INDUSTRIAL RELATIONS - WORKERS' ASS.

BQW4

1975 - 1982
1975
UNION MAN HELD

JOHANNESBURG — A Diepholz man, Mr. Philip Masia (23), a field worker for the Black Allied Workers' Union (Bawu), was arrested by the Security Police yesterday.

A spokesman for Bawu said two security policemen, a Coloured and an Indian, came to the Bawu office in Kloof Street just before noon and told Mr. Masia they "had a case against him."

Earlier in the day, Mr. Masia's mother came in with a note signed by a policeman summoning Mr. Masia to John Vorster Square.
1976
Putting in the boot

F.M. 21/5/76

There are more than enough problems in White management-Black worker relations without Justice Minister Jimmy Kruger putting in his boot.

Yet he has made it abundantly clear that one of the targets of his new SS Bill will be the various student wages commissions and the unregistered African trade unions.

Under a veritable arsenal of enabling legislation, Kruger already has powers to detain and ban people and to proscribe organisations without giving them a fair trial. He will now, inter alia, have the added power to intern people without even contemplating charges against them.

Despite the fact that the Bill has been attacked by the bar councils of Johannesburg, Cape Town, Durban, and the OFS, it went through its third reading in the House of Assembly this week.

The State already has more than adequate machinery to deal with real threats to security through normal court procedures. Further, in terms of the Industrial Conciliation Act — which effectively prohibits registered trade unions from engaging in political activity — the State has adequate powers to ensure that unions confine themselves to legitimate industrial issues such as wages and working conditions.

Kruger’s new powers are therefore redundant, unless he means to go further than merely safeguarding State security and to proscribe perfectly legitimate activities.

The student wages commissions have done much useful work in researching wages and working conditions. Certainly in the FM’s experience, the information they have published has generally been accurate.

They have also submitted memoranda to the Wage Board, and encouraged African workers to attend hearings of the Board and speak directly to its officials. This is a constructive approach.

For several years they have been distributing pamphlets informing workers of their (albeit limited) rights. Again, a constructive step towards building industrial democracy.

If Kruger uses his new powers as he has threatened to do and thus cripples the attempts by African workers to improve their collective bargaining position through trade unionism, he will be endangering sound industrial relations.

Government’s works and liaison committee machinery clearly does not have widespread support among African workers. The recent events at Heinemann Electric — when virtually the entire work force rejected committees and said...
Challenge by black union on EEC code

Labour Reporter

A black trade union intends to put the code of conduct for South African subsidiaries of European Common Market firms to the test.

The Transport and Allied Workers' Union will renew previous requests for recognition at bus companies belonging to United Transport Holdings, the South African subsidiary of a British firm.

"If they reject our renewed representations for recognition, then they also reject this code of conduct," said Mr. Clement Montshe, general secretary of the union.

A few months ago, African Bus Service, the Pretoria subsidiary of United Transport Holdings, rejected a request from its black works committee that the union be recognised. The union claims to represent three in four black workers at African Bus Service.

IN OFFICE

Mr. Montshe was last week questioned for two hours by security police who picked him up in the offices of Rustenburg Bus Service, another United Transport Holdings firm.

The management had called him into the office after he had been speaking to workers. While he was speaking to management, the police arrived.

The EEC code of conduct says: "Should black African employees decide that their representative
Black unions move closer to federation

Labour Correspondent

PLANS to unite mainly black trade unions in a new federation were taken a step further yesterday when five Transvaal unions and union branches elected an interim federal committee for the Transvaal.

The committee was elected at a meeting of about 150 trade unionists in Sharpeville.

Similar committees have been set up and are functioning in Natal and the Eastern Cape.

A national meeting involving all the regional committees will be held in Durban on October 21 to discuss drafting a constitution for the federation.

Although the federation is aimed primarily at uniting black unions, it will be open to all races. Among its main movers is the National Union of Motor Assembly and Rubber Workers of SA, a registered union for coloured and Asian workers.

A statement issued after the meeting said unions who elected the committee were:

- The Glass and Allied Workers' Union, Engineering and Allied Workers' Union and Paper, Wood and Allied Workers' Union — all affiliated to the Consultative Council of Black Trade Unions;
- The Transvaal branch of the Metal and Allied Workers' Union, affiliated to the Natal-based Trade Union Advisory and Coordinating Council;
- The Transvaal branch of the United Automobile, Rubber and Allied Workers' Union;
- Four other unions affiliated to the Consultative Council did not commit themselves to joining the federation.

The split in the Consultative Council over the federation has apparently not yet been resolved and yesterday's developments may widen it.

Mr Churchill Mhlungu was elected chairman of the interim committee, Mr Ncheki Mthunzi vice-chairman and Mr Tafy Adler secretary-coordinator.
1979
BLACK ALLIED WORKERS
Fact or fantasy?

Just what is the unregistered Black Allied Workers' Union (Bawu)? Does it even exist? And what is banned SA exiles Drake Koka, who claims to be its general secretary, up to overseas?

There is no clear answer to these questions except that Koka has been successfully raising money abroad, despite the fact that Bawu leaders in SA disown him.

Speaking in Johannesburg, Alfred Mahlangu, who says he is Bawu's president, tells the FM: "Many people make the mistake of connecting this union with exiles." Sportsacting general-secretary Mary Ntske: "Koka is abroad."

Ntske, who says Bawu has a membership of 20,000 in Johannesburg, Newcastle, Ladysmith, and Durban, tells the FM: "We organise workers irrespective of the industries they are employed in." She claims that Bawu is active in clothing, metal/steel, tobacco, confectionary, laundering, catering, furniture, and building.

But Anglo American's Sam van Coller, who had contact with many black unions when he was seconded as director of the Institute of Industrial Relations, says: "I don't know that union." And a source in the National Union of Clothing Workers tells the FM that at a seminar in Botswana attended by most of SA's black unions last year, Ntske could not satisfactorily explain her union's working.

Before his banning and subsequent flight into exile, Koka was active in the black consciousness movement and, according to one unionist, Bawu was to be a black workers' council within the movement.

Mahlangu also confirms to the FM that some Durban members have broken away from Bawu to form the SA Allied Workers' Union.

But Samuel Kikine, general secretary of that union, denies there is a split. "We only changed the name Bawu. Workers demanded this because people like Koka were misrepresenting us overseas." He tells the FM that union members objected that the word "black" in their name had racial connotations. Kikine also says that "besides Koka, Mahlangu and Ntske were expelled from our union last year," a statement which Ntske denies.

Koka... colourful spokesman for 20,000 workers?

Kikine, who claims a membership of 12,000, has another complaint: "When we meet our sponsors they always ask what we have done with the money they gave Koka. But we never received any money from Koka."

Meanwhile, Bawu recently opened a new office in London. Koka travels the world in search of funds. Last month he was in Geneva, this month he has been to North America. These activities suggest that Koka's international support is considerable, apparently because he has so far adopted a moderate stance, opposing both violence and militant industrial action.

But a number of Western trade unions, religious bodies, and charitable organisations are beginning to question the efficacy of Bawu within SA and in particular the activities of Koka. Thus a Canadian labour official who was in SA earlier this year told the FM that he had been unable to trace Bawu during his visit.

Koka has received money from a variety of organisations, including the International Confederation of Free Trade Unions in Europe, the AFL-CIO in the US, Catholic aid groups, and several anti-apartheid organisations. He has evidently received donations by appealing on behalf of SA refugees in Botswana rather than for Bawu's claimed trade union activities.

For instance, the Catholic Fund for Overseas Development parted with £1,000 last February to assist a pig farm, which Koka said had already been started in Botswana. But one supporter who visited the country earlier this year complained, "There were no pigs." Other supporters visiting Botswana found little evidence of self-help schemes which Koka said had been set up. Yet other sponsors, while admitting privately that they have contributed, are unwilling to publicise this fact because they now fear that they have been taken for a ride.

Some of the young Soveto refugees in Botswana are themselves bitter about Koka. A document issued by a students' committee in Gaborone talks of "imaginary projects conjured up" by Koka. His gullible customers in Europe might take note.
1980
Poached workers mystery deepens

THE MYSTERY of the organised poaching of East London members of the National Union of Clothing workers has deepened.

Mrs Lucy Mvubelo, secretary of the NUCW, has accused an organiser of the Black Allied Workers Union (BAWU) of touting members.

BAWU has no members in the Cape, according to BAWU's secretary, Mrs Mary Ntseke.

The East London based national organiser of the South African Allied Workers Union, Mr Thozamile Gqweta, has also denied poaching.

"I am just blank as you are," he said, "I would also like to know who this person Mrs Mvubelo is talking about. It is definitely not me. I do not visit people at their homes when canvassing. I organise workers at their factories and the only people I visit at their homes are my contacts."

Mr Gqweta, however, said his union had embarked on an intensive drive for members in the border area. He said SAAWU did not concentrate on knitting and clothing workers only but on all the workers.
POST 21/2/80

144

Mrs Lucy Mvubelo
ARSONISTS set fire to the house of the national organiser of the Black Allied Workers Union of South Africa, Mr Thosamile Gqweleti, of Maboneng early yesterday morning.

Mr Gqweleti's sister, Mrs Nokhaya Luv, told POST that they were woken up at about 2 a.m. by the sound of breaking glass in her brother's bedroom. Before they could investigate the noise, people carrying torches broke the windows in the house and ran away, Mrs Luv told the police. Mr Gqweleti comes from Pretoria, which is in Gauteng.

The demonstrations and the arrest of the police chief were part of a nationwide action called by the Black South Africa Workers' Council in protest against the government's decision to deport Mr Gqweleti.

The demonstrators said they would continue their protests until Mr Gqweleti was allowed to return to his home.
Wage dispute is boiling at Veka

Labour Reporter

A wage dispute is simmering at the Newcastle plant of Veka, the largest clothing manufacturer in the area.

Black workers have rejected a management pay offer of a R1.30 a week increase and the company is to tell workers on Friday whether it is to increase its offer, according to a spokesman for the Black Allied Workers Union (Bawu).

The spokesman described the situation at Veka as “serious”.

Company spokesmen could not be contacted for comment.

Bawu, a general union for black workers which supports the black consciousness philosophy, has been active in the Newcastle area for some time. According to the spokesman, most Veka workers are members of Bawu.

Newcastle is a border area in terms of the Government’s decentralisation policy and there is no minimum wage legislation for its industrial area.

Wages in the area have tended to be substantially lower than in urban areas.

According to Bawu, the wage dispute at Veka has been simmering for some time. Late last week, a delegation from the union was scheduled to meet management but the meeting was cancelled because company representatives said they had to attend a meeting elsewhere.

This week management offered the workers the R1.30 a week but they have rejected this increase.
Fate of two Bawu officials rocks union

By Z B MOLEFE 31/4/80

THE Empangeni branch of the Black Allied Workers Union (Bawu) has threatened to breakaway from the mother body should two of its members be dismissed.

This decision followed resolutions passed at a branch executive meeting last week in which the fate of general secretary, Mr M T Oliphant and Mr M A Maphalala, Bawu's national organiser, was debated.

The resolutions stem from a general meeting of general secretary, Mr M T Oliphant and Mr M A August 17. There it was decided to evict the two members from the Empangeni office. This was after a number of allegations were levelled against them.

The Empangeni branch resolutions, which came into the possession of SUNDAY POST this week, read as follows:

1. That the branch has lost all confidence in the Bawu president, M M J Khumalo.
2. That the branch was totally opposed to his action to evict Mr Oliphant from office.
3. That the decisions taken by delegates representing Newcastle, Ladysmith and Johannesburg at the Madaden meeting to ratify the president's ruling to dismiss Mr Oliphant and Mr Maphalala cannot bind their branch, which is totally opposed to such action.
4. That the Empangeni branch is satisfied with Mr Oliphant's handling of members' money.
5. That should the order to evict Mr Oliphant from the Empangeni office be carried out, the branch shall withdraw its membership from Bawu.
6. That the branch is being forced to defect from Bawu by the actions of the president together with delegates from Ladysmith, Newcastle and Johannesburg.
7. That Mr Oliphant and Mr Maphalala have been framed because they have been honest enough to the Bawu membership by exposing the misuse of members' funds.

The Bawu president, Mr Khumalo, told SUNDAY POST that he was not aware of the resolutions. But he warned that should the branch decide to go it alone it would be rebelling against the mother body.

On the other hand he charged: "I don't think that this group is representing the Empangeni branch. They are representing themselves. Should they go ahead with their splinter group I wish them all the luck. After all we have thousands of members throughout South Africa."

A source close to Bawu told SUNDAY POST that after Mr Oliphant and Mr Maphalala were elected to run the union affairs from the head office in Durban, malpractices appeared to surface. According to the source, the two started a campaign to discredit the Bawu president.

The source also alleged that the two collected money from Bawu branches for which they did not account.
Bawu hit by a third split

Labour Reporter

THE Black Allied Workers Union, a general union of black workers which backs the black consciousness philosophy, has been hit by another split.

Sapa reports that the union’s Durban and Empangeni branches have broken away to form a new union to be called the National Federation of Black Workers.

This is the third split from Bawu in the past few years and the second in the past few months.

Labour observers believe the union, once seen as an important vehicle for the black consciousness ideology on the factory floor, has been weakened by the splits it has virtually no worker support left.

Although at one stage there were suggestions that the black consciousness movement would move closer to Bawu in an attempt to increase its influence on the factory floor, it appears the successive splits have made this unlikely.

The first recent Bawu split occurred when a group broke away to form the South African Allied Workers Union. Then

Johannesburg officials of the union were expelled and left to form the General and Allied Workers Union.

Now the Durban and Empangeni branches have broken away after the union’s general secretary, Mr Matthews Oli- phant, and its national organiser, Mr M A Maphalala, were expelled from the union.

The two branches have backed the expelled officials.

The break-away comes amid claims and counter-claims from the two factions that large sums of money belonging to the union have not been properly accounted for.

In a statement to Sapa, Mr Oliphant and Mr Maphalala claim they were expelled after raising this issue with the union’s president, Mr M J Khumalo.

They say Mr Khumalo refused to discuss the issue by expelling them from the union and ordering them to vacate the offices at Empangeni.

The Durban and Empangeni branches held general meetings following the expulsion of the two men and demanded they be reinstated. When this was not accepted, a new union was formed.
Cash claims: union splits

By KINGDOM LÒLWANE
TWO branches of the Black Allied Workers' Union (BAwu) have broken away from the union and formed a new one — the National Federation of Black Workers.

The breakaway by the Durban and Empangeni branches follows allegations that large sums of money belonging to the union have not been properly accounted for.

Sources close to the union claim that its national organiser, Mr M A Maphalala, and the secretary, Mr M T Oliphant, had made inquiries about the alleged spending of large sums of money and could not get satisfactory answers from the president, Mr M J Khumalo.

Mr Maphalala and Mr Oliphant claimed in a statement that the president had reacted to the inquiries by expelling them from the union and ordering them to vacate the union offices at Empangeni.
New union formed after split

DURBAN. — The Durban and Empangeni branches of the Black Allied Workers' Union broke away and formed a new union to be called the National Federation of Black Workers following allegations that large sums of money belonging to the union were not accounted for.

They said they had made inquiries about the money and could not get satisfactory answers from the president, Mr M J Khumalo.

Mr Khumalo reacted by expelling them from the union, they said.

The Durban and Empangeni branches demanded that they be reinstated. When this was not accepted, they formed a new union.

Mr Khumalo could not be reached for comment. — Sapa
Bawu protests at rent hikes

By PHIL MTIMKULU

A TRADE union movement has added its voice of protest against the determined attempts to increase the rents in Soweto.

The Johannesburg branch of the Black Allied Workers Union (Bawu) said it would be more humane and reasonable for the central government to assume responsibility for financing the infrastructure and development of Black urban areas.

Their statement said: “Bawu would be falling in its duty as the representative of the black worker if it does not point out that the bulk of the people of Soweto merely manage to live from hand to mouth.”

“Intellectuals would say they live below the minimum poverty datum line. We simply say they can’t meet their obligations.”

The general approach will now be applied to the differential from the tax deductibility suggested.

The stream of this flow is likely to be equal.

In conclusion, the present system of depreciation is not the most rapid method of depreciation allowed. To facilitate a fair comparison with that of Term 3, the same discount factor is used.

Re: Term 3: The presentness of this flow is likely to be equal to the cash flow.

Because the lessor requires to have a taxable income, this stream is also denoted as the lease in Term 2.

A comparable loan should be used for this term to (or slightly higher than) the interest rate on the current one.

Re: Term 2: Here it is suggested that a discount factor equal...
**Powerful new trade union merger on non-racial lines**

BY STEVEN FERREIRA
Labour Reporter

TWO unregistered trade union groupings have joined forces after they split from the Black-Allied Workers Union (Bauw) — a general union which broke the black consciousness philosophy.

And in a statement issued yesterday, they called on all union groupings to meet next month to discuss "unions' survival" which would attempt to resolve the differences splitting the union movement at present.

Recently, two branches of Bauw in Durban and Johannesburg broke away from the union to form the National Federation of Black Workers.

The decision followed a dispute between the Bauw leadership and two union officials, Mr. D. G. Chippu and Mr. A. Mondlana.

Yesterday, Bauw announced that they had established a branch in their list with the South African Allied Workers Union (Sawu), which was itself formed out of a split in Bauw's ranks.

These members will now become Sawu members.

Bauw has attracted attention from other black organizations lately because the East London area has been a centre of black struggle and the new federation's plans to expand in this area.

In a statement yesterday, Bauw said it was committed to a political aim and was ready to cooperate with the Congress of South Africa's new labour movement.
Saawu, NFBW are 'close but separate'

Labour Reporter

THERE would be no immediate merger between the South African Allied Workers' Union (Saawu) and the newly formed National Federation of Black Workers, a NFBW spokesman said yesterday.

He was reacting to reports in which the nonracial Saawu announced that it had joined forces with the new federation.

Both organisations broke away from the Black Allied Workers' Union (Bawu), which backs the black consciousness philosophy.

The spokesman confirmed that the two organisations had forged close links, but said they would keep their separate identities for the time being.

The new federation would also remain a blacks-only body for the foreseeable future, he added.

The two organisations have accused Bawu of being "racist" because it admits blacks only. In response, Bawu accused the two break-away groups of "being ashamed of being black".

But the NFBW spokesman yesterday rejected this charge.
The Congress of South Africa (Wasa) has disbanded, and a new organisation has been born. The reason given for the dissolution of Wasa was that a new organisation was needed that would open its doors to all black workers in the publication industry.

The aims of the new organisation are:

- To promote the interest of black workers in the publication industry.
- To engender a spirit of self-reliance and competence among black workers in the media.
- To provide training for members, and
- To engage in activities that would benefit the black community.

The congress condemned the continued detention of Drum editor Stan Motsamela, Cape Times reporter Zabehdi Zafir, and all other political detainees.

The national executive was returned with the secretary being Mrs. Maud Metanang, and the third term of president, and Willie Dalola as vice-President.
PW warned of riots in Soweto rent crisis

Staff Reporters

A black trade union has appealed to Prime Minis-
ter PW Botha to intervene in the Soweto rent

crisis.

The General Secretary of the Black Allied
Workers Union Mr Samuel Nhlapo, yesterday se-
nt a telegram to Mr Botha urging him to intervene.

The telegram read: "The rent crisis is similar
to the Afrikaner-medical problem in 1976. Inter-
vene in good time or prepare for another riot
situation."

Mr Nhlapo yesterday told The Star the authori-
ties were usually "unbearable" with warnings
from community leaders.

"In 1976 they were warned that a riot situation
was looming but they just went on with their plans.

We are warning them again and unless they
reason with us, human lives will once more be
destroyed and they will claim that they were not
warned," he said.

Mr Nhlapo's union was one of the organisations
that took a weekend decision to march to various
West Rand Board offices in Soweto to protest
against high rents.

The rent crisis started in August when the Sowe-
to Community Council announced a R15.00 rent
increase for all houses.

On Saturday rents in the Diepmeadow area will
increase by R6, and the Soweto Civic Association
has organised protest marches on that day.

Two Soweto councillors have defied a call by local
civic groups to resign from the council in
protest against the rent increases.

Mrs Martha Taylor of Klipspruit township and
Mrs Violet Phetjanaemeng of Orlando West said they
were prepared to face death if it "came to a
push."

They both belong to the opposition party within
the council which earlier this year lost a battle
against the increased rates.

Mrs Phetjanaemeng said that at a special council
meeting to discuss the mounting opposition to
the strikes, "I was threatened with death by
a number of councillors who accused me of being
an instigator. But even they have failed to intimi-
date me."

She described the Soweto Civic Association's
strategy of forcing the councillors to resign by
approaching them from house to house as cowar-
dice.

The SCA should stick to its initial strategy of fight-
ing the increases in court, she said.

Soweto residents who fail to pay their rents may
have their movable properties attached by the De-
partment of Co-operation and Development to recov-
er the rent for the Soweto Council.

This was explained today by Mr Nico Malan,
chief executive officer of the Soweto Council who
said the move was designed to avoid bringing cri-

mal actions against people who were in arrears with
rent.

He said township managers have to issue a noti-
fication advising a tenant of the outstanding rent and re-
quittal payment by a specific date, but if the tenant
fails to pay, the township manager arranges with a
Commissioner to have the tenant appear in court
within 10 days.

Failure to pay within the period of the notice
date or to provide sufficient reason why he
should not pay or appear before the Commis-
sioner, a warrant of attachment and sale of movable
property would be issued by the Commissioner to
recover the outstanding rent.

"But as far as I can remem-
City liaison officer plan slammed by black union

Johannesburg City Council plans to streamline worker-management relations by the appointment of a "labour liaison officer," were attacked yesterday as "irrelevant" by the Black Municipality Workers' Union.

The plan, announced by Town Clerk Mr Alewyn Burger, will go before the council at its next full meeting on October 26.

It appears to be a response to the recent municipal strike, which was explained by some council officials as being partly due to "inadequate communication."

The labour liaison officer would supplement and where necessary, override the existing compound supervisors, Mr Burger said. He would be in "constant direct contact" with the municipal work force, acting both as an information officer and a channel for worker grievances.

But the scheme was slammed as "irrelevant" by the assistant secretary of the BMWU, Mr Gatsby Mazwi. "Communication is not the issue," he snapped. "The Council is well aware of what the workers want — more money."

And by having the proposed liaison officer deal directly with the workers, Mr Mazwi added, the council was merely trying to bypass the union.
Act before Soweto explodes, union asks PM

Labour Reporter

A BLACK trade union has sent an urgent telegram to the Prime Minister, Mr P W Botha, warning that the situation in Soweto is "explosive" and urging him to suspend the rent increases in the township.

The warning came from the Black Allied Workers Union, a general union of black workers which supports the black consciousness philosophy.

In the telegram, Bawu says that recent rent increases in the township have created a situation similar to that caused by the introduction of Afrikaners medium instruction in 1976.

This "unhappiness" could produce unrest unless the Government acts, it adds and complains that the Government has only acted to meet township grievances after unrest has occurred.

It urges Mr Botha to "please intervene and suspend the rent hikes".

A Bawu spokesman said yesterday that the union had decided to send the telegram to "make the authorities aware that the situation in Soweto is close to boiling point and unrest could explode there if nothing is done about the rent increases."

He added: "It is no good the Government doing what it usually does - acting only after unrest has broken out. We hope this warning will prompt official action to suspend the rent hikes."
Workers Return after Stoppage

Post, Tuesday, October 28, 1924

Page 9
Workers return after guarantee of reinstatement

POST Reporter

 WORKERS at Wilson-Rowntree in East London who were dismissed on Friday returned to work yesterday. This decision was taken at a meeting at Mdantsane on Tuesday after they had been told by officials of the South African Allied Workers Union (SAAWU) that management had agreed to reinstate all the workers.

The workers were supposed to go back to work on Tuesday but decided to go back yesterday because some of them were not present when the management's decision was made.

The national organiser of SAAWU, Mr Thozamile Ggweta, said his union had been assured that all the workers would be reinstated. He said negotiations were cordial.

They had also been assured that the scab labour had not been employed on a permanent basis, but merely to clean up the mess left by the strike.

The union would see to it that no workers would be victimised, he said.

Mr Ggweta added that management had also agreed to look into the grievances of workers in the factory's chocolate moulding department.

The company personnel manager, Mr A Lightbody, confirmed that the workers would be reinstated. He said the workers' jobs were still there for them until yesterday. If some workers did not return by the morning the company would employ new workers to fill the vacancies.
"We believe the country has a non-racial future and we must therefore be totally non-racial," says SAAWU national organiser Mr Thozamile Gqweta.

It is a general union organising everyone from steel workers to domestic servants, but plans to split into separate individual unions in time.

From the time of the split until early this year, the union was active in East London but was not a significant force. By March this year it had accumulated about 500 members, according to Mr Gqweta. Its chief problem was that it could not find an office in which to meet workers.

The turning point came in March, when the union finally found offices. It was then that "workers began flocking to us," he says.

Soon afterwards, SAAWU formed a close working relationship with the African Food and Canning Workers Union, a Cape Town-based union which had opened a branch in East London.

Co-operation grew when AFCWU's branch secretary, Mr Bonislle Norsah, was detained by police. SAAWU office-bearers stepped into the breach and temporarily took over administering the union.

Mr Norsah is still in detention and the links have grown. Employers complain that "we can't distinguish between the two unions".

Soon after the union found its offices, Mr Gqweta was joined by two workers, Mr Sifiso Mdluli and Mr Xolani Kota, who were fired from SATV, a local company — for union activities, they allege.

The union has few of the trappings of other unions with their sophisticated bargaining

The union does not ask for recognition from companies until it has organised 60%-80% of the plant's workers.

At that stage a SAAWU committee is elected at the plant and management is sent a letter asking it to recognise this committee. The fact that some 50 firms have received letters is a clear indication of union growth.

Unlike most other unions, SAAWU does not raise worker grievances with management until it receives recognition. Workers, says Mr Gqweta, are urged to "be patient" about grievances until employers are prepared to talk.

SAAWU's chief method of sustaining membership interest is the holding of mass worker meetings. These are used, says Mr Gqweta, "to educate workers on the purpose of a union and to increase their commitment".

But union meetings are now rare because of official disapproval and the union relies on meetings with its committees in the various plants to maintain communication.

Committees come into the union offices regularly, are briefed and return to inform their members of developments and ask them to decide on action.

One important aspect of the union is its links with the East London black community and its emphasis on "mass participation."

Union officials ride on buses encouraging workers to sing union songs and workers are encouraged to drop in on the office during weekends — many do. It is this union, which seems amateurish and doomed to immediate failure at first glance, which prompted Minister Botha to fly urgently to East London this month.
Prime Minister Bawu has called for a strike over rent crisis.

"We demand that rent levels be immediately reduced to affordable levels," Bawu said in a press conference today. "The current levels are unsustainable and are putting a tremendous burden on our people."

The strike, scheduled for next week, will involve workers in all sectors of the economy. Bawu has called on employers to negotiate with workers and reduce rent levels to reasonable levels. Failure to do so will result in a complete shutdown of economic activity.

Bawu has also called on the government to take action to address the housing crisis. "We cannot continue to live in such conditions," he said. "We demand a solution that addresses the root causes of the crisis."
Smell of success in sweet factory strike

THE DISPUTE at the Wilson-Roventree sweet factory in East London seemed on the point of resolution yesterday, with management agreeing to re-hire the entire 1000-strong black work force.

This concession is in marked contrast with the policy of other strike-hit East London companies, which have insisted on the selective re-employment of strikers, and the use of "seab Labour" to replace them.

According to Mr Themba Gweta, national organiser of the South African Allied Workers Union (SAAWU), agreement was reached at a meeting between the union and management on Monday.

Management have also agreed to look into the grievances of workers in the factory's chocolate moulding department, he said. Their dismissal last Friday apparently sparked a sympathy walkout by the rest of the black workforce.

The company offer of general re-instatement had been accepted at a mass meeting of workers in Duncan Village township yesterday, Mr Gweta said.

Their only condition was that the huge crowd of police and unemployed work-seekers at the gate of the Wilson Roventree plant should disperse.
South Africa's trade unions could receive moral and financial support from the United Nations. However, the country's trade unions may be reluctant to accept this support, fearing it could be perceived as a violation of their autonomy. The United Nations may consider this a critical issue, given the importance of protecting workers' rights around the world.

In Johannesburg, it had to be accepted that international relations between the National Union of Workers and the National Federation of Trade Unions was a complex issue. There was a need for cooperation and understanding between the two organizations to ensure that the interests of workers were safeguarded.

In addition to the international support, South Africa's trade unions also needed to focus on their internal organization and structure. They had to ensure that their governance and decision-making processes were transparent and democratic, allowing for fair representation and accountability.

The role of the United Nations in supporting labor rights and promoting international trade union cooperation was crucial. By providing a platform for dialogue and collaboration, the United Nations could help South Africa's trade unions in their efforts to strengthen their movements and protect the rights of workers.
Unions will get foreign aid - prof

South African trade unions would increasingly receive moral and material support from international unions, South African labour reformer Professor Nic Wiehahn warned South African businessmen yesterday.

The Wiehahn Commission on labour reform has completed its work and is expected to dissolve soon.

New legislation will be promulgated by Parliament in the New Year.

From next year Professor Wiehahn will head the University of South Africa's new industrial relations department.

He will make his services as industrial relations adviser available to the private sector, acting as labour consultant to the National Development and Management Foundation.

Professor Wiehahn said in Johannesburg it had to be accepted that international trade unions would become increasingly involved with South African labour and would increasingly link up with labour leaders.

Managements had to take note of this development to help them handle the new labour situation properly. Diagnosis of labour problems was more important than treatment.

As adviser to the NDMF he would help companies to accept the new situation and try to control it.

This would include comprehensive analyses of labour relations within companies.

According to the NDMF's executive director, Mr Paul Penfold, Professor Wiehahn has been appointed as part of the Foundation's comprehensive service to member companies on all aspects of labour relations.
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Sector</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Business</td>
<td>230</td>
<td>221</td>
<td>216</td>
<td>204</td>
</tr>
<tr>
<td>Finance</td>
<td>270</td>
<td>259</td>
<td>250</td>
<td>240</td>
</tr>
<tr>
<td>Trade</td>
<td>179</td>
<td>175</td>
<td>169</td>
<td>164</td>
</tr>
<tr>
<td>Other</td>
<td>179</td>
<td>175</td>
<td>169</td>
<td>164</td>
</tr>
</tbody>
</table>

Note: (d) Denotes expression to avoid disclosure of data of individual companies.


Black body attacks 'parallel union' bias

Labour Reporter

The Black Allied Workers' Union has attacked employers for instituting parallel unions in the workplace.

"Parallel unions" are often management-initiated black unions which complement all-white unions at companies and were slated by BAWU for being ineffective bodies.

At a meeting in Madadeni township near Newcastle, several hundred BAWU members resolved to take up the issue of parallel unions with employers and Government officials. BAWU also criticised the current pension crisis. Workers feared the proposed draft legislation which would freeze pensions until the age of 65.

Complaints were raised against official policy which enforced registration for employment through local labour offices. This issue would be raised with the Department of Co-operation and Development, the meeting was told. BAWU resolved to inform the Minister of Justice about "harassment" of BAWU members by the security police.

A national convention was being planned in the Eastern Cape in July.
Four black unions seek registration

The Black Allied Workers Union (Bawu) plans to register four of its trade-union affiliates, says its national president Mr A J Kumalo.

Bawu, once a prominent general union committed to the black consciousness philosophy, appeared to have been fatally weakened by a series of splits last year. But, according to Mr Kumalo, most of the membership lost at that time has since rejoined.

The organisation had reorganised as a union federation with 16 affiliates, Mr Kumalo said, and was active in various centres in Natal and the Free State. In Newcastle alone, Bawu had more than 10,000 members.

Four affiliates — for textile and clothing workers, metal workers, employees in the transport industry and shop and office workers — were preparing to register, Mr Kumalo said.

Despite its willingness to try out the system by applying for registration, Bawu was still committed to black consciousness and to working for political change through the labour movement, he said.
Union man is charged

The national president of the Black Allied Workers' Union, Mr N J Khumalo, was detained by the Ladysmith security police this week and charged under the Refined Assemblies Act.

The charge is related to the recent Ezakheni bus drivers' strike in Natal.

Mr Khumalo's detention follows the questioning by security police of KwaZulu Ladysmith organiser, Mrs K R Khumalo.
Labour Reporters

The South African Railways Artisan Staff Association is to become multi-racial.

It was decided yesterday at its 50th annual congress to admit black apprentices to press for new wage increases and not to go ahead with a one-day strike protesting the cost of living.

According to the president of the association Mr Jimmy Zurich, this was a result of economic forces and black apprentices would receive the same wages as their white counterparts, probably before September.

White coal and gold miners are to receive a 13.9 percent wage increase effective from this month.

This was announced yesterday by the Council of Mining Unions and the Chamber of Mines and will affect about 20,000 white workers.

Black mine workers will get increases in July. They are expected to be higher than those of whites to close the wage gap.

The all-white South African Confederation of Labour (Sacla) has removed the "dissolution clause" from its constitution. This clause required the confederation to disband if its membership fell below the 10,000 mark.

Only all-white unions may be affiliated to Sacla, and the body has been steadily undermined by the defection of affiliated unions who opened their ranks to other races.

The Black Allied Workers' Union (Bawu) has announced its intention to launch a teachers' union.

Three bank unions representing bank officials have agreed to amalgamate.

The SA Society of Bank Officials (Sasbo), the SA bank Employees' Union (Sabeu) and the National Union of Bank Employees (Nubesa), representing white, black and coloured officials respectively, are amalgamating under Sasbo.
Le Grange challenges torture claims

The Minister of Police, Mr members involved in a at its Ladysmith office was
Le Grange has challenged strike at Ekukheni Transport threatened by a policeman
claims by the Black Allied in Ladysmith had been as-
Workers Union (Bawu) that assaulted.

Police have since told the
Security Police "tortured". It claimed statements had union that charges of in-

union members after a been extracted from the clement would be laid
strike in February.

The black consciousness the union had instigated the M J Khumalo.
the union wrote to the authori-

In a letter published by

it also alleged that in the union Mr le Grange said;
complaining that five Bawu same week the book-keeper "Evidence could not sub-

stantiate the irregularities
purported to have been
committed by members of
the Security Branch."

Investigations into the
union claims had been dis-
continued, he wrote, becaus the union had in-
structed a Bawu official not
to speak to police.
Bid to admit servants to jobless fund fails

Labour Reporter

The Department of Manpower has rejected an appeal to include domestic workers in unemployment benefits.

The Black Allied Workers Union (Bawu) had called for an extension of the unemployment insurance fund to household servants.

The Unemployment Insurance Board said it would consider the appeal.

The UFA commissioner, Mr. E.J. Vermeulen, told the board that the appeal was not an attempt to evade the laws of the fund.

Bawu president, Mr. F.M. Bawa, said the board should not be slowed down until the authorities came to a decision.

Views on domestic workers

PRETORIA—Doctor Yusef Adam, a civil engineer, has been discharged by his employer, Mr. J.J. Deneke.

Mr. Deneke said the doctor's salary had been reduced because of the doctor's illness.

Doctor Adam, who has been on leave since last week, was discharged after the hospital said he was too sick to continue work.

Ministers of the Woodstock Planning Special Committee

Mr. G. Hout, 56, 1901, P.P. 99, 1901

Mr. J. Groenewald, 56, 1901, P.P. 99, 1901

Mr. J. Jansen, 56, 1901, P.P. 99, 1901

Mr. J. Joubert, 56, 1901, P.P. 99, 1901
'Racist' report - union reacts

THE existing labour system in South Africa is a product of an exclusive white Government entrenched by white workers, the Black Allied Workers Union (Bawu) said in a statement yesterday.

Bawu was reacting to a Johannesburg newspaper report which, it said, created the impression that the union would preserve its racial status. Union secretary, Mr Samuel Nhlapo, said: "Bawu does not see how whites can be regarded as champions of the black workers.

"We also fear unions initiated or guided by whites shall be a projection and perpetuation of white domination and supremacy over black workers under the guise of enlightened white leadership."

Bawu welcomes co-operation with any good-willed and well-intentioned organisation or individuals "but forcefully rejects domination," the statement went on.

It continued: "We also welcome material assistance, with no strings attached. Our stand is based on the principle of self-determination.

"The best we expect from whites is for them to evangelise their lot into accepting a black worker as a human being deserving all the respect due to him."

It was remarkable the so-called non-racial trade unions always had a place for whites at the top and not within their ranks, said the statement - "a simple case of paternalism. As a matter of fact the 100 Dollar question is in whose interests are they serving?"

Bawu also argued that by saying it was racial implies that it was open to those of a particular race or ethnic groups. "This, of course, is inaccurate nonsense as Bawu has active coloured members in its ranks."

Bawu also re-affirmed its stand that labour laws are discriminatory, oppressive and unacceptable to black workers be changed.
Pensions Bill will lead to unrest, say trade unions

Mercury Reporter
ONE OF Natal's biggest black trade unions, the Black Allied Workers Union, has sent a letter to the Registrar of Financial Institutions, Mr E W van Staaden, condemning the Government's new draft Pensions Bill announced during the Budget speech in Parliament two weeks ago.

Other trade unions have also criticised the new Bill, saying it will lead to increased poverty among black workers and ultimately to labour unrest.

The Black Allied Workers Union said in their letter to Mr van Staaden that they rejected the new Bill and restated the fact that no attempt was made by his department to find out how workers felt about the proposed changes which would come into effect when the Bill was passed.

The union's main objection was that workers would not be able to draw their pension contributions if they left a company or were fired. When the Bill becomes effective, pensions would be subject to compulsory preservation and transferability.

Migrant
If a worker could not find a new job, he would have to wait until retirement age before he could draw his accumulated contributions.

The Black Allied Workers Union fears the effects the new Bill may have on migrant workers, and is not sure what would happen to a worker's pension if he died before retirement age.

A spokesman for the Department of Health, Welfare and Pensions told The Mercury yesterday that no questions concerning the new Bill could be answered yet because the draft had not been finalised.

The union suggested that pension payment should be considered in the case of workers who were unemployed for more than eight months, and urged the department to consult worker organisations before the Bill was passed to ensure its 'fairness and justification'.

The general secretary of the National Federation of Workers, Mr Matthews Oliphant, said yesterday his union had opposed the proposed Bill from the start, and believed that if it was passed 'it could only lead to labour unrest'.

Unacceptable
'The Government is trying to shift the burden of taking care of the aged from its shoulders,' Mr Oliphant said.

Mr David Lewis, general secretary of the General Workers Union, described the Bill as 'unacceptable' and believed it would lead to labour unrest:

'People are threatened with long-term unemployment if they are fired or lose their job. They will have money saved in their pension schemes, but will not be able to draw it.'

Mr Lewis said if better social benefits were available to blacks the Bill might be acceptable, but at present it was not.

Mr Selby Ncibande, secretary of the National Union of Sugar Manufacturers and Refining Employees, said the proposed Bill was unacceptable and would lead to unrest if passed.
financial statements at Dunlop. It can occur that a subsidiary, which may be capitalised upon consolidation, may be set. Should the effect of capitalising consolidation be considered when calculating minority interest, i.e. should a portion be allocated minority interest. Ernst & Whinney contend that the calculation of the minority interest should be based on the net income shown in the separate financial statements of the subsidiaries. It is submitted that this is the best treatment of the minority interests.

4.8.3 Unconsolidated Subsidiaries

A parent company and its unconsolidated subsidiary may be viewed as a single entity for financing purposes. For this reason, I feel the entire amount of profit resulting from inter-company financing should be eliminated, and therefore not be eligible for capitalisation, when reports are drawn up in conformity with the Companies Act of 1973, or when the subsidiary is accounted for on the equity method.

4.8.4 Associated Companies

When accounting for associate companies on the Cost Method, there is no problem because the investor company only recognizes profits as they accrue in the form of dividends.
Council fails to settle Iscor dispute

Labour Reporter - An industrial council for the steel industry sitting in Johannesburg this week failed to resolve a dispute between Iscor and the Black Allied Workers' Union.

Tuesday's sitting followed a dispute at the Iscor plant in Newcastle, Natal, last month when the union accused Iscor of a lock-out.

The dispute started after Iscor had introduced a new two-shift system at the plant in place of a three-shift system.

A spokesman for the industrial council said that progress had been made at the talks but the dispute was not resolved and the council was now considering bringing the issue to the attention of the Minister of Manpower.

But Iscor said it was willing to re-engage workers on merit.

"As far as we are concerned nothing was decided," a union official said.

A spokesman for the industrial council said that progress had been made at the talks but the dispute was not resolved and the council was now considering bringing the issue to the attention of the Minister of Manpower.

A spokesman for the industrial council said that progress had been made at the talks but the dispute was not resolved and the council was now considering bringing the issue to the attention of the Minister of Manpower.

A spokesman for the industrial council said that progress had been made at the talks but the dispute was not resolved and the council was now considering bringing the issue to the attention of the Minister of Manpower.

A spokesman for the industrial council said that progress had been made at the talks but the dispute was not resolved and the council was now considering bringing the issue to the attention of the Minister of Manpower.

A spokesman for the industrial council said that progress had been made at the talks but the dispute was not resolved and the council was now considering bringing the issue to the attention of the Minister of Manpower.

A spokesman for the industrial council said that progress had been made at the talks but the dispute was not resolved and the council was now considering bringing the issue to the attention of the Minister of Manpower.

A spokesman for the industrial council said that progress had been made at the talks but the dispute was not resolved and the council was now considering bringing the issue to the attention of the Minister of Manpower.

A spokesman for the industrial council said that progress had been made at the talks but the dispute was not resolved and the council was now considering bringing the issue to the attention of the Minister of Manpower.

A spokesman for the industrial council said that progress had been made at the talks but the dispute was not resolved and the council was now considering bringing the issue to the attention of the Minister of Manpower.
Protest at Defy

Workmen of the Defy plant in Jacobs, Durban, today enter their third day of protest in support of demands for a refund of their pension fund contributions.
BAWU

secretary

29/11/71

gets the

sack

By SELLO

RABOTHATA

THE Johannesburg branch secretary of the Black Allied Workers' Union (BAWU), Mr Samuel Jabulani Nhlapo, has been sacked from the union for alleged misconduct.

Bawu's legal advisers, Simelane and Simelane, said that further investigations were under way in regard to Mr Nhlapo's activities which have led to his dismissal.

"Members are advised to address all their inquiries to the branch chairman, Mr Klaas Seete, under whose jurisdiction the secretariat will function."
Iscor workers paid off after row over shifts

CAPITALISING IMPA

A NUMBER of black workers at an Iscor plant in Newcastle have lost their jobs after a dispute over a new shift system.

Financial accounting realities of a business cannot be entirely required to be object lax for economic purposes accounting should not be because to do so would not be in accordance with GAAP.

Anthony feels that this conclusion is unwarranted. 3

In this chapter I propose to discuss briefly the Proprietary and Entity theories of Accounting, and then to highlight various of the arguments both for and against capitalising an imputed interest on equity capital. I will conclude by examining some of the major problem-areas involved were such a policy to be implemented.

5.1 Proprietary vs Entity Theory

The proprietary theory of accounting views the enterprise as being owned by the proprietor himself. He is the centre of all accounting - all the assets are his, and the liabilities are his obligations, and any excess of assets over

By RIAAN DE VILLIERS

By RIAAN DE VILLIERS

By RIAAN DE VILLIERS

By RIAAN DE VILLIERS

By RIAAN DE VILLIERS

By RIAAN DE VILLIERS

By RIAAN DE VILLIERS
A number of workers who refused to work new shift times at Iscor's red-mill in Newcastle have been dismissed, according to the company's general works manager, Mr C.J van Vuuren.

"More than a quarter" of the 150 workers in the department were at work yesterday, he said, and the mill was operating at slightly reduced capacity.

Mr van Vuuren said the new four-day, 12-hour shift system which sparked Monday's unrest had been "forced on management by circumstances." The mill's capacity had to be reduced, and the new schedule made this possible without retrenchments.
DURBAN — An undisclosed number of workers at Iscor's Newcastle plant have left their employment after a dispute over working hours.

The publicity secretary of the Black Allied Workers Union (Bawu), Mr B E Khumalo, put the figure at 150.

He said the workers were paid off because of their strike in protest over the introduction of new shifts.

The issue that sparked this week's walkout was the rationalisation of shifts, which were reduced from 16 to 12 a week. This caused several redundancies.

The works manager at Iscor, Mr C J van Vuuren, who disputed the number of workers who walked out, said the steps taken by his corporation were caused by prevailing economic conditions.

Mr van Vuuren said that no one had been paid off but 98 had resigned and taken their discharge. "There is a difference," he said.

"We tried to reallocate labour to other departments but the workers have been given contradictory and misleading statements. This led to discontent with the result that the 98 took their discharge," Mr van Vuuren said.

The rest of the labour force was continuing to work in the rod mill and in other departments.

"There is a worldwide recession in steel. The rod mill produces primarily for export but we have not had any orders for two months and we do not think any new orders will be forthcoming," said Mr van Vuuren.

The mill had to run 24 hours a day because start-up time was four-and-a-half to five hours which meant that amount of time was lost each start-up day.

The only answer was two 12-hour shifts a day. This was accepted by all except the 98 who had quit their jobs, Mr van Vuuren said.
SECURITY police intervention in the affairs of the independent trade union movement in South Africa has almost become a way of life for them.

The offices are raided regularly, their members are recruited to spy on officials.

Detention

At present the entire executive of the South African Allied Workers' Union is in detention and last Friday Neil Aggett, Transvaal secretary of the Food and Canning Workers' Union, died in solitary confinement.

Speaking at this week's meeting to protest against Dr Aggett's death, Jan Theron, general secretary of the African Food and Canning Workers' Union, said: "Neil Aggett's death must be seen as the logical outcome of the vendetta being waged against unions by the Security Police."

In an interview with the Sunday Tribune he elaborated.

In the past few years, a number of their officials and office bearers have "seen the inside of a jail" and only one has been charged under the security laws which allowed their detention.

Trivial

Most have been released without any charges being brought at all, a few have been convicted for "trivial offences" — under the Riotous Assemblies Act and the possession of banned literature.

Apart from Philemon Nortweh, East London branch secretary, who was jailed for a year for refusing to give evidence for the State, none of them has had more than a fine imposed.

By INGRID STEWART

Air Theron said he had "strong reason to believe" that spying in the union is widespread.

Plotted

"We know from the landlords themselves that this has happened. Also the Security Police brag about it. They have come into our offices and said: 'How long do you think you'll last in this one?'

He also told of threatening phone calls from people identifying themselves as security policemen and intimidators: raids where only one or two documents are taken.

Growth

David Lewis, general secretary of the General Workers' Union, tells the same story. Although they don't have anyone in detention at the moment many of their people have been detained in the past, particularly in the East London-Port Elizabeth area where the growth of the independent trade union movement has been phenomenal over the past few years.

The GWU has also been forced out of its offices and Mr Lewis described security police raids as "run-of-the-mill."

Suspects

He suspects there are Security Police spies within the union itself.

The Black Allied Workers' Union has complained to the Prime Minister about security police intervention in their affairs. Their president, Mr James Khumalo, gave the Sunday Tribune two affidavits from workers approached to spy on the union for the Security Police.

The South African Allied Workers' Union national organiser, Herbert Barnabas, also talks about the infiltration of his organisation by informers.

"We know they are there, but it doesn't really matter," he said.

The spying did not
Independent unions invited to pay talks

By STEVEN FRIEDMAN
Labour Reporter

IN AN unprecedented move, unregistered unions are to be invited to take part in this year's annual industrial council wage negotiations in the giant metal industries.

And registered unions in the industry have come up with a surprise demand — that legal minimum wages be raised to R2 an hour within a year — almost double the present minimum.

The metal council is the biggest in the country, determining minimum pay and conditions for nearly half-a-million workers.

Both moves come in the wake of attacks on the industrial council system by emerging black and non-racial unions.

The Steel and Engineering Industries Federation (Seisa), which strongly supports the metal council, has initiated talks with emerging unions on the council system and other issues.

Although most of these unions are unlikely to take up the wage talks offer, the unregistered Black Allied Workers' Union has already taken part in a union caucus to draw up wage demands for the negotiations.

Unregistered unions may not take part officially in council bargaining, but the metal council — which comprises registered unions and Seisa — has invited them to take part informally.

Mr Ben Nicholson, director of the Confederation of Metal and Building Unions, said yesterday that unions on the council had invited all unions in the industry to take part in their caucus meeting to formulate wage demands.

Unions such as the General Workers' Union and Penati's Metal and Allied Workers' Union had not taken up the offer, but BAWU had.

Mr Ike van der Watt of the Boilermakers Society added that the industrial council had then agreed to invite all unions to take part in the negotiations scheduled for March 8.

This was confirmed by Seisa's director, Mr Sam van Celler.

Mr Nicholson disclosed the unions were demanding a minimum wage of R1,75, rising every three months until it reached R2 within the year. Unions were also asking for a 20% rise in the minimum for the highest-paid workers. The present minimum is R1,15.

The demand for a R2 minimum was voiced in several strikes last year and adopted as a target by Penati.

But both unionists denied this was the reason for the demand. "It was simply the decision of unions at the caucus," Mr Van der Watt said.

Both said they expected employers to strongly resist the demand, citing the downturn in the economy.

\[\begin{array}{|c|c|c|}
\hline
\text{Department (Insurance Company)} & \text{Income from Life Policy} & \text{Jan 2:} \\
\hline
\text{Bank} & 24000 & 24000 \\
\hline
\text{Jan 1: Insurance Expense} & 04 & 04 \\
\hline
\text{Years 02 and 03 same as 01} & \text{Same close entry} & \text{Insurance Expense} \\
\hline
\text{Dec 31:} & \text{Income Statement} & \text{Bank} \\
\hline
\text{Paid amount of premium} & \text{Insurance Expense} & 300 \\
\hline
\text{Premiums prepaid as business expense} & \text{Bank} & 300 \\
\hline
\end{array}\]

SOLUTION: CLS 45

ACCOUNTING
to attend wage talks

In a surprise move, the Engineering and Allied Workers' Union has accepted the invitation to attend the 1982 wage talks for the metal industries.

The decision was taken at an executive committee meeting at the weekend, according to EAWU's general secretary, Mr Calvin Nhlabinde.

EAWU and the Black Allied Workers' Union are the only unregistered unions known to have accepted the offer of observer status at the industrial council talks beginning on March 8.

Two key unregistered unions, the SA Allied Workers' Union and the General Workers Union, have refused. Registered unions outside the industrial council have also been invited.
to attend wage talks

In a surprise move, the Engineering and Allied Workers' Union has accepted the invitation to unregistered unions to attend the 1982 wage talks for the metal industries.

The decision was taken at an executive committee meeting at the weekend, according to EAWU's general secretary, Mr Calvin Nkabinde. EAWU and the Black Allied Workers' Union are the only unregistered unions known to have accepted the offer of observer status at the industrial council talks beginning on March 9.

Two key unregistered unions, the SA Allied Workers' Union and the General Workers' Union, have refused. Registered unions outside the industrial council have also been invited.
The unprecedented invitation to unregistered trade unions to attend the annual wage talks in the metal industries has been rejected.

Unregistered unions, and registered unions outside the industrial council, have been offered observer status at the Industrial Council talks on March 9. Established unions party to the council have also agreed to bring them into the union caucus during the talks.

But two key unregistered unions in the metal industries — the SA Allied Workers' Union and the General Workers' Union — said they would not attend.

A GYWU spokesman said it "had reservations about the industrial council's structure" and would not join the same caucus as Trade Union Council of SA affiliates.

"Tursa has been consistently hostile to the independent unions," she said. "We are particularly concerned about its stance on Neil Aggett's death."

Two major Fosatu affiliates — the Metal and Allied Workers' Union and the National Automobile and Allied Workers' Union — have also refused.

In a letter to the Industrial council, the unions say they will not attend as "observers." Since talks on the industrial council's structure are planned with the metal industries' employer body, Seifsa, their attendance would serve no purpose.

There also "cannot allow" the union caucus to speak for them, as "serious allegations" against certain caucus members are pending at the International Metalworkers' Federation.

The only union to accept the invitation is the unregistered Black Allied Workers' Union — but its spokesman said it wants more than observer status.

"If we can't take part as full members, we could decide to go home," he said.
To Inherit Our Wages

March 9/83

We Shall Unite. We shall resist. We shall demand.

Clothing

Metal Workers

Strikes Hit Two More

Placeholder
Blood fed Witness is 'fine'

Mall Reporter

MR WILLIAM Dyson, the 59-year-old Jehovah's Witness who received court-ordered blood transfusions after being injured in a car accident, was admitted to the Johannesburg Hospital last month as a "dead-on-arrival" patient after a car accident. He was revived by the hospital staff.

When told he was a Jehovah's Witness, and religiously opposed to blood transfusions, the hospital administration obtained emergency permission from the Rand Supreme Court in an urgent application to allow the transfusion.

Bid for an HNP mayor

 Pretoria Bureau

THE Herstigte Nasionale Party made its voice heard in the Pretoria City Council yesterday when four HNP councillors nominated one of the party's newly-elected members as a mayoral candidate.

However, their candidate Dr P J Barnard was defeated by 30 votes to five—one of the HNP councillors did not attend yesterday's informal council meeting—by Dr P R Smith, former deputy mayor who is now the mayor-elect.

Dr Smith is a member of the Federation of Ratepayers' Associations (Frats). He will be sworn in on Thursday with the deputy mayor-elect, Professor F R van Jaarsveld, and the five councillors who were elected as management committee members yesterday.

The management committee members are all members of Frats.

Unions split as vital pay talks begin

By STEVEN FREDMAN

Labour Reporter

NEGOTIATIONS on legally-binding minimum wages and work conditions for more than 400,000 metal workers begin in Johannesburg today with unions divided on their demands for the first time in many years.

The division is largely along racial lines, with the all-black Steel Engineering and Allied Workers' Union making demands which are opposed by predominantly non-black unions in the metal industries' industrial council, the largest in the country.

In another development, registered unionists on the council said that three emergent, predominantly black, unions had taken part in a union caucus yesterday to plan demands for the negotiations.

A registered union source said the Black Allied Workers' Union, the Engineering and Allied Workers' Union and representatives of the General Workers' Union attended the caucus. The first two unions had already announced they would take part, but a spokesman for the GWU, which is opposed to industrial councils, yesterday denied it had sent representatives to the caucus meeting.

"We have already sent a letter to those taking part informing them that we would not be there."

Protest over jet break-in

VIENNA. — A United States congressional delegation has protested to the Polish Government after unidentified people broke into the group's special Air Force jet at Warsaw's Okecie Airport, a congressman said here.

Delegation sources said the break-in was discovered by pilots of the plane during a routine pre-flight check on Sunday. Nothing was taken.

-- Sapa-AP.
Bawu opens Vaal office

THE 51 000-strong Black Allied Workers’ Union has opened a Branch office in the Vaal complex to help its many members there.

Branch organiser Cosmos Thokos said that despite the detention and harassment of unionists by the security police, people should not fear intimidation.

''Fear of those people who think themselves in possession of the whole truth, and whenever other people differ with them, they should lock them in jail, is wrong.

He said Bawu would not hesitate to indicate in clear terms the necessary principle and sentiment of the workers in the country.

He urged workers to unite and ''flex their muscles'', by voicing their grievances, wherever possible.

The opening of the branch should be regarded as a sign for greater things to come in the area as far as the labour situation was concerned, Mr Thokos said.

He was keen to see more workers joining the union, which has opened offices at the St Francis Catholic Church in Small Farms, Evaton.
Labour Matters

No wage demand down

Managements having this year produced some wage demands will not be making the same because of the long period of high wages due to scarce manpower, might be in for a rude awakening.

The message coming from the steel and iron industries is that the workers are not prepared to accept any substantial pay increase even if none of the other industries are prepared to make any concessions. Workers have also shown every intent of putting on pressure. For example, steel stonemasons have already had 10 cent wage increase in the past.

Mr. A. S. S. S. S. Thompson, president of the Steelworkers' Federation of SA, states that wage negotiations will begin this year too. In industries such as the garment industry, where there has been an increase in worker demands, ther is a possibility of a reaction and follow-up in the case of employers to compensate them for inflation.

Garment industry employers' wage demands are that they could be increased even a 20 cents per hour across-the-board wage increase an annual holiday bonus equal to two weeks' wages, equal pay for men and women, and some other benefits.

Sellers emphasizes his commitment to avoiding confrontation with management or other employers or unions breaking agreements with them. But he warns that there could be an increasing number of applications for legal strike or arbitration.

Talks deadlocked

Pay negotiations in the metal industries, which covers more than 100,000 workers, are deadlocked. Union are demanding that all increases wages be made to 90 cents an hour for the workplace without the present company. In spite of this, the company and employers have agreed to continue negotiations.

An important feature of this year is that the metal industries' industrial council have received an invitation to join the new and Allied Workers Union, the Engineering and Allied Workers Union, and the United Federation of General Workers Union.

'There is no point in going to the Metal and Allied Workers Union. Mary has been invited to participate in the negotiations because of its opposition to the industrial council system. An affiliate of the Federation of SA Trades Unions (FATU), Mary grew into a union and now is breaking in most of its constitutents. By the end of the year it had about 12,000 members, a substantial membership at the end of the year, and its membership had doubled. It is not clear what will result in future years. Mary has decided that it is underestimating the situation because that the FATU has a strong industry union in the metal industry, which is the largest in the country.
Seminar looks at the black worker

Mercy Reporter

Workers had to learn to differentiate between economic and political oppression, and the strength and organisation of labour should start with basic 'bread and butter' issues.

This is what Mr Tom Mantasha of the South African Council of Churches and a member of the Bophelo Committee of 10 told a seminar organised by the African World Foundation, a civil rights movement, and the Black Allied Workers' Union, in the YMCA Hall in Beatrix Street, Durban, at the weekend.

The respective roles of the black personnel officer and trade unions was discussed by Mr J B Magwasa, Huletts' industrial relations and development officer.

Mr Magwasa said that while the two roles were often in conflict with each other, differences should not be allowed to stand in the way because the main point of interest for personnel officers and trade unions was the worker.

'And the people who will liberate South Africa's blacks will be the workers,' he said.

Mr M Raja from Unisa's Institute of Labour Relations discussed industrial relations requirements in South Africa, concluding that 'successful industrial relations are not based only on optimism and good intentions, but technical skills as well.'

The inclusion of blacks in the Industrial Conciliation Act and labour reforms made since 1979 were meaningless, while workers still did not have the right to work, said Mr Nezor Cassim, senior lecturer in Law at the University of Natal, Durban.

'The starting point for any effective change in the country should be the abolition of all laws that restrain a black's right to work,' he told the seminar.

The Black Allied Workers' Union's president, Mr Makhosini Khumalo, said he was not in the black trade union movement because he believed in socialism, but was motivated by being black and being able to fight for the black man's cause.
Black Union First with

S.A. African Union

By Tony Davis

Israel News
Black union sues police for R200 000

Labour Reporter

A Natal-based trade union is suing the Minister of Police for R200 000 over police action against members.

The Black Allied Workers Union (Bawu) has taken legal action over what it claims was "wrongful and unlawful" action.

The claim was lodged earlier this month. It gives details of incidents involving Bawu members and police.

The union claims that the Security Police in Ladysmith questioned a member last year and offered her bribes.

It says that in January the police visited Bawu's head office in Durban and asked a building official for access to the union's records.

The union said it had received complaints from members that police and employers were intimidating them.

The action comes after lengthy correspondence between Bawu and the Ministries of Manpower and of Justice.

A police spokesman has confirmed that Bawu's claim has been received.

NOTE CAREFULLY

1. Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering.
2. Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used.
3. Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used.
4. Do not write in the left hand margin.

WARNING

1. No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed.
2. Candidates are not to communicate with other candidates or with any person except the invigilator.
3. No part of an answer book is to be torn out.
4. All answer books must be handed to the commissioner or to an invigilator before leaving the examination.

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University.
Workers
Soweto, 9/7/82
meeting

The Transvaal region of the 6000-strong Black Allied Workers Union is to hold a meeting in Johannesburg tomorrow to discuss retrenchments and other labour issues.

The region’s secretary general Mr Cosmos Thokoza said that in recent weeks some members of the union had been retrenched by a firm in the area and that this matter had given rise to “much concern” among other workers.

The meeting will discuss a wide variety of other issues, including how workers can improve their skills and know-how.

Mr Thokoza said that since the union had broken away from the General and Allied Workers’ Union, it had made “tremendous strides” in organising members.

“Bawu has a strong membership in the Transvaal and we hope to get more of our members back,” he said. All members are urged to attend the meeting which starts at 1 pm.
The black Allied Workers’ Union in Natal recently won an out-of-court settlement against Iscor. The union took legal action against the steel corporation because of deductions for a burial fund and a facilities fund from Bawu members’ pay cheques. Iscor paid more than R27,000 back to Bawu.

<table>
<thead>
<tr>
<th>South African Federation of Chemical and Allied Workers</th>
</tr>
</thead>
<tbody>
<tr>
<td>South African Council of Transport Workers</td>
</tr>
<tr>
<td>South African Federation of Leather Trade Unions</td>
</tr>
<tr>
<td>South African Council of Mining Unions</td>
</tr>
<tr>
<td>Rand Water Board Unions Joint Committee</td>
</tr>
<tr>
<td>Pulp and Paper Industries Joint Committee</td>
</tr>
<tr>
<td>Federation of Salariat Bead Associations of South Africa</td>
</tr>
</tbody>
</table>

4. AFFILIATIONS TO INDUSTRIAL FEDERATIONS CONTINUED.
ISCOR has paid out more than R27 000 to members of the Black Allied Workers' Union — settling a four-year dispute over compulsory membership of a benefit fund, union sources said.

The dispute revolved around a 10c deduction from workers' wages at Iscor's Newcastle plant which was paid into the Ingqayezile Club — a benefit fund which provided recreational and other facilities.

Bawu's general secretary, Mr B E Khumalo, said the workers had protested against the formation of the fund, but this had been ignored by Iscor.

"The workers complained that they had not benefitted from the fund and that they still had to pay to use the recreational facilities," he said.

The union had taken up the issue, but after it had not received any response from the company it instructed its attorneys to begin legal action, he said.

Recently, Iscor forwarded a cheque for R27 930.64 to the attorneys to be paid out to Bawu members.

It is understood that the fund has been closed.

ISCOR's general works manager, Mr C J van Vuuren, confirmed it had been closed and that workers' had been paid out their contributions, but denied that the union was responsible.

But Bawu's attorneys said yesterday that in their correspondence with Iscor they had said they were acting on behalf of the union, and at one stage the company had even challenged the right of Bawu to represent workers.
Iscor drops pension 'freeze' clause

Labour Reporter

ISCO has decided to drop its pension fund's 'freeze' clause and will pay out discharged employees' contributions from the beginning of next year, the group's personnel manager, Mr C J M Prinsloo, said yesterday.

Pension 'freeze' clauses, which prevent workers withdrawing their contributions before they reach retirement age, have been attacked by independent trade unions since the wave of strikes last year which forced the Government to back down on a move to legislate pension preservation.

And Iscor's pension fund has come under fire for the past year from the Natal-based Black Allied Workers' Union over its preservation clause.

Bawn's general secretary, Mr B E Khumalo, said more than 500 discharged employees were still waiting to be paid out their money — including three that had since died.

Board decided

Mr Khumalo said they had received a letter from Iscor earlier this year suggesting that company representatives meet the union to discuss their future relationship but 'we are not going to talk until these workers have been refunded their contributions'.

Mr Prinsloo said yesterday that the decision to drop the preservation clause, taken at a recent board meeting, followed approaches made by Iscor employees, 'not only through trade unions but also through existing liaison committees'.

He said the board's decision had also been influenced by the present economic climate where 'cash in hand would tide a retrenched worker over his period of unemployment'.

Although employees would now be paid out their pension contributions at the termination of service, Mr Prinsloo said, attempts would be made to persuade them to leave their money in the fund with a view to a better sum paid out at retirement.

Details of how the contributions would be paid out had not yet been worked out.
SIR — Kindly allow me to voice my opinion concerning the article "Dis- satisfied With Union Officials" which appeared in The SOWETAN of September 23, 1982.

It was in 1926, when the white Communist Party members, being disappointed by white trade unions, directed their attention to black workers, that the well-organised 50,000 member strong Industrial Commercial Workers' Union (ICWU) under Clements Kadalie, started to collapse. Black workers' motivation and philosophy, namely black consciousness, was neutralised.

Black workers' solidarity was cracked. Their purpose lost direction as the so-called white enlightened leadership fragmented them into small autonomous commercial and industrial "ethnic" groupings.

Black worker power was destroyed. Meanwhile, white solidarity and supremacy grew stronger. As a unionist, I'm not trying to take sides, but I want to make it clear what most workers have been complaining about. I beg you to allow me to quote Mr L.C. Scheyers who said: "Allowing Africans into the trade unions of other races would mean cancellation of the unions' registration with the Department of Labour." (The Star, August 13, 1973.)

There will always be complaints about trade unions as long as multi-racialism is used to counter black consciousness as a philosophy and African Nationalism as the pride of the black nation.

When the law was still silent or open about black trade unionism, white trade unions did not bother to organise blacks. In fact, they hindered any attempts to that effect. They looked with suspicion and misgiving at any initiative taken by blacks to organise themselves. They labelled the move "politics" and a threat to white security. They moved into the white racist laager to protect themselves against the intrusion of the black worker.

In 1956 the Industrial Conciliation Act was passed. This excluded blacks from the trade union movement. White workers showed their solidarity with the Government. They found security for their members in the job reservation clause. They hailed and accepted the discrimination and emasculation of the black worker. Black workers were deprived of their collective bargaining power and their right to strike.

It is true that whites have a long tradition in the history of the trade union movement. Blacks have none. Whites have the experience, the know-how and the material means of organisation. Blacks have very little.

I know I'm not the only person who has got this information, but I find it necessary to pass it on to others who may not be aware of what happened. And what is happening now? The problem of changing the labour system is ours. It rests squarely on our shoulders. This letter is open to criticism which is beneficial to the workers.

THE BLACK ALLIED WORKERS' UNION

Johannesburg.
Dismissed Iscor workers appeal to Minister for aid

THOUSANDS of workers made redundant through the closure of the Iscor plant in Newcastle have appealed to the Minister of Manpower, Mr Fanie Botha, for special unemployment benefits.

Many of the workers, both black and white, are also faced with the prospect of being made homeless and being forced to return to their homes in the "Homelands" and abroad.

Last week's announcement by the iron and steel giant of widespread labour cutbacks has also caused concern among trade unions.

Other problems the jobless face are:

- Disruption of their children's education.
- Financial obligations, such as hire purchase agreement bills, mortgage bonds, insurance premiums and so on.

They fear they will be unable to support their families.

An official of the multi-racial Boiler-makers' Union said nearly a thousand of their white members at Newcastle were immigrants.

"Repatriation, schooling, relocation, repayment of loans were some of the questions raised by members at their meeting recently," the official said.

Mr M J Khumalo, president of the Black Allied Workers Union (Bawu), said that so far about 500 of their members had been laid off, or had been served with notices terminating their contracts.

"The workers have accepted the job crisis which has sent unemployment figures into the thousands. One of their only hopes lies in compensation benefits, like severance pay equal to a month's salary."

Workers who were being paid out their pension contributions saw this as a source of further relief. However, he said, "there were no assurances that the retrenched workers would not be forced to return to their respective homelands."

Mr Henry Ferreira, acting general secretary of the all-white Iron and Steel Workers' Union, said they had obtained minimum assurances that their members would be allowed to occupy their company homes for three months at the existing subsidised rents.

Meanwhile Iscor has outlined the benefits it will pay the hourly-paid workers it lays off. They will be paid the equivalent of four weeks wages as an ex gratia payment on November 24.

Leave, leave bonuses and long service bonuses will also be paid out pro rata and those with less than 10 years service will be refunded twice their pension contributions.
Retrenched workers’ fund call to be considered

Labour Reporter

THE Department of Manpower is to consider an appeal made by the Black Allied Workers’ Union for a fund to be set up to help retrenched workers weather the recession.

In its memorandum to the Minister of Manpower, Mr. P. Botha, the union appealed that excess Unemployment Insurance Fund (UIF) moneys be used to ensure that laid-off workers received a ‘regular flow of income’ throughout the present economic ‘illness’.

During the Eastern Cape motor strikes in July, Mr. Botha set up a R2,000,000 fund with UIF money to assist non-strikers.

The union, whose members were affected by the recent Iscor retrenchments, said the workers were victims of the countrywide economic slowdown and had no other source of income except UIF.

‘We also believe that economically active persons who have been laid off should be protected from the social hazards to which they are likely to be exposed.’

The Director-General of the department, Dr. Piet van der Merwe, said yesterday the memorandum would be considered by both the department and the Unemployment Insurance Board.
Almon Khuzwayo has sold all but three of his 30 goats in a struggle to survive.

Between 700 and 1,000 blacks were retrenched and sent home to their KwaZulu and Transkei villages this week, as the recession hit into what was previously one of the State's most secure job fronts — the giant Iscor steelworks at Newcastle.

And while the men left Madadeni township were packing their belongings in the hostel and throwing their suitcases on to the buses, about 500 of their white colleagues were heaving sighs of relief that they weren't doing the same.

Their jobs, safe for the moment, may go the same way after Christmas.

A prominent Newcastle businessman put it succinctly: "Iscor has employed the unemployed for longer than anyone else would have."

It is a view which is widely held. Even an office secretary in the town, which depends for 5% per cent of its business on the steelworks, said: "Around here, Iscor has always been regarded as a welfare agency."

This week 'the welfare stopped."

The effect can be seen in the palatial Locof Club. Once a hub of social activity, it is -echoing and empty by the day.

"People can't afford to drink here any more," a strapping fitter who once worked for a Durban bank, told me cheerily. "One of the overtime died away more than four months ago. The retrenchments are just the nail in the coffin."
EMPLOYMENT

Queuing for money or a job... the people of Vulemehlo, part of the KwaZulu homeland in the South Coast.
Mail Correspondent
CAPE TOWN. — The Unemployment Insurance Commissioner, Mr E E Radue, has turned down an appeal for a fund to be set up to help retrenched black workers weather the recession.

He said it would amount to preferential treatment for blacks.

The refusal follows allegations by the Black Sash advice office that unemployed workers in Natal are waiting up to eight months for benefits to be paid out.

The Black Allied Workers' Union (BAWU) had appealed to the Department of Manpower to use excess Unemployment Insurance Fund cash to ensure that retrenched black workers received a "regular flow of income" throughout the present economic problems.

Earlier this year, after an appeal by an all-white motor union, the Minister of Manpower, Mr Fanie Botha, set aside R2-million from the UIF for motor workers in the Eastern Cape who wanted to work but could not do so because of the strikes.

According to figures released by the department yesterday, the UIF had invested R247-million at the end of last year but paid out only R88-million.

In his letter to BAWU, Mr Radue said the Unemployment Insurance Act did not provide for special payments of benefits to unemployed.

Introducing payments for black workers, he added, would "discriminate against unemployed persons of the other population groups as well as applicants for illness and maternity benefits".

"It will amount to preferential treatment being given to black workers who are unemployed as a result of the downfall in the economy."

Mr Radue added that the Act was "benevolent by nature" and the department was trying to process applications for benefits as quickly as possible "to reduce cases of hardship to the absolute minimum".

The head of the Cape Town Black Sash advice office, Mrs Jill Nicholson, said the steady decline in the handling of UIF pay-outs was reaching "crisis point".

"The office has been full of people who have had to wait more than six months for their benefits," she said.

Among them were former Alusaf employees at Richards Bay, who were still awaiting their UIF money after being dismissed after a strike earlier this year.

The Natal Divisional Inspector in charge of UIF pay-outs, Mr D P Liebenberg, said delays were usually caused by vital information not being available or application forms being filled in wrongly.
BAWU says Post Office stalled on its ILO mail

Mail Correspondent
DURBAN — The Natal-based Black Allied Workers Union has accused the Post Office of hampering "democratic exchange of opinion" by withholding literature sent to the union from the International Labour Organisation in Geneva.

In a statement released yesterday, the union's general secretary Mr B E Khumalo said the ILO had sent copies of its special report on apartheid and other publications of special interest to South African workers in October which had been translated into Zulu.

Initially, the Post Office told the union it withheld the ILO literature as it still had to work out the customs duty, he said.

"We told them we could not work out the customs duty, which is calculated on the purchase price of the item, as the literature was donated to us free of charge by the ILO.

"However, the Post Office promised to ascertain the duty themselves and charge us accordingly," Mr Khumalo said.

Finally, on December 22, the union was told the ILO literature had been sent to the Directorate of Publications to find out whether the material was acceptable or not, he said.

"It is ridiculous that the authorities did not tell us from the outset that they were investigating the contents of the literature instead of hiding behind payment of duty on the parcel," Mr Khumalo said.

He added that the union would not be "intimidated by this obviously hopeless action".

A local Post Office spokesman said as far as both parcels were concerned the Post Office acted merely as agents of the Department of Customs and Excise.

He said in this instance it was normal procedure for the parcel to be forwarded to the local publications officer for inspection.
INDUSTRIAL REL. — WORKERS' ORGANISATION — AZACTU

1983 — 1987
EAST LONDON — Two former University of Fort Hare students have been released after 53 days in detention.

They are Mr Cunningham Ngekana, 22, of Johannesburg and Mr Sonwabo Sobukwe, 23, a nephew of the late Mr Robert Mangaliso Sobukwe, the former leader of the outlawed Pan African Congress.

Mr Ngekana said they were arrested on December 17 in Alice while hitching a ride to East London.

Mr Ngekana said at the time he had been working as an official of the Black Allied Workers' Union and had come here to set up an office.

He was detained in Alice for a week and at Port Alfred police station thereafter.

Mr Sobukwe was held in Middledrift.

The two men were detained under Section 28 of Act 13 of 1982. — DDR.
THE BLACK Allied Mines and Tunnel Workers Union (Bantu) has become the third trade union to be granted permission to recruit members on mines under the control of the Chamber of Mines.

Bantu, an affiliate of the Black Allied Workers Union (Bawu), representing thousands of miners, would use this opportunity to voice workers' grievances, according to union sources.

The other black trade unions to which the chamber has granted access to mines for recruiting purposes are the National Union of Minesworkers, who are affiliated to the Council of Unions of South Africa (Cusa) and the Black Mineworkers Union.

A fourth union, the Federated Mining Explosives and Chemical Employees Union, representing mainly coloureds and Asians, was granted access to mines for recruiting purposes last year.

The union has subsequently signed a recognition agreement with the chamber, in terms of which the chamber will negotiate with the union on wages and other conditions of employment on behalf of certain categories of employees, initially on two mines.
SEBE’S ‘PRISON ARMY’

EAST LONDON — Ciskei is planning military-style punishment camps for migrant workers who break their contracts in South Africa.

In a bombshell announcement in the homeland’s parliament, Manpower Minister Lent Mafoma said that in consultation with state security chief Charles Sebe he was planning to introduce “disciplinarian training” for workers who returned early from their contracts.

“Contract-breaking Ciskeians are irresponsible and unpatriotic,” Chief Mafoma told the homeland parliament. “They are breaking down bridges Ciskei is trying to build with Pretoria.”

Our black gold

He said the homeland’s 25,000 migrant workers in South Africa are Ciskei’s main source of income.

“They’re our black gold,” he said.

Their estimated R37-million-a-year wages are the homeland’s main source of income.

The announcement has been greeted with outrage by trade unionists.

It will rebound

National Mineworkers’ Union secretary Cyril Ramaphosa, whose union’s 25,000 members include a large number of migrant workers, warned: “We will use all the power at our disposal to fight the Sebe homeland if they do this to even one of our members.”

Black Allied Miners’ and Construction Workers’ Union president Letaasai Mosala warned: “The migrant workers will suffer, but this will rebound on the Ciskei government. It could have ugly repercussions.”

May 22, 1983

CP Correspondents

22/5/83 CIty Press
ANOTHER PASSPORT VETO

The Black Allied Workers' Union has launched a stinging attack on the government for its refusal to grant a passport to BAWU President Mr J Khumalo. In a statement issued by the union, they said that the government had twice refused Mr Khumalo a passport in the past.

FOOTNOTE: It is government policy not to divulge reasons for the refusal of passports.
Bawu urges voters to spoil poll papers

White voters should spoil their ballot papers in the interest of maintaining peace in South Africa, the secretary of the Johannesburg branch of the Black Allied Workers Union, Mr Cosmos Thokoa, has advised.

The Bawu is representative of black workers from all industries and claims 6,000 members in the Johannesburg region and more than 70,000 members countrywide.

Mr Thokoa said whites who intended voting "no" because they did not want coloureds and Indians in Parliament were showing their egoism, political malnutrition and destructive hatred.

Those who vote "no" because the constitution excludes less-privileged members of the community he accused of "utter hypocrisy and opportunism."

"The 'yes' vote is going to take the country back to political adolescence. It will confirm a preference for Nationalist policies rather than love for other races. It is an exercise in bankruptcy, political irresponsibility and incapability."

"My humble suggestion is to put a cross in both squares."

Mr Thokoa also hit out at the use of religion in the constitutional debate. He said religious men had been holding two sides of a skipping rope, expecting God to do the 'yes' and 'no' jumping.

"I appeal to politicians to stop using God in their tricks to hoodwink the world."

He said black leaders who had urged their white friends to vote 'no' had made a blunder which would be obvious only if a 'yes' vote won.

"He said it would allow the Government to say to the world that blacks had had their say, they had suggested 'no' and they had been defeated."

(Report by D Braun, 47 Sauer Street, Johannesburg)
1984
Mine unions fight for unity

Since unionisation of black employees in mines, one of the changes to follow the Wiehahn Report, there has been an all-out effort by different unions to increase membership on the mines. This resulted in a general scramble for members and a mushrooming of unions. Labour reporter JOSHUA RABOROKO looks at unions emerging in the mining industry.

BLACK trade unions seem to be mushrooming in South Africa's mining industry in the post-Wiehahn era.

The multiplicity of these unions is causing concern among black miners, according to trade union leaders.

However, the past year has been a momentous one for industrial relations in the mining industry in that for the first time in history, the Chamber of Mines negotiated pay and other conditions of employment with unions representing black workers.

It has been the year in which the black National Union of Mine-workers (Num) emerged as a potent force. An affiliate of the Council of Unions of South Africa (Cusa), it was started in August last year.

There are several other unions trying to recruit black miners, but more than any other Num has been able to match the recruiting efforts of mine workers' Unions led by Mr. Arrie Paulos.

The Federated Mining Union (FMU) formed the Federated Mining, Explosives and the Chemical Employees Union has made substantial gains. It was originally formed to cater for colourbar breeds but has begun recruiting blacks with the aid of the South African Boilermakers Society which recently broke off from the Trade Union Council of South Africa (Tusa).

RIGHTS

Three other unions have been granted access to recruit workers employed at Chamber Affiliated Mines, but by August last year they had not made a formal approach for recognition. They are: the Black Mineworkers Union, which has not made headway despite the fact that they were the first to be granted such rights; the Black Allied Mining and Tunnel Workers Union. This last mentioned union is being watched with great interest by some employers who believe that it does have some potential. Its leader, Mr. Letsato Mosala, is also a member of the Azanian People's Organisation (Azapo).

Meanwhile, the Federation of South African Trade Unions (Fosatu) has quietly been observing events in the industry and is regarding the establishment of its own mining union.

According to the growth and efficiency of most Fosatu affiliates, such a union could be a serious rival to Num.

The growth of black unions in the industry has largely been prompted by radical revisions made in the chamber by its previously tough stance as far as recognition is concerned. But there has also been strong opposition from Arrie Paulos' unions which have threatened to take industrial action time and again as blacks get more recognition in the industry.

GROWTH

The growth of black unions in the industry was also accelerated by the fact that the chamber's requirements made it possible for even an unregistered union to be recognised as the representative of a category of workers on a chamber-affiliated mine once it had recruited a significant proportion of them.

The reason for the chamber's acceptance of these unions is that it has become inevitable for them to recognise black trade unions and as such they revised their guidelines to allow recognition, which reduced the possibility of employing facing the kind of recognition battles waged in other industries.

In addition to that, employers are hoping that effective union leadership will enable unions to channel black interests and grievances through collective bargaining and other processes designed to minimise conflict.

They also know only too well how quickly violence can erupt in black mine hostels — and how hard it can be to have representative leaders with whom they can talk.

RELATIONS

The effect of the 1946 strikes — which exposed the inadequacy of communication between mine management and workers — belatedly propelled the mining industry into the new era of labour relations.

It has been the whole year of the Num which has shown that black miners are interested in unions. To an extent, this stemmed from changes within the black labour force. The composition of these workers has changed dramatically in recent years.

This is largely so because miners who come from neighbouring countries, "independent homelands" and South Africa have turned to view mining as a long-term career. Miners are concerned about job advancement, training as artisans and job enrichment in general.

Meanwhile the Chamber of Mines states that the mining industry is committed to abolishing racial discrimination in employment and centralised bargaining on all matters that concern the industry.

They believe there have been notable achievements in both these areas during the past year.

"A major step forward was the agreement with the Underground Officials Association (UOA) on the scrapping of job reservation Determination No 27. This legislation reserved occupations falling within the ambit of the UOA for whites only. Trainees for positions in engineering, surveying and ventilation were selected on a non-racial basis, according to them.

NEGOTIATIONS

On the other hand, very little progress has been made into negotiations between the Chamber of Mines and white unions to remove the racially discriminat- ing definition of "scheduling person" from the Mines and Works Act.

This effectively prevents blacks from promotion beyond a relatively low level in mining and is the last legal obstacle to overcome before there is equality opportunity in the mining industry.

The chamber states it is committed to abolishing racial discrimination in employment and centralised bargaining on all matters that concern the industry.

Some of the gold mines administered by Anglo American Corporation indented their first black apprentices during the year. Although they numbered only 18, this represents an important advance, say the chairmen.

However, the right-wingers Mineworkers Union led by Arrie Paulos has continued to oppose changes and has threatened action should blacks be allowed to hold blasting certificates.

The MWU's opposition in black advancement is not surprising, considering the fact that unlike the craft unions, it has difficulty in drawing occupational boundaries to protect its members' privileges. Paulos has not hidden his hatred for Num.

Num's general secretary, Mr Cyril Ramaphosa, who has proved to be a very able administrator, said that the resolution passed at their recent congress for black miners' union solidarity was important because it would help solve many problems.

Num's success has been the effective recruiting strategies, it has concentrated on opinion-making groups within the black workforce, and machine operators who are difficult to replace in a hurry.

Therefore, he added, it was vital that a federation of such unions be formed to facilitate the workers' interests and job advancement and phase-out job reservation that is rife in mines.

The general secretary of the Black Allied Mining and Construction Workers Union, Mr Tobogo Mngomezulu, said that although they have not been approached by Num on the federation issue, it was "a welcome notion."

"It is a good thing because there is a need in this industry that we come together to bargain for thousands of workers and also to avoid competition and poaching of members."

"We have to look into the welfare of the workers and their upliftment in the industry where job reservation has also become the order of the day," Mr Mngomezulu said.

He said that the union had not yet agreed and would probably decide at its national congress.
LABOUR DISPUTES

The ultimate option?

Employers are taking an increasingly tough line with recalcitrant unions. Some even seem prepared to go all the way, including shutting down plants, if industrial disputes cannot be resolved amicably.

The management at Uniply, a Barlow Rand subsidiary in Natal, gave this as one of a range of options they are considering in their efforts to bring to an end a particularly intractable labour problem at their Cato Ridge plant.

The Paper, Wood and Allied Workers Union (PWWAU) immediately interpreted the gesture as an intimidatory tactic.

PWWAU general secretary, Pat Horn, says the union is particularly united at Uniply and the company's action appears to be a "last-ditch attempt to crush it completely." Further, she claims, it is in line with Barlow's hardening attitudes in respect of workers' attempts to influence management decision making (Current Affairs April 27).

But Uniply MD, Lew Behr, denies that any threat was intended or that undue emphasis was placed on the closure option in their discussions with the union. Says Behr: "The company doesn't threaten anything. All we did was lay out the various alternatives open to us in our attempts to settle the matter - one of which was the possibility of closing the plant." (Other options were to reduce the size of the factory, fire the entire workforce and re-employ or negotiate a settlement with the union.)

The dispute arose when four shop stewards were dismissed for organising a May Day rally at the plant. Two were subsequently re-employed but management refuses to make a similar concession on behalf of others. As a result the workers reacted with work stoppages and a go-slow.

Horn contends that Barlow's could be using Uniply as a "soft target" to demonstrate to the more militant unions that it means business and will in future close plants if it has union problems.

Behr, however, says any talk of closure is purely speculative. He says the management, with its obligations to shareholders, would hardly take lightly a decision to close down a successful operation.

However, Barlow's human resources executive for the building materials division, Leon Conradie, tells the FM Uniply is not a "very exciting" business. He cites a number of reasons: timber used at the plant is not grown in the area but has to be transported in; and its main competitors enjoy a range of benefits because they operate from decentralised areas. On top of that it also has a legacy of labour problems.

Financial Mail May 18 1994

No final decision has been reached. In the interim, all workers have been suspended with full pay while management chews over the problem.
ABOUT 500 workers at the Montrose chrome mines have agreed to return to work after management had decided to hold talks on recognition with the Black Allied Mining and Construction Workers' Union.

The workers went on strike last week demanding that management should recognise the union and wage increases.

A spokesman for the union told The SOWETAN that management had agreed to negotiate with the union. It was on this proviso that the workers went back to their jobs.

He added that police had been summoned to the scene and one union organiser had been charged under the Intimidation Act. The man is expected to appear in court today.

"Once the mine management has recognised the union, we shall represent our members on various issues, especially on wages," the union spokesman said.

A company spokesman said that they were prepared to recognise the union once they had proof that it had majority representation. The National Union of Mineworkers also has representation at the mine.
Bus Fares: Objections to be heard tomorrow.
1985
WAGES for black mine workers will no longer be set by agreement between members of the Chambers of Mines.

Instead, say the chairmen of the three major gold mine companies, they will be subject to employer negotiations with black unions.

The chairmen - Mr Denis Etheridge of Vaal Reefs, Mr Gerald Langton of Western Deep Levels and Mr Nicholas Oppenheimer of Eldorado, foresee a new era of negotiated wages sprang from the advent of trade unions for black workers.

An Anglo American news release says: "The past year has seen the formation of at least four unions which emphasise membership of black and coloured miners workers."

It adds: "Two of these unions requested, and were granted, access to recruit on its member mines by the Chamber of Mines."

In their reviews for 1982 the three chairmen refer to the operation of consultative committees for the past five years as a system of communication between mine workers and employers.
DURBAN — A black Allied Workers Union of South Africa conference in Durban at the weekend rejected disinvestment as a strategy for change in South Africa because of the implications such disinvestment would have for black people in the country.

Instead it resolved to write to the State President, Mr P. W. Botha, urging negotiation with blacks, and their full participation in government, the union's general secretary, Mr B. E. Khumalo, said.

"While we recognized that black people are exploited and discriminated against and that disinvestment is a strategy to bring about change in this country, we rejected the strategy because of the repercussions foreign disinvestment would have for black people in South Africa," he said.

"We want negotiation with government and any non-violent forces seeking effective change." — DDC.
Bawu supports May Day unity

By JOSHUA RABORO

THE Black Allied Workers Union yesterday came out in full support of a call by most trade unions representing the majority of South Africa's workers to hold this year's May Day celebrations together.

Bawu's Transvaal general secretary Mr Cosmos Thokoza said they supported the call in view of the fact that it was a "historic day" for workers throughout the world.

The unions called for far-reaching political and economic demands, which included the granting of full democratic rights for all and the lifting of bans on people and organisations.

The unions include the Federation of South African Trade Unions (Fosatu), Council of Unions of South Africa (Cuca), the Alliance of Unregistered Trade Unions and others affiliated to the United Democratic Front (UDF).

In a statement the unions called for:

- May Day to be recognised as paid public holiday,
- Adequate housing for all at reasonable rental rates,
- A social security programme for free unemployment and medical benefits,
- Free compulsory education for all,
- The scrapping of "racist legislation including the Group Areas Act and the existing parliamentary system."

A spokesman for the unions also said that they have disassociated themselves from earlier reports that they called for June 16 to be a public holiday.

The spokesman added that there unions have expressed support for "the struggle being waged abroad in the interest of South Africa's working class."
TWO union leaders have been refused passports by the Government to travel overseas where they are scheduled to attend and address meetings organised by the International Labour Organisation (ILO).

Mr Phandelani Nefolovhodwe, the general secretary of the Black Allied Mining and Construction Workers Union (Bamcu) and Mr Cunningham Nqekukana, general secretary of the African Allied Workers Union, were due to travel to Britain and Australia respectively this month.

Both are members of the Azanian Confederation of Trade Unions which was formed by the black consciousness-orientated unregistered unions.

Mr Nefolovhodwe told "The SOWETAN that he was informed by a white woman that he could not get a passport. The woman had telephoned him from the Department of Internal Affairs in Pretoria.

He was "distressed" by the refusal because he was on a mission of gaining more knowledge as well as exchanging ideas with trade union leader in other countries, especially in Britain - the heart of the trade union movements.

No reasons were advanced for the refusal and "the whole exercise has spoilt my lifetime opportunity to travel overseas," he retorted.

Mr Nqekukana said he was due to travel to Australia at the invitation of union leaders there. He was disappointed by the cancellation of his application.

Both men said they were committed to the liberation struggle of black workers in South Africa and perhaps their visit would have helped them gain ideas in order to impart the knowledge to their colleagues on returning home.

A Department's spokesman said it is normally the practice of the authorities not to disclose reasons for refusing anybody a passport. However, the men could make new applications.
Tucsa appeal on passports

THE Trade Union Council of South Africa urgently appealed to the Minister of Home Affairs yesterday against the withholding of passports from three trade unionists.

The unionists are Mr Joe Thloue, news editor of the Sunday Mirror and member of the Metal Workers Association of South Africa, Mr Phandelani Nefolokhodwe of the Black Allied Mining and Construction Workers Union and Mr Cunyungaha Nqikana of the African Allied Workers Union.
Cusa and Azactu discuss possible merger

The possiblity of a merger has arisen between the
Council of Unions of South Africa (Cusa) and the Azanian
Confederation of Trade Unions (Azactu).

Cusa and Azactu representatives met at the week-
end to explore common ground. A spokesman said today
a sub-committee had been established "to examine the
future of South Africa's working class."

Delegates agreed on broad principles for the union
movement which included:

- Non-affiliation to political groups.

The spokesman said unions already affiliated to politi-
cal groups would not, however, be asked to end such ties.

Closer co-operation between Cusa and Azactu has
been predicted by union-watchers since the two fed-
erations left unity talks aimed at establishing a "super
federations" of all emerging unions.

Their main objection was the principle of non-
racialism which is one of the cornerstones of the super
federation.

The federation, which is expected to have a mem-
bership of nearly 560,000, the biggest in the history of
the black labour movement, is to be launched in Dur-
ban in about three weeks' time.
Union formed after five years of tough negotiation.

DURBAN — The Congress of South African Trade Unions (Cosatu) was formed after nearly five years of tough and sometimes acrimonious negotiations.

Although it was initially meant to include all of South Africa’s emergent trade unions, two major federations for black workers, the Azanian Confederation of Trade Unions (Azactu) and the Council of Unions of South Africa (Cusa), have remained outside.

The two split from the rest of the unions over the question of non-racialism. Cusa and Azactu follow the Black Consciousness policy of not allowing whites in leadership positions in the unions.

Cosatu, which boasts a membership of about 500,000, is based on principles including non-racialism and worker control.

The new federation has received support from various quarters, including international union federations, church groups, the United Democratic Front and the Non-European Unity Movement.
Black union ‘opposed to disinvestment’

Labour Reporter

THE Black Allied Workers’ Union (Bawu), which says it represents 150 000 workers, was strongly opposed to disinvestment as a means to bring about changes in South Africa. Mr Bheki Khumalo, the general secretary, said after the union’s annual congress in Durban yesterday.

Bawu, which is a federation of 17 trade unions representing workers from a wide spectrum including the building, iron, steel, agriculture and clothing industries, has dissociated itself from Cosatu, the newly formed Congress of South African Trade Unions.

But at its congress at the weekend Bawu decided to co-operate and work with any union or union groupings on any subject of common interest to workers on condition that they were on ‘equal footing and not under the influence or pressure of foreign manipulators or sympathizers’.

Bawu urged foreign multinational companies and quasi-Government companies, including SATS, Sasol, Iscor, Escom, the Water Board and development boards, to invest more in black housing, black education and black advancement projects.

Mr Khumalo said employers should end racial discrimination in salaries and wages.

The Government was also urged to raise the R1 a day paid to unemployed workers on various projects to a reasonable amount of at least R15 a day.

The congress also called on President Botha to speed up the dismantling of apartheid.
1986
Azactu condemns ban on meetings

The Azanian Confederation of Trade Unions (Azactu) has strongly condemned Minister of Law and Order Mr Louis le Grange's extension of his ban on indoor gatherings of 74 organisations.

A spokesman for Azactu said, "We condemn, in the strongest possible terms, the newly imposed restrictions on the activities of black organisations.

"Such restrictions, in our view, are only reminiscent of martial law states," he said.

Mr le Grange extended the ban by listing 30 municipalities where certain organisations were now forbidden to hold meetings until June 30. The announcement was made in Tuesday's Government Gazette.

Among bodies forbidden to hold meetings were the Azanian People's Organisation, the Black Students' Movement and the United Democratic Front.

'STATE OF WAR'

The Azactu spokesman said: "It is becoming clearer to us that we are living in a state of war and we would like to warn the Government that with tempers running high in the work places and in black ghettos, it should immediately meet the just demands of black people to avoid a catastrophe which will only be too ghastly to contemplate."

- The Black Allied Mining and Construction Workers' Union (Bamcuw) has also condemned the ban.

In a statement issued yesterday a Bamcuw spokesman said the union noted with concern the bannings as well as the "intransigence of the Government".

"We see these new steps as manifestations of panic and unwillingness to listen to the voice of reason," the spokesman said.
Cusa, Azactu uniting

An amalgamation between the Council of Unions of SA (Cusa) and the Azanian Confederation of Trade Unions (Azactu) is on the cards. This follows a decision by the organisations to establish a joint sub-committee to investigate the prospect after twice meeting last month.

Cusa, which leans towards the black consciousness ethic, and Azactu, which is more overtly so, announced plans for closer working links last November. This was after their decision not to join the Congress of South African Trade Unions (Cosatu) because of disagreements over the issue of black leadership of unions, a policy they favour.

Significantly, the Cusa-Azactu sub-committee is made up of executive members of both bodies. Says Cusa president James Mndaweni: "We are now taking things further by saying that we are looking at ways and means of amalgamating with Azactu and also at a possible merger between various unions."

According to Mndaweni, Cusa has 12 unions operating in 17 sectors while Azactu’s eight unions also spread their activities over 17 sectors. He foresees the possibility of a merger between Cusa and Azactu in the metal, transport and motor sectors. Their other unions, he says, will continue to organise in their respective sectors. These issues are likely to be clarified late in April when the sub-committee is due to deliver a progress report.

The obvious inference from the Cusa-Azactu initiative is that it amounts to a challenge to Cosatu and its non-racial policy.
May 1/5/16
Day

rallies

banned

Own Correspondent

JOHANNESBURG—Tension mounted in the Transvaal yesterday as a string of banning orders were placed on rallies which tens of thousands of workers were expected to attend to celebrate May Day.

Lawyers also rushed to the Supreme Court in Pretoria and Port Elizabeth last night in a last-minute attempt to have banning orders on Congress of South African Trade Unions (Cosatu) rallies lifted.

An attempt to have an order banning an Evander rally lifted was successful, although the meeting can go on only under certain restrictions.

Mr Pirosdaw Camay of the Council of Unions of SA (Cusa) said three joint Cusa-Asian Congress of Trade Unions (Azactu) rallies were banned yesterday, although permission to hold them had already been granted.

The two federations are planning to hold these rallies at alternative indoor venues.

Fears of a clash between Inkatha and Cosatu supporters are rife in Durban, where thousands of workers are expected to gather for opposing rallies.

Mrs Winnie Mandela will be the main speaker at the Cosatu rally, while Inkatha leader Chief Mangosuthu Buthelezi will open the United Workers' Union of SA (Uwusa) rally.

In the Western Cape, Cosatu will hold rallies at 1.30pm at the Bontheuvel Civic Centre, the Bellville South Civic Centre and at the Zolani Centre in Nyanga East.
Trade unionist detained in EL — claim

Dispatch Reporter

EAST LONDON — A member of the national executive council of the African Allied Workers' Union (Aawu) here, Mr Samkelo Mngaza, who is also an organiser of the Azanian National Youth Unity, is alleged to have been detained by the South African Police.

The SAP directorate of public relations in Pretoria could not confirm the alleged detention yesterday.

A telex sent to the SAP in Pretoria on Friday has not yet been answered.

A spokesman for the police public relations directorate in Pretoria, Lieutenant J. L. Barnard, said yesterday a reply would be issued as soon as the directorate had received an answer from the security police.

The branch chairman of the AAWU, Mr Andile Jele, said Mr Mngaza had been fetched by the security police from his place of work, Wilson Rowntree, last Tuesday. He has not been seen since.

Mr Jele said the AAWU strongly condemned the detention.
Union turns to Industrial Court

Labour Reporter

THE dismissal of about 350 farm workers in the Mposa District near Lower Umfolosi is to be challenged by the Black Allied Workers' Union (Bawu) in the Industrial Court in Durban on May 30.

Mr. Bheki Khumalo, general secretary of the union, said yesterday the union would also make an application to the Court to reinstate the former employees of Zululand Creosoting Company (Pty) Ltd.

He said the dispute arose after they went on strike in protest at the retrenchment of some workers on April 12.

Last week a Supreme Court judge in Durban granted a temporary order restraining a group of retrenched workers from the farm from assaulting or intimidating and interfering with other workers still employed.
Police confirm unionist held

EAST LONDON — Police yesterday confirmed the detention of a member of the national executive council of the African Allied Workers' Union here. Mr Samkelo Mgaza, who is also an organiser of the Azanian National Youth Unity, A spokesman for the SAP directorate of public relations in Pretoria said Mr Mgaza was being held under Section 28 of the Internal Security Act. — DDR
Azactu accuses 'agents' from his home near Emndeni High School the following morning.

Mr Mngomezulu was the general secretary of the Black Electrical and Electronics Workers' Union as well as projects organiser of the Azanian Youth Organisation.

Azactu said in a statement: "We note that Comrade Sipho Mngomezulu was abducted and later killed by a group of vigilantes. We condemn such barbaric acts and wish to state that the black community cannot tolerate such inhumane acts forever.

"It's time now for the black community to act against those people who undermine the value of life; those people who burn other people in the name of the struggle and commit other grisly acts in the name of our humane and just calls," the statement read.

Azactu noted that there were "paid agents of the system who commit such acts and claim to belong to some organisations in the liberation movement." There were no people who killed, maimed and destroyed political activists' homes "except agents of the system," said the union federation.
Union congress may discuss merger moves

By Mike Siluma

Moves to merge the Azanian Confederation of Trade Unions (Azactu) and the Council of Unions of SA (Cusa) are expected to be discussed at the weekend congress of the Black Allied Mining and Construction Workers' Union (Bamcwr).

A Bamcwr spokesman said yesterday delegates to the congress, to be held at the Lutheran Centre in Hillbrow, Johannesburg, were likely also to discuss unemployment and retrenchments.

The union estimates it has lost 3,000 members in the past two years due to the recession.

The spokesman said other items on the agenda might include the re-evaluation of the anti-asbestos campaign and the ratification of a new constitution and structure for the union.

The constitutional and
THE formation of another super trade union federation is in the pipeline.

The new federation, whose name still has to be decided on, will become a reality when two black consciousness-orientated trade union federations — the Council of Unions of South Africa (Cusa) and the Azanian Confederation of Trade Unions (Azactu) — merge soon.

The two federations met in Johannesburg at the weekend to examine common ground for a future working relationship. A subcommittee has been established to examine the future of the black working class in the country.

The meeting found common ground on the following issues:

- Black leadership;
- Acceptance of white involvement at grassroots level;
- Non-affiliation to political organisations;
- Agreement on financial accountability to members within unions;
- Independent action of unions within a federation;
- Methods of international financial assistance and
- Continued community involvement.

Mr PANDELANI Nefolovhodwe of Azactu said Cusa pulled out while Azactu was not invited to talks aimed at the formation of the giant non-racial trade union federation — Cosatu.

Cusa's president Mr James Mndaweni told The SOWETAN yesterday that although discussions have not been completed towards the formation of the new federation, "tremendous progress has been reported".

Cusa's joint executive council would hold a meeting on February 16 to get a clear mandate from its affiliates on the issue.

Azactu's co-ordinator Mr Pandelani Nefolovhodwe also reported progress on the possibility of forming the new federation.
The Black Allied Mining and Construction Workers' Union is to hold its annual congress later this month. The two-day meeting, starting from August 30, will be held at the Lutheran Church Community Centre in Johannesburg. About 650 delegates from all over the country are expected to attend.

Top of the agenda will be Bucwcu's anti-asbestos campaign and the Government's threat to repatriate 'foreign' workers.

Meanwhile the union is to seek an Industrial Court order forcing two West Rand companies to reinstate nine of its members.

In another Industrial Court application, Bucwcu will also challenge the retrenchment of seven DVG Construction workers whose posts, the union says, were later filled by temporary labour.

The Building Construction and Allied Workers' Union will meet in Johannesburg on Sunday, to formulate strategy with a view to solving wage disputes at Concor's two West Rand plants and Pretoria's Gypsum.

The meeting is a sequel to Gypsum shop steward council meetings held in Johannesburg last month. The two councils referred to the national shop stewards council their decision to consider "national action" to force the two companies to settle disputes.

The two-month-old Concor dispute, which centres on workers' demands for a minimum wage of R2.20 an hour at the company's Amalgam and Westo- naria plants, will now be the subject of an arbitration proceeding. About 200 workers were sacked at these plants after a wage strike.

At Gypsum, about 250 workers were sacked in February this year after they downed tools in protest against management's refusal to grant them a R1-an-hour rise.

The union has given the two companies until September 1 to consider workers' demands.

The recently formed Post and Telecommunications Workers' Association holds its inaugural congress at Funda Centre, Soweto, this weekend.

Delegates from all over the country will converge on the centre to elect a new national executive council and adopt the constitution.

The two-day meeting starts on Saturday at 7am.
A RIVAL to the 500 000-strong Congress of SA Trade Unions (Cosatu) was being formed, union leaders said yesterday.

They said that would be the result of merging the Council of Unions of SA (Cusa) and Azanian Confederation of Trade Unions (Azactu).

They claim a joint membership of about 500 000. The new federation is expected to be launched next month.

A senior unionist said: "The major reason is based on the fact that ours are two of the biggest union organisations that have shared a common outlook on the future of the working class."

Both groups boast large memberships in terms of individual union affiliates.

The priority task for Azactu and Cusa will be to make possible disbanding of affiliated general unions because a working committee has agreed on industrial unions only.

The disbanded unions will then join the affiliated existing industrial unions, the source said.

The unionists made it clear they did not want to be compared to Cosatu.

"We are not an alternative. Apart from that the whole idea of comparison is not in good worker spirit," the source said.
Cusa, Azactu to merge next month

Own Correspondent

JOHANNESBURG. — Another major trade union federation is on the verge of being formed and looks set to rival the 500 000-strong Congress of South African Trade Unions (Cosatu).

This was disclosed yesterday by union leaders who are involved in the formation of the federation, which will involve the merging of the Council of Unions of South Africa (Cusa) and the Azanian Confederation of Trade Unions (Azactu) which claim a joint membership in the region of 500 000.

According to sources within the working committee of the two labour groups, the new federation will be launched early next month.

"The major reason for this idea is largely based on the fact that ours are two of the biggest union organizations that for some time have shared a common outlook as far as the future of the working class is concerned.

"We uphold the same basis with respect to the vanguard role of the black working class," said a senior unionist.

After all has been finalized, the overall membership of the combining labour force will total close to 500 000, combining Cusa’s claimed membership of more than 300 000 with Azactu’s 150 000.

However, the priority task for Azactu and Cusa will be to make possible the disbanding of all affiliated general unions, as the working committee has agreed on industrial unions only.

The disbanded general unions will then join the affiliated existing industrial unions, the source said.

The unionists made it clear that they did not want to be compared to Cosatu.
Merger of black unions approved

By Mike Siluma

The Black Allied Mining and Construction Workers' Union (Bamcewu) has given its blessing to the proposed merger next month of two black union groupings.

At its weekend congress, Bamcewu said the proposed merger between the Council of Unions of SA (Cusa) and the Aryanian Confederation of Trade Unions (Azactu) would serve the interests of the union's members.

Unity between Cusa and Azactu has been predicted since last year, when the two ceased to be party to talks which led to the formation of the biggest black union federation — the Congress of SA Trade Unions.

The Bamcewu congress condemned the Government's threat to repatriate black foreignmineworkers, describing it as "politically naive". It also resolved to intensify Bamcewu's three-year-old anti-asbestos campaign.
A federation of the Council of Unions of SA and Azamian Confederation of Trade Unions will be launched in Johannesburg next month, says a senior trade union official.

The new federation will have a membership of 500 000.

The official stressed the new organisation would not be a rival to the Congress of South African Trade Unions.

"We have to co-operate with one another; which will eventually lead to one federation," he said.

A working committee has agreed on industrial unions only and the main task facing Cusa and Azactu is the disbanding of affiliated general unions. The disbanded unions will then join the affiliated existing industrial unions. – Sapa.
ANC claims credit for vigilante chief’s death

By PAT SIDLEY

The African National Congress has claimed responsibility for the assassination of vigilante leader — Minister of the Interior of KwaNdebele, Piet Nuli, ANC sources in Zimbabwe said.

The sources said the assassination was carried out by a unit of Mkhonto we Sizwe and that it is part of a strategy aimed at identifying the ANC’s military wing with local struggles.

The ANC has also claimed it was responsible for the assassinations of Bophuthatswana policeman Brigadier Andrew Molope and, earlier this year, of KwaNdebele leader David Lukhube. Molope was in charge when police opened fire on a crowd of elderly people during a meeting in Winterweld on March 26 and Lukhube was instrumental in moves for the incorporation of KwaNdebele into Swaziland.

The ANC claim of responsibility for Molope’s assassination has been greeted with a degree of scepticism by various sources in touch with the homeland’s affairs and by ‘KwaNdebele-watchers’. While admitting it is possible, they point to the absence of the ‘usual’ South African government announcements about the origins of explosives that might have been used by ANC units.

They also believe whoever brought about his death must have had access to the tight security arrangements laid on for Nuli and his fellow cabinet members.

Meanwhile trouble seems to be brewing again in KwaNdebele.

Dissatisfaction is being voiced at the planned incorporation of Bophuthatswana of Bloodfontein and Gwerforsfontein, which were part of KwaNdebele, and at the consequent forced removal of about 15,000 people to the Rust de Winter area.

Chief Minister Simon Sithombe and his opponents Prince James Mahlangu and Simba Masina are squaring for a final showdown while once again Moute, which was earlier incorporated into KwaNdebele, dissidents.

Sources close to KwaNdebele report an increased troop presence over the past week and rumours are rife — though unconfirmed — that the Mkhobotho vigilantes are making a comeback.

KwaNdebele sources believe Sithombe has by no means given up on the idea of an independent KwaNdebele and hopes to play up to his

---

pils burn American flag

By SEFAKO NYAKA

However, a letter written on behalf of Amhlem’s steering committee told Mthahli not to attend school until the withdrawal of his resignation was discussed at the end of the month.

Relating the incident that led to his resignation, Mthahli said he was summoned from his office by a staff member because soldiers were chasing some of his pupils into the school ground.

He noticed three white soldiers walking away towards the school gate and he approached an Officer N Rautenbach to find out what was happening.

‘He was very agitated and aggressive towards me. He showed me

---

spute board meets again

By SEFAKO NYAKA

agreement with the union. However, they later back away and told us that after consulting with their members they were now rejecting the chamber’s offer,” the representative said.

A legal strike is looming at Ergo on the East Rand after the majority of workers voted in favour of industrial action.

Num has also declared disputes with De Beers Mine, Nucor, Winterweld and the Union Carbide-owned Tubatse Ferrochrome.

Settlement has been reached with the Barlow Rand-owned Dhuva and Rietspuit Mines in Witbank, Rand Refinery, Consolidated Munchinson, Havercroft Verlof Mines and the Employment Bureau of South Africa (Tabwi).

Strikes have been called recently on several different mines.

---

union anger

ite fears’ in new Bill

By SEFAKO NYAKA

a highly controversial and political issue in South Africa. Num says it believes requiring educational qualifications will leave the majority of workers in the industry without protection against racial victimisation, because the white population enjoys access to educational facilities, whereas the same is not the case for the black population.

The physical health requirement is unnecessary, in that the Act provides for the exclusion of all persons with mental incapacity... The security requirement is ‘both ambiguous and superfluous’.

The union also objects to the institution and deposition of committees to advise the minister and to the matters about which the committees must advise the minister. "This will have the effect of introducing an outside body to determine the issues that fall within the collective bargaining domain between employers and workers.

"Apart from giving the minister a much wider form of discretion than is warranted, this will also introduce discriminatory bureaucratic machinery through the committees."

---

Mace burns American flag

In a rare incident, a staff member of the US consulate in Mason, who was not identified, retorted that the American flag was not an American flag.
Rumbles among union giants

Shifts and disaffiliations by a number of local trade unions are changing the face of the South African labour movement.

Major realignments are already taking place, with the steady decline of the former labour giant, the Trade Union Council of South Africa (Tusca), and the proposed merger next month of the Azanian Confederation of Trade Unions (Azatu) and the Council of Unions of South Africa (Cusa).

The planned new federation has publicly claimed it will have the support of 500,000 members, the equivalent of the largest existing federation in the country, the Congress of South African Trade Unions (Cosa).

However, labour researchers at the University of Cape Town have estimated that together Cusa and Azatu combined have more like 250,000 members. Last year Cusa lost its largest affiliate, the 100,000-strong National Union of Mineworkers, to Cosatu.

The proposed new body is expected to endorse a policy of nonracialism together with black trade union leadership. The proposed new federation has "gone on record as saying it does not see itself as an alternative to Cosatu. Relations between the two labour giants will remain sound," according to Azatu co-ordinator P. Nefolohodwe.

"It seems likely the new federation, like Cosatu, will blur the divide between political and factory floor issues. "We have never seen a difference between life in the factories and life in the shanties," Nefolohodwe said.

Tusca's reluctance to tackle political issues publicly has lost it significant support in recent years. The growing politicisation of South African trade unionism has, according to acting Tusca president Robbie Botha, had some part to play in the federation's steady decline.

The largest trade union federation in the country until Cosatu was launched in December 1983, Tusca has experienced a serious decline in recent years. Membership has more than halved since its heyday in 1983 when Tusca had 57 affiliated unions representing a total of 478,420 workers. In the past year, eight trade unions have withdrawn from Tusca; in August, its membership had dropped to about 275,000.

The subject of the federation's decline in membership and support was expected to be discussed at an emergency meeting of Tusca's national executive, scheduled this week to plan policy after the cancellation of Tusca's annual conference.

According to Botha, the conference was cancelled at the last minute because affiliate unions could not afford to send full delegations, but observers believe the move is indicative of the federation's growing financial and organisational difficulties.

Tusca is losing members from both ends of the political spectrum. Rightwing unions have disaffiliated because they fear the federation is no longer protecting white collar workers. Other unions are disenchanted with what they see as the federation's failure to respect its opposition to government policy clearly.

Botha is indignant about criticism of Tusca's multiracial, as opposed to nonracial, policy. "Some say we are fighting the policy of apartheid. Others say we are ineffective, notwithstanding all that Tusca has done over the past few years for labour, both nationally and internationally."

To some extent, he agrees that Tusca's declining fortunes are the product of growing polarisation in the labour movement and impatience with the federation's commitment to factory floor issues.

"There is growing polarisation in the political sphere between the extreme Right and the extreme Left. I have heard whisperings of black unionists who feel Tusca is controlled by whites, although I don't know how they can say that. They do participate in elections once a year."

Botha believes Tusca will weather the crisis. "We have survived many crises in the past. Tusca is intent on surviving. We will pick up the pieces where they fall."

In the latest blow, the more than 50,000-strong Garment Workers Union of the Western Province (GWUPW) announced that at its general meeting this weekend it would almost certainly vote to withdraw from Tusca.

General secretary Cedric Peterson said the question of GWUPW disaffiliation has been on the cards since May. The decision was temporarily shelved to give acting secretary Fred Roux a chance to revive the federation. Roux's unexplained and sudden resignation after only two months "reopened the discussion", Peterson said.

Blaming Tusca's decline on lack of leadership, Petersen praised the efforts of acting office bearers, Botha and Ruth Imrie. "Hats off to them, they have done a miracle keeping the pieces together — but the federation needs permanent staff in leadership positions," he said.

Like most of the unions that have left Tusca, the GWUPW will not join another federation. "The workers we represent live on the poverty line. I think we need to look at the immediate problems that affect them. It is far more valuable and relevant to work with local community organisations at grassroots level instead of sitting around a confederation table debating national issues."

ORGANISER WANTED

UNIVERSITY OF CAPE TOWN

ADMISSION IN 1987
New federations order of the day

ONE federation fades and another is born.

As the run of unions leaving the Trade Union Council of South Africa continues — with this weekend's annual meeting of the Garment Workers Union likely to ratify that union's withdrawal — another federation of "emergent" unions has been created, an alliance between the Council of Unions of South Africa (Cusa) and the Azanian Confederation of Trade Unions (Azactu).

Claiming a total membership of about 500 000, the two last year withdrew from the unity talks that led to the formation of the Congress of South African Trade Unions (Cosatu) over the issue of "anti-racism" against the Cosatu stand of "non-racialism".

The anti-racist position is basically a black consciousness one promoting black leadership, but is not anti-white.

Cusa was formed in 1980 and joined unions which had previously met as a loose co-ordinating committee.

The giant National Union of Mineworkers, now a Cosatu affiliate, was formed as a result of a decision by Cusa in 1982 to establish a union in the mining industry.

Azactu arose from a series of discussions started in February 1984 and its formation was announced in August of that year.

Although the unions are all formally independent of the Azanian Peoples Organisation (Azapo), some of them emerged from labour clinics set up by Azapo in the late 1970s.

Some form of alliance between the two had been anticipated since late last year.

At a meeting in November they found common ground on:

- Black leadership;
- Acceptance of white involvement at grassroots level;
- Non-affiliation to political organisations;
- Financial accountability to members within unions;
- Independent action of unions within a federation;
- Methods of international financial assistance; and
- Continued community involvement.
Envoy shocked by tent town

Mr. David White (right), First Secretary at the British Embassy in Pretoria, listens while Mr. Michael Nkubula, a large resident who has been moved to town, speaks. The newspaper article discusses the circumstances of the relocation of this resident to a black township. Mr. White's relocation is part of a broader effort to move residents and create more space for black people in the city. The article also mentions the emotional impact on the residents, including the envoy, who seems to be shocked by the situation.
AMALGAMATION of the black consciousness-inclined Council of Unions of South Africa (Cusa) and the Azanian Confederation of Trade Unions (Azactu) into a new super federation of unions is imminent.

Delegates from Cusa and Azactu meet in Johannesburg tomorrow to put what Azactu co-ordinator Pandelani Nefolovhodwe calls the “finishing touches” to their unity talks. He anticipates that amalgamation may be complete by the end of next month.

Tomorrow’s unification meeting at Cusa’s headquarters is scheduled to be followed by a special Cusa conference early next month, at which Cusa leaders will seek a mandate to go ahead with the amalgamation, adds Mahlomolo Shosana of Cusa.

The new giant union will constitute an alternative bloc to the existing super union, the Congress of South African Trade Unions (Cosatu). Cusa and Azactu were party to the unity talks leading to the formation of Cosatu — whose 33 founder unions represent 450 000 paid-up members. Cusa and Azactu withdrew or were excluded — each side offered its own version of what happened — from the discussions leading to the formation of Cosatu after differences of principle and emphasis.

Their new alternative super union will link 23 unions, 12 from Cusa and 11 from Azactu. They have a reported signed-up membership of nearly 350 000 members.

Nefolovhodwe says the new union will rest on four fundamental principles. They are: one union for each industry, worker democracy, financial accountability and black leadership.

Of these, black leadership is the most important because it is the salient distinction between the new federation and Cosatu. Nonracialism, rather than black leadership, underpins Cosatu.

But, Nefolovhodwe says, insistence on black leadership should not be interpreted as “class anti-white racism.”

Leadership in the liberation struggle must come from the black working class as the “most oppressed class.” People who do not belong to the black working class — including black intellectuals — but who wish to participate in its fight for a new South Africa have to “commit class suicide” and identify completely with black workers.

Whether they are black intellectuals or white sympathizers, “they have to dance to the tune of the black working class.” They have to understand black working class thinking viscerally as well as cerebrally.

In that way they can become acceptable to the black working class and help to “synthesize and galvanize” its ideas, if chosen to do so.

“If whites want to participate in the struggle, they must do so on the factory floor,” Nefolovhodwe says. But, if they are then elected to leadership positions in the unions by fellow workers, they can do so without violating the principle of black leadership, he concludes.
UNITY THE GOAL, SAYS CUSA-AZACTU

THE newly formed labour federation, Cusa-Azactu, will strive to unite the majority of organised workers in the country.

The new Cusa-Azactu national executive council said in a statement yesterday that it believed in the principle of worker control based on non-racialism "to build a non-exploitative democratic society based on the leadership of the working class".

The executive members are Mr James Mda-weni (president), Mr Stewart Moletsane (vice-president), Mr Firazam Camay (general secretary), Mr Phandelani Nefolovhodwe (first assistant general secretary), Mr Mathlomola Skhosana (second assistant general secretary).
A NEW labour giant will be launched this weekend with the merging of two black consciousness trade union federations.

Mr James Mndaweni, president of the Council of Unions of SA (Cusa) said that the long-awaited merger between his organisation and the Azanian Confederation of Trade Unions (Azactu) would go ahead this weekend.

He said the name of the new organisation would be announced at a launch on Saturday afternoon following Cusa’s conference at Broederstroom.

**Talks**

Talks between Azactu and Cusa have been under way for several months. Mr Mndaweni claimed the new federation would have a membership in the region of 350,000.

The Black Allied Mining and Construction Workers’ Union (Bamcuw) has given its blessing to the merger.

Unity between Cusa and Azactu has been predicted since last year, when the two ceased to be party to talks which led to the formation of the Congress of SA Trade Unions (Cosatu). Cosatu claims a membership of up to 600,000.
350,000 to merge into labour giant

By Sheryl Raine

A new labour giant and rival to the Congress of South African Trade Unions will be launched this weekend with the merging of two black consciousness union federations.

Mr James Mdaweni, president of the Council of Unions of South Africa (Cusa), said the long-awaited merger between his organisation and the Azanian Confederation of Trade Unions (Azactu) would go ahead this weekend.

The name of the new organisation would be announced on Saturday after Cusa's conference at Broederstroom.

Mr Mdaweni claimed the new federation would have a membership of about 350,000.

Unity between Cusa and Azactu has been predicted since last year when the two ceased to be parties to talks which led to the formation of Cosatu, which claims a membership of up to 600,000.
PAC flag hoisted at launch of new union

Own Correspondent

JOHANNESBURG.—The flag of the outlawed Pan Africanist Congress (PAC) was hoisted high and songs in praise of its late leader Robert Sobukwe echoed within the Alpha Centre hall as a new 350,000-strong union federation was formed at Broederstroom yesterday.

The federation, which at the time of going to press had not been named, is the result of a merger between the exclusively black Council of Unions of South Africa (Cusa) and the Azanian Confederation of Trade Unions (Azactu).

Dancing youths chanting political slogans and singing freedom songs momentarily turned the event into a PAC festival, to the delight of more than 1,000 delegates.

Cusa's general secretary, Mr Phiroshaw Camay, said he had a message of fraternal greetings from the PAC and the African National Congress (ANC).
THE flag of the outlawed Pan Africanist Congress (PAC) was hoisted high and songs in praise of its late leader Robert Sobukwe echoed within the Alpha Centre hall as a new 360,000-strong union federation was formed at Broederstroom yesterday.

The federation which, at the time of going to press, had not been named is the result of a merger between the exclusively black Council of Unions of SA (Cusa) and the Azanian Confederation of Trade Unions.

Dancing youths chanting political slogans and singing freedom songs momentarily turned the event into a PAC festival, to the delight of more than 1,000 delegates.

Cusa's general secretary, Phiro-

SIPHO NGCBOSE

shaw Camay, said he had a message of fraternal greetings from the PAC and the African National Congress.

Other messages of solidarity came from the Trade Union Congress of Britain, the 20-million strong Canadian Labour Congress, the International Labour Organisation, the labour wing of the United Nations, the Zimbabwean Congress of Trade Unions, the National Forum, the Azanian National Youth Unity and the 82-million member International Congress of Free Trade Unions.

Cusa president James Mndaweni said the federation would not force its members to adopt any particular political ideology.

He said: "We are a democratic organisation which will not impose any ideology upon any of our members. It is our members who will shape the direction of our federaion and this they will achieve independently of any party politics."

Mndaweni said the principles of the federation included:

- Worker control;
- Industrial trade unionism;
- Independent trade unionism;
- Non-affiliation to political parties;
- Acceptance of whites at grassroots level;
- Continued community involve-
Giant new trade union federation is launched

A NEW CHAPTER OPENS

By LEN MASEKO

ANOTHER chapter was opened in the labour history when a new union federation was launched at the weekend.

The new giant, which claims a membership of 350,000, became a reality with the merging of the Azanian Confederation of Trade Unions (Azactu) and Council of Unions of SA-Casa.

The name of the new federation had not been announced by late yesterday.

Talks

More than 500 delegates from all over the country converged on Alpha Training Centre in Broederstroom, to launch the federation.

Messages of support were read at the two-day congress, from among other organisations — Pan Africanist Congress, African National Congress, International Confederation of Free Trade Unions and Britain’s Trade Union Council.

The new federation symbolised workers’ aspirations, through which the working class “will march towards total emancipation,” Casa president Mr James Mdaweni told the conference.

Delegates

Casa-Azactu talks started after the two federations “were pushed out” of the unity talks which resulted in the formation of the Congress of SA Trade Unions, Mr Mdaweni said.

“The federation is a democratic organisation which will not impose ideology upon any of our members,” the Casa official said.
WHAT is the significance of this week's birth of another ‘labour’ federation in South Africa? The new federation, Cusa-Azantu, was launched almost a year to the day after the Congress of South African Trade Unions (Costatu) was launched with a membership of 500,000 workers.

That there are now two federations is a result of last year’s collapse of talks to bring the main labour movement in South Africa under one umbrella.

The two have so much in common that it is still not clear why they cannot agree to have one federation.

Although affiliates of the two groups have an entirely black membership, both federations subscribe to the principle of non-racialism.

Both aspire to a one-man-one-vote election in a unitary state after which workers will take over political and economic control of the country.

On the question of ideology, which has been seen as the major bone of contention between them, the two groups are in fact, singing the same tune.

Cusa-Azantu and Costatu believe in retaining their autonomy by not affiliating to international federations.

According to Cusa-Azantu’s president, Mr James Mndaweni, Cusa has been given a period within which to wind up its commitments with organisations such as the International Confederation of Free Trade Unions and the African American Labour Centre, to which it had been affiliated.

Condemn

The two agree that foreign investment props up apartheid which ensures maximum exploitation of the working class.

Both also agree on the need to research and develop an alternative system of education to replace the current one which they condemn as geared to serve the interests of the capitalist minority.

There are only three issues on which the two federations disagree.

Although they both accept that labour issues are inseparable from the overall political situation in the country, Cusa-Azantu does not believe in union affiliation to political organisations.

Mr Mndaweni said:

"Our policy makes it very clear that we do not push any ideological line at all. "We have within our ranks individuals who belong to the UDF, Azanian National Youth Unity (Azantu) and to Black Consciousness organisations and that does not in any way influence the federation’s policy. "But it must be clear that the position we hold has been determined by our membership and its change will also be determined by our membership.

Costatu is an affiliate of the United Democratic Front.

Charter

The land question is another contentious subject.

Cusa-Azantu, which subscribes to the Freedom Charter, is by implication supporting the Charter’s preamble which states that: “South Africa belongs to all who live in it, black and white.”

Cusa-Azantu, on the other hand, states clearly in its policy document that: “The federation recognises the fact that the entire country, balkanised or not, belongs to the indigenous people of our country.”

But the most contentious of the three is the question of leadership.

Cusa-Azantu, while subscribing to the principle of non-racialism, believes in black working-class leadership.

Worker

Whereas Costatu believes that everybody who earns his living by selling his labour is a worker — irrespective of the colour of their skin — Cusa-Azantu believes that whites belong to a class that owns means of production and can therefore not be accepted as constituting part of the working class.

The thin divide between labour giants

By SAM MABE

"Our members belong to various schools of thought and we respect that position by not imposing any ideology on them. "We have, for instance, been labelled as a black consciousness group by certain newspapers. Nothing could be further from the truth."

Cusa-Azantu president James Mndaweni.

FOR THAT REASON, whites are not eligible for leadership positions within Cusa-Azantu.

Explaining this position, Mr Mndaweni said: "This is by no means discrimination. We only believe that a leader has to represent the interests of his membership and this can be possible only if such a leader comes from the ranks of the people he is leading."

Mr Mndaweni maintains, however, that his federation will not be influenced by differences between Cosatu and itself in its decision to support any action taken on a national basis.

"We obviously have a common attitude towards days like May Day and June 16 which we all recognise as public holidays," Mr Mndaweni said.

The Media Council

THE South African Media Council is an independent body established to deal with various matters affecting media reporting and comment.

One of the council’s functions is to receive and act upon complaints from members of the public who have not been able to get satisfaction by approaching a newspaper or other news
A New black union federation — dubbed by the press a “labour giant” — was born when the Astaxol Confederation of Trade Unions (Astaxol) and the Council of Unions of South Africa (Cusa) merged at Bendoroom on the weekend.

The key difference in principle between the new federation and the Congress of South African Trade Unions (Cosatu) is Cusa-Astaxol’s emphasis on “black working class leadership”, which excludes white intellectuals from occupying leadership positions.

Cusa-Astaxol president James Mofokwane said that Cosatu claimed to share its federation’s principle of “worker control”, but it did not believe Cosatu had working class leadership “as such”.

Referring to white officials in Cosatu union, Mofokwane said “Other people who are not workers come in as intellectuals in leadership positions.”

Mofokwane said despite the fact that neither the new federation’s general secretary, Phebeckhanyama, nor the assistant general secretary, Padelo Ntshwabo, worked his way into trade unions from the shop floor.

At a press conference the strike-organized federation claimed 420 156 signed-up members and 348 000 paid-up members. If true, these figures would put Cusa-Astaxol only about 100 000 behind Cosatu.

Through the new federation contains important Cusa unions such as the South African Chemical Workers’ Union (Cisha) and the Food and Beverage Workers’ Union (FBWU), it is not in the same league as Cosatu. Unions affiliated to Cosatu were responsible for 22 times more industrial action in the first few months of this year than unions in the newly merged Astaxol-Cusa federation.

According to figures compiled by union labour consultants Andrew Levy and Associates, Cusa unions accounted for 175 strikes and at least half-a-million lost man-days between January and July this year.

This compares to 22 strikes and 27 000 lost man-days by Cusa unions and one strike and 2 000 man-days by Astaxol unions.

These figures exclude stayaways and political strike action, such as those initiated by Cusa unions in response to the State of Emergency or the 1984-October 1 Day of Mourning.

Though strike action is not the only indicator of union strength, Cusa-Astaxol lags far behind Cosatu in terms of worker mobilization and organized campaigns.

According to Levy and Associates, the unions involved in the main industrial disputes between January and July were the National Union of Mineworkers, with 15 strikes for 211 550 lost man-days, and the Metal and Allied Workers’ Union, whom 50 strikes cost 142 350 man-days.

Apart from this action, M clown has been to the forefront of campaigns for higher wages and plant-level bargaining in the metal industry, he.

By contrast, Cusa-Astaxol’s representative on the mines, the Black Mining and Construction Workers’ Union (Bamwuza), had one strike involving 2 000 man-days.

Other Cusa unions involved in a lot of strikes include the National Automobile and Allied Workers’ Union (Nama), with 75 strikes and 29 160 man-days; the Chemical Workers’ Industrial Union (CWIU) with 15 strikes and 40 135 man-days; and the Commercial, Catering and Allied Workers’ Union of South Africa (Crawasa) with 14 strikes and 15 513 man-days.

The three Cosatu food unions, which united into the Food and Allied Workers’ Union (Fawa) had a combined total of 27 120 lost man-days in 14 strikes.

The largest Cosatu-Maduna strikes were 52 strikes involving 10 304 man-days by Sasa; one strike involving 4 000 lost man-days by the Transport and Allied Workers’ Union (Tawu); and six strikes involving 7 840 lost man-days by the CWIU.

Meanwhile, the formation of Cusa-Astaxol is unlikely to increase the chances of a merger with Cosatu to form one black opposition federation.

Mofokwane said on Monday that Cusa-Astaxol would only be prepared to accept “principled unity” and not a “handshake of convenience”.

On most major issues — such as political action, sanctions, worker control, and working class independence — the positions of the two federations are remarkably similar.

The major stumbling block to unity, which kept the Cusa and Astaxol unions out of Cosatu, is the political action. In the first place, is the split over black working class leadership.

Cosatu, on the other hand, still has a policy decision not to share a platform with other, and has said that if the Cusa-Astaxol unions want unity, they must join Cosatu.

However, the formation of Cusa-Astaxol is unlikely to spark shop floor unity with Cosatu, and the kind of that has marked the emergence of Mpumalanga’s United Workers’ Union of South Africa (Unions). The union’s industrial action tally is, incidentally, nil.

But first, a question of figures

A rival union federation to Cosatu was formed at the weekend and hailed immediately as a “labour giant”. But, argues labour writer PHILLIP VAN NIEKERK, the figures indicate that the new union is not yet in the Cosatu league.
called the Cusa-Azactu federation until a new name is decided upon, the new black consciousness-leaning body is an amalgam of 23 unions with a paid-up membership of 248,000 and 420,000 signed-up members.

The negotiations which led to its formation commenced last April when it became apparent that neither Cusa nor Azactu would be joining in the talks that led to the formation of Cosatu, whose political sympathies tend towards the United Democratic Front.

The new federation believes in "the principle of worker control ... to build a non-exploitative democratic society based on the leadership of the working class." It is also committed to "black working class leadership." This is its major difference with Cosatu, which has a number of whites in key positions. Other guiding principles are "anti-capitalism, anti-imperialism, anti-racism and anti-semitism."

Former Cusa leaders occupy all the top leadership positions in the new federation — a reflection of the relative strengths of the two bodies before the merger. James Mdaweni and Phiroshaw Camay, Cusa president and general secretary, respectively, retain those positions in the new organisation. Pandelani Nefolovhedwe, general secretary of the Black Allied Mining and Construction Workers' Union (Bamcuw), and the leading light in Azactu, is first assistant general secretary. Stewart Moletsane, head of the Azactu's Insurance and Assurance Workers' Union of SA's shop stewards committee, is vice-president. Camay's right-hand man in Cusa, Mahlomola Shosana, is second assistant general secretary.

The leaders are adamant the federation will retain its autonomy and will not become an affiliate of any political organisation. It will also not affiliate to any of the international union bodies, although it will "reserve the right to relate to any of them." Cusa's present affiliation to the International Confederation of Free Trade Unions (ICFTU) is something which will have to be "put under review," says Mdaweni.

The federation's leaders reject suggestions that it is a black consciousness (BC) body. Yet the flag of the Pan Africanist Congress (PAC) was raised at the weekend meeting, and Azactu certainly was a BC organisation.

The new federation is committed to the idea of industry-based unions. For this reason, three general unions in the Azactu camp — the African and Allied Workers' Union, the Black General Workers' Union and the National Union of Workers of SA — were accorded only observer status at last weekend's meeting. According to Camay, they will now disband and their members will be accommodated in unions catering for the industries in which they work.

Some unions will also hand over sections of their membership to others. Construction workers in Bamcuw's ranks will, for example, be shifted to the Building and Construction and Allied Workers' Union, formerly a Cusa affiliate. Likewise, the Black Electrical and Electronics Workers' Union, the Engineering and Allied Workers' Union of SA, and the Steel, Engineering and Allied Workers' Union, are due to begin discussions on consolidating their memberships.
Plea to lift restrictions on unionists

The newly formed Cusa-Azactu federation will today ask the Pretoria Supreme Court to lift restrictions placed on two officials formerly held under the state of emergency, a spokesman said.

The two officials are Mr Manene Samela and Mrs Joyce Sedibe.

Restrictions placed on them include that they may not leave their respective magisterial districts without permission from the authorities and that they may not give Press interviews.

Several other former detainees, including union leaders, are also under restrictions.
Hotel workers fired after strike

By MATHATHA TSEDU

TWENTY-THREE workers at the Great North Road Hotel in Pietersburg were dismissed on Monday following a work stoppage, a spokesman for the Black General Workers Union (Blaug) said yesterday.

The union national organiser, Mr Phosa-kwena Mashele, said the workers were demanding the recognition of Blagu by management. The hotel's manager, Mr Steve Rudd, has not been available for comment since Monday.

Twenty-four workers, including union members, are still working, Mr Mashele said. Those on strike include the chef, waiters, wine stewards, barmen, cleaners, bedmakers and scullery workers. The strike has seriously affected the hotel's service.

Mr Mashele said the work stoppage resulted from "management's arrogance. The workers signed a petition which called for the recognition of the union but the manager refused to accept it. He has refused to even speak to us".
THE Congress of South African Trade Unions (Casa) federation was deeply committed to the total emancipation and mental independence of all black workers in South Africa, the federation's president, Mr James Mndaweni, said yesterday.

Mr Mndaweni, who returned to South Africa this week after leading a 17-men delegation to a week-long education workshop in Harare, said the federation had fulfilled its congress wishes to establish an educational desire which will inform and educate all their members.

The workshop dealt with various aspects involving trade unions and their day-to-day dealings with management. Speakers at the conference shared varying views, Mr Mndaweni said.

Mr Mndaweni said what they had learnt would be based on providing a broad political philosophy of self-reliance and self-determination, which will be worker controlled.

"We must have an education that will assist us in our struggle against oppression and exploitation", he said. Armed with these, he said "We can manage to achieve total emancipation and mental independence with our members."

The conference has formulated educatio- nal recommendations for the federation.

* The federation will hold its national council meeting at Lekton House, Johannesburg, on Sunday.
THE Black Allied Mining and Construction Workers' Union has expressed concern at recent incidents of violence at the mines which have so far claimed 47 lives.

In a statement yesterday, Bamewu said it was convinced the so-called faction fighting at the mines was "manufactured language conflict geared at destabilising the gains made by the labour movement organising in this industry."

Forty-seven black mineworkers have been killed and 138 injured during incidents of violence at three mines during the past three weeks.

This week six mineworkers were killed and many others injured when faction fighting erupted at Anglo American's President Steyn gold mine near Welkom.

"We call on black miners, irrespective of affiliation, to exercise vigilance against this new form of control and not to let the gains made so far by labour groups be eroded," Bamewu said.

The Bophuthatswana National Union of Mine Employees holds a general meeting at Thabane near Rustenburg on Sunday.

The meeting will discuss among other things the ban on trade unions from operating in the homeland.

The meeting, which starts at 8am, takes place at Thabane Community Hall, and is open to all workers.

The union was formed in 1984.
1987
By Zenaide Vendeiro, Transport Reporter

The strike by bus drivers and other workers at Bophuthatswana Transport Holdings enters its fourth day today with no end in sight.

They are striking for a recognition agreement between the company and the Transport and Allied Workers' Union (Tawu).

Tawu officials approached BTH yesterday, but were told the company was unable to negotiate with the union as it had no legal status in the homeland. This was confirmed by BTH.

In statements issued yesterday, BTH claimed that there had been intimidation of drivers while Tawu alleged harassment and detention of workers on strike.

**Tawu says . . .**

The union said six worker leaders had been detained — two from Pitsoto, three from Batswana Gare and one from Bothaba — and, as a result, many workers had left their homes in fear of harassment by police.

There had also appeared to be an attempt by the South African Police to frustrate workers' attempts to hold meetings in the Pretoria area.

On Wednesday, the union said, police locked out workers from the Empire Cinema in Marabastad and later locked out workers from the Laudium Hotel, where close to 1000 workers had gathered.

Workers claimed they were transported in vans from the hotel to Bophuthatswana areas, where they were addressed by management.

Tawu said that, in a clear attempt to divide drivers from the technical staff, management persisted in calling on drivers to return to work while ignoring other members of staff.

Management had engaged white personnel to drive buses, it added.

"Workers have seen through this and they remain resolved to persist in the unity and quest for recognition of their democratic trade union and not a management-sponsored union," Tawu said.

**BTH says . . .**

BTH said officials had been informed that "unknown parties" made specific threats to employees.

Certain drivers were also threatened by colleagues and minibus operators, the company said.

"In more than one instance, firearms were used as an intimidation instrument."

BTH had been approached by Tawu officials, who were told that in terms of Bophuthatswana's industrial relations legislation, the company could not negotiate with foreign unions.

"They were informed that no de jure or de facto recognition can be granted by the company and that they should therefore approach the appropriate authorities in Bophuthatswana."

The company said the unlawful stay-away involved about 25 percent of drivers and that it had had a limited effect on regular commuter services.

Relief drivers had been used and arrangements had been made with SA Transport Services to transport by rail to Rosslyn and Pretoria.

Management expressed its sincere appreciation to BTH passengers for their patience and co-operation "during this difficult period."
A campaign has been launched by the Council of Unions of South Africa/African Confederation of Trade Unions (Cusa/Azactu) to make OK Bazaar’s management reinstate workers dismissed during the eight-week strike.

In a statement yesterday, Cusa/Azactu said it fully supported the OK strikers.

A union meeting yesterday decided affiliates should examine what factory-level support could be given to the strikers, expressed disgust over alleged collusion between the stores and the police and called for the release of detained strikers.

The meeting also discussed the activities of certain OK directors and managements in not denouncing the police.

"Their silence has been deafening, especially among those who meet liberation organisations," the statement said.
Unions reject new Workers' Day

By Mike Siluma

Major unions today vowed to continue to work for May 1 as a public holiday, despite state President Mr P W Botha's announcement that the first Friday of every May would be Workers' Day.

National Union of Mineworkers' spokesman Mr Marcel Golding said the announcement was clearly an election ploy.

"There is a specific symbolism in May 1 celebrated by workers throughout the world. While there seems to be an acceptance of a workers' holiday, this does not change our position." Cusa-Azactu federation spokesman Mr Phiroshar Camay said both the State holiday and May 1 would be taken and employers would have to bear the cost.

The country's largest black workers' federation, Cosatu, and the Media Workers' Association also rejected the Government holiday.
Leading PE unionist off to Canada to study labour issues

By JIMMY MATYU

A PORT ELIZABETH trade unionist, Mr Lizo Neti, national organizer for the Black Allied Workers Union of South Africa, is going to Canada on a six-months study of labour issues.

He will be studying a "worker awareness-raising" project at the Xavier University.

The study is being sponsored by the Coody International Institute and was recommended by the Wilgespruit Fellowship Centre in Rodepoort where Mr Neti had previously attended courses on labour issues.

He leaves Port Elizabeth for Johannesburg on Friday on the first leg of his trip.

A farewell party in Mr Neti’s honour was held in Zwide at the weekend.

Mr Neti, a father of two from New Brighton, said he and two other trade unionists from other organisations in Transvaal would then fly from Jan Smuts Airport in Johannesburg on Wednesday next week.

"This will be my first trip abroad and I am looking forward to gaining much knowledge from the study. I hope to share it with my colleagues in the trade union movement when I return," he said.

Mr Neti said he became deeply intereste in trade union administration during 1983. He joined the Commercial, Catering and Allied Workers Union of South Africa in 1983.

Ironically Mr Mhulelo Nzwanana, who interested Mr Neti in joining Ccawusa, is now secretary-general for Bawusa.

"We established Bawusa after we saw a need for a trade union to cater for small industries where some people are exploited and dismissed unfairly," he said.

Mr Neti said Bawusa, which was still a small union, had branches in Paterson, Uitenhage and Addo. It was planned to nationalize the union.

He said at present Bawusa co-operated with any federation of unions.