industrial Relations.

The council's right to conduct collective bargaining negotiations has been subject to severe limitations in recent years, due to the implementation of the National Labor Relations Act of 1935. This act was enacted to ensure that employees have access to the services of industrial counselors in order to negotiate for better working conditions, wages, and benefits.

However, in recent years, the council's right to negotiate has been severely restricted, with employers using various tactics to prevent the council from exercising its legal rights. These tactics include offering incentives to employees to reject the council's demands, interfering with the council's access to employees, and even threatening to terminate employment if the council is hired.

In addition to these tactics, employers have also been known to engage in legal maneuvers to prevent the council from exercising its rights. These maneuvers include filing lawsuits to challenge the council's status as a representative of the employees, and appealing decisions that favor the council.

Despite these challenges, the council continues to work diligently to represent the interests of the employees. The council's commitment to ensuring that employees have access to the services of industrial counselors is unwavering, and the council will continue to fight against any efforts to undermine its rights and abilities.

In conclusion, the council's right to negotiate with employers on behalf of the employees has been subject to severe limitations in recent years. However, the council remains committed to representing the interests of the employees and will continue to fight against any efforts to undermine its rights and abilities.
Interviewed

The decision to interview the members of the council was made by the building's manager, who was concerned about the potential impact of the interview on the council's operations and the building's reputation. The manager recommended that the interview be conducted in a professional and respectful manner.

Agreements

The interview was scheduled for a time when the council members were available and willing to participate. The manager was confident that the interview would provide valuable insights into the council's operations and the building's culture.

Opinions

The interview was conducted in a formal setting, with the council members seated in a conference room. The manager was present to ensure that the interview was conducted in a professional and respectful manner.

Small Businesses

The interview focused on the challenges that small businesses face in the city, as well as the opportunities that are available to them. The manager was impressed by the dedication and hard work of the small business owners and was eager to help them succeed.

Industrial Councils Throttled

The interview concluded with a discussion of the importance of the industrial council in promoting the city's economic development. The manager was optimistic about the future of the council and believed that it would continue to play a vital role in the city's growth and prosperity.
Industrial councils not throttling small man

By CIARA RYAN

The industrial councils are funded by levies paid by employers and employees.

Mr Levy replies that opponents of the system are often businesses with a record of labour exploitation. Industrial councils say companies should not compete with each other at the expense of labour, a view which seeks to remove labour from free market forces.

"One of the main advantages of the industrial council system is that improved working conditions affecting over 300,000 workers in 10,000 companies in the iron and steel industry are negotiated in relatively few meetings," says Mr Levy.

This saves companies an enormous amount of time, effort, expertise and conflict at plant level.

Endorsed

"The industrial councils are founded on democratic principles, where the will of the majority also applies to the minority. This principle is endorsed by the international Labour Organisation and is the basis of any democracy in the world."

Advocates of the industrial council system say it allows a measure of self-government to industries and is a quick and effective way of dealing with labour disputes.

Nicoisem settled 843 labour disputes last year and issued 380 exemptions from industrial council agreements, mainly to small businesses.

The industrial councils are not throttling small businesses, says Mr Levy. "The problem has been to convince trade unions that this is in the best interests of job-creation. Some unions oppose deregulation on ideological grounds and getting consensus on issues can be bureaucratic and time-consuming. But we are moving in that direction."

This has led to charges that, by excluding small businesses, industrial councils will be more representative of the industry.

Several industrial councils have folded because they no longer represent a majority in the industry, or because of disagreements between unions and employers.

Industrial councils now represent a third less workers than they did in the 80s, reflecting in part the decline in employment over the last three years.

Problem

The Minister of Manpower has indicated that he may not make the Steel Engineering Industries Federation of SA's (Seifisa) agreement with the trade unions binding on non-members of Seifisa because it represents less than half the companies in the industry.

To overcome this problem, Seifisa has attempted to persuade trade unions, which oppose deregulation on ideological grounds, to exempt businesses employing fewer than 10 workers from the agreements. This, says Seifisa, will provide protection for all workers in the industry.
Industrial council system for builders draws fire

The industrial council system for the building industry has come under renewed fire, with the Transvaal North Building Industries’ Association (BIA) threatening to withdraw its support.

Outgoing BIA president Mannie Bosch said at the annual meeting the industrial council system would have to be revised drastically if the BIA was to continue to take part in it.

Although the BIA had reached a wage agreement with the Construction and Allied Workers’ Union (CAWU) regarding skilled and unskilled workers, the solution to wage disputes for unskilled workers remained a major problem, he said.

“This uncertainty about future wages, coupled with the high costs of complying with the industrial council’s requirements, has aggravated the situation for a building industry that is already under siege and we question the merits of further participation in the system,” he said.

The restructuring of industrial council activities would have to involve the handling of unregistered labour-only subcontractors, who had become a “fact of life” in the industry and needed to be accommodated in the system without further dissenion and unhappiness, he said.

“Trade unions will also have to start telling their members that wage and benefit increases are difficult to implement unless they are linked to increased productivity and quality of workmanship. Productivity in the building industry is among the poorest of all sectors in SA,” Bosch said.

Last week the Master Builders’ Association (MBA) said it was considering some form of deregulation of the industry’s industrial council because the informal sector felt excluded from it by the red tape involved.

MBA president Keith Eagle said the association wanted to change some aspects without throwing out the whole concept of the industrial council, an approach that was well supported by the industry.

Bosch said the apathy in the construction market about training new workers could result in soaring building prices, unrealistic wage demands and a drastic drop in quality.

There had been an “alarming drop” in apprentice registrations since 1986 and when the industry’s work levels rose again there would be a critical shortage of skilled personnel, he said.

Bosch also implored government to provide relief measures for the industry in the forthcoming Budget as it had a vital role to play in the stabilisation of SA’s sociopolitical problems.

“Many of our members are in dire straits and urgent action is necessary by both the authorities and the political players.

“The building sector is the engine of growth for SA and it needs to be revived by investments from the state, overseas and local financial institutions,” he said.

Job creation had enormous potential for decreasing violence as did the provision of housing. Every million rand invested in the building sector resulted in the creation of 80 new jobs in the industry itself and more than 100 in related industries, Bosch said.
Cleaning up in Natal

By GAYE DAVIS

WORKERS in the contract cleaning industry in Natal will get more in their pay packets at the end of this month following the gazetting of a ground-breaking regional industrial council agreement.

The agreement, signed between the Transport and General Workers' Union (TGWU) and the Natal branch of the employer body, the National Contract Cleaners' Association (NCZA), is binding on all contract cleaning companies in the region and follows two years of negotiations and two strikes by 8,000 Natal workers.

From March 1 new wage rates will be R610,01 a month for Durban employees, R555,11 for those in Pietermaritzburg and R490,72 for those in smaller Natal towns. The NCZA has said the differential wage rates will be equalised by 1995.

The agreement marks the first time contract cleaners' wages have been negotiated. Previously, they were covered by wage determinations set by the Department of Manpower.

TGWU national organiser Jane Barrett said while the new figures were not acceptable to the union, "they are indeed an improvement on previous minima."

"TGWU sees this as the start of a long battle to improve the wages and working conditions of some of the most poorly paid workers, who work long and unsociable hours," she said.

Attempts at forming a national industrial council for the industry fell apart at the end of 1991 when Transvaal and Cape employers pulled out of the agreement while their Natal counterparts stayed in.

"We are still arguing for a national industrial council but employers are split on the issue and refuse to talk about it," she said.

The industrial council agreement for Natal also recognises maternity leave for the first time, a ban on piecework, long service with an extra leave provision, study leave, the compulsory deduction of union dues by employers on request, and the payment of a levy by both workers and employers to fund the industrial council's operation - including an inspectorate to monitor illegal employer practices.

NCZA chairman TW Davis said the agreement was "a milestone" for the cleaning industry in Natal. He said a disputes committee, which meets monthly, had also been formalised.
Report on St Lucia to come under fire

RAY HARTLEY

THE CSIR's report on the viability of mining and eco-tourism at St Lucia will come under fire in two documents to be released next month as part of a renewed campaign by environmentalists to put pressure on government to prohibit mining.

The Natal Parks Board, a proponent of the eco-tourism option in the CSIR study, would release its full response to the CSIR report in April, a board official said at the weekend.

And the Zululand Environmental Alliance is planning to produce an alternative version of the CSIR's executive summary, which it says is biased because Richards Bay Minerals — which wants to mine the estuary dunes — paid the salaries of most of those who drafted it.

The two organisations both said they believed the report was fundamentally flawed and the critical finding that no irreparable damage would be done to the environment by dredge mining — had been reached before studies into water flows had been completed.

Richards Bay Minerals (RBM) has argued that mining would not disturb the complex process by which fresh water flows into Lake St Lucia from the dunes, which the CSIR report fully endorsed.

Parkins Board head of planning Bill Bainbridge said: "I personally believe that, despite what the CSIR said, there has been bias. I believe that it is totally untenable for RBM to sit on the Assessment Management Committee (which managed the drafting of the report)," he said.

Zululand Environmental Alliance chairman Wally Menne said yesterday the alternative summary would be based on the same research papers and the CSIR version, but would not be biased in favour of mining.

The alliance had already collected "close to 300 000" postcard petitions calling on government not to allow mining at St Lucia, he said. If mining were to go ahead, the alliance would subject the company to "unprecedented scrutiny" and expose its mining track record.

A 116-page submission by the alliance to the CSIR had largely been ignored in the executive summary, he said.

People in the St Lucia area were aggrieved by the way in which RBM was using land with little compensation, Menne said. Two RBM employees had been shot at recently by members of the local community and an RBM bus had been raked by AK-47 fire.

RBM had ignored recommendations made by the alliance on how to improve the rehabilitation of indigenous vegetation along their mining paths in the past, he said.

An Inkatha statement in favour of mining was probably a kneejerk reaction to an earlier ANC statement which opposed mining, Menne said.

Unions in fight for council

THE threatened collapse of the Transvaal Building Industrial Council would be aggressively opposed by the three union parties to the council.

The Master Builders' Association decision to pull out of the council came as a surprise to the unions which say they were not consulted on the move.

The building council is SA's second largest and the ripple effects of allowing its collapse were enormous, said Amalgamated Unions of Building Trade Workers national organiser Jose de Oliveira.

Other building councils could follow the same route, as could industrial councils in other sectors, thus rendering government liable for the provision of social benefits, he said.

The council controls a pension fund with about R300m in assets, as well as sick benefit, medical aid and unemployment funds. It also administers quality and safety — the two major concerns of the industry, de Oliveira added.

He said the influx of subcontractors hampered the industry as workers were exploited and quality control ignored. However, deregulation was no solution.

The Construction and Allied Workers' Union, the White Builders' Union and the Amalgamated Union were working together to prevent the council's demise, he said.
NEWS Ex-employees prepare for a duel over dismissal of 165

Workers are set to fight sackings

By Ike Motsapi

Three hundred and fifty workers fired by Unitrans Reef two years ago are to contest their dismissals in court next month. They have lodged an urgent application in the Rand Supreme Court to force the Industrial Council to refer the dispute to the Industrial Court.

Although the date for the hearing has not been set, it is expected that the matter will be brought before the court next month, according to the lawyer representing the 165 workers, Mr. S.G. M.

The 165 workers contend that their dismissals constitute unfair labor practices and that they intend to press the matter to court.

A spokesman for the Registrar of the Rand Supreme Court said the matter was not on the court roll as yet. The 165, who are members of the Congress of South African Trade Unions-affiliated South African Transport and Allied Workers Union (SASTWU), claim in papers submitted to court that they were dismissed on January 7, 1991. They contend that their dismissals constituted unfair labor practices and that they intended to press the dispute to the Industrial Court.

Unitrans spokesman Mr. Mike Swarts said he was not aware of the pending court case.

URGENT APPLICATION Union wants Industrial Council to refer the case to court:
Industrial council idea for farms

ERIC JANKOWITZ

AN INDUSTRIAL council system could provide the solution to the special conditions prevailing in the agricultural sector after the extension of labour law to cover farm workers, researcher Johann Hamman argues.

Writing in the SA Labour Bulletin, Hamman says farmers are well organised and their groups are bolstered by strong producer associations and marketing boards, all of which are well suited to collective bargaining.

Also, with farm labour able to vote in the coming election, a more politicised workforce is bound to emerge.

"Unresolved grievances, or the perceived lack of mechanisms to resolve grievances, will be fertile ground for political mobilisation."

As an industrial council system would reduce the cost of collective bargaining and could remove conflict from farm level, both parties would benefit.

However, the existing structure will have to be reconceptualised to make it more flexible and to extend the traditional scope of bargaining, Hamman argues.

Because housing, medical care and social facilities are provided by farmers, these must form part of the bargaining agenda.

Industrial councils, by their nature, are the ideal forums through which to channel demands.
W. R. - INDUSTRIAL COUNCILS
1994 - 1997
Industrial councils face huge claims

BY CIARAN RYAN

LAWMERS say a landmark decision by the East London Industrial Court this week paves the way for hundreds of companies to claim damages from industrial councils.

East London knitwear company Annie's Creations won a seven-year battle against the Industrial Council for the Clothing Industry (Eastern Cape). The court found that the industrial council agreement was not binding on Annie's.

Annie's plans to sue the council for about R4-million, the first claim of this kind in SA.

A successful claim by Annie's, winner of the 1992 Entrepreneur of the Year award, could signal the death of the industrial council system, say lawyers.

Annie's managing director Tom Cawood says harassment by the industrial council prevented him from obtaining finance for his business and forced him to lay off 160 workers.

SA's 80 industrial councils, representing 80 000 workers, are blamed for strangling job creation by imposing minimum wage and working conditions on small businesses, regardless of their ability to pay. Agreements are also binding on non-signatories.

Mr Cawood says: "We are lucky to be in business. Several clothing firms in this area went into liquidation because they were harassed by the council. We want to deliver a decisive blow to the Gestapo tactics of the industrial councils by exposing them to claims for damages."

Dirk Coetzee, attorney for Annie's, says the court's decision gives hope to hundreds of companies which have been harmed by industrial councils.

He says: "The industrial councils ought to protect employers and employees and to provide security of employment. But this case shows that they exist for mainly selfish reasons. The Industrial Council for the Clothing Industry (East London) threatened to liquidate Annie's if it failed to comply with its agreement. Whose interests are they serving with this kind of behaviour?"

Mr Cawood told the court he moved Annie's from Rustenburg to East London seven years ago because there was no industrial council for the clothing industry and wage rates were lower there.

But two years ago the Port Elizabeth-based council extended its jurisdiction to East London, claiming it had sufficient representation in the area. In fact, only one East London clothing company, employing 200 workers, was a member of the council.

Director of the Confederation of Employers of SA, Hein van der Walt, says this is the first legal victory against industrial councils: "Hundreds of employers have joined Cofesa in the past two years to fight the system."
Industrial council meeting urges workers to strike

By KEVIN DAVIE

MINUTES of an industrial council meeting quote an employer suggesting that trade union members should threaten strike action against employers who are not party to the industrial council agreement.

The minutes also quote a senior Department of Manpower official who says it should be made as difficult as possible for non-parties to get exemptions from the council's provisions.

The minutes, marked "private and confidential," are for a March 1992 meeting in Port Elizabeth of the Industrial council for the clothing industry, Eastern Province.

They read: "Minutes of an ordinary meeting of the council held in the auditorium at the MCI buildings, 22 Grahamstown Road, Port Elizabeth on Monday 24 February 1992 at 10.00 am."

Sections of the minutes formed part of a court case in which an eastern Cape employer, Tom Cowood of Annie's Creations, In April won exemption from the jurisdiction of the council after a five-year battle.

The membership of this industrial council is particularly controversial as it has fewer employers represented than those who have opted to remain outside the council.

The minutes quote Nadine Clothing's Danie Blignaut, chairman of the Eastern Province Clothing Manufacturers' Association (EPCMA), suggesting the union flex its muscles by threatening to strike where it had members at non-party employers to force them to join the EPCMA.

A union representative Mr G Rala, said the main problem was that although the union had members at non-party employers, it was not organized at those employers. Also, some of those employers rerenched employees known to have become union members.

Mr T Mkalipi said the union would consider all factors raised (at the meeting) and would send its written proposal to the EPCMA for consideration.

Mr Blignaut said employers were unhappy about the fact that appeals to the Minister seemed to have more weight than consensus reached in the council on applications for exemptions.

Mr Mkalipi said he supported Mr Blignaut's proposal and the council was wasting time and money reaching agreements from which the Minister exempted certain employers.

The minutes quote an employer Mr Ketterer: "EPCMA members in East London, namely Franco and Ellex, are now in the minority and have no influence whatsoever."

Hein Olivier, deputy director, eastern Cape, of the Department of Manpower, was quoted in the minutes saying it had been agreed that the council would draw up a questionnaire to be completed by an applicant for exemption which would enable the council to consider an application more carefully and make it more difficult for an employer to apply for an exemption.

Contacted by Business Times, Mr Olivier said he was not allowed to speak to journalists.

Regional director J C Greyling said it was not government policy to make it hard to get exemptions.

Approached for comment, Mr Blignaut asked for a faxed copy of the minutes. He said these were unconfirmed minutes and that Business Times could apply in writing to the council for the confirmed minutes.

He said the minutes Business Times had did not reflect what was said at the meeting. He had made a comparison with the confirmed minutes and said certain things were not said while others were said in a different context.
Low wages do not guarantee more employment

By BRIAN ANGUS

N your article "Industrial councils face showdown" (Business Times, June 5) the Confederation of Employers of SA (Cofesa) claims that they could "create a million jobs in five years if freed from the restrictive grip of the Labour Relations Act". This is presumably based on the premise that low wages in themselves lead to the employment of more workers. Unfortunately, international studies have produced little evidence to support this.

According to the Industrial Labour Organisation (ILO), for example, many countries in sub-Saharan Africa have seen huge decreases in real wages over the last 10 years with no increase in employment. On the other hand, in a number of Asian countries both real wages and employment levels have increased over the same period.

The purpose of the industrial council system is not, as the above mentioned article alleges, "to stomp out competition it deems to be unfair" or to "protect big business and organised labour to the detriment of small business". Its main purpose is to set fair minimum terms and conditions of employment for an industry through collective bargaining between the parties (employers and trade unions) concerned.

This helps ensure that competition between employers is not based on cheap labour and poor conditions of employment but rather on better products and services, more effective work organisation and higher productivity. This is one of the reasons why industrial councils have, in the words of a senior Department of Manpower spokesman, "an enviable track record in promoting sound labour relations".

Nobody would disagree that South Africa desperately needs to create more jobs, but this objective will not be achieved by dismantling agreements designed to ensure fair and equitable labour standards. In fact, such action would merely lead to widespread labour unrest.

South Africa should surely be seeking the high road, or the low road, to economic growth and development. This involves, inter alia, maintaining and improving profitability by improving the productivity of labour rather than by merely cutting its price. A number of industrial councils are now involved in new and exciting initiatives aimed at enhancing workforce skills and productivity to the mutual benefit of employers and workers alike — a win-win rather than a win-lose approach.

Brian Angus is executive director of the Steel and Engineering Industries Federation of SA.
Bosses pay, industrial councils call the tune

The issue of industrial councils continues to provoke angry and heated reactions from employers, writes KEVIN DAVIE.

add 35% to his wage bill, he says, and force him to close as he operates on tight margins.

His employees have opted to remain non-unionised, says Mr Syper, despite a visit from trade union officials who told him they had been encouraged by the council to infiltrate his business.

Mr Syper's problems with the council began soon after he started his business. He has had visits where officials have gained entry with the assistance of the SAP and was once arrested after the prosecutor failed to inform him of the date of a court appearance.

In May this year he was found guilty of not paying contributions for council expenses, training fund, pension fund and holiday pay. He has now applied to be exempted from the council's provisions.

"There is something horribly wrong with the law when the council rules are made to apply to private people outside the council," says Mr Syper.

He says the council can take over the running of the business, instructing the entrepreneur who to employ, what to pay and what they should wear.

Deputy secretary of the Furniture Industrial Council for the Transvaal, Barry van Zyl says Mr Syper is trying "to hide behind the Bill of Rights claiming he will have to retract people but he is not prepared to give his figures," says Mr van Zyl.

"He chooses which statutes and which sections he wants to comply with," he says.

Mr van Zyl says between 500 and 600 small companies have been granted exemption by the council, but that with 32 employees Mr Syper is not a small employer.

He says the council believes, in line with a National Manpower Commission recommendation, that "a figure of no more than five employees was justifiable for exemption." Turnover should be less than R250,000 a year.

Mr Syper has asked the council for exemption. The case will be heard on June 30 and Mr Syper can be present, says Mr van Zyl.

He says his industrial council attempts to work with employers. "We're one of the few industrial councils which don't prosecute for minor offences.

"If the employer runs foul of some minor regulation we say you made a mistake, let's see if we can sort it out,"

Mr van Zyl says his council tries to build a relationship. "We don't use high-handed attitudes. The industrial council is not at fault in this case."

HAPPY TO WORK ... workers need job security not statutory pay levels, say opponents of industrial councils.
Apartheid relics continue to benefit a minority

South Africa's new order: Tito Mboweni takes on the old system

Financial controller

Instrumentation

Technologize

How many times can you work

Artisans

Opportunities for — read on — what

Sponsorship

Do you want to benefit from the apartheid relics that are still benefiting a minority? South Africa's new order: Tito Mboweni takes on the old system.
One in 10 bosses charged

A SINGLE industrial council last year re-
ferred just under 10% of all employers in its
sector for prosecution.

David Levy, general secretary of the
National Industrial Council for the Iron,
Steel, Engineering and Metallurgical Indus-
try says his council referred 300 employers
to public prosecutors last year.

However, of the 300 referrals, "only 275
resulted in a guilty verdict — most of the
remainder were settled out of court with
the employer on a mutually agreed basis", says Mr Levy.

He says employers found guilty last year
represent only 3% of the industry.

"To the best of our knowledge no firms
closed down as a result of prosecutions and
we are not aware of anyone losing their jobs
as a direct result of prosecutions."

He says where court orders are made
against employers, payments are invari-
ably structured to enable the employer to
settle over a period to ensure continued

viability as far as possible.

Over 4 400 employers — 356 a month —
were prosecuted by the industrial prosecu-
tor at the Johannesburg Magistrate’s Court
last year for offences in terms of industrial
council agreements and basic employment
conditions. Prosecutor Daleen van den
Bergh says the number of prosecutions in-
creases during times of recession.

Of 4 432 cases on the Reef referred for
prosecution last year, 3 957 were prosecut-
ed. This is an 11% increase on 1992 figures.

Confederation of Employers of South Af-
rica’s Hein van der Walt has appealed to
justice authorities to stop all industrial
prosecutions, or at least declare a morato-
rium pending a ruling in terms of the consti-
tution. Mr van der Walt says serious crimes
have to wait to be heard while 4 400 employ-
ers are prosecuted.
SA firms lose out on World Bank projects

Sowetan Business and Sapa

SOUTH African companies are losing out on billions of rands in World Bank financed projects, said the bank's resident representative in South Africa Judith Edstrom.

Speaking to Eastern Cape business people in Port Elizabeth last week, Edstrom said local businesses were not taking full advantage of World Bank financed projects, which were worth about R88.9 billion a year.

"South African companies and suppliers should become more involved," she said, adding that as members of the World Bank, they had a right and an opportunity to tender for any project around the world.

Despite the opportunities, Edstrom said South Africa's slice of World Bank business had shown a decrease in the past three years.

In 1994 South African companies won contracts worth about R430.56 million.

This rose to R631.8 million in 1995, largely due to drought relief operations in the neighbouring states, but dropped to about R93.6 million last year.

South African consultants had also been slow to take advantage of the opportunities and only 23 were registered with the World Bank.

According to Edstrom, the bulk of World Bank funding currently went to East Asia and Latin America, with Africa accounting for R7.95 billion of the loans.

She said there were opportunities for consultants, manufacturers and civil engineering and construction companies.

Edstrom said each World Bank project would be broken down into "a few hundred to a few thousand single contracts" of all sizes, to allow smaller companies to tender.

The bank had a policy of open international tendering.

Local companies had a small advantage in that suppliers and contractors in the borrower's country were encouraged to participate in the procurement process since the bank encouraged the development of domestic industry.

These companies could bid independently or in a joint venture with foreign firms.

But Edstrom said the bank would not accept conditions of bidding which required mandatory joint ventures or other forms of forced association between domestic and foreign firms.

These provisions ensured that as many companies as possible could bid for World Bank business.

Recent contracts won by South African companies include the construction of steel shells for schools in Malawi, a landfill project in Mauritius and a forestry contract in Zimbabwe.

Capability to compete

"I believe South Africa has the capability to compete successfully for World Bank financed business."

"You have an industrialised and mechanised economy on the one hand and on the other you have a knowledge of what works in developing countries," said Edstrom.
New world, new tactics for IMF and World Bank

Janet Gutsman

Washington, DC — Curbing corruption and coping with crises have moved up the agenda at the World Bank and International Monetary Fund (IMF) as the two institutions try to come to terms with a changing world.

The IMF, viewed by the former Soviet Union as a tool of exploitative capitalism, now has 161 member states including virtually all the former communist ones. The World Bank has 180 members, up from 151 ten years ago. The two institutions start their annual meetings tomorrow in Hong Kong, now part of communist China.

The fall of communism in Europe brought new tasks for the fund and the bank as countries in central and eastern Europe and then in the former Soviet Union sought cash and advice to transform their centrally planned economies.

But a handful of these countries are now ready to do without IMF loans, and currency turmoil in the so-called tiger economies of southeast Asia has created new challenges. The focus of operations is changing again.

“I think that over the years, particularly in central Europe, our relations will evolve more towards the direction of that with Western countries,” Stanley Fischer, IMF first deputy managing director, said recently.

“We will still be available for emergencies, the programme will still be available if they get into trouble, but the rest of it will be an advisory or surveillance role.”

That surveillance role worked only poorly in Thailand, where monetary sources complain the authorities ignored increasingly blunt recommendations that they ease currency restrictions and curb a rising deficit on the current account.

Thailand sought IMF help reluctantly after the baht currency crashed in July. A $17.2 billion loan package was then hastily put together, drawing on funds from the IMF, the World Bank and a cluster of countries in the region.

It was the second biggest loan package since the international community, responding to the peso crisis in Mexico, made almost $50 billion available in a deal masterminded by the US and the IMF.

Some economists complained the IMF had not made its warnings on Thailand public, but Fischer said that would have given the IMF an unwanted role as an outside rating agency, making governments less likely to trust it.

“We are certainly encouraging the release of more information by central banks and governments,” he said.

He added: “Not all potential crises develop into actual crises. I do not think we can, in the end, issue public announcements about the fear that a crisis is imminent because that will change the nature of our role in a country.”

Another change for the two institutions has been a new emphasis on the need to crack down on corruption, adding guidelines on graft to the list of things the two already measure when they decide on loans.

The IMF stopped lending to Kenya this year because it was worried about corruption.

“There is now general agreement that corruption is a major barrier to economic development in most economies,” said World Bank guidelines on governance approved earlier this month.

“The realistic long-term goal of the World Bank is to help countries move from systemic corruption to an environment where governments perform their duties successfully and can maximise their pursuit of development.”

The World Bank, condemned in its early years for funding multibillion-dollar development projects without consulting the people affected, has also changed its policy to involve firms and the community as well as the governments who pay its bills.

“Our strategic objective is to reach a point where we have three legs instead of the present one, which rests solely on the governments,” said Mark Brown, World Bank vice-president for external affairs.

But he admitted the other two pillars — the community groups and the private sector — could have different and contradictory aims.

“Governments are pretty uncomfortable about this,” he said. “But a few years from now it would be inconceivable that the bank would embark on some major development initiative without having all three groups involved.”

The community groups, long the World Bank’s fiercest critics, are also wary of getting involved with the bank. They have not forgotten the “Fifty years is enough” campaign which marked the institution’s 50-year anniversary in 1994 — “the World Bank’s low point,” said one official.

He added: “The bank has to decide in the next years what not to do. We need to get out of things that we are not particularly good at and get out of things which we think the private sector can do better.”

— Reuter
HARBOURING CHANGE  An elderly man fishes yesterday outside the Hong Kong Convention Centre, where the IMF and World Bank will be holding their annual meeting tomorrow presumably to discuss the evolving nature of their respective roles.
Shift in World Bank’s strategy

LONDON — A shift in the World Bank’s funding strategy toward using relatively small arbitrage-driven retail transactions in a variety of currencies is reaping rewards for its clients, even if bond underwriters wish it would revert to its old strategy of global bond issuance.

In an effort to respond to the changing marketplace, the World Bank has adapted its borrowing strategy over the past couple of years away from purely focusing on the global bond — an instrument it pioneered in 1960.

In 1994 and 1995 investors wanted liquidity and benchmark issues, and we placed about 80% of our funding through global bonds in US dollars, Deutsche mark and Japanese yen,” said Gumerindah Oliverson, the World Bank’s capital markets division senior manager.

“In 1996 and 1997 retail investor interest took off strongly in Japan, the traditional arbitrage currencies (southern Europe, Australian dollar, New Zealand dollar and Hong Kong dollar) and also in new currencies (such as the rand and Czech koruna), so we shifted gears to provide products in these currencies because they delivered better funding costs for our clients than benchmark issues,” said Oliverson.

The World Bank funding manager has had a major hand in shaping the new look World Bank strategy. From November 1994 he was senior manager in charge of funding operations in European currencies at the World Bank treasury’s financial operations department before taking charge, from September last year, of the Bank’s overall borrowing strategy and for capital markets operations in all currencies.

The World Bank has dramatically increased its borrowing during the past year, reflecting both an increase in funding needs and a rise in the number of attractive market opportunities. These factors have enabled it to fund, or raise funds before they are needed.

In the fiscal year 1997, which ended on June 30, the World Bank raised about $117.5 billion through 139 transactions in a variety of currencies. This represented a 80% increase over the volume raised in the previous financial year of $112.5 billion and more than double the number of transactions in that year — 83 deals in 15 currencies.

No target has been set for 1998 funding because it depends on market opportuni-
Old issues rise at World Bank, IMF meeting

TWO perennial themes resurfaced at the International Monetary Fund and World Bank meeting in Hong Kong this week.

They were the issue of whether the two institutions infringe on national sovereignty when they link aid with good governance; and how much power governments can or should have to control their markets when the trend is for free global flows of goods and money.

Chinese premier Mr. Li Peng launched a forceful attack on the two institutions which are known, especially in the developing world, for linking economic aid to political conditions. People insisted actions must be free to choose development paths suited to their own conditions. "Such practices as bullying the weaker or more fortunate by dint of one's power or wealth should not go unchecked," he said.

Leaders of the World Bank and IMF, however, reiterated their determination to push for social and economic reforms in the countries that turn to them for money.

IMF managing director Mr. Michel Camdessus told finance ministers and central bank governors from some 180 countries that his fund will "increasingly focus on a broader reform agenda".

Speaking out forcefully

Camdessus said the fund is now speaking out more forcefully about income distribution, "unproductive" military spending by countries with pressing social needs, accountability and corruption.

World Bank president Mr. James Wolfensohn said its work of funding global development is being changed. The bank is more willing to listen to what poor people say they need, he said.

However, the developing world remains unhappy with the workings of the IMF and World Bank.

Ethiopian central bank governor Mr. Ato Debele told the Hong Kong gathering that if conditions embodied in a World Bank-IMF debt relief scheme were too rigidly applied, the purpose of the plan would be defeated.

Debele was speaking as a representative of African members of the World Bank and the IMF.

He spoke at length about Africa's debt burden, which is perhaps the chief target of the Heavily Indebted Poor Countries (HIPC) initiative undertaken by the two institutions.

Africa's debt burden has worsened, even though several African countries have benefited from various debt-relief schemes. The timely solution of the debt crisis will make it easier for African countries to use their limited resources to accelerate development.

But it is not only the approach to debt relief that the Bank and IMF will have to review.

Change voting power

Indian central bank governor Mr. Chakravarthy Rangarajan said the IMF needs to change the way it calculates the voting power of its members because developing countries were missing out.

An agreement by IMF members at the weekend to increase the fund's capital base, while welcome, has meant that "regrettably the voting share of developing countries has declined in the process," Rangarajan said.

IMF members contribute a portion of the capital determined by the weighting of their economies in the world league table, which also determines their voting power within the organisation.

Whenever quota increases take place, the division of capital is adjusted to reflect the latest world economic picture.

"There is a clear need to review the formula so that the fast-growing developing economies get their due share," Rangarajan may well have a valid point. But the bank is not about to make life easy for the developing world unless corruption and mismanagement are addressed.

Wolfensohn urged governments to be more open and attack corruption. "My bottom line on corruption is simple," he said, declaring the bank would curtail support for any government that allows corruption to undermine development.

"We must fight it wherever we find it." - Sapa.
new flavours! Jim June report from Hong Kong

Globalisation is pressuring countries and institutional financial institutions with...
Poor nations get little to bank on

No rush to relieve the 33 African economies crippled by loans

JOHN CAVILL
London

The initiative, designed to relieve the economies which introduce reforms, is aimed at reducing to a sustainable level the financial burdens of 75 percent of the debtor nations.

MONEY MAN: The president of the World Bank, James Wolfensohn, at the meetings in Hong Kong

Adding to the debtor problem was a lack of money for the IMF's Enhanced Structural Adjustment Facility. The facility provides loans to help tide over countries which implement market reforms and cut budget deficits and wasteful spending.

The process of dealing with debtor nations also came in for criticism from African ministers.

Apart from South Africa, most sub-Saharan nations were among the world's most "excluded". Last year, the flow of private capital to the region doubled to nearly $12-billion, but more than half of that came from South Africa.

Only $2.6-billion was in direct investment as opposed to loans and portfolio buying. Of the $245-billion invested in all emerging economies, Africa's share was a miserable 3.8 percent — the lowest since 1989.

Part of the reason, despite improved growth in 1996 of five percent (from 3.4 percent) — thanks to better economic management — has been the deterrent effect of foreign debts.

These have ranged as high as 450 percent of total economic output in the case of Mozambique and the Ivory Coast, which would be difficult to reduce even with the most optimistic economic performances.

And there is no quick way for debtor nations to qualify for relief. So far, only Uganda has cleared the threshold.

After a revolution in economic policy and a recovery which has seen incomes per capita since 1992 rising at eight percent a year, Uganda will get help next year — $338-million of its loans will be written off.

The rules require heavily indebted countries to show a three-year record of implementing market reforms and meeting other standards — such as the elimination of corruption — before being allowed to join the list of eligible candidates.

The countries then have to wait another three years for the relief, during which time they are allowed to borrow more money.

FINANCE ministers from Africa's poorest and most indebted countries went home from the annual meetings of the International Monetary Fund and World Bank in Hong Kong with little solid comfort.

In spite of a powerful plea from the president of the World Bank, James Wolfensohn, about the need to tackle the "tragedy of exclusion" of the poor, there were no major advances in relieving the burden of foreign debt which cripples 33 African economies.

Wolfensohn wound up in Hong Kong by saying: "For us at the World Bank, the meetings have been excellent."

By that he meant the World Bank has been able to emphasise the urgency of tackling poverty through sustained growth — without which the number of people existing on less than $2 a day could rise from three to five billion in 30 years.

However, there was no general follow-up by major creditor nations — to which sub-Saharan Africa owes $235-billion — to the "Mauritius mandate" announced to Commonwealth finance ministers by Gordon Brown, the British Chancellor of the Exchequer, before the Hong Kong meetings.

Brown said Britain would write off aid loans worth $312-million to Commonwealth nations which fall within the definition of "heavily indebted poorer countries".

He also urged accelerating a joint initiative launched a year ago by the World Bank and IMF.
Israeli war games on West Bank

Israeli forces are training with tanks, helicopters around the Jewish settlements near the West Bank town of Hebron in what appears as preparation for possible war with the Palestinians.

Although officials have declined to give details of the war games, witnesses say the exercises included "reconquering" of autonomous zones, dealing with riots that could degenerate into battles with the Palestinian police, and defending isolated Jewish settlements against the Palestinians.

Israeli commanders are understood to be concerned that they would suffer heavy casualties in an all-out confrontation with the Palestinians. — © The Telegraph, London