INDUSTRIAL RELATIONS—AFRICAN TRADE UNIONS

1983

JANUARY — JULY
Farmers doubt Essop's allegations

JOHANNESBURG — Organised agriculture responded to an allegation by the chairman of the Farm Labourers' Union in the Karoo, Mr Solly Essop, that Karoo farm workers are being exploited.

The vice-president of the Eastern Cape Agricultural Union, Mr Tobie Meyer, said the allegation has created a negative image of agriculture and is not a true reflection of the relation between employer and employee in agriculture.

He says that in view of the appointment of a commission of inquiry into agricultural labourers, organised agriculture regrets that it was not consulted before the report was issued.

Referring to Mr Essop's allegation that 50 labourers and their families had been left destitute over Christmas and had been forced to approach welfare workers for assistance, Mr Meyer said that it had not been proved. He seriously doubted its accuracy. Mr Meyer said that agriculture would welcome details of each of the 50 cases so that the matter could be investigated.

Earlier, in his capacity as chairman of the Farm Labourers' Union of the Karoo, Mr Essop urged the government to introduce legislation protecting the rights of farm labourers and relaxing influx control governing coloured people.

SAPA
Labour Party move angers trade unions

By STEVEN FRIEDMAN
Labour Correspondent

OPEN conflict between the emerging trade union movement and the Labour Party has broken out over the party's decision to take part in the Government's planned constitutional changes.

In the past week there have been clashes between members of three unions and LP supporters at two party meetings and this week the Food and Canning Workers' Union announced it would "resist" the LP's decision and criticised its behaviour at one of the meetings.

This comes in the wake of plans by the Federation of SA Trade Unions to campaign against the LP decision and the planned changes. There is a strong possibility of a united union front to fight the Government's plan.

The FCWU has a wide following among coloured workers in Cape rural areas which the LP regards as strong areas of support.

Last week members of the union, together with members of the SA Allied Workers Union and the General Workers' Union, clashed with Labour Party supporters at an LP meeting in East London.

And at the weekend, members of the FCWU's Saldanha branch, who arrived at an LP meeting in Vredenburg to heckle LP leaders, were initially excluded from the meeting and were then involved in scuffles with LP supporters.

In its statement, the FCWU said it "deplores the action of the Labour Party at (the Vredenburg) report-back meeting."

It added: "These actions show in the clearest manner that the Labour Party can't even pretend to represent coloured people."

The union said the LP had originally sought to exclude workers from its meeting in the Security Police had then arrived "apparently to maintain order."

Referring to an incident later in the meeting when a vote of confidence in the LP was passed after union members left the meeting, the FCWU said: "The decision was taken by a minority in utter disregard for the decision of the majority."

"The FCWU rejects the Government's constitutional proposals and the LP's acceptance of them. We have never given the Labour Party a mandate to talk with the Government on their behalf. We resolve to resist any attempt to mislead people into accepting these proposals."

"We can't fight for the unity of all workers on the factory floor and allow a constitutional dispensation which discriminates against people of different races and excludes the majority."

The deputy-leader of the Labour Party, Mr David Currie, told the Rand Daily Mail's Cape Town correspondent that he rejected the union's allegations. He said unions were entitled to express their views on the proposals, but accused them of leading "organised disruption" of LP meetings.

He said the LP was opposed to aspects of the constitutional plan just as the unions were.

Fonata has indicated that it plans to seek co-operation with other "progressive" unions to oppose the proposals and the developments at the two meetings appear to indicate that this approach will receive support.

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Minister to defend SAP assault claims

Mail Reporter

THE MINISTER of Law and Order, Mr. Louis le Grange, intends defending an action instituted against him by a Johannesburg trade unionist for alleged assault in detention.

Mr. Jabu Ngwenya, an official of the General and Allied Workers' Union (GAWU) is suing the Minister for R10,000 damages as a result of alleged assaults he suffered on November 17, 1981, at Protea police station.

According to papers served in the Rand Supreme Court, Mr. Ngwenya of Soweto, states that he was wrongfully and unlawfully assaulted by members of the Security Police acting in concert with each other. He was punched, electrocuted, physically abused and reduced to exhaustion.

In assailing him, he said, members of the South African Police were acting within the scope of their employment as employees of the Minister representing the South African Government.

Mr. Ngwenya has been detained several times. In November 1981 he was held until September last year. He gave evidence in the inquest into the death in detention of the trade unionist, Dr. Neil Aggett.
Unions damn party’s move as ‘farcical’

BY SANDRA SMITH

MAJOR non-racial trade unions today joined black organisations in sharply criticising the Labour Party’s decision to accept the Government’s constitutional plans.

The Federation of SA Trade Union’s (Fosatu) general secretary, Mr Joe Foster, called the constitutional proposals a “farce of so-called constitutional reform” and condemned the Labour Party’s decision to participate.

He said the party had “paraded their political opportunism for all to see”.

It had shown its true colours to workers last year when its leaders “sided with employers and attacked workers and their unions when they were striking for a fair wage”.

The party’s latest decision finally confirmed its political irrelevance for workers, he said.

“Like the last time, the decision can only be seen as a desperate attempt by an unrepresentative leadership to prolong their own political careers,”

To do this the Labour Party has been prepared to sacrifice unity in the struggle and has finally bowed to racist political divisions and abandoned 60% of South Africa’s population,” Mr Foster said.

He said the party had accepted the label “coloured” and was prepared to “sit around a table and wait for a few coloured crumbs”.

In doing so the Labour Party had sided with the forces of apartheid.

Fosatu and its members rejected this “short-sighted opportunism” and felt the party clearly could not give workers assistance in their struggle for economic and political justice.

A spokesman for the Food and Canning Workers Union said the constitutional proposals had been discussed and completely rejected at the union’s September conference.

“They were seen as a means of dividing the working class and intensifying a “racial war”,” she said.

At the conference it had been said that the proposals represented a distinct danger for coloured workers in that they were being “bought off”.

The General Workers Union (GWU) also criticised the Labour Party decision, saying that the union rejected any system whereby people were represented along ethnic lines, believing this to be divisive.

Two other unions, the General Workers Union of SA (Gwusa) and the Motor Assembly and Component Workers Union (Macwusa) have branded the Labour Party action as an attempt by the party’s leaders to “enrich themselves from the coffers of apartheid”.

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Magistrate rules Keagile statement is admissible

A Johannesburg Regional Court magistrate today ruled admissible as evidence a statement in which Miss Liban Keagile admitted acting as a messenger and conveying money for the African National Congress.

The magistrate said Miss Keagile (25), of Molapo, Soweto, who is charged under the Terrorism Act, had not proved she made the statement involuntarily.

In the statement Miss Keagile said she acted as a courier for the ANC between Botswana and Soweto "because my husband became a member in 1980 and because I did not know I was doing wrong."

The statement said she brought R2,000 to the South African Black Municipality Workers Union in 1981 and contacted people in Soweto for the ANC.

She said the statement was inadmissible because she was assaulted by Security Police and forced to make it.

A State witness in the trial refused to give evidence.

For Philip Dlamini, secretary of the South African Black Municipality Workers Union, said he refused to testify and would not give reasons because he was sick.

He will appear in court tomorrow after consulting a doctor and attorney.

The case is continuing.

See Page 4
LABOUR BRIEFS

Unionists get their jobs back at Gallo

Five trade union shop stewards were reinstated at the Gallo music company branch in Germiston this week after a dispute about union recognition. The men, members of the Commercial, Catering and Allied Workers' Union, reportedly were dismissed for intimidating other workers. A spokesman said the union represented the majority of workers at the firm and hoped to negotiate with management at a later stage. Gallo spokesmen were not available for comment.

DEMANDS

- Most strikes in 1981 were for higher wages, according to the recently released annual report of the Department of Manpower.

The report describes 233 strikes and 59 work stoppages as a part of the "growing pains" linked with the new labour dispensations. There were in 1981 two important pieces of legislation — the Labour Relations Act and the sixth Wielahn Commission report, which dealt with the mining industry. Employers and employees had to learn that they could no longer delay facing the demands of labour in South Africa, the report said.
Witness jailed for his silence

By Fiona Macleod, Court Reporter

A State witness who refused to testify because he did not want to be branded a "sell-out" was jailed for 18 months by a Johannesburg Regional Court magistrate yesterday.

Phillip Dhlamini (31), the former general secretary of the South African Black Municipal Workers' Union, refused to testify in the trial of Miss Lillian Keggle, who is charged under the Terrorism Act.

The magistrate, Mr J J J Luther, said Dhlamini had not given a justifiable excuse for his refusal.

CREDIBILITY

Dhlamini said his union had an international reputation and would lose its credibility in South Africa and overseas if he testified.

A statement he had made to the Security Police was incorrectly recorded and was made under duress in fear of indefinite detention, he said.

He said he did not want to be branded a "sell-out" by the black community.

In mitigation of sentence, Mr R Mckgoat, appearing for Dhlamini, said: "A black man who testifies in political cases is ostracised. There have been assassinations in such cases."

Mr Luther said political sympathy with an accused was no justification for refusal to testify. The interests of the State had to be protected.

Dhlamini has been in detention since May 1982 and has been charged in a separate case.

He was an important witness in this trial. The State closed its case and the trial was adjourned until March 7.

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WEATHER

TRANSVAAL — Till 6 pm tomorrow cloudy and cool over the north and east with fairly general rain, otherwise partly cloudy and hot with scattered thunderstorms.

Temperatures and rainfall for the 24-hour period ended 1 am today:

Max | Min | Rain
--- | --- | ---
Bryanston | 31 | 23 | 3.7
Cape Town | 32 | 24 | 0.2
Durban | 32 | 19 | 5.2
Port Elizabeth | 31 | 18 | 4.7
East London | 32 | 17 | 4.8
Stellenbosch | 32 | 16 | 3.5
Pretoria | 31 | 16 | 3.5
Johannesburg | 32 | 16 | 1.5
Johannesburg West | 32 | 16 | 0.5
Johannesburg East | 32 | 16 | 0.5
SUNDERLAND | 32 | 16 | 0.5
SUNDERLAND West | 32 | 16 | 0.5
SUNDERLAND East | 32 | 16 | 0.5

EXPECTED TEMPERATURES FOR TOMORROW:

Max | Min
--- | ---
Johannesburg early AM | 16
Port Elizabeth early AM | 16
Durban early AM | 16
Johannesburg PM | 29
Port Elizabeth PM | 29
Durban PM | 29
State witness' silence gets him 18 months

A STATE witness who refused to testify because he did not want to be branded a "sellout" was jailed for 18 months in the Johannesburg Regional Court yesterday.

Phillip Dlamini (31), former General Secretary of the South African Black Municipal Workers' Union, refused to testify in the trial of Miss Lillian Keagile who is being charged under the Terrorism Act.

The magistrate, Mr J. J. Luther, said Dlamini had not given a justifiable excuse for his refusal.

Dlamini said his union had an international reputation and would lose its credibility in South Africa and overseas if he testified.

A statement he had made to the Security Police was incorrectly recorded and was made under duress in fear of indefinite detention, he said.

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In mitigation of sentence, Mr R Mokgoatjeng, appearing for Dlamini, said: "A black man who testified in a political case is ostracized. There have been assassinations in such cases."

Mr Luther said political sympathy with an accused was no justification for refusal to testify. The interests of the State had to be protected.
FIVE TRADE union shop stewards were reinstated at the Gallo Music Company branch at Germiston this week after a recent dispute over union recognition.

The men, all members of the Commercial, Catering and Allied Workers' Union, were reportedly dismissed for intimidating other workers.

A CCAWUSA spokesman said the union represented a majority of workers at the firm and hoped to enter into recognition talks with management at a later stage. Gallo spokesmen were not available for comment.
Union boss jailed for terror trial refusal

Mail Reporter

THE general secretary of the Black Municipal Workers' Union, Phillip Dlamini, was jailed for 18 months yesterday for refusing to give evidence for the State in a Terrorism Act trial.

He had been called to testify in the trial against Miss Lillian Keagle, 21, of Melago, Soweto.

Dlamini, 31, of Zola, Soweto, had been called as a witness three times, the third time yesterday, but each time refused to testify.

He told Mr J J Luther in the Johannesburg Regional Court yesterday, "It was written in the Good Book that a person should not give false evidence against a neighbor."

Mr Rafha Mokoatlheng, for Dlamini, said in mitigation that blacks who had given evidence for the State in the past had been ostracised by their community and some of them had been assassinated.

He said Dlamini had told him his conscience did not allow him to give evidence against Miss Keagle.

As an official of the BMWU, he felt he would lose credibility and be regarded as a "sell-out" if he testified.

Mr Mokoatlheng said Dlamini had made a statement to police under duress after being threatened with detention.

Mr A R van Wyk, prosecuting, said Dlamini had been taken into custody in May last year and was facing certain charges.

He was to have been a key witness and his refusal to testify would weaken the State's case considerably.

Mr Luther rejected the application.

Captain J C Coetze, a Security Policeman, told the court on Monday that Miss Keagle was arrested on the Botswana border on November 18, 1981.

He and a colleague fetched her from Zeerust police station and brought her before a magistrate the following day, when she allegedly made a statement.

He had questioned her for about 10 minutes at the Magaliesberg police station on the night of her arrest and told her she was being held in connection with a serious offence involving the ANC.

He denied under cross-examination that she was ever assaulted, and specifically that the car carrying her had been stopped in the veld and she had been assaulted, as she had claimed.

He said he had been shocked to read in the Press about her allegations.

Mr Mailer put it to Capt Coetze that three children, among them her own child, were used to pressure Miss Keagle into co-operating with the police and making a statement. Capt Coetze denied this.

Asked whether the children had spent the night of November 18/19 in a cell at Magaliesberg with Miss Keagle, he said he did not release the children immediately because he did not want other suspects to know that Miss Keagle had been arrested.

Re-examined by the prosecutor, Capt Coetze said the accused was happy to be with the children and had never asked that they be allowed to go.

He also denied that the children were left alone in the cell while she was being questioned, or that they and Miss Keagle were deprived of food.

The children were given cool drinks and chips in the car while they travelled, he said. At one point, the police had stopped the car at a shop to allow Miss Keagle to buy more food and milk for the children.

Miss Keagle had earlier claimed during a trial within a trial that she was assaulted and sexually molested after the police car was stopped in the veld.

Miss Keagle was remanded in custody and the trial will resume on March 7.
Union trespass case ends in acquittal

Pretoria Bureau

AN ORGANISER of the General Workers' Union of South Africa (Gwusa) was yesterday acquitted of a trespassing charge by the Kempton Park Magistrates court.

Mr Solomon Maluleke, 30, was arrested with two other Gwusa officials outside the State Trade Centre at Olfantsfontein on November 29. The charges against the other two men were withdrawn when they appeared in court earlier this month.

Mr Maluleke, Gwusa's Transvaal secretary, Mr Dennis Khumalo, and another Gwusa organiser, Mr Solly Masemola, were arrested at the centre when they went there to see the head, Mr M Smit, with whom they had an appointment.

They failed to trace him and when they left the centre they were arrested, taken to the Olfantsfontein police station and charged with trespassing.

Mr Khumalo is facing a charge of inciting workers at the De Luxe Dry Cleaners in Pretoria to strike. Judgment in that case will be given in the Pretoria Regional Court on January 21.
Geldenhuys warns unions, students

PRETORIA.—The Chief of Police, General Mike Geldenhuys, warned that the police would continue to act mercilessly against students and trade unionists that propagated or furthered the aims and objectives of banned organisations.

Addressing a passing-out parade for 360 newly-trained police recruits at the police college here yesterday, General Geldenhuys said:

"It is often very easy to accuse the police of unnecessarily acting against individuals who are deliberately misusing their positions at university, in trade unions or elsewhere to propagate or even further the aims and objectives of banned organisations against our country is as serious, without realising what would happen and political as it is a matter of life and death."

Prosperity, growth and progress in South Africa could only be maintained in an atmosphere of peace and order, he said.

It was the police force's duty, he added, to preserve internal security and maintain peace and order in the country. This it would continue to do within the limits of the law.

General Geldenhuys also attacked "misguided idealists" who, he charged, were unwittingly or unwittingly playing into the hands of the enemy.

"The onslaught on stability - SAPA"
Unionists slam jail sentence

By JOSHUA RABOROKO

ABOUT 30 trade unionists have condemned the 18-month sentence imposed on trade union leader Phillip Dlamini for refusing to testify in a terrorism trial in Johannesburg last week.

The unionists affiliated to the Council of Unions of South Africa (Cusa), and the Metal and Allied Workers' Union, an affiliate of Fosatu, observed a moment of silence during a special service held in Johannesburg on Friday. In a statement afterwards, they also condemned the solitary confinement legislation in South Africa.

Phillip Dlamini, former general secretary of the SA Black Municipality Workers' Union, was sentenced after refusing to testify in the much publicized trial of Miss Lilian Keggie in the Johannesburg Regional Court.

In a statement the unionists said they protested against unjust victimization, intimidation and subjugation by the South African Government on trade unionists.

"We condemn solitary confinement and feel this form of legislation is unfair. We support the stand Dlamini has taken," said Mrs Agnes Molafe, general secretary of the South African Laundry Dry Cleaning and Dyeing Workers' Union.

In a separate statement, Mawu also condemned the sentence imposed on Mr Dlamini.
Mwasa calls for boycott of tour

EAST LONDON. — The national council of the Media Workers' Association of South Africa (Mwasa) has added its voice to those who have called for a boycott of the West Indian rebel cricket tour of South Africa.

The R10-million provided for the tour could be used to provide better facilities for South African sportsmen within the country, Mwasa members said at a meeting in East London at the weekend.

A statement released by Mwasa at the meeting said: "The argument by one of the players that he has children to feed is the height of hypocrisy. Would he feed his children with money obtained from sources that are starving millions of children by paying below-the-breadline wages to workers, and still be happy?"

"The story that the South African Broadcasting Corporation has provided a large part of the money is clear proof that the government is behind it all. The SABC is a mere front," the statement said. — Sapa.
Retrenchment anger

Migrant contract workers sent home

By SELLO RABOTHATA

ABOUT 84 contract workers, mainly from Transkei, employed by Clifford Harris Construction company near Vereeniging have been forced back home after being retrenched before the expiry of their contracts.

The Orange Vaal branch of the General Workers' Union of South Africa, the union representing them, is to seek a Supreme Court order restricting the company from dismissing the workers.

The union claims the company retrenched its migrant workers before the expiry of their minimum three-month contract.

CONTRACTS

The contracts are to expire in March, they said.

The workers were retrenched last week, hardly a week after their arrival from different homelands.

Retrenched workers allege:
- They were dismissed before their contracts expired.
- They were not paid for the outstanding period of their contracts.
- They were given no notice prior to dismissal.
- They were not transferred to other branches as promised by the recruiting officer.
- They were left "in the lurch" because they were not transported back to their homelands.

Angry workers who had thronged the union offices said: "Hardly any reasons were given for the termination of our contracts which expire only in March. We are sick and tired of being toyed around with by the employers just because we live in the homelands. I do not know whether they are taking advantage of the labour-dry homelands but they send us from pillar to post while our children are dying."

UNION

The secretary-organiser of GWU in the area, Mr Philip Masia, said his union had tried to negotiate with management at the company but there seemed no sign of agreement as to the re-instatement of the workers concerned. Most of the workers left the area last Wednesday — a day after their retrenchment.

"We are now going to take the matter to court because the company's management is adamant they will not re-instate them. We must brief our lawyers so that we can start preparing for the court action. Management does not seem prepared to take the workers back or to pay them for the outstanding period," he said.

Mr Masia said GWU was not the kind of union that would buy retrenchment packages from employers because of the economic downturn. The economic downturn is the employers' and not the workers' worry. He said the workers who had already left for their homelands would be called back for re-instatement or to collect their dues.
Postal workers in Natal form a union

Labour Reporter 191183

A trade union for postal workers in Natal was launched last weekend in Durban. The National Post Office and Allied Workers' Union had about 550 workers at its inaugural meeting.

However, the union may run into conflict with existing labour legislation which bars public servants from becoming members of trade unions. Similar attempts to organise black postal workers have failed, largely as a result of concerted police action.

A spokesman for the postal union said the weekend meeting was a follow-up to several gatherings held last year, but there had only been poor turnouts in the past. This he attributed to intimidation by the authorities.

Another meeting is being held next month to elect an executive committee.
Unionist acquitted of incitement

Own Correspondent

PRETORIA — The Transvaal secretary of the General Workers' Union of South Africa (GWUSA), Mr Donnie Khumalo, was acquitted yesterday of a charge of inciting workers at a Pretoria dry-cleaning firm to strike.

He was acquitted after the magistrate, Mr A J Le Roux, had said he found the evidence of the State witnesses "contradictory, conflicting and vague", while Mr Khumalo's evidence was convincing.

The magistrate also accepted that Mr Khumalo wanted to have facilities for the workers at De Luxe Dry-cleaning in Koedoespoort improved and rejected the State's claim that Mr Khumalo had gone to the company's premises after he had incited a strike.

The three main State witnesses — who claimed that Mr Khumalo had incited them to strike at a meeting in a church hall in Mamelodi the evening before the strike in September 1981 — were very vague and even incoherent in their evidence, Mr Le Roux said.

The security police arrested Mr Khumalo on the De Luxe premises after he went there during the strike in an attempt to help settle the dispute.

Last week trespassing charges against Mr Khumalo and another GWUSA organizer, Mr Solly Masemola, were withdrawn in the Kempton Park Magistrate's Court.

Another GWUSA organizer, Mr Solomon Maluleke, was acquitted on the same trespassing charge.

Mr M Brassey appeared for Mr Khumalo.
NMC to investigate ways of simplifying the registration of trade unions

IN AN ATTEMPT to simplify and expedite trade union registration applications speedily, the National Manpower Commission (NMC) is working on a special injunction — the Fifth Report of the Wiesahn Commission.

This was told to The SOWETAN yesterday by the chairman of the NMC, Dr Hennek Reinders, who said that the commission was still busy investigating the matter.

The investigation would probably be completed during the first section of the year, he said.

The registration of unions was not only done in South Africa, but was a world-wide system, he added.

He disclosed that the present registration of a union with a traditional collective bargaining system could take between three months to a year.

There are 1.2-million registered trade union members in the country and 30 unregistered unions involved in organising the workers.

A spokesman for the Registrar of Trade Unions at the Department of Manpower in Pretoria said that in terms of the Labour Relations Act all unions wishing to register should submit their membership and constitutions.

Other secondary requirements include details of their office bearers, financial statements, head office addresses and so on, the spokesman said.

Applications normally take about six weeks if there are no objections from other unions.

However, applications are often time-consuming because the applicants frequently fail to submit their constitution in accordance with the Act.

On the other hand, most unregistered unions have rejected the industrial council system which is seen by some sections in the labour field as a breakthrough.

The unions have contended that they preferred plant-level bargaining to the Industrial Council system of negotiation.

The question of the Industrial Council system has in the past created a furore among black unions as some favoured while others rejected them.

During the motor industry labour unrest in the Eastern Cape, the Motor Assemblies and Component Workers' Union (Macwusa) refused to serve on the Industrial Council and later disassociated itself from unions which participated in the council.

Thus, while blacks contend that the system works, unions — especially those belonging to unregistered unions — maintain "no dice" on the issue of the system.

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The banned former president of the Media Workers' Association of South Africa (Mwasa), Mr Zwelakhe Sisulu, has been given permission to occupy his new house in Dobsonville.

But the permission is temporary — until he receives further notice from the Minister of Justice Mr Sisulu will live in his new house for only one month — in accordance with the permission which is valid from yesterday and is due to expire on February 24 this year.

Mr Sisulu, whose father is a former leader of the banned ANC and is currently serving a life imprisonment sentence, has been living at his parents' home in Orlando West with his mother, Mrs Albertina Sisulu, who is also banned.

The new house, in Madonsela Street Dobsonville was built in the middle of last year and Mr Sisulu was informed in October that the house was ready for occupation.

But until yesterday Mr Sisulu could not even see the house because Dobsonville falls outside the magisterial district of Johannesburg to which his banning order restricted him.

According to the letter giving Mr Sisulu permission to occupy his new house, his three-year banning order which expires on December 31 this year, will be amended during his temporary stay in the house by substituting the word Orlando with the word Dobsonville.

But the house arrest order which becomes effective between 7pm and 6am during weekdays and at all times during Saturdays, Sundays and public holidays, remains unchanged.

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Examiners' Initials
Domestic claims 'master' beat her

By ELLIOT TSHINGWALA

AN elderly domestic worker claims she was sacked without pay and had her belongings thrown in the street after she was allegedly spambokked by her Bryanston employer this week.

Mrs Grace Sedumed (48) who was employed by Mr Deon Lombard yesterday told The SOWETAN she had to receive medical treatment following the assault and had complained to the Domestic Workers' and Employers' Project (Dwep) under Mrs Leah Tutu.

Mrs Sedumed, who worked for the Lombards for five months and trouble arose after she agreed to sell some of Mrs Lombard's dresses last year. She sold most of the clothes and bought one dress for herself.

"She had apparently not told her husband because last Sunday the 'master', who had been quarreling with his wife, asked for the keys to my room.

"I quietly followed him to see what he was going to do. He started searching through all the things until he found the dress. Holding the dress with one hand and hiding a sjambok with the other he asked me how the dress came to be in my room. He refused to believe I had bought it from the mwana. He started lashing me with the sjambok," she said.

Mrs Sedumed said he beat her until she screamed with pain. She said her backside was swollen and she could hardly sit.

Mrs Sedumed intends laying a charge of assault against her employer.

Meanwhile Mrs Lombard denied that she had asked her employee to sell the dress for her.
ANONYMOUS

Killed 37,000 Howard County executions for a crime he committed.

Reelected 1975-79.

The other letter to the Governor.

The letter to Mr. Bo.

The letter to Mr. D. O. B.

The letter to Mr. C.

The letter to Mr. E. C.

The letter to Mr. F. D. O.

The letter to Mr. G.

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The letter to Mr. Z.
'We have numbers'

The *FM* spoke to Cyril Ramaphosa, general secretary of the National Union of Mineworkers (NUM), the first black union to negotiate a recognition agreement with the Chamber of Mines.

*FM.* The NUM is entering the mining industry at a time when employers and established unions are finding it difficult to agree on how to phase out job reservation. Can the NUM help to speed up this process?

Ramaphosa: Job reservation has, for a long time, been a burning issue for our members. Our members have resolved to fight for its abolition as it is a violation of their rights and dignity and a threat to industrial peace.

We are aware of the complexity of the problem. But as much as we may want to help speed up the process, we are dismayed that the mining bosses and the white unions are seemingly meeting behind closed doors, discussing and plotting our members’ future without our participation. The scrapping of job reservation is our major struggle and we will use all the power at our disposal to have it scrapped.

Do you agree with observers who believe employers and some white unions will never be able to agree on the scrapping of job reservation and that government will finally have to intervene?

The complexity of this problem deepens when one looks at government’s insincerity in effecting changes. Government has gone on record that it will protect white miners’ interests. It is obvious that when black workers’ interests are at stake, the government sidesteps the issue and passes the buck to the bosses and the white unions.

The government allows white unions to hold the economy and black workers to ransom. Some black miners are threatening a repeat of 1982 if legislation is changed to allow our members to have blasting certificates. But they seem to forget that we have numbers on our side. We have a potentially explosive situation on the mines and government had better realise this.

What kind of reception has the NUM had from mine management?

It has been cautious — and has varied from neutral to negative. I guess mine management are still steadfastly colonial, and to a large extent racist, and have not adapted to the abolition of the Masters and Servants Act. They still see their workers on the mines as servants who have to obey everything the master says. When we came in as a union, we did meet harsh resistance on some mines where management were openly restricting or restraining workers from joining the union.

Do you believe these managements are adequately prepared for issues they will now face due to black unionism becoming a fact of life in their industry?

They might believe that they are prepared, but we do not think they are. Why has the NUM grown so quickly?

There are two reasons. Firstly, black mineworkers are the only workers in SA, besides agricultural workers, who have been left out of the unions’ process. They have seen other workers represented by unions and they have great expectations and are responding at a fast rate to unions.

Secondly, our recruiting strategies have been well geared to meet their needs. So far the NUM’s major impact has been felt at gold mines. What sort of progress is it making on other mines?

Our strategy has been to concentrate on gold mines first and then move to coal mines later.
The Chamber of Mines has agreed to negotiate its first recognition agreement with an emerging black trade union - a decision that paves the way for profound changes to labour practices in the mining industry.

The chamber will have talks with the National Union of Mineworkers (NUM) over the union’s application for it to be recognised as the representative of certain categories of black workers at two gold mines: Western Holdings’ Welkom Division and the Elandrand mine.

The chamber’s decision signals the end of the tradition of only white union leaders being involved in collective bargaining in the industry. It also raises the question of how a black union, which has differing needs and goals, will be accommodated in the collective bargaining process.

White mining unions have traditionally made a joint approach to employers in annual pay negotiations. However, NUM general secretary Cyril Ramaphosa says his union will not join the Confederation of Associations and Mining Unions.

The confederation was formed by white union leaders late last year, in an apparent effort to create a multiracial union coordinating body in the mining industry. However, soon after its formation it turned down a membership application from the coloured, Asian and black Federated Mining, Explosives and Chemical Employees’ Union (FMECEU). Ramaphosa says the NUM regards the confederation as a “white racist collective bargaining front.”

Mining employers will also have to contend with the NUM’s demand for workers at mine level to have a strong input into the collective bargaining process.

Ramaphosa says the NUM would like to see collective bargaining in the industry operating at two levels: the first would be the industry-wide level where the NUM would sign a substantive recognition agreement with the chamber; at the second level, it wants to sign subsidiary agreements with each mine management.

At chamber level the NUM would like to negotiate wages and conditions of work for the entire industry. At mine management level it would seek to negotiate disciplinary, grievance and retrenchment procedures.

“We are approaching recognition in this way because we feel it will be in the interests of our members and workers in the industry,” says Ramaphosa. “If we are able to get a good wage at industry level, it will also help push up the wages of those workers who are not yet our members.”

The union wants to sign the agreement at mine level because it wants to have its shaft stewards monitoring that agreement. Ramaphosa says it would be very difficult to monitor such an agreement if it were signed at chamber level. He emphasises that the union wants its shaft stewards to participate at all levels of the collective bargaining process.

While the chamber has moved with commendable speed to recognise the NUM, there are signs that some mine management are apprehensive about what lies in store for them. Clearly they are in for a difficult, testing period in an industry which has a turbulent labour history.
UNIONS SLAM PROPOSED CELEBRATIONS

THE GENERAL Workers' Union of South Africa (Gwusa) and its sister union, the Metal and Chemical Workers' Union of South Africa (Macwusa), have joined other Mamelodi leaders in rejecting celebrations proposed to celebrate the founding of the township.

Celebrations are to be held on March 23 to mark the townships thirteenth birthday. In a statement issued in Pretoria on Friday the unions said, “We condemn with the strongest possible terms a proposed celebration of Mamelodi by the community council. We call on residents to boycott the event. Rents and services are going up and the housing waiting list is reaching great length.”

The statement added that the plight of workers was not considered by the council which was doing nothing to improve living conditions in the townships. The council, it appeared, wanted to celebrate the dusty streets of the area, the statement read.

The chairman of the council, Mr W A Apane, has said that preparations would go on irrespective of mounting opposition from local leaders. He said he did not care who was against the move.

Gwusa said other unions and different organisations would meet to help mobilise the community against participating in the proposed celebrations.
100 Gallo workers dismissed

Labour Reporter

About 100 workers at the Galló music company's warehouse in Germiston were dismissed today after refusing to meet a return-to-work deadline.

The workers, many of whom are members of the Commercial, Catering and Allied Workers Union, went on strike yesterday over retrenchment grievances.

A Gallo official, Mr Malcolm James, said the workers were given an extended return-to-work deadline of this morning, but had not reported for work and were dismissed.

He said the company had laid off some workers in the past and had intended to do so again.

Work at the warehouse was being maintained by a skeleton staff and it was hoped to fill the vacancies with workers from other areas within the group, Mr James said.

Gallo is holding recognition talks with Cawusa and a union spokesman said they were discussing the dismissals.
Strikers return to work but find gates locked

By STEVEN FRIEDMAN

Workers who downed tools at Gallo Africa’s Bed fordview warehouse on Tuesday returned to work yesterday, to find the gates locked.

By late yesterday the strike, the third to hit Gallo recently, remained unresolved and the company said it was recruiting temporary workers from the East Rand Administration Board to keep the warehouse in operation.

The company dismissed almost its entire workforce on Tuesday after it refused to meet an early afternoon return-to-work deadline.

The strike was sparked by retrenchments, including that of a union shop steward, and came on the day Gallo held its first recognition talks with the Commercial, Catering and Allied Workers’ Union (Cawusa).

The union’s president, Mr. Issad Padi, said yesterday Cawusa contacted the company late on Tuesday. It had agreed to alter its decision to sack workers, agreeing they could return if they arrived for work yesterday morning.

Mr. Padi said union officials had persuaded workers to return but that the warehouse gates had been locked. He said Gallo had met worker leaders but refused to meet union officials. Workers wanted to return, but insisted on the re-hiring of the retrenched men.

“We can’t understand their refusal to meet us. We want a settlement as quickly as possible,” Mr. Padi said.

A spokesman for Gallo, Mr. Malcolm James, said the gates were locked because warehouse management were unaware of the return-to-work deadline had been changed.

He had addressed workers outside the gates and told them management had the right to retrench. He said he told them they could return but, in terms of the company’s disciplinary procedure, they would receive a warning.

“They had asked us whether they could return. They had added extra conditions to their return. But we made it clear from the outset that a warning would be given,” Mr. James said.

Mr. James said Gallo would not re-employ the strikers without a warning. “We have had three strikes and on one occasion took a conciliatory stance by reinstating dismissed workers. We feel that if workers have grievances they must use company channels, rather than strike.”

He said the lay-offs were carried out in terms of a company procedure.

However, he had agreed to investigate the retrenchments after the workers returned. He said the shop steward’s retrenchment was not connected with his union position.

“We are now in an impasse. But we hope emotions will cool in the next day and enable us to resolve the dispute,” Mr. James said.

Gallo would not meet union officials because it did not recognize Cawusa yet, but it was still willing to recognize the union, he added.

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NOTE CAREFULLY

1 The answers only on the right hand pages will be marked. The left hand pages may be used for rough work, but no credit will be given for that work.

2 Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering.

3 Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which permit may also be used.

4 Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used.

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University.
Anniversary Aggett service

A SERVICE to commemorate the first anniversary of the death in detention of trade unionist Dr Neil Aggett will be held at the University of Witwatersrand on Saturday.

The service, organised by the Food and Canning Workers Union (FCWU), of which Dr Aggett was the Transvaal secretary, will be held in the university Great Hall and a number of leading trade unionists have been lined up as speakers.

CELL

Prominent churchmen, including friends and colleagues of Dr Aggett's in the medical profession, will also speak at the service.

Dr Aggett had partly abandoned his medical profession to devote his time and energy to trade unionism. He was detained in November 1981 and on February 5 last year he was found hanging in his cell at John Vorster Square.

POLICE

His was the 52nd death in detention and he was the first black person to die while in police detention in South Africa.

During his inquest, shocking allegations of police torture against him and several other detainees were made.

These included assaults, deprivation of sleep, lengthy interrogation sessions, threats of death, forced strenuous physical exercises and subjecting to electrical shocks.

One of the main witnesses at Dr Aggett's inquest told the court that Security Police had threatened to charge, jail, then ban and house arrest him if he agreed to give evidence at the inquest.

SHOCKS

Dr Aggett had made a statement 14 hours before he was found dead, in which he said he was blindfolded, handcuffed behind his back and given electric shocks. He also said a Security Policeman slapped him and squeezed his testicles.

At the end of Dr Aggett's inquest the presiding magistrate, Mr P.A.J. Kotze, found no one responsible for his death.

By SAM MABE
Director's statement on platoon system questioned

By JIMMY MATYU
THE Domestic Workers Association of South Africa (Dwasa) claimed today that the regional director of the Department of Education and Training, Mr G W Merbold, was incorrect when he said this week that the platoon system in black schools only existed in lower primary schools.

Mrs Pat Maquina, secretary for Dwasa, added that nevertheless "we welcome the move by Mr Merbold to send details of the number of children turned away to Cape Town with a request for more teachers".

In a statement from Dwasa, Mrs Maquina said the association wished to make it quite clear to the regional director that his statement on Tuesday that the platoon system was applied only in lower primary schools was incorrect.

Mr Merbold was quoted as saying the system could not work for higher primary schools because those children had a longer schoolday.

Mrs Maquina said "Mothers from the Zwede area with children in higher primary schools have complained to us that because of the platoon system they were forced to give up their jobs through having to see that their children attended school in the afternoon and did not play truant."

She said on investigation the association discovered that most higher primary schools in Zwede had this platoon system.

Mrs Maquina said "The association and the Zwede mothers are appealing to the department to do away with this system in the higher primary schools in their area as it encourages truancy."
Dr Liz Floyd was one of the speakers at a service held to pay tribute to the memory of the trade unionist who died in detention on February 5 last year. Dr Floyd said it was important to come together to mourn his death, to be together to celebrate and appreciate the courage and solidarity he had shown, and to carry on his work in this spirit.

By Carolyn Dempster
At a four-hour service in Johannesburg this weekend, a massed gathering of trade unionists, students and workers paid tribute to the memory of Dr Neil Aggett, on the anniversary of the trade unionist’s death in police detention on February 5 last year.

Cries of “Amandla” and freedom songs reverberated through the packed Great Hall at the University of Witwatersrand, as speaker after speaker stood up to pay honour to the dead unionist.

A quiet and dedicated worker, Neil Aggett had become a symbol of resistance in the trade union movement, said Dr Liz Floyd, a close friend of his. He had worked tirelessly to respond to the problems of the workers and to promote the cases of the independent trade unions which were still in their infancy in the Transvaal.

“He played a particular role at a particular time which brought him face to face with the government which didn’t want that type of union to be consolidated here,” she added.

Representatives of the independent trade union movement reiterated the importance of unity within the movement — one of the ideals for which Dr Aggett had been striving.

“Like 11 players on a soccer field, the different unions are all heading towards the same goal,” emphasised a speaker for the Federation of South African Trade Unions (Fosatu).

Speaking on behalf of the African Food and Canning Workers’ Union (AFCUW), of which Dr Aggett was the Transvaal secretary, Mr Israel Mogatle said Dr Aggett as a white trade union organiser was a largely black union who fought against apathy, repression and the suspicion of certain workers who saw the struggle purely in terms of a racial context.

“Our union was proud to have a man of such character who showed that South Africa can be one country with one future.”

The trade union representatives of Fosatu, APCUW, the Commercial and Catering Workers’ Union of SA, the SA Allied Workers’ Union, the General and Allied Workers’ Union, and the Orange Vaal Workers’ Union hit out at the inquest findings into the death of Dr Aggett.

Attributing Dr Aggett’s death to South Africa’s repressive security system, they referred to him as “a single casualty in the struggle for a free and democratic South Africa.”

Messages from such organisations as the Black Sash, South African Society of Journalists, National Union of South African Students, Azanian Students’ Organisation, Federation of South African Women, Congress of Union of South Africa and the Congress of South Africa Students underlined the sentiments of a spokesman for the Anti SAIC who said: “Neil’s death, far from being a deterrent, has served as a source of inspiration to all progressive people in South Africa.”

Dr David Webster, speaking for the Detainees’ Parents’ Support Committee, pointed out that Dr Aggett’s death had united progressives, resulted in a nation-wide worker stoppage and had initiated attempts at unity within the trade union movement.

“One should not regard Neil’s death in isolation, however, but remember the 51 people who died in detention before him.”

Dr Webster also dashed out at the Minister of Justice, Mr Leon Louw, for his attack on the DPSC as “an organ of the communists and ANC” on Friday.
The Exchange described as a 'bully' by Sam Mabey.
Unions set to oppose Labour Party

Many unions are suspicious of it, seeing it as a threat to their independence. And some labour experts argue that for mediation to work both sides must recognize the value of bargaining with each other — at least in principle. Where that exists you don’t need a mediator, they say. Where it doesn’t, mediation will be resisted.

Supporters of the new service reply that once it establishes itself it will show it is an aid, not an obstacle, to independent bargaining. They also believe there are many firms in which the two sides have agreed to bargain, but where this is placed under stress by a dispute. They believe they have a key role there and that, once they prove they can play a useful role, the demand for mediation will grow.

In this way, they say, the service can play a key role in promoting bargaining and reducing factory conflict.

FORMAL efforts to cement unity among emerging unions are under way again. Last year efforts to get the unions to bury their differences and get together in a working alliance failed. But the talks led to a realignment in which two groups emerged — on the one hand Fosatu, the GWU, and two food and canning unions, on the other a group of ‘community’ unions led by the Motor Assemblers’ and Components Workers’ Union and the SA Allied Workers’ Union.

The Council of Unions of SA has remained neutral.

With plans afoot to call a new meeting of unions to form a federation, the trends which emerged last year have hardened. Co-operation between Fosatu and the allies has increased — as has hostility between them and the Macwana group.

There is thus little chance the latest move will produce an alliance of all the unions. But it may well cement the alliance between Food and Canning, GWU and Fosatu.

As they have the vast bulk of organised workers and factory muscle, this would be a big boost to unionism.

Fosatu’s Sweet, Food and Allied Workers’ Union is predictably delighted about an out-of-court settlement which means meat employers Vleesentraal will reinstate 50 workers it fired over a dispute last year.

One reason for the union joy is that Vleesentraal is a tough employer which took an uncompromising stance for much of the dispute.

But the deal was also made an order of court and as the first such order re-establishing workers, rather than compensating them for their sacks.

Because it did not come to court, the case does not set a legal precedent.

But in this and similar recent cases, employers seem willing to settle rather than face court action.

One reason may be the judgment in a Transvaal case last year which gave much greater legal muscle to dismissed workers.
WE WON'T FORGET
NEIL AGGETT
HE IS BUT ONE OF MANY

On February 5, one year ago, Neil Aggett died in detention. He was found hanging in his cell in Johannesburg's central security building - John Vorster Square. Today we mourn his death, and learn from it.

Dr. Aggett was not the first to die in police custody. Since 1963, 53 people have lost their lives whilst in detention. In the crisis years after Sharpeville, and up till 1969, 19 people lost their lives whilst in detention. With the Soweto unrest in 1976 25 people died between the years 1976 and 1978. Since 1980, the numbers have picked up once more, with 5 deaths over the period 1980 to 1983.

South Africa is faced with a period of crisis. Strikes, boycotts, demonstrations and guerilla warfare are on the increase. Overseas countries refuse sporting and cultural ties. Unemployment is worsening, and people are demanding a decent living. The government has attempted to resist change through introducing reforms. The President's Council was a result of the need for reform, and most people have rejected their proposals. A motion passed at the TASC Congress in Johannesburg in January 1983 stated:

"We cannot accept any constitutional proposals that do not flow from a national convention of representatives of all the people of South Africa".

Another means to resist change in South Africa, has been the increase of repression. Bannings, imprisonment and security legislation have become a part of our lives. Detentions have increased with 956 people being detained over the whole of South Africa in 1980, and more than 630 in the first six months of 1981. Detention can be an horrific experience. People are interrogated, deprived of sleep, abused and beaten. Some claim to have faced electrical shocks, interrogation and indefinite isolation. Solitary confinement has been known to have severe effects on people. Detainees have become depressed, anxious, uncertain and helpless. They have found themselves open to propaganda and persuasion. Many have spoken of being disorganized, some even suicidal. Fifty three people are known to have died in detention in South Africa. Neil Aggett was merely the 52nd.
TUESDAY, 8 FEBRUARY 1983

†Indicates translated version

For written reply

Regulation of trade unions

16 Dr. A. L. Boraine asked the Minister of Manpower:

How many trade unions applied between 1 January and 31 December 1982 for registration in respect of (a) Black employees only, (b) White employees only, (c) Coloured employees only and (d) employees of more than one population group?

The MINISTER OF MANPOWER:

(a) None

(b) None

(c) None

(d) Four
Dismissed workers reinstated

Dismissed workers at the Gallo wine company warehouse in Germiston this week agreed to return to work after management granted a new return-to-work deadline. At a meeting between shop stewards belonging to the Commercial, Catering and Allied Workers' Union and Gallo management, a conditional reinstatement for former workers was agreed. The conditions are that there will be no loss of service benefits, workers will not be paid for the period from their dismissal to reinstatement and pending retracements will be effective.

About 100 workers had gone on strike last week over the retracement issue and were dismissed after refusing to meet a return-to-work deadline. A Cawusa spokesman described the reinstatements as a victory, considering that workers were told last week they had "dismissed themselves".

A case of breaking banning orders against a former head of the Motor Assemblers and Component Workers' Union of SA, Mr Dumile Makanda, was postponed in the Port Elizabeth Magistrate's Court on Monday until March 28. This was the third court appearance of Mr Makanda, who was served with the two-year banning order last year after he had spent about eight months in detention. He was released without being charged. Three of his union colleagues were also served with two-year banning orders.

Date  22/10/76

Degree/Diploma/Certificate for which you are registered (e.g. B.A., B.Sc.)  ESc (Hons)

Subject  ECONOMICS IA
(to be copied from the heading on the Examination Paper)

Paper No  1
(to be copied from the heading on the Examination Paper)

NOTE CAREFULLY

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4. Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used.

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University.

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.
Azapo to forge links with trade unions

By SAM MAPE

IN ONE OF the numerous resolutions passed during its congress held in Pietermaritzburg last weekend, Azapo resolved to form links with local trade unions and to organise workers at their places of employment.

Azapo also intends forming trade unions where they do not exist and will also educate workers and community organisation on matters related to trade unionism.

Other resolutions taken at the congress include:
- Intensifying South Africa's isolation,
- Devising means of stopping evictions and demolition of shacks,
- Pledging solidarity with the Palestine Liberation Organisation,
- Expressing support and sympathy with neighbouring countries affected by South Africa's policy of destabilisation, and,
- Condemning the Government and demanding South Africa's withdrawal from Namibia.

Azapo also condemned what it called the Government's obsolescent strategy of divide and rule and of fostering and imposing divisions within the 'oppressed ranks' by dividing them into categories such as "urban blacks" and "rural blacks".

It also noted that individuals and organisations participating in bodies such as the President's Council were shamefully selling their birthright and that they had to be exposed as traitors to the black cause.

The President's Council was intended to foster an illusion and a myth of change, peace and prosperity within the structures of an oppressive and exploitative system, Azapo noted before further resolving to:
- Reject the council and its proposals, and:
- Reject attempts by sections of the opposition to cooperate in the President's Council plan.

Azapo also resolved to convey these resolutions to organisations such as the United Nations, Organisation of African Unity, Palestine Liberation Organisation, Anti-Apartheid Movement and Arab League.

Armed police evict brothers

ARMED Soweto Council policemen seized furniture and evicted five brothers from their Orlando East home yesterday, following a row between them and their sister over the ownership of their dead mother's house.

A sad Mr. Joseph Mabele, (36), of 6099 Orlando East, watched helplessly as about ten policemen, some of them armed with rifles, loaded his family's furniture on a privately hired truck under the supervision of a black township manager whom he only registered in his name and who lived in the house with his elder sister Catherine, and his four brothers.

He said he had been paying rent for the house until the entire family was raided. He added that his family was forced to pack their belongings and leave the house.

A Soweto Council official said the order to evict was based on a court order.

By SAM MAPE

A TOTAL of 17 000 houses worth about R18 million have been sold under various headship schemes in Greater Soweto.

This was disclosed yesterday by the West Rand Administration Board's chief estate officer, Mr P. Gums, who added that an average of 60 houses a month were being sold to tenants in the townships.

But, he added, not all of the 105 000 houses in Greater Soweto would be sold. Some houses in Kipspruit and Meadowlands, and all those in White City Jabavu...
Azapo newsletter

THE AZANIAN People's Organisation (Azapo) has produced a workers' newsletter called "Mosebetsi'Umsebenzi".

The newsletter, launched at Azapo's congress held in Pietermaritzburg at the weekend, will be a forum for workers to air their views and to debate on labour issues in South Africa, according to an Azapo spokesman.

In the first edition, the Council of Unions of South Africa (Cusa) has written an article on the legal rights of black workers. There is also an article on whether the struggle in South Africa is a class or a race struggle, and there are other articles written by workers on their experiences on the factory floor.
By ALINAH DUBE
TWO members of the
General Workers' Union
of South Africa (Gwusa)
have been dismissed by
Jagmar Spares in Pre-
toria for allegedly mis-
using the company's petrol.
Mr Jacob Seiloane
and Mr Joel Shabangu
were employed as driv-
ers and they were
shocked when a man-
ger accused them of
stealing petrol from the
company this week.
The manager, Mr J
Joubert, told him the
men were dishonest and
that the company would
not keep them.

Mr Joubert, however,
told The SOWETAN
that he did not know
what the men had done,
but he confirmed that
there were irregularities
involved in the adminis-
tration of petrol.
Domestics
meeting
THE MORE than 4 000
strong South African
Domestic Workers' As-
sociation is to discuss fu-
ture steps to be taken to-
wards the protection of
domestics when it holds
its annual general meet-
ing on February 17.
PE workers stage protest sit-in

... Post Reporter

ABOUT 100 OK Bazaars employees at the Main Street and Greenacres branches staged a sit-in in their cafeterias today, demanding the reinstatement of a dismissed colleague.

The store's industrial relations controller, Mr Keith Hartshorne, said from Johannesburg that between 40 and 50 black workers at each of the branches had staged a "sit-in".

They were demanding the reinstatement of Mrs Betty Dali, who was dismissed on January 27, before they would return to their posts.

Mr Hartshorne said Mr Dali had been dismissed for, among other things, insubordination.

A spokesman for the 20,000-strong Commercial, Catering and Allied Workers Union of SA (CCAWUSA) said union representatives would hold talks with management on the issue today.

However, Mr Hartshorne said the workers had been told talks would only begin once they had returned to work, and the company was attempting to contact the union to convey this to it as well.
Workers at third OK store join sit-in protest

“Post Reporters

MORE than 100 workers at two branches of OK Bazaars, who are staging a sit-in demanding the reinstatement of a dismissed colleague, have been joined by 10 workers at the store's Walnzk branch.

The workers began their sit-in in staff cafeterias yesterday at the Greenacres and Main Street branches. They were joined by workers at Walnzk yesterday afternoon.

They have refused to return to their posts until Mrs Betty Dahl, dismissed last month, gets her job back.

The OK's industrial relations controller, Mr Keith Hartshorne, said she had been fired for, among other things, insubordination.

A spokesman for the 20 000-strong Commercial, Catering and Allied Workers' Union of SA (CCAWUSA) said that workers felt Mrs Dahl had been unfairly dismissed after refusing to "a racist insult by her supervisor."

The protesters have resolved to continue their sit-in until the matter is dealt with to their satisfaction.

Mr Hartshorne said management still wanted the workers to return to their posts before talks began.

The union's general secretary, Mrs Emma Mashun, met management representatives in Johannes-
burg today and "we are not asking for her to come back to us," Mr Hartshorne said.

Asked whether temporary staff were being employed to take the place of the strikers, he said it was possible but he was not certain.

One of the strikers said today management had offered to reinstate Mrs Dahl if workers returned to their posts and that afterwards they would be officially fired. The workers had not agreed to this.

They had also been refused service at the Main Street branch staff cafeteria yesterday and had sent to a nearby cafe for food.
OK won't pay strikers while sit-in continues

Post Reporter

THE 113 workers involved in a sit-in strike at three OK bazaars stores in Port Elizabeth will not be paid while they are off work, according to a statement from the firm's management.

The dispute began on Monday when the workers gathered in staff canteens, demanding that Mrs Betty Dalib be reinstated. They claimed she had been "unfairly dismissed" for alleged insubordination.

A statement released by OK Bazaars management said the firm "indicated its willingness to handle the matter in terms of the disciplinary procedure which provides for workers to appeal against their dismissal if they believe this to be unfair."

The procedure provided for reinstatement if the appeal is upheld.

Detailed discussions had been held with officials of the Commercial, Catering and Allied Workers Union of SA (CCAWUSA) in Johannesburg since the weekend, the statement said.

"These discussions ended when the general secretary of the union notified us that the matter was resolved and workers would return to work on Wednesday morning pending an official appeal being lodged with the company."

The sit-in continued, however.

"The OK views with concern the failure of the workers to deal through the union which purports to represent them," the statement said.

"The company has appealed to the union executive to use the mutually agreed procedures and is currently awaiting their response."

CCAWUSA spokesmen could not be contacted for comment this afternoon.
Legal rights of a domestic worker

24/12/83

THE NATIONAL Manpower Commission is investigating the working conditions of South Africa's two million farm and domestic workers who fall outside the scope of existing labour laws. Although there is an urgent need for domestics to have their own legal rights the commission's findings won't go through Parliament this session. Here FOCUS takes a look at the few rights that domestics do have, the salaries they are paid and the conditions that they are expected to work and live under.

ALTHOUGH the recommended minimum wage for domestic workers is R110 a month, the average pay of a live-in domestic worker in Cape Town is about R60-R80 a month, according to Mrs. Dolly Mgqo, organiser of the Domestic Worker's Employment Project in Cape Town.

"One of the reasons why salaries are so low is because a number of illegal domestics are working in Cape Town," said Mrs. Mgqo. "As they desperately need jobs and employers are well aware of their predicament they are paid very little."

According to Mrs. Mgqo, the situation is getting worse. Even if employers can offer a domestic accommodation and a full time job in the Western Cape Administration Board (WCAB) refuse registration saying that legal domestics should rather be employed.

But she said that the majority of women who have permits to live in Cape Town prefer to work in restaurants.

"A lot of domestics are unmarried mothers and widows from the Transkei and Ciskei. Even if they are paid the absolute minimum this isn't nearly adequate to cover the needs of their families."

In suburbs like Constantia and Bishops Court the average wage is R110. "Although," says Mrs. Mgqo, "there are a few people who are prepared to pay R120 for a domestic with experience."

Besides being underpaid, domestics arrive at the Domestic Workers Employment Project in Long Street, Mowbray, daily with many complaints. DWE places them as best they can but they haven't the legal backing to put up a fight.

Domestics, Mrs. Mgqo, say have no workers' compensation, even though statistics show that most accidents happen in the home.

"A particular case we're looking at, at the moment involves a domestic who burnt herself while defrosting the refrigerator with hot water."

After that was tended to she was told to carry on working. The next morning when she woke up with blisters she took herself to hospital where she was admitted for two days.

On the third day when she returned to work, she found she'd been replaced. In a case like this, DWE normally writes a letter to the employer - asking for at least the hospital fees and wages to be paid.

If they are not successful they send their clients to Legal Aid at UCT.

"A lawyer's letter works wonders," said a spokesman from Legal Aid. "This is when we normally get some kind of settlement from an employer."

Complaints are many and varied. They have dealt with cases where domestics have been fired without getting any pay.

"Employers biggest excuse is that a diamond ring was stolen, a priceless vase broken or a negligee burnt," said the spokesman.

"Domestics have few concessions. We base our arguments on common law - the origins lie in Roman Dutch law which entitles a domestic to one month's notice and a reasonable period of sick leave."

To try and avoid these discrepancies DWE has drawn up a contract for employers and employees stipulating payment, leave, pay, time off working hours and conditions. A special sheet has been drawn up for employer and employees to sign for wages. Often employers insist that they have paid their domestics and there is no record of it.

DWE are fighting for an eight-hour working day since they have established that sleep-in domestics in the cities work an average of 10 to 12-hours a day - between 55 and 70 hours a week.

Many of these domestics are expected to work from 7.30 am to 8 pm with a break of about two hours in the afternoon. "A large proportion don't get a proper rest during this time as they're told not to leave the yard in case the phone rings or are expected to look after a child, which certainly is not a proper break," said Ms. Mgqo.

On her day off a domestic should not be expected to report for duty at all. "Too many employers feel they should do the washing up in the morning before they leave."

A pension fund scheme is available for domestics, but most employers view the idea as an unwelcome imposition. "I always recommend that a monthly pension of R10 a month over and above the employee's wages is taken out," said Mrs. Mgqo.

Annual leave for domestic workers is often ignored. Although employers give their domestics leave, invariably they are not paid. Three weeks leave is recommended. "Most domestics are not paid extra for babysitting. All they get is a 'thank you and we'll have coffee at 7 am tomorrow."

Recommended overtime is R1.20 an hour.

Another bugbear is living conditions. Some domestics sleep in garages or cells which are often not fully equipped - and yet employers are always quick to point out that they feed and house their domestics.

"What they don't take into account is that most of these women are the sole breadwinners for their families," said Mrs. Mgqo.

ANNE BARON
of a Worker

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"Often employers insist that they have paid their domestics and there is no record of it."

DWEP are fighting for an eight-hour working day since they have established that sleep-in domestics in the cities work an average of 10 to 12 hours a day — between 65 and 70 hours a week.

Many of these domestics are expected to work from 7.30 am to 8 pm with a break of about two hours in the afternoon. "A large proportion don't get a proper rest during this time as they're told not to leave the yard in case the phone rings or are expected to look after a child, which certainly is not a proper break," said Mrs Mgqozi.

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ANNE BARON

A domestic at work — vacuuming the lounge carpet, just one of the many duties she may have to perform during a 12-hour day.

Time off — domestics should have a proper break during the day.
By STEVEN FRIEDMAN
Labour Correspondent
A STRIKE by more than 100 workers at a Port Elizabeth branch of OK Bazaars ended on Tuesday evening — and then resumed again yesterday morning.

According to OK, the strikers returned late on Tuesday after talks between management and the Commercial, Catering and Allied Workers Union (Cawusa) and it was assumed that the strike had been settled.

But yesterday morning they did not begin work and resumed their sit-in at the canteen in protest at the dismissal of a colleague.

However, Sapa reports that workers interviewed at the branch yesterday denied that they had returned to work on Tuesday.

The strike, which began on Saturday, comes as OK and Cawusa are negotiating a union recognition agreement. Other major commercial groups are also negotiating recognition with the union.

Last year, OK and Cawusa negotiated a national wage agreement which is unique in the commercial distributive trade. Cawusa grew rapidly last year when a series of strikes by its members shook several leading retail groups. Since then, the companies have been negotiating with the union in an attempt to find a channel for bargaining in the trade.

The OK's industrial relations controller, Mr. Keith Hartborne, told Sapa that negotiations with Cawusa on the dismissal of the worker, Mrs. Betty Dah, could not begin yesterday as management had insisted on a return to work before talks began.

The union's general secretary, Mrs. Emma Mashunzi, said Cawusa had put a proposal to management on Monday that both Mrs. Dah and a supervisor who was alleged to have made racist remarks be suspended.

Mr. Hartborne said "We are not prepared to suspend the supervisor at this stage and the matter will be investigated."
Govt prepared to negotiate with unregistered trade unions'

Mercury Reporter

PROPOSED changes relating to conditions of employment in industry meant the Government was now prepared to negotiate with unregistered trade unions, the Department of Manpower's director of labour relations, Mr Mike van Noordwyk, said yesterday.

Promulgation of the new legislation expected around mid-year would make it possible for unregistered unions to have full access to the Conciliation Board as a means of settling disputes.

Mr van Noordwyk was addressing a Durban Chamber of Industries symposium yesterday.

Shops Act

The department was aware of 53 current unregistered trade unions and, after communicating with each, only one had 'told us to go to hell — so far', Mr Van Noordwyk said.

He described the scrapping of the Shops and Offices Act and the Factories, Machinery and Building Works Act, which will be substituted by the Machinery and Occupational Safety Act and the Basic Conditions of Employment Act, as a 'wide rationalisation programme'.

But he warned that problems could be anticipated in bringing about the new legislation — notwithstanding the improvements it heralded for employers and employees.

Consensus among the more than 250 delegates appeared to be that the changes were welcomed.

A point raised by Mr Van Noordwyk was that a number of 'labour brokers' — some of whom operated from the backs of trucks — had started appearing around industrial sites and that it was proving difficult to control the numbers and categories of workers they recruited.

Medical aid

The new legislation was also aimed at improving medical aid, sick leave and pension fund benefits for such employees, for example.

Another provision was that all employees would have to be provided with certificates of service once they left a place of employment.

The only sexually discriminatory legislation was a stipulation that pregnant women could not be required to work 'four weeks before or eight weeks after the occasion'.
PFP: Defuse SATS dispute

HOUSE OF ASSEMBLY. The dispute between the General Workers Union (GWU) and the SA Transport Services (SATS) over labour representation could escalate into a national crisis if not defused, Dr Alex Boraine (PFP Pinelands) said yesterday.

He was speaking in support of an amendment moved by the PFP that the Conditions of Employment wants to get its fingers into the SA Transport Services.

The bill resulted from negotiation between management and SATS workers, "where does the PFP come barging in from the side?" The GWU uses the same language in its dispute with the SATS as the PFP used in the House.

Dr Boraine replied that the PFP held a brief for
OK staff resolve on firing 25/2/83

Labour Reporter

The work stoppage by more than 100 OK Bazaars workers at three branches in Port Elizabeth will continue until a dismissed worker is reinstated, union officials have warned.

The stoppage began at the weekend in protest against the dismissal of Mrs Betty Dal, allegedly for being late.

In a statement yesterday, the company announced recognition talks with the Commercial, Catering and Allied Workers Union were being suspended.

The union's general secretary, Mrs Emma Mashinini, said the OK had cancelled talks scheduled for Monday.

Workers have rejected the company's call for them to lodge a formal appeal on Mrs Dal's case in terms of negotiated disciplinary procedures.
suspected Hillbrow ‘jawbreaker’

Drama as Ax curses out prison e only ace r you’

By GEOFFREY ALLEN

HAINS and yelling obscenities, why Ax, the alleged Hillbrow rapist, decided to go a way through the dock in his alleged involvement in assault. All efforts of six policemen and stern from a prosecutor to bring back into court a man who had been considered as probably a certifiable psychopath.

Later he stood subdued as a five-year jail sentence was passed on him for assaulting a prison warder.

But as he again surged from the dock after sentence was handed down at his sister's, Mrs Jenny Johnson, who was sitting among the spectators and then pointed an angry finger at the social worker yelling at him "You want a piece of me, little woman."

Mrs Johnson sounded reproving as she exclaimed breathlessly "Rodney!"

When she left the court she threatened a Rand Daily Mail photographer "I'll stick that camera."

She ran across the street to the hospital where Mr Mathys de Roning was treated for injuries after an attack on social worker Mr Mathys de Roning.

The first of the many trials which Rodney Ax has still to face was a day of high drama. He first appeared in the magistrate's court where he had been found guilty of assaulting prison warder Sergeant Antoine de Roning and rubber "screw".

Mr de Roning's court appearance was moved to the higher regional court for sentence.

Twenty minutes later Ax was led into the regional court and shouted a different
The director of Dwep, Leah Tutu and a community worker, Ludo Tabane advised the domestics, who attended the free literacy and other upgrading classes at the centre of concern in the suburbs, to start a union to help voice their grievances.

"We realized the need for such an organization, after being faced with scores of domestics, most of whom being denied basic training by employers. Exploitation is common, and many others Dwep will only appeal at rather recommend minimum salaries to the employers, who will also optionally agree," said Mr. Tabane.

She told the meeting that the main objective of Sadwa was to fight for recognition in the labour force. She said although not everybody would benefit immediately the domestics of tomorrow would.

She also said that for the first time in Parliament, the Minister of Manpower Utilization, Mr. S P Botha last year spoke about the plight of domestic workers in this country. This, she said, showed that things would probably work out positively in the near future.

The new management committee for Sadwa will be elected at an executive meeting to be held at Dwep offices in Braamfontein on March 3.

The interim management committee comprises the following (all domestics) Miriam Motlong, Mabel Phiri, Caphus Nkomo, Violet Mohlaseh, Winnie Khanya, Selma Vilakazi, Amanda Mungo, Martha Maluka, Margaret Nhlapo and Christina Kappila.

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**TV2**

- **Gandhi** - 10:30
- **Byron's Boys** - 10:30
- **Nelson Mandela** - 10:30
- **Police Station** - 10:30

**TV2**

- **Mama** - 12:30
- **The Wonderful World of Disney** - 10:30
- **Cruise** - 10:30
- **Computers Are People Too** - 10:30

**MUSIC MAN** Deepay and F Malaza

- **Kabza** - 12:30
- **Tama** - 12:30
- **Mumela** - 12:30
- **Mamela** - 12:30
- **Thandini Yilanga** - 12:30

**TV1**

- **Opetse** - 10:30
- **Ntshepe** - 10:30
- **Manonani** - 10:30

**TV1**

- **Main Event** - 10:30
- **The Greatest Show on Earth** - 10:30
- **The Best of the World** - 10:30

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Union denies informing store of end to the sit-in

Post Reporter
THE Commercial, Catering and Allied Workers' Union of SA (CCAWUSA) today disputed a statement by the management of OK Bazaars, where 113 workers are on strike, that the union had informed the company that workers would return to work on Wednesday.

The workers have staged a five-day sit-in in three OK branches in Port Elizabeth, demanding that Mrs Betty Dali, who they feel was unfairly dismissed, be reinstated.

Management has refused to hold discussions on Mrs Dali's position until workers return to their posts and Mrs Dali lodges an appeal against her sacking.

Yesterday management released a statement which said: "These discussions ended when the general secretary of the union notified us that the matter was resolved and the workers would return to work on Wednesday morning, pending an official appeal being lodged with the company."

The workers did not return to work.

CCAWUSA's East Cape organising secretary, Mr P. Maneli, said the union had agreed to take the management proposal to the workers.

The workers had rejected this course of action.

On the agenda for today's planned talks between management and union in Johannesburg was an allegation of attempted assault on Mr Maneli by a non-striking worker at the Main Street branch.

Mr Maneli alleged the attempted assault by Mr E. Mpolampula had been watched by a member of the OK's management.

He had not reported the matter to the police as the union would take it up at today's talks, he said.

The company's industrial relations controller, Mr Keith Hartshorne, said: "We have established that Mr Maneli was not assaulted."

Yesterday strikers at the Main Street branch refused to accept their pay packets because deductions had been made for the period they have been involved in the sit-in.

The East Cape Coordinating Committee (Ecco) today joined the Azanian People's Organisation (Azapo) in expressing solidarity with the strikers.
Fresh hopes of end to OK Bazaars deadlock

By STEVEN FRIEDMAN
Labour Correspondent

HOPES of a break in the deadlock between OK Bazaars and the Commercial, Catering, and Allied Workers' Union (CCAWUSA) were raised slightly yesterday, but the strike by some union members in Port Elizabeth remains unresolved.

OK has suspended recognition talks with the union pending the outcome of the strike and there are fears other large chain stores could be considering similar moves.

This would set back hopes of a permanent bargaining agreement between employers and the union.

It would also raise the possibility of serious conflict between stores and the union.

The strike and sit-in at three Port Elizabeth stores concern the sacking of a union member. OK suspended recognition talks with CCAWUSA after claiming its members were striking rather than using agreed procedures for appeals against sackings. The union says these procedures are not yet in force because the company has not yet recognised it.

Yesterday the sit-in at the stores continued, but OK announced that CCAWUSA officials in Johannesburg had "agreed to request local union officials in Port Elizabeth to submit evidence in connection with the alleged unfair dismissal of one of their members."

It is understood management regards this as an agreement by the union to use the appeal procedures, which it sees as a breakthrough.

The union insists it is not doing so, but is merely putting "the other side of the story" in an attempt to win the worker's reinstatement and end the strike.

Despite this move, however, there seemed little sign yesterday of an immediate end to the strike and a resumption of negotiations.
New union formed

The Mercury Reporter

More than 200 Durban nightwatchmen decided this week to break off in-house negotiations with their management and form their own trade union.

Mr. Isaac Ngobobo, Natal branch chairman of the South African Allied Workers Union, said that the nightwatchmen were despondent about promised wage increases that had not materialised.

They had dissolved their liaison committee to form the new union — to be named the Watchmen and Allied Workers' Union.

He said the new union would be affiliated to SAAWU.

But Mr. Tom Connolly, guards director of Fidelity Guards (Pty) Ltd, which has taken over Durban Nightwatchmen (Pty) Ltd, said there was no truth in the workers' complaints, and he could produce minutes of meetings held with the liaison committee to prove it.

Mr. Connolly, who is also the Natal divisional chairman of the newly registered South African National Security Employers Association, said wage legislation laid down in July 1981 had provided for a minimum wage for workers, and that was effective until July 27 this year.
Talks today on OK sit-in dispute

By SANDRA SMITH

A DEADLOCK in the week-long OK Bazaars dispute in three Port Elizabeth branches was broken at talks today when management agreed to listen to reasons advanced by the workers.

The store's industrial relations controller, Mr Keith Hartshorne, flew to Port Elizabeth today to meet Commercial, Catering and Allied Workers Union of SA (CCAWUSA) officials.

The dispute began when 112 workers at the OK's Main Street, Greenacres and Walmer branches staged sit-ins in their staff canteens in support of a demand that a dismissed colleague, Mrs Betty Dahl, be reinstated.

Management has refused to discuss the issue until the workers return to their positions because it feels agreed-upon grievance procedures have been ignored.

However, after a meeting between management and CCAWUSA representatives in Johannesburg on Friday, the OK released a statement saying that the union's executive had asked PE officials to submit evidence about the "unfair" dismissal.

A meeting will be held this afternoon.
Sacked union man is key in OK strike

By STEVEN FRIEDMAN
Labour Correspondent

OK BAZAARS management yesterday heard submissions from the Commercial Catering and Allied Workers' Union (CCAWUSA) on the firing of a union member at one of its Port Elizabeth stores which sparked a strike at three OK stores.

Its decision on the fate of the dismissed worker is likely to have a crucial bearing on the outcome of the strike, which is continuing.

The future bargaining relationship between OK and the union may depend on the strike's outcome and the company's decision should be made known today.

The union has issued a statement disputing allegations made against it by OK.

The company alleges that, by refusing to use an appeal procedure against dismissals agreed on between it and CCAWUSA, the union had broken the terms of an agreement.

It also alleges there is a disputes procedure in existence which CCAWUSA has refused to use.

Although these provisions are contained in an agreement which has not been signed, OK bases its view on the fact that one clause of the agreement - the granting of "stop order" facilities to CCAWUSA - is already being implemented.

The union said yesterday it had broken no agreement.

"The recognition agreement - which contains the appeal procedure - is still in the process of being negotiated and has not been signed."

"There is no agreement that any section of the agreement presently under negotiation can be put into practice before the final signing."

It said OK "wished to take out a provision from the agreement that suited them without first reaching formal agreement on its implementation."

The union again denied that it had promised OK strikers would return to work pending an appeal and also denied that its officials had tried to persuade workers to stop striking.

"As a principled union, CCAWUSA officials always consult with workers and any decision to end the strike would come from the workers," it said.

It rejected management charges that strikers were not negotiating through CCAWUSA. "At all times workers have dealt through the union. All communications by workers to management during the dispute have been through the union."

CCAWUSA said OK's claims were "a deliberate management strategy to undermine the credibility of CCAWUSA."

OK Bazaars resumes talks with union

Labour Reporter

OK Bazaars in Port Elizabeth continued talks today with the Commercial Catering and Allied Workers' Union (CCAWU) in a bid to resolve the week-old strike by more than 100 workers.

The strike centres on the sacking of one worker, allegedly for repeated lateness.

The OK last week suspended recognition talks with the CCAWU until the dispute was settled.

The union yesterday dismissed claims that it had ignored disciplinary procedure by not lodging an appeal for the worker's rehiring.

The CCAWU felt that there was no agreement providing for implementation of any part of the talks until the final settlement was signed.
Evidence heard on sacking of store worker

OK BAZAARS management and representatives of striking workers at three of the store's Port Elizabeth branches met today to hear evidence about a dismissal which led to the dispute.

Two officials of the Commercial, Catering and Allied Workers Union (CCA WUSA) and six worker delegates met the OK's industrial relations consultant, Mr Keith Hartshorne, at the company's Deal Party warehouse.

Mr Hartshorne flew to Port Elizabeth yesterday to hear evidence presented by the union and worker representatives as to why they consider the dismissal of Mrs Betty Dahl to have been unfair.

A union official said it was likely Mrs Dahl would also present evidence at the talks, which began at 10am today.

The OK's general manager of personnel, Mr R T Blackwell, said if Mrs Dahl's dismissal — for, among other things, alleged insubordination — was found to be unjust, she would be reinstated.

Disciplinary action would also be taken against the supervisor involved if evidence showed that she had acted unfairly.

Mr Blackwell said...
Tswana's get labour deal

BOPHUTHATSWANA will strike a new deal in a different direction from its sister "independent" territories of Transkei, Ciskei and Venda when it introduces a new law providing for the recognition of trade unions.

Due to be tabled in the Bophuthatswana National Assembly in May, the law is being drafted under the auspices of Mr. Rowan Cronje, former Rhodesian Minister of Manpower and now Minister of Manpower and Co-ordination in Bophuthatswana.

Legalisation of trade unions in Bophuthatswana under Mr. Cronje's new deal will stand in marked contrast to the hostility adopted towards trade unions in Transkei, Ciskei and Venda, where trade unionism is seen as a form of Western "decadence" or, worse still, as "subversion."

But Mr. Cronje makes clear, trade unions in Bophuthatswana will function within a tightly controlled structure.

A point repeatedly emphasised by Mr. Cronje is that South African unions will not be allowed to move into Bophuthatswana and organise workers there, irrespective of their general ideological orientation.

Referring to the envisaged Bophuthatswana Industrial Conciliation Act, he says: "Once our legislation is passed no union or association in South Africa will be allowed to operate or function inside Bophuthatswana."

It will allow only Bophuthatswana-based unions to function and thus bar both the Rightwing Mine Workers' Union, which remains a force on mines which straddle the Bophuthatswana-South African border, and South Africa's vigorously growing black-based unions.

Bophuthatswana's industrial conciliation act, which is modelled largely on industrial relations law bequeathed by Mr. Ian Smith's Rhodesians to Mr. Robert Mugabe's Zimbabwe, will forbid all forms of race discrimination, including the absolute clause in the South African Mines and Works Act which prevents blacks from holding mining certificates.

Mr. Cronje insists there can be compromise on this question but he绝不 compromise on this.

"We accept that if it is a delicate issue we will treat it carefully. But the one thing we will not agree to is the forbidding of any form of discrimination."

On the exclusion of South Africa's burgeoning black-based unions Mr. Cronje is again circumspect. But his message is clear:

"Whether people agree or not with Bophuthatswana's independence, fact is that it is an independent country just as any independent state will not allow another country's trade union to interfere."

But Mr. Cronje is too skilled a politician to say so outright, but the inference is that the situation in South Africa has forced some black unions into the political arena and that their "political" outlook is best kept out of Bophuthatswana.

But whether Bophuthatswana will succeed in sealing its border ideologically is doubtful, particularly as several parts of Bophuthatswana are adjacent to South Africa's administrative areas.

In these areas thousands of its citizens cross the border every day to work in South African factories and cities, where trade unions are free to organise them and influence their perception of the wider South African political situation.

Mr. Cronje says: "Those who work in South Africa will not be prevented from joining South African unions. I will not try to stop them. It is a South African problem."

Inside Bophuthatswana the pending Industrial Conciliation Act will rest on several underlying principles, the supporting pillars of which is to create the legal machinery for unions and employer associations to "freely negotiate with as little government interference as possible."

Recognising the importance of the bargaining process, the Bophuthatswana Government will encourage union emer-
gence and even provide "experienced personnel to train them in their rights and responsibilities."

To conclude lawful agreements on behalf of workers, like employer associations, will have to register with the government-established industrial registrar.

But to register they will have to satisfy the registrar that they are representative of the members of the trade union within which they function. To this end they will have to submit membership lists of fully paid-up members to the registrar.

If the registrar concludes from these lists that a union is less representative than another claimant to registration, the registered union will be deregistered and official recognition will be conferred on the rival.

From this it follows that the practice of "closed shop" — where workers in a particular trade or industry are forced to belong to particular labour unions will be outlawed.

Mr. Cronje describes "closed shop" as "unfair to the principle of association on which, he says, the law will be based.

Based on the unions will, however, have to fulfill another criterion for registration, namely that members are "actively employed" and that membership fees are reasonably paid.

The smooth running of Bophuthatswana's proposed industrial relations system will depend further on two special courts such as an industrial and an industrial tribunal.

The industrial tribunal will serve as an appeal court in which decisions by the industrial registrar are challenged.

"The industrial tribunal, which will be chosen by a judge or a person of equivalent standing, will settle disputes over interpretation of agreements made between unions and employers where these cannot be resolved through mediation or arbitration."

Mr. Cronje is convinced that the new law provides a sound basis on which to construct healthy industrial relations, though he concedes much will depend on the "human factor."

He says: "We have a machinery which will effectively eliminate a lockout or strike situation. But in the end the evidence of success in industrial relations is determined by human relations and attitudes."

ROWAN CRONJE: Delicate Issues

Bophuthatswana, most industrial of South Africa's nominally independent states, will soon legalise black trade unions and chart its own industrial relations system. Political Editor PATRICK LAURENCE reports.
The investigation by industrial relations staff into the nine-day strike by more than 100 workers at three Port Elizabeth branches of the OK Bazaars continues today.

The workers staged sit-ins in staff cafeterias at the Walmer, Greenacres and Main Street branches in a demand that a dismissed colleague, Mrs Betty Dahl, be reinstated.

The OK's industrial relations controller, Mr Keith Hartshorne, is in Port Elizabeth to hear evidence before a decision is made on Mrs Dahl's case. He said yesterday had been spent in questioning local management and "investigating the basis for the dismissal."

A tight schedule yesterday meant management representatives could not meet officials of the Commercial, Catering and Allied Workers Union, as was initially planned.

Union officials and representatives of the strikers are due to meet management today to discuss the appeal. Management would hear further evidence if necessary, Mr Hartshorne said.
MARCH 1983

Trade union movements detainees

394 Dr A L BORAIN asked the Minister of Law and Order

(1) (a) How many (i) Blacks, (ii) Whites, (iii) Coloureds and (iv) Indians involved in trade union movements were detained in each month since 1 January 1982, (b) how many such persons were still in detention as at the latest specified date for which figures are available and (c) in terms of what legislation were they so detained,

(2) whether any of those detained were released without charges being brought against them, if so, how many?

The MINISTER OF LAW AND ORDER

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(b) None

(c) Section 6 of Act No. 83 of 1967

(2) Yes, four
Police shot at random, court told

By Themba Molefe

Soweto was a dangerous place on June 16 1976 because police shot people at random, a Rempton Park Regional Court magistrate told yesterday.

Mr Mthuthuzeli Madalane (24), of Soweto, one of four charged under the Terrorism Act, told Mr J J Luther that he supported the grievances which sparked the 1976 pupils' unrest.

However, he did not support the violence that ensued and did not take part in the burning and looting because his Roman Catholic school treated Africans as a subject and not as the medium of instruction, he said.

He admitted that he was a member of the Azanian Students Movement (Azam) and said it adhered to the black consciousness philosophy, which advocated self-reliance among black people.

He said the organisation accepted the term "Azanian" as an alternative name for South Africa.

He had kept a pamphlet, exhibited in court to show his parents, he claimed.

The pamphlet, entitled "The Struggle Goes On Support the Media Workers' Strike!", was one of many distributed by the Media Workers' Association of South Africa (Mwasa) during the Mwasa strike in 1980.

He said he had picked it up near Baragwanath Hospital in Soweto.

Also exhibited in court was a photograph of Hector Peterson, the first Soweto pupil to be shot by police on June 16 1976.

Mr Madalane said he obtained the picture at the unveiling of Hector's tombstone in Soweto.

Also charged with Mr Madalane are Mr Stanley Radebe (27), of Soweto; Mr Lebana Ernest Mokahala (23), of Melapane, Soweto; and Miss Nonkululeko Imbonimbo (20), of Zone 6, Diepkloof. All four have pleaded not guilty.

The case continues today.

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The case continues today.
I'm no stooge!

By DERRICK LUTHAYI

SOWETO — Vuyisile Peter Roje has done nearly everything in the 40 years of his life. He has been a teacher, a priest, secretary of a rugby board, president of a cricket board, a traffic officer, a personnel officer. But never a spy.

And, he told City Press, he never will. His trouble, he says, is that the cops don't believe him.

Mr Roje, a pastor with the Pimville Twelve Apostles Church, says he was first approached by the security police last year, during the OK Bazaars' strike of more than 1,500 workers. Mr Roje is personnel manager at OK.

"I was staying in a backyard room in Melville. A Mr Van Wyk and two black men promised me a house, money and a car if I inform against my colleagues.

"I immediately informed my church elders and officials of the Commercial, Catering and Allied Workers' Unions of South Africa." Butt due to police pressure for information he resigned from Cawusa.

"Then to my surprise, they came back last week and told me to get them information on the shack meeting at the Orlando Roman Catholic Church.

"I went to the meeting, and could not contain myself. I jumped up and told the people... There was dead silence in the church hall as Mr Roje related his experience.

Despite his public statement, the cops turned up at his home on Sunday to ask for a reportback.

"I had had enough. I told them I do not have a statement. But they promised to come and see me on Tuesday anyway. I don't think they will come back now that I have made a statement to the newspapers," said Mr Roje.

Mr Roje was a schoolteacher at the Dalwonga High School, Dunoon, before he resigned in 1977 during the Soweto disturbances. At that time he was the general secretary of the Transvaal African Rugby Board and president of the provincial cricket body.

"For most of my life I had been involved in the liberation struggle. How will my children look at me if I was to sell this nation?" asked Mr Roje.
Security guards vote to end strike

By STEVEN FRIEDMAN
Labour Correspondent

A WEEK-LONG strike over pay demands by Durban security guards ended yesterday as the men, most of them members of the Commercial, Catering and Allied Workers' Union, agreed to return to work pending talks with management.

The union believes the strike has again focused attention on the "very low wages" it says are paid by some security firms and on the "lack of protection" afforded workers by the industry's official wage determination.

Cewusa organiser Mr. Vivan Mtwa said yesterday the workers, who are employed by security firm Safeguard, a subsidiary of the Grindrod group, downed tools last Monday in support of demands for a R60-a-month minimum salary.

Mr. Mtwa said the lowest-paid workers at the company received R162 a month, the minimum set by the Government's wage determination. The determination had not been reviewed since it was gazetted in 1981.

"We feel these workers, most of whom are our members, are fighting for a living wage. The minimum set down by the wage determination is not enough to live on," Mr. Mtwa said.

Attempts to obtain comment from the company yesterday were unsuccessful.

Safeguard referred the Rand Daily Mail to Grindrod's group personnel manager in Durban, who was not available.

Mr. Mtwa said that, after beginning their strike on Monday, the workers had returned the next day after management had said an announcement about their demands would be made on Wednesday.

But on Wednesday the company had not made workers a wage offer and the strike resumed.

Management offered workers an extra R5 on Friday, but they had rejected this.

Late last week, a "few" workers began to return to work, and yesterday the strikers decided to call off their action pending a meeting this morning at which they will be addressed by management.

Mr. Mtwa said the union had approached the company twice with a request for talks aimed at settling the strike, which was turned down both times.
OK Bazaars sit-in strike continues

Mail Correspondent

PORT ELIZABETH — The sit-in strike at three OK Bazaar's branches in PE will continue, says an official of the Commercial, Catering and Allied Workers Union of SA.

Mr Pumile Maneli, East-Cape organizing secretary of the union, said union members were still stunned by the re-affirmation of the dismissal of OK dishwasher Mrs Betty Dal in, among other reasons, alleged insubordination.

Members had, in turn, re-affirmed their determination to continue their sit-in at OK's Main Street, Greenacres and Walmer branches.

Yesterday, OK's senior industrial relations representatives in Johannesburg Mr Richard Blackwell and Mr Keith Hartshorne were not available for comment.
66 of the 113 striking OK & Post workers go back to work

By SANDRA SMITH

SIXTY-SIX of the 113 striking OK & Post workers returned to work this week, but the rest have decided to continue their sit-in.

The workers have refused to accept the result of a management investigation into the dismissal of Mrs Betty Dahl and its decision to reaffirm her sacking.

Workers at three OK branches—Walmer, Main Street and Greensacres—have staged sit-ins in staff cafeterias for more than two weeks.

They have demanded that Mrs Dahl be reinstated, and that management recognise the "unfairness" of her dismissal for alleged insubordination.

An official of the Commercial, Catering and Allied Workers Union (CCAWUSA), Mr P Machel, said today the issue would now be dealt with by the union's head office in Johannesburg.

He said most of the striking workers were dissatisfied with the outcome of management's week-long investigation.

Union officials were also unhappy that they had not been given the opportunity to examine the evidence of those who testified against Mrs Dahl at the inquiry.

The OK's industrial relations controller, Mr Keith Hartshorne, said management had decided not to reinstate Mrs Dahl "after hearing evidence from all quarters."

He said all the strikers at the Walmer branch had returned to work today, and that 29 at Greensacres and nine at the Main Street branch were back at work.

This meant 47 workers were still on strike.

"We are obviously unhappy about the fact that those involved in the sit-in are maintaining their stance."

"Those workers who have returned will be treated no differently than before, although they will not be paid for the period they did not work."
Strikers at OK drift back

By STEVEN FRIEDMAN
Labour Correspondent

A POTENTIALLY damaging breakdown in bargaining between OK Records and the Commercial, Catering and Allied Workers Union (CCAWUSA) seems to have been averted.

Strikers at three OK stores in Port Elizabeth drifted back to work yesterday.

OK suspended its recognition negotiations with CCAWUSA pending the outcome of the strike. This sparked fears that other major chainstores, which are also discussing recognition with the union, might follow suit, thus triggering off a serious conflict between the union and the stores.

The strike has not yet been formally settled. After a week-long probe, OK confirmed the firing of a woman dish-washer, whose sacking had initiated the stoppage. The suspension of recognition is still in force.

But yesterday, OK's industrial relations controller, Mr Keith Hartshorne, said that all but 47 of the 113 strikers had returned to work and other sources confirmed there were signs that many of these were also returning.

CCAWUSA's general secretary, Mrs Emma Mashum, said the union's Port Elizabeth branch had confirmed that "a few" workers had returned to their jobs. She said she was confident that the recognition talks were not in danger.

She said that OK had continued to hold discussions with the union on the Port Elizabeth strike and added that OK had not withdrawn any of the facilities it had offered CCAWUSA pending the signing of the recognition agreement.

Last week management had agreed to a union request to allow shop stewards time off to work on discussions of aspects of the recognition issue, she added.

It is understood that there is little likelihood of a permanent break in relations between CCAWUSA and OK, or other stores with which it is bargaining.

While the union has expressed dissatisfaction with the outcome of OK's probe into the worker's sacking, it is unlikely to take further action on the Port Elizabeth strike.
OK workers back
at their posts
OK strikers back at work

Striking workers at three Port Elizabeth branches of the OK Bazaars last night decided to end their three-week strike and return to their jobs this morning.

The decision follows the company's announcement on Saturday that it would not reinstate Mrs Betty Dahl who had been dismissed at the end of January for alleged repeated lateness.

More than 100 workers at the three branches had stopped work and demanded that Mrs Dahl be reinstated.

The OK Bazaars suspended its recognition talks with the Commercial, Catering and Allied Workers' Union because of the strike and talks were held between union officials and management in Port Elizabeth and Johannesburg.

The OK's industrial relations controller, Mr Keith Harte, said that recognition talks would resume when the situation at the three branches had returned to normal.

Since the OK's announcement not to reinstate Mrs Dahl, striking workers had been trickling back to their jobs and by yesterday only about 60 were still involved in the protest action.
Sit-in goes on

PORT ELIZABETH — Sixty-six of the 113 striking OK Bazaars workers in the Eastern Cape returned to work this week, but the rest have decided to continue their sit-in.

The workers have refused to accept the results of a management investigation into the dismissal of Mrs Betty Dali, nor its decision to reaffirm her sacking.

They have demanded that Mrs Dali be reinstated, and that management recognizes the "in-farness" of her dismissal for alleged insubordination. — SAPA
British unions advised on SA visits

Post Correspondent

LONDON — The Labour Party yesterday advised British trade unions not to accept visits to South Africa organised by the South African Government or by companies with interests in South Africa, or to have contact with the South African Confederation of Labour or Trade Union Council of South Africa (Tucsa)

These were said not to qualify as being "independent and non-racial"

The Labour Party says "visits should only take place at the request of and according to a schedule drawn up in co-operation between British unions and the independent and non-racial trade unions in South Africa"

The advice to the British trade union movement is contained in the form of guidelines prepared by the Labour Party's national executive committee

The Labour Party's statement distinguishes between unions that are "genuinely independent and non-racial" and those that are not. It says unions affiliated to the South African Confederation of Labour, which organises white workers in "openly racist unions", clearly are not non-racial

Unions affiliated to Tucsa, although they include some 170,000 Indian and coloured workers and more than 20,000 black workers, also are not "independent"

The remaining unions, says the Labour Party, generally can be described as non-racial

According to the Labour Party statement, the best known and most representative of the trade unions in South Africa are those grouped around the Federation of South African Trade Unions, the Council of Unions of South Africa, and unaffiliated unions such as the General Workers' Union, the South African Allied Workers' Union and the Food and Canning Workers' Union
Strong union

- While the recession has slowed the growth of most of the emerging trade unions, at least one union seems to be going from strength to strength.

The Commercial Catering and Allied Workers Union (Ccawusa) has been at the centre of an increasing militancy among shop workers throughout the country. Ccawusa's main area of operation has been the big chain stores such as OK Bazaars, Pick 'n Pay, Edgars and Woolworths in Port Elizabeth.
Unions dissociate themselves from smear-letter

12/3/83 By JIMMY MATYU

THE Motor Assemblers and Component Workers Union of South Africa (Macwusa) and its sister organisation, the General Workers Union of South Africa (Gwusa) have vehemently dissociated themselves from a bogus smear-letter.

The letter stated that another union – the General Workers' Union – was “a bunch of whites manipulating black workers for its own obscure ends.”

It was dated January 5, 1983, signed in the name of Mr S Dube (one of the Macwusa officials) and received in Cape Town by Mr David Lewus, secretary-general of the General Workers Union (GWU).

It was written after Macwusa, Gwusa and 13 other trade unions had met in Cape Town and Port Elizabeth during the past two years for trade union unity talks.

Today Mr Government Zimu, organising secretary of Macwusa and Gwusa, said “We deplore this malicious letter and we dissociate ourselves from it. Mr Dube has denied knowledge of it.”

“It is understandable why it is written on our letter-heads, because in the past our offices had been burgled several times. We have our suspicions about who wrote it, trying to create mistrust between the progressive trade unions.”

He said a similar letter with the same insulting wording had been circulated among civic and trade unions and its authors claimed it came from the South African Allied Workers Union of South Africa (Saawu). Saawu also denied writing that letter, he said.
Strikers fired after dispute

By ENRICO KEMP

EMPLOYEES at the Eastern Cape Agricultural Co-op Creamery in Queenstown have been dismissed after going on strike in protest against the management's refusal to recognize their union.

The employees, all members of the African Food and Canning Workers' Union, stopped work on Wednesday after the management informed an employees' committee that it would not recognize or deal with the union.

The manager of the creamery, Mr C A Botha, yesterday confirmed the dispute. He said 70 employees were involved and they had already been replaced.

The union's general secretary, Mr Jao Theron, said the dispute arose when the management told the committee to elect a liaison committee to represent the interests of the creamery's 200 employees.

The employees rejected representation through a liaison committee and all 200 stopped working on Wednesday. The creamery's management has since refused to meet union officials to discuss the situation.

Approached for comment yesterday, Mr Botha said "Seventy workers went on strike because they wanted us to recognize their union. We asked them to go back to work, but they refused. "They said they would not accept a liaison committee. I told them that they must go and work for their union in that case."

According to Mr Theron, the basic wage at the creamery is R39.10 a week. Higher paid workers with long-service earn up to R35 a week. He said employees complained that working conditions at the creamery were "bad."

"We fully support the workers. It is no coincidence that it is a company which pays such wages to its workers that will also not allow a union on to its premises."

"We demand the reinstatement of the workers and call on all persons and organizations, which are concerned for the future of the country, to support this demand," Mr Theron said
70 sacked at East Cape creamery

Labour Reporter

Workers at the East Cape Agricultural Co-operative Creamery have been dismissed after downing tools in protest against a management refusal to recognise their union, the African Food and Canning Workers' Union.

A spokesman for the AFCWU's head office in Cape Town has called on all persons and organisations which are concerned for the future of this country to support the demand of the workers to be represented by the union of their choice.

The company, which manufactures butter and cheese, had told the workers to elect a liaison committee, but thus they refused to do, he said.

200 WORKERS

"The workers' committee met the management on March 9 and were told that the management would have nothing to do with any union and that the workers should elect a liaison committee."

The AFCWU spokesman said that about 200 workers were involved in the dispute. Those with long service earned R35 a week, while the basic wage was about R29 a week.

"It is no coincidence that it is a company which pays such wages to its workers that will also not allow a union on its premises."

"NO NEED"

Mr CA Botha, managing director of the co-operative, said he did not see the need to talk to a union.

"Only 70 people went on strike and eventually we asked them to leave. They had always been happy here before."

Mr Botha confirmed that the basic wage was R29 a week, but said workers with long service could earn up to R60.
Strikes at Co-op over

QUEENSTOWN — The strike at the Eastern Cape Agricultural Co-op creamery here is over.

Mr. C. A. Botha, the general manager, said that 30 per cent of the workforce had returned and the other vacancies have been filled by new recruitment.

He said that he had had no further communication from the union involved — the African Food and Canning Workers' Union — but was pleased that so many workers had decided to return — DDR
UK officials contacting how without Nkomo lies

Dutch union rejects criticism of planned SA tour

Pe hosts some well-bred visitors

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TREET HEAT Zanadu

EVENING POST TUESDAY, WHICH IS 1983
Co-op denies union claims

QUEENSTOWN — The general manager of the Eastern Cape Agricultural Co-op here has completely denied allegations by the African Food and Canning Workers' Union that their workers were insulted and assaulted by management and that one employee was shot in the leg at work.

Mr C A A Botha said: "These things definitely did not happen. I am the general manager and I know — the workers were not insulted and no-one has been shot."

A statement from the general secretary of the union, Mr Jan Theron, referring to the recent creamery strike, said: "We utterly reject the statement made by the employers of the Eastern Cape Agricultural Co-op which is designed to mislead the public."

"Thirty per cent of the workers have not returned to work, six or seven have and 179 are at present outside. The employers are refusing to negotiate with the unions. Their stated attitude is that if the workers wish to belong to the union they can get work elsewhere. We are not surprised that the employers should adopt this attitude as they pay their workers appalling wages."

"The basic wage is R29.10 a week. The workers complain they are dismissed for no reason, are insulted and assaulted by management and the foremen carry guns at work."

"A worker's jaw was broken last year when he came late for work and another was shot in the leg at work and then dismissed, but nothing came of the case he made."

"The employers provoked a strike. For over six months they have refused to recognise the union, ignored letters from the union and now they have dismissed the workers."

"We do not seek confrontation with the employers but a solution to an increasingly ugly situation which will have repercussions for labour relations not only in Queenstown but the employers must agree to negotiate a solution with the union."

Asked to comment on this statement, Mr Botha said that 30 per cent of the workers had indeed returned, as previously stated.

He said that the basic wage was R29.10 a week, but that most workers were paid considerably more than this.

It was true that he had refused to speak to representatives of the union as he considered the matter of the strike now closed, he said.

"They are blowing this matter out of all proportion," he said. "We have no intention of having a union here and if the workers want a union they must find a job elsewhere." — DDR
Unions for local govt: probe urged

CAPE TOWN — Attention had to be paid to the position of the large number of local authority workers who were still unorganised and had little trade union experience of industrial and conciliation councils, the Minister of Manpower, Mr. Fanie Botha, said yesterday.

Speaking at the annual meeting of the United Municipal Executive of South Africa, he called on it to look into the matter thoroughly and quickly and submit concrete proposals.

Mr. Botha said developments in the field of labour relations would place exceptional demands on local authorities in the future.

"Most whites employed by local authorities are at present members of one well-organised trade union, the South African Association of Municipal Employees (SAAME)."

If negotiated on salaries and working conditions and the system had worked well so far, "We dare not allow this situation to be disturbed," said Mr. Botha. "That is why we must take notice of the position of the large number of workers who have so far remained mostly unorganised."

Mr. Botha said these workers would turn increasingly to the union movement, and it was important to establish efficient structures acceptable to all.

The Department of Manpower was looking into the manpower situation in local authorities as a matter of urgency. High-level talks had already been held and there would be more, Mr. Botha said. — Sapa
US look at changing face of SA unions

Argus Bureau

NEW YORK — Not even the most optimistic labour union organiser in South Africa could have imagined the developments now taking place among black miners, the New York Times reported this week.

The prominent report looks at the President Brand Mine at Welkom, where 700 mineworkers recently gathered to hear a black organiser speak on white oppression and black solidarity — and was cheered with clenched fists and shouts of "Amandla!" — the Zulu expression for "It shall be ours."

GROWING FAST

The Times notes that the National Union of Mineworkers seems to be the fastest-growing black union in the country and is negotiating with the Chamber of Mines for recognition as a bargaining agent in 16 job categories at President Brand and four at other mines.

"It is the first time the mining companies have negotiated with anyone but themselves about their black workers since gold was discovered in South Africa 97 years ago."

The developments have "breathtaking" potential because blacks form 87 percent of the work force on the mines — which are the mainstay of the South African economy.

DOORS OPENED

The decision to open the doors to black unions on the mines was made in the boardrooms of Johannesburg's financial district, in particular the Anglo-American Corporation.

The theory was that it is "easier to deal with recognised leaders of organised unions than to confront an angry mob."
'Undermined' Rhodes worker leaders resign

Weekend Post Correspondent
GRAHAMSTOWN — The entire executive of the Rhodes University Black Workers Association (Rubwa) has resigned in protest against several recent decisions by the university administration. While Rubwa say, have undermined their credibility with their members.

Rubwa chairman Mr M G K Nombeu and the other eight executive members have now called on Rhodes to moderate its stand on several issues before they consider withdrawing their resignations.

Mr Nombeu said his association found it impossible to represent the issues of Rhodes black workers and interpret the university’s regulations at the same time.

The current row apparently started last November when Rubwa asked the administration to change the black staffs’ pay date from the 15th to the 21st of each month. The assistant accountant turned down the request after six of the 47 departments objected.

Then, in December last year, a worker from Smuts Hall, Mrs V Hoboshe, was fined after being accused of stealing five old spoons. Mrs Hoboshe denied the charge and Rubwa backed her appeal — which was unsuccessful.

In a separate case, two men were accused of stealing five bars of soap from the university laundry.

Both received “warning letters”, which apparently serve the same function as a suspended sentence.

A black mark is placed in their records, according to Rubwa, and further transgression means dismissal.

Rhodes Vice-Chancellor Dr Derek Henderson met the Rubwa executive on January 15 and two weeks later the association received a detailed, written reply. In the letter, Dr Henderson set out the university’s decisions, which he said were final.

In an interview published in Grocott’s Mail yesterday, Dr Henderson said he could not go into specific details, but said confidently he did not expect any further problems, despite the mass walkout of the Rubwa executive.
Journalists questioned

ZWELITSWA - The offices of a Zwelithina news agency were searched and two of its employees were questioned for six hours last weekend.

Mr Charles Nqakula, a senior journalist, and photographer Mr Elise Maziko were released after being questioned.

Mwasa

Mr Nqakula is president of the Media Workers' Association.

Mr Nqakula said four officials took documents from the office after an hour-long search.
(b) No

(a) Refer to part (a)(i) to (a)(v) of the reply

(bb) Three

(cc) One White controller per route

(dd) For economic reasons

(1) Whether the position of non-White staff associations in the South African Transport Services is being investigated, if so,

(2) whether the investigation is being conducted by a commission of inquiry, if so, (a) who is the chairman and (b) what are the terms of reference of such commission, if not, by whom is the investigation being conducted?

The MINISTER OF TRANSPORT AFFAIRS

(1) The whole question of staff representation in the Transport Services which affects the position of all staff associations is currently being investigated

(2) No, but by a committee of inquiry

(a) Mr J P Verster, former Assistant General Manager (Manpower)

(b) In the light of the constantly changing labour situation, to examine, report upon and submit recommendations on the whole question of staff representation in the South African Transport Services with specific reference to—

(i) the position of senior offic-
New trade union set against registration

Labour Reporter

A new unregistered trade union has been launched in Pretoria - the National General Workers' Union. The general secretary is Mr. Donsie Khumalo, until recently Transvaal secretary for the Port Elizabeth-based Motor Assemblers' and Component Workers' Union.

Mr. Khumalo said that the union had resolved not to register and adhered to the policy of union demarcation, that is, the NGWU would not organise in areas where other emergent unions were active.
Managers told to accept black mining unions

By BRENDAN RYAN

JOHANNESBURG — Mine managers should accept the circumstances of unionization of black mineworkers in good grace rather than cause antagonism by resisting change.

That is the opinion of Mr. R. P. G. Steyn, outgoing president of the Association of Mine Managers of South Africa.

Addressing the association general meeting in Johannesburg, he said five unions are presently recruiting black, coloured and Asian employees on the mines.

"It would be a naive observer who expected only good to flow from the moves which allow black mineworkers to organize — and a confirmed pessimist who expected it to be all bad."

"There will certainly be problems to start with, and invariably a certain amount of shows of power.

"Would it not be better to acknowledge the circumstances and accept them in good grace, than to cause antagonism by resisting the change?"

In South Africa 24 percent of white workers are unionized compared with a level of 12 percent for black workers. In the mining industry, it was 11 percent compared with 35 percent in the metal, pulp and paper industries.

Unregistered unions

He said the decision by the Chamber of Mines to consider the recognition of unregistered unions demonstrated the mining industry's desire to keep the game alive and practical in the industrial relations sphere.

"We are going to have to move and make changes, to keep abreast of changing circumstances."

Turning to the question of skilled manpower, Mr. Steyn said the expansion of the South African economy had resulted in a high turnover of staff. On the mines for 1981/82, there was an average turnover of 55 percent for union men and 77 percent for officials.

"It is obvious with this level of turnover it is virtually impossible to build up an experienced team.

"The mining industry places great emphasis on training and considerable expenditure is incurred annually to train black and white employees in the various disciplines."

"However, it is doubtful whether we are getting an adequate return on this investment while various parasitic organisations with no training commitment spring up, utilizing expertise poached from the mines to provide and attempt to sell these services back."

Final analysis

"In the final analysis, the skills shortage can be traced back to a simple case of supply and demand — the continued failure of the South African training system to provide sufficient skills at the right level to meet the needs of the economy."

In spite of a non-racial training policy and enabling legislation in the form of the manpower training act, the shortage of skilled artisans remains acute.

Figures released by the Department of Manpower show a shortage of 27,502 people which is an increase of 151 percent since 1979. In the professional, semi-professional and technical occupations there is a shortage of 27,509 people, an increase of 73.4 percent since 1979.

Mr. W. W. Malan, president of the Chamber of Mines, said to resist changes in the industrial relations scene would be futile and not in the best long-term interests of the mining industry or its employees.

"The white population is no longer able to produce the country's growing requirements of skilled manpower. It is, therefore, inevitable that increasing numbers of blacks will have to be drawn into the skilled, supervisory and managerial ranks."

"The Bureau for Economic Research at the University of Stellenbosch has estimated that by the year 2000, one million jobs, traditionally done by whites, will have to be done by blacks.

"In all our deliberations on ways and means of overcoming our skilled manpower shortages we will obviously not lose sight of the needs of our white labour force, such as the need to feel secure in the working environment and also the need to progress in that hierarchy of jobs on our mines," he said.
Call to scrap apartheid to control growth

By JIMMY MATYU

There would be no need for drastic population control measures if apartheid was dismantled, black civic leaders said in Port Elizabeth today.

They were commenting on the report on demographic trends by the Science Committee of the President’s Council which warned that unless steps were taken to curb population growth — particularly that of blacks — South Africa was headed for a major disaster.

The secretary-general of the Domestic Workers’ Association of South Africa (Dwasa), Mrs Pat Maqna, said because of the wide gap in wages between blacks and whites, blacks felt that more children were a safeguard against old age.

“Even family planning clinics already in existence are viewed with suspicion and are not acceptable to most blacks,” she said.

The chairman of the KwaZakhele Residents Association, Mr Jackson Mdongwe, said he was opposed to proposals made without consulting the people.

“We have not been asked for our views. It will be worse with some of our conservative blacks who believe that when a man pays lobola for his wife he is entitled to as many children as she can produce,” he said.

Mr Mdongwe said the large number of children in each black family was treated as some form of social security for parents in their old age.

An executive member of the Roots cultural movement, Mr M Mayekiso, said blacks did not accept two-child families.

“I see no need for proposals to curb population growth as long as the system of apartheid is dismantled, and the laws governing social benefits restructured to give every person, irrespective of race or colour, equal pay,” he said.
Officials of the Commercial, Catering and Allied Workers' Union were due to meet hotel management today to discuss a work stoppage by staff at three Johannesburg hotels on Tuesday.

The dispute started at the Llandrought Hotel after the promotion of an "outsider" over regular hotel staff being thwarted by the hotel. Staff at the Sunny-side Park and Towers hotels then conducted a sympathy stoppage in support of their colleagues.

The stoppage ended when hotel management agreed to transfer the person concerned and promote one of the regular staff, a Ccawusa spokesman said.

Staff had been opposed not to the individual but to the principle of outside appointments, the spokesman added.

Leading drummies off to UK

Johannesburg's premier drummers, the Northview High School majorettes, leave Jan Smuts Airport on Saturday to compete in the Britannia Cup International Band and Display Competition held annually in London over Easter.

The team will compete against more than 30 teams of precision majorettes, drill teams and marching bands from many parts of the world.

About 1,000 people will take part in the competition before an audience of 20,000.

The 39-member South African squad will also perform at various festivals and sports events in Scotland, France and...
Mwasas workers lose jobs

JOHANNESBURG — More than 150 members of the Media Workers Association of SA (Mwasas) employed by The Star, were advised yesterday that they had lost their employment contracts and had therefore dismissed themselves

The newspaper said that the employees had broken their contracts by refusing to resume work after a stoppage that began on Thursday

The workers were seeking the reinstatement of a Mwasas member who was dismissed last week after threatening the life of a supervisor, according to The Star

The man had been given a final written warning last September over serious disciplinary offenses. The newspaper's management had agreed to suspend the dismissal pending the outcome of an appeal, but refused to let the man resume work in the meantime Mwasas said it had been asked as a condition for calling off the stoppage

In an attempt to break the deadlock and get the employees back to work, the management had offered to advance to yesterday the start of the appeal against the worker's dismissal: This offer had been rejected

Production of The Star began later than usual but was completed on schedule. Staff from numerous departments helped operate the machines in the inserting tower

A Mwasas spokesman last night announced that an emergency meeting would be held to discuss the issue at the Donaldson Community Centre, Orlando East, Soweto

City SAP man killed

Staff Reporter
A CAPE TOWN policeman, Sergeant Jan Andries "Andre" Nel, 23, was killed in a skirmish with Swapo guerrillas in the operational area of the Commissioner of Police, General M C W Geldenhuys, said yesterday

Sergeant Nel was stationed at Sea Point police station and lived in the police single-quarters. His father, Mr G H E Nel, of Parow, a retired policeman, said last night that his son has been serving his fourth term of border duty

Sergeant Nel matriculated from the Tygerberg High School in 1977 and joined the police force the following year

Mr Nel said last night that their late son has one sister, Mrs Opupa Bodian. Funeral arrangements had not been completed

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Unions to meet for historic unity talks

CAPE TOWN — South Africa's major independent unions will take a break from bargaining with the bosses in the second weekend of April and get down to some hard bargaining among themselves.

What could emerge is the largest non-racial body of organised labour in recent history.

The Cape-based General Workers' Union has invited all the major independent union groupings to Cape Town to discuss the formation of a new union body.

At this stage, union leaders are tight-lipped about their attitudes to the meeting and its chances of success.

**CITY PRESS Correspondent**

They fear a repeat of last year's breakdown in unity talks at Wagespruit and Port Elizabeth.

Off the record, unionists believe a new federation will emerge, even if it contains only some of the invited unions.

Most likely at this stage is an alliance between the largest union grouping, the Federation of South African Trade Unions (Fosatu), the smaller GWU, the Food and Canning Workers' Union (FCWU) and the African Food and Canning Workers' Union (AFCWU).

Signs of new ties between these unions have been seen lately.

This week shop stewards of the GWU and the Metal and Allied Workers' Union (Mawu), an affiliate of Fosatu, employed by the Dorbyl Group met to discuss retrenchment procedures at Dorbyl factories.

Formerly bitter rivals, Mawu and the GWU decided on a joint strategy in their severance-pay dispute with Dorbyl.

And the FCWU has co-operated with Fosatu's National Union of Textile Workers (NUTW) to organise Cape workers.

Labour observers are watching with interest whether the Council of Unions of South Africa (Cusa), the South African Allied Workers' Union (Sawu), the Commercial Catering and Allied Workers' Union (Casa) and the Orange Vaal General Workers' Union will also become party to the new alliance.

The Port Elizabeth-based Motor Assembly and Component Workers' Union (Macwusa) which led the walkouts at the two previous unity meetings, will be sending a delegation, even though its annual conference is being held on the same day.

Macwusa walked out because it objected to the fact that some of the unions present were registered or served on industrial councils.

This time individual union policy will not be at issue — the criterion for participation will be democratic control of unions by their members.
Move to end Star dispute

The Star's manager will meet the national executive of the Media Workers' Association of South Africa (Mwasa) today in a bid to resolve the newspaper's labour dispute with works department union members.

Mr. Jolyon Nuttall said the dismissal of more than 200 workers remained in effect and alternative measures were being taken to ensure The Star's production. The workers were dismissed at the weekend for refusing to return to their jobs.
Bid to halt Star strike

MEMBERS of the Media Workers Association of South Africa (Mwasa), yesterday expressed concern over reports that the union had used bomb threats against management at the Star newspaper where 150 workers went on strike last week.

At a meeting held at the Orlando DOCC where the strike which started on Thursday over a dismissed Mwasa member was discussed, members accused management of using false allegations as an indirect way of inviting the intervention of the Security Police.

The strike by 150 workers in the meeting department was sparked off by the dismissal of a Mwasa member who allegedly threatened a black supervisor who is also a member of the predominantly white national union, the South African Typographical Union (Satu).

The dismissed worker, whose employment was to be terminated on Wednesday, is believed to have been physically removed from the premises of the Star when he ignored his dismissal and started working on Thursday.

Other workers, on the other hand, is demanding the worker's reinstatement as a pre-condition for resuming work.

The fate of the 150 "self-dismissed" workers will be decided at today's meeting between Mwasa officials and management. It is believed that Mwasa is likely to demand management's withdrawal of the "self-dismissal" letter before any negotiations can be entered into.
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**The Ministry of Defence**

**The Ministry of Finance**

**The Ministry of Justice**

**The Ministry of Community Development**

**The Education Department**

**The Health Department**

**The Environment Department**

**The Tourism Department**

**The Social Affairs Department**

**The National Security Department**

**The Planning Department**

**The Works Department**

**The Energy Department**

**The Trade and Industry Department**

**The Agriculture Department**

**The Transport Department**

**The Communications Department**

**The Legal Affairs Department**

**The Intelligence Department**

**The Defence Council**

**The National Assembly**

**The Cabinet**

**The Prime Minister**

**The President**
Counsel says PE banned man will deny charge

Post Reporter
DEFENCE counsel for a banned former trade unionist told the Port Elizabeth Regional Court yesterday that his client would deny he had banned publications.

Mr P N Langa appeared for Mr Dumile Dennis Makanda, 32, of KwaZakakole, who pleaded not guilty to contravening his banning order and to possession of banned literature.

Mr Makanda was allegedly found at his brother's house in Zwide, a township outside the area to which he is restricted, on October 8 last year.

It was also alleged that he was found in possession of the banned publication — New Dawn, Volume 1, Number 2, 1981, three banned stickers with photographs titled "People's Hero — Solomon Mahlangu", and "People's Hero — The Silvertone Three" and photographs allegedly showing notices framed by ANC colours.

Mr Langa submitted that KwaZakakole, the area to which Mr Makanda was restricted, was not clearly demarcated and that the order of restriction was vague and uncertain.

He said members of the Port Elizabeth security police belittled Mr Makanda when they found him under a bed at his brother's house.

They referred to a pending restriction order confining him to his house during certain hours.

The case was postponed to June 1.

Mr J B Robinson was on the Bench. Mr J Nel appeared for the State. Mr Langa was instructed by S Nkama and Company.
Mwasa meets management

By SELLO RADEBE

MEMBERS of the national executive of the Media Workers Association of South Africa (Mwasa) yesterday met the manager of The Star in a bid to resolve a labour dispute with union members in the works department.

The company's management said the dismissal of more than 200 workers remained effective and alternative measures were being taken to ensure the newspaper's production. A further meeting between the two parties is planned for today.

The strike by the workers in the inserting department was sparked off by the dismissal about two weeks ago of a Mwasa member who allegedly threatened a black supervisor who is a member of the predominantly white rival union, the South African Typographical Union (Satu).

The dismissed worker, whose employment was to be terminated on Wednesday, is believed to have been physically removed from the premises of The Star when he ignored his dismissal and started working on Thursday. Other workers downed tools in solidarity with him and demanded that he be reinstated before they could resume working again.

Meanwhile, Mwasa members expressed concern over reports that the union had used bomb threats against management at The Star newspaper. A meeting was held by the "dismissed" workers at the Orlando DOCC at the weekend.
Star refuses to reinstate worker

The Star management yesterday turned down a Mwasa appeal to reinstate a worker who was dismissed last week.

The dismissal resulted in a strike by Mwasa members in the inserting department — leading to production and distribution problems.

The Star’s manager, Mr Jolyon Nuttall, said the appeal hearing had found that the worker concerned, Mr Oupa Msimang, had threatened to kill his supervisor in front of a number of witnesses.

The supervisor thought it sufficiently serious to report the incident to the police.

As Mr Msimang had already received a final written warning in September 1982 for serious disciplinary offences, Mr Nuttall found that Mr Msimang’s dismissal under the circumstances was correct.

This finding has no bearing on the dismissal of the 203 workers who went on strike after Mr Msimang was fired and the issue is still to be resolved by Mwasa and The Star management.
Americans to see spoilt SA union film

By Richard Walker

NEW YORK—Fogged film — allegedly deliberately damaged by South African authorities — will be a star feature of a documentary on black trade unions that promises to be among the harshest examinations of South Africa yet carried by American network television.

Lavish pre-publicity is providing a build-up for the hour-long show — to be screened by ABC-TV today to a 'prime time' nationwide audience.

Apart from one union meeting, the lost material was shot again. It includes an interview with a trade unionist.

Also interviewed is a former detainee who — in ABC's words — 'graphically describes what happened to Dr Aggett before he died'.

ABC accuses the Government of displaying 'deep schizophrenia' towards the union movement, putting many unionists in solitary confinement and 'often' torturing them.

It finds 'varied' business reactions — a Ford official interviewed sees the unions 'having a stabilising role in our relationship', while the South Africa Transport Services director, Dr J G H Loubser, declares that a black dockworker 'can join that trade union, but he can't negotiate'.

The TV network makes clear its own conclusion. The union movement is becoming the most serious challenge yet to that country's white Government.

The South African Government does not easily give permission to film a documentary. ABC tells guests invited to preview screenings.

'It took ABC news more than a year to gain entry. Once there, there were severe problems.'
SA — scriptland for TV newsmen

By John D'Oliveira
The Star Bureau

WASHINGTON — I swear; if South Africa did not exist, American television would be forced to invent the place.

After all, where else are the good guys so obviously good and the bad guys so obviously bad? Where else are the issues so clear-cut, the moral lessons so obvious and the picture painted in such bold strokes of white and black?

Most of all, where else are the participants in such a racist system so accessible? Where else can television producers and their directors travel in first-class luxury while recording such great evil? And where else can they imply brave defiance of a police state without actually being in any great danger?

Where else can they find both an Arnie Paulus and an Auret van Heerden?

Where else a secret police chief as leeringly sinister as Ciska's General Charles Sebe? Where else could they serve all this up against a background of the hauntingly beautiful chanting of black South Africans?

EXAMINATION

These thoughts were prompted by Friday's screening of ABC's hour-long programme entitled "Adapt or Die" and billed as an examination of South Africa's emerging black trade union movement.

In fact, the programme is no more than a look at four South African black unions: a miners' union, two unions at the Ford Motor Company in Port Elizabeth and a dockworkers' union, also in Port Elizabeth.

They do their work skillfully — and they use television's inherent facility for oversimplification and glib commentary to make a breathtaking leap from the specific (the four trade unions) to the general (South Africa itself).

Mr Elliot Abrams, the Reagan Administration's Assistant Secretary of State for Human Rights and Humanitarian Affairs, put it last year when he released the department's 1982 report on human rights around the world: "South Africa is a unique blend of good and evil."

Few people who know South Africa would quarrel with this.

But ABC producer Christopher Eisham acknowledges very little that might be good about South Africa.

He does not even concede that many of the black miners he pictures have come from neighbouring "free" black countries, sometimes waiting weeks or more for the opportunity to work in "racist, repressive" South Africa.

In contrast, last week a select company of Americans — the Chicago Foreign Relations Council — was given a totally different picture by Mr Harry Oppenheimer, chairman of South Africa's mighty Anglo American Corporation.

Mr Oppenheimer stated his opposition to racism, his belief in government by the consent of the governed and the need for peaceful change.

He referred to the economic trends in South Africa's "free" neighbours, said these had been little short of disastrous, bringing a grave restriction of individual liberty and stressed that this economic growth was the factor with "much the greatest potential for effecting peaceful change in South Africa."

He gave statistics of what he called the "quite remarkable redistribution of wealth" in South Africa in the past 10 years and said that these statistics made nonsense of the claim that economic growth in South Africa was based on the exploitation of blacks — and that it boosted apartheid.

He spoke of other positive changes in South Africa including the change in government policy towards black unions.

When, in 1973, the government came to realise that black workers were becoming increasingly conscious of their power, it reacted in a conciliatory fashion and, in 1973, extended trade union rights to blacks on the same basis as whites.

He conceded that the growth of black industrial unions would make the lives of employers more difficult and more complicated. However, if the worst came to the worst, strikes were preferable to disorganised violence.

Mr Oppenheimer said he had tried to paint a picture of both light and shade and that it remained to be seen whether South Africa could find its way into the full light of day.

"It can at least be said that South Africa is on the move as never before..."

Mr Oppenheimer made a convincing case — and so did ABC.

But ABC failed even to concede that there was another side to the issue that what it was examining was the effects of a deliberate strategy by the Nationalist Government to liberate the South African economy from some of the ravages of apartheid; that for every industrial confrontation in South Africa there were 10 white trade union leaders trying to accommodate the new situation.
No Star jobs for Mwasa strikers

JOHANNESBURG — The 209 workers who went on strike at the Star newspaper in Johannesburg recently would not be re-employed, the manager, Mr Jolyon Nuttall, said yesterday.

He said in a statement "Management of the Star today told members of the national executive of the Media Workers' Association of South Africa that none of the 209 workers, who broke their contracts recently by refusing to work, would be employed again by the newspaper. They had automatically dismissed themselves."

The employees refused to work on March 17 and 18 unless a fellow Mwasa member, who had been dismissed for threatening the life of a black supervisor, was reinstated pending an appeal against his dismissal.

Management agreed to suspend the dismissal of the employee, Mr Oupa Msimang, pending the appeal, but not to permit him to resume work.

The appeal was heard last week by the manager of the Star, Mr Jolyon Nuttall. He upheld the decision to dismiss Mr Msimang. The worker had received a final warning last September for serious disciplinary offences.

"Extremely painful decision"

Mr Nuttall's statement read: "The decision not to re-employ all or some of the 209 workers, dismissed recently by the Star for refusing to work and thereby breaking their contracts of employment, has been extremely painful."

"It has been taken in the knowledge that personal hardships may well result and that long service by some of those involved will remain severed."

"Our decision is based on the belief that industrial peace and harmony become remote prospects, not only at the Star and in the newspaper industry, but in South Africa as a whole, if agreements are not observed and if contracts are broken."

"As the country's leading daily newspaper, the Star is an essential service in the provision of information."

"Severe disruption"

"For two days, the workers involved caused severe disruption to that service by repeatedly refusing to work. In the process, they broke the terms of the national agreement between their union — the Media Workers' Association of South Africa — and the Argus Company."

"Sound labour relations must be based on faith in, and adherence to, formally concluded agreements and procedures. Wildcat stoppages and illegal strikes undermine this base."

"The management of the Star believes it is necessary to stand firm at this time, if there are to be fruitful years ahead."

— Sapa
Star says 'no' to strikers

The 209 workers who went on strike at The Star recently would not be re-employed, the manager, Mr J Nuttall, said yesterday.

"The Star management told members of the national executive of the Media Workers' Association of South Africa that none of the 209 workers, who broke their contracts recently by refusing to work, would be employed again by the newspaper. They had automatically dismissed themselves," he said.

The employees refused to work on March 24 and 25 unless a fellow Mwasa member, dismissed for threatening the life of a black supervisor, was reinstated pending an appeal against his dismissal.

Management agreed to suspend the dismissal of the employee, Mr Oupa Msimang, pending the appeal, but not to permit him to resume work.

The appeal was heard last week by Mr Nuttall, who upheld the decision to dismiss Mr Msimang.

Mr Nuttall said, "Our decision is based on the belief that industrial peace and harmony become remote prospects, not only at The Star and in the newspaper industry, but in South Africa as a whole, if agreements are not observed and if contracts are broken."

As the country's leading daily newspaper, The Star was an essential service in the provision of information. For two days, the workers involved caused severe disruption to that service by repeatedly refusing to work. In the process, they broke the terms of the national agreement between their union and the Argus Company.

He said "Sound labour relations must be based on faith in, and adherence to, formally concluded agreements and procedures. Wild-cat stoppages and illegal strikes undermine this base."
The manager of the Star, Mr. John Nolito, said all procedures had been followed and management had done its utmost to contain the incident before it developed into an illegal strike.

"The statement said, 'Mwasa is aware the proceedings are going on.'" According to the Star, management was not to comment. There was no question of any other Argus newspaper being involved, he said.

Mwasa alleged the Star had breached agreement procedures by dismissing a Mwasa national executive. The statement said the Star "had taken the dismissal of the workers as a legal matter, and it was a legal matter." The workers, however, refused to negotiate. The Star threatened to go to the strike and to "stop work" at the munitions factory. The workers believed it was necessary to carry out the strike.

The dispute arose from the dismissal of a black supervisor by the Artesa and 2A.A. workers. The Artesa and 2A.A. workers claimed the dismissal was unjustified.

The dispute spread throughout the Star and the workers from the Printing, Platemakers, and Other Workers' Union (PPOWU) complained to the newspaper. The workers were satisfied with the management's handling of the situation, and they believed the management had acted properly.

The workers believed it was necessary to carry out the strike, and they were prepared to do so. The Star threatened to go to the strike and to "stop work" at the munitions factory. The workers believed it was necessary to carry out the strike, and they were prepared to do so.

The dispute spread throughout the Star and the workers from the Printing, Platemakers, and Other Workers' Union (PPOWU) complained to the newspaper. The workers were satisfied with the management's handling of the situation, and they believed the management had acted properly.

The dispute arose from the dismissal of a black supervisor by the Artesa and 2A.A. workers. The Artesa and 2A.A. workers claimed the dismissal was unjustified.
Mwasa Reacts

The Media Workers Association of South Africa (Mwasa) has accused the management of The Star newspaper of being "extremely provocative" in the "callous manner" in which they have refused to reconsider the dismissal of 269 Mwasa members.

In a statement released yesterday the union said the manner in which management had treated the whole issue was "intolerable" and was "contemptuous of the workers' committee, the union's regional executive and the national executive."

"The management at The Star has breached the agreed procedure by dismissing our members without affording them the necessary representation," the statement read.

The employees were dismissed after they had refused to work on March 24 and 25 unless a fellow Mwasa member, dismissed after allegedly threatening the life of a black supervisor, was re-instated pending an appeal against his dismissal.

The appeal was heard last week by management who upheld the decision to dismiss the worker.
Union may enlist miners

THE BLACK Allied Mines and Tunnel Workers Union (Bantwu) has become the third trade union to be granted permission to recruit members on mines under the control of the Chamber of Mines.

Bantwu, 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.

By JOSHUA RABOROKO

The other black trade unions to which the chamber has granted access to mines for recruiting purposes are the National Union of Mineworkers, 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 coloured 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.

Residents to cough up...
Cusa support for sacked workers

JOHANNESBURG — The Council of Unions of South Africa (Cusa) yesterday expressed its support for the "victimized workers" in the recent Star newspaper dispute.

A spokesman for Mr. Phoreshaw Camay, Cusa's general-secretary, said the council had followed the dispute with growing concern over the past two weeks, noting "how the Star management escalated the dispute by allegedly attempting to dismiss union members."

"Star management refused to re-employ 209 workers — all members of the Media Workers' Association of South Africa — who went on strike following the dismissal of a worker who threatened the life of his supervisor."

The Southern African Society of Journalists said yesterday it viewed with grave concern the Star's dismissal of the employees and its refusal to re-employ them.

"Whatever the merits of the dispute and the strike which preceded the dismissal, the SASJ does not believe the heavy-handed management response is conducive to sound labour relations," it said — SAPA.
THE Council of Unions of South Africa (Cusa) yesterday expressed its support for the "victimized workers" in the recent Star newspaper dispute.

Mr Phroshaw Carnay, Cusa's general-secretary, said in Johannesburg that the council had followed the dispute with growing concern over the past two weeks, noting "now the Star management escalated the dispute by allegedly attempting to dismiss Union members."

Cusa saw this as a "blatant attempt" to roose the solidarity of Mwasa membership, he said.

"We await the reaction of Mwasa membership and will provide every support to the members as desired."

Star management refused to re-employ 236 workers - all members of the Medu Workers' Association of South Africa - who went on strike following the dismissal of a black worker who threatened the life of his black supervisor. — Sapa.
Teachers move to form union

Mail Correspondent

DURBAN — A move has been made in the Transvaal to unionise school teachers, in spite of them being excluded from the provisions of the Labour Relations Act.

And the secretary of the Trade Union Council of SA, Mr Arthur Grobbelaar, has offered them his advice and guidance if they elect to form a union.

At the annual conference of the Transvaal Educators Society a suggestion was made that the country's 21 teacher organisations should hold a meeting with a view to forming an organisation which, through collective action, could work towards improving teachers' salaries and working conditions.

Yesterday Mr Grobbelaar said the TES wanted to form a bona fide trade union, though this would depend on the consensus of other teacher organisations.

"There is a pressing need for teachers to try and improve their lot — forming a union would not be easy in the face of the present labour dispensation, but they could battle against this legislation and have it changed."
Star, 9/4/82

The Star's strike catalogue.

The Star, a daily newspaper in Toronto, has announced that it will not be publishing a new edition due to the ongoing strike by its workers. The strike has been going on for several days and the workers have been demanding better pay and working conditions.

The management of the Star has offered a new contract that includes a 1% salary increase for all employees. However, the workers have rejected this offer and have continued with their strike.

The Star's editor, John Doe, said in a statement, "We have been trying to negotiate with the workers for months, but they are still not satisfied with our offer. We believe that their demands are unreasonable and we cannot afford to meet them."

Doe also added that the Star has been operating at a loss and that the strike is causing financial difficulties for the newspaper.

The workers, led by the Toronto Newspaper Workers Union, have been camping outside the Star's headquarters, and they have been holding rallies to attract public support for their cause.

The strike has caused major disruptions in the news industry, as many other papers in Toronto have also been affected by the strike. The city's residents have been left without their daily news fix.

The strike is expected to continue for several more days, as both sides remain deadlock over the contract negotiations.
BLACK workers at the Star newspaper are to strike in sympathy with the 210 sacked members of the Media Workers' Association of South Africa (Mwasa).

All Mwasa members, including journalists, went on strike as from Saturday. The resolution for the strike at The Star was taken at The DOCC, Soweto on Saturday afternoon. The meeting elected delegates from other newspapers to formulate a strategy to give solidarity to the Star staff.

The strike follows talks between Mwasa and The Star management over the dismissal of 210 workers who went on strike two weeks ago, when a co-worker was dismissed for alleged misconduct which ended in a stalemate.

The Southern Transvaal region of Mwasa supported the decision and demanded the unconditional reinstatement for the dismissed workers. The resolution concluded that "we also realise that this is a Satu and Mwasa fight with Satu enjoying the full support of management."
SUPPORTERS of industrial councils seem to have won a maj or victory now that the Metal and Allied Workers' Union has applied to join the Metal Council.

For the past three years, MAWU, with other emerging unions, has resisted placing the two councils on a par with the established unions in the metal industry. It argued that to join would be to bargain where it would be weak, rather than in the factories where it was strong.

But "seams" may be the operative word. MAWU's move doesn't automatically imply greater black worker support for the councils.

MAWU has not changed its basic view of the council, but two factors have now forced it to apply to join. There is almost universal employer resistance to bargaining with it outside the council. And the recession, which has brought unprecedented retrenchments and tougher Government action against migrant workers — most of MAWU's members — has weakened its ability to use "factory muscle" to force employers to do so.

So it believes tactics force it to join the council — perhaps temporarily, until it feels strong enough to move outside it again.

That MAWU is applying to join the council while proclaiming that it will continue to bargain outside it will strengthen its case, and will show employers not to expect great things from the council, confirms this.

In previous strike waves, black workers ignored, or rejected, wage deals made at the council and may do so again when the economy improves.

Even before its membership application MAWU lacked control over worker action — employer refusal to bargain with it in factories meant it could not develop the muscle to control events and respond to its scanty resources worsened the problem.

There is still gut black worker resentment of councils and MAWU's ability to control worker action may not grow simply because it has joined a council. Much will depend on whether MAWU can, by its presence, effect the kind of changes which will increase the Metal Council's black worker credibility.

Only if it does will MAWU's move herald a beginning of an end to the battle over councils.

A MINOR dispute at three OK Bazaars stores in Port Elizabeth has placed labour relations in the major chainstores on a knife-edge.

The strike comes at a time of worsening relations between stores and the Commercial, Catering and Allied Workers Union (CCAWUSA) and has already led to a decision by OK to suspend recognition negotiations with the union.

The states are high. Last year CCAWUSA's membership snowballed as its members involved in a series of strikes at leading stores.

Employers agreed to negotiate recognition with the union in an attempt to stabilise relations. These talks, which seemed set to lead to black bargaining rights in many major stores, have reached a relatively advanced stage.

Now the entire deal could be jeopardised. Employers claim that since the beginning of the year CCAWUSA has been damaging negotiations by adding new issues for discussion whenever agreement seems to be reached.

If OK continues to hold off on recognition talks — and this depends on the outcome of the dispute — other stores could do the same.

This could lead to all-out conflict between CCAWUSA and employers.

In the short term, bearing in mind the recession and the fact that CCAWUSA has still to consolidate its newly-won support, employers hold the whip-hand. So there is little mileage for CCAWUSA in confrontation.

But in the long-term, stores are vulnerable to walkouts by key staff and to consumer action and employers need a permanent accommodation with a union.

So there is still plenty of scope for both sides to resolve matters.

RETRENCHING or firing workers is becoming a costly business for some employers.

Last week a major steel firm, Dunsware Iron and Steel, paid out more than R20,000 to retrained migrant workers because they were fired before their contracts expired. Lawyers believe there is little reason to damages.

The Durban textile company SA Fabrics, too, shelled out R18,000 to ex-workers at the end of a contract in which a union planned to allege it was an "unfair labour practice" to retrench workers without consulting a majority union and building in certain safeguards for workers.

Recently, the industrial court twice ordered reinstatement of fired workers, and meat giant Vleissentraal agreed to rehire fired workers.

All this confirms that unilateral employer decision-making on firings and retrenchments is under intense pressure.

It also shows that, because their power has been weakened by lay-offs, better-organised unions are turning to court action to reinforce their demands.

Although the scope for this sort of action is clearly limited, it appears to be doing so with some success.

THERE were clear signs last week that major employers are pushing for an unofficial wage "freeze" for at least the next few months.

Both Excom and metal employers said as much and they are not alone. Some tough talking lies ahead. But this time they are backing two near-certainties. There will be negotiated pay rates, but these will be the smallest for some years.
Police question
Sacos leader

PORT ELIZABETH — A
guest speaker at the
third annual congress of
the Motor Assemblers
and Component Workers
Unions of South Africa
(Macwusa) was detained
by the Security Police
and three television
vans and many people of
different races wishing
to attend the congress
were refused entry into
New Brighton yesterday.

A spokesman for the
Security Police, Colonel
N van Rensburg, con-
firmed that Mr Frank
van der Horst, presi-
dent of the South African Council
on Sport, had been de-
tained at the roadblock
and taken to Security
Police headquarters
where he was ques-
tioned for about three
hours.

A statement was
obtained from him and
he was released at about
6.45 pm. The names and
addresses of two black
people who were with
him were taken down
and they were allowed to
enter the township.

Col Van Rensburg also
confirmed that many
whites, Indians and col-
oureds were turned
away "because they did
not have permits to en-
ter a black residential
area."

Major Annelize Mel-
ville, acting police
liaison officer for the
Eastern Cape, said last
night that routine uni-
formed police roadb-
lacks had stopped three
vans carrying television
crews from entering
New Brighton. The
crews did not have per-
mits.

It was alleged by the
organising secretary of
Macwusa, Mr Government
Zini, and other
speakers that
- Two guest speakers,
Mr Zak Yacoob, presi-
dent of the Natal Indian
Congress, and Dr Brown,
representative of the
Eastern Cape Co-
ordinating Committee
which represents 16
black bodies, had been
refused entry into the
township.
- A security policeman
had been seen leaving
the Great Centenary
Hall earlier yesterday
after tear smoke had
been released in the
hall.
- The Security Police
were using two kombis
disguised as pirate taxis
to take people away.

When people arrived
at the hall at about 2 pm
yesterday, they ran into
small puddles on the
hall's cement floor. They
were also greeted by a
nose-biting and eye-
burning gaseous sub-
stance which some identi-
ified as tear smoke.

Colonel Van Rensburg
denied that Security
Police had used tear
smoke in the hall.

He said he had no
knowledge of any inci-
dent involving pirate
taxi, "but I can state
categorically, that no-
thing like that hap-
pened. It was not my in-
stuction." — DDC
Journalists stay away from Star

Nine journalists of the black Media Workers Association of South Africa stayed away from The Star today in support of 209 other workers who, according to management, "automatically dismissed themselves" after a two-day work stoppage last month.

A number of MWASA members did report for duty.

Star management was not formally notified of any new stayaway until nearly midday in response to a formal inquiry. MWASA stated that a resolution had been passed that "all members at The Star would go out on strike in solidarity" with those who had already gone. MWASA was requested to tell the nine striking journalists that an illegal stoppage would place their employment in jeopardy.
Olympics man backs French ban

Own Correspondent

PARIS — The French Olympic committee president, Mr. Nelson Pauliou, has defended his government's attempt to stop France's rugby tour of South Africa, saying the only effective weapon against apartheid was to isolate Pretoria.

Quoted at the weekend, Mr. Pauliou said the French Rugby Federation president, Mr. Albert Ferrasse, who opposed the government action, believed it was better to try to convince South Africa to change its policies.

But the Olympic committee held the opposite view because it was not enough to include in a team two or three black players to convince us apartheid no longer exists.

The committee and the French Government believed the most effective approach was to isolate South Africa to allow the country to reflect on the problem and find a solution.

The French Government said on Thursday that all amateur sports federations should end contact with South Africa in line with the government's professional sportsmen are exempt.

Mr. Pauliou said the committee would not force federations to comply but hoped the government's ruling would be followed. The government had not consulted the committee before making its decision.

Police question

Sacos man

Own Correspondent

PORT ELIZABETH — A spokesman for the security police, Colonel N. van Rensburg confirmed that Mr. Frank van der Horst, president of the SA Council of Sport, had been detained at a roadblock and taken to security police headquarters for questioning.

"A statement was obtained from him and he was released about 8:45 a.m.

The colonel confirmed that many people wanting to attend the congress had been turned away because they did not have permits to enter a black residential area.

Major Anneke Meiring, acting police liaison officer for the Eastern Cape, said last night that routine operations were being conducted.

Police roadblocks had stopped three vans carrying television crews from New Brighton. They had not had permits.

Too late for classification

LOST

An alert white and brown fox terrier with brown collar and loving name was last seen on Sunday morning. Reward offered. Phone 77 3061.

Wimbledon

Henley, Ascot and Lords

The British Museum, the National Gallery, Buckingham Palace and the Changing of the Guards

There are just a few of the great British Classics

And you could be there, courtesy of Black & White Scotch Whisky for a fortnight during June & July.

It takes taste to choose the

Black & White Scotch Whisky

As official sponsors of the British Classics, we are offering an opportunity to win a trip to Wimbledon, Henley, Ascot and Lords. The British Museum, the National Gallery, Buckingham Palace and the Changing of the Guards. These are just a few of the great British Classics. And you could be there, courtesy of Black & White Scotch Whisky for a fortnight during June & July.

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Police turned away union supporters

Argus Bureau
PORT ELIZABETH — Police action has disrupted the national congress here of the Motor and Component Workers Union of South Africa (Macwusa) and the General Workers Union of South Africa (Gwusa)

The police sealed off the entrances to New Brighton township and refused entry at the weekend to white, coloured and Indian visitors who did not have permits to enter the black area.

The main speaker at the congress, Mr Frank van der Horst, president of the South African Council of Sport (Sacos), was held by members of the security police before he had made his speech.

A police spokesman said he had been arrested for entering a black residential area without a permit. A statement had been taken and he had been released after three hours of questioning.

The spokesman said the roadblocks had not been connected to the congress — they had been a routine operation after a recent bomb explosion in the city.

Mrs Molly Blackburn, MPC for Waimers, said later that the police action in preventing people from entering New Brighton had been "totally unreasonable and heavy handed".

Uproar
The meeting of 2000 erupted in uproar when the president of Macwusa, Mr Government Zima, said supporters were being turned away at roadblocks, and that "at this very moment our guest speaker, Mr van der Horst, is being questioned by security police".

He said such "harassment" would not stop the union from following its chosen course.

The union had suffered from harassment from the State and this, he said, raised questions about police action on the part of the State and employers to oppress the workers.

"Not political"
He said trade union action in Port Elizabeth was in no way politically motivated. The unions realised the need for a stable economy.

But only sound relations between workers and employers could bring about a sound economy. "Management should not see trade unions as robbers by night, but accept them as a vital part of the free enterprise system."

Union policy was that the needs of the worker could not be separated from the needs of the community, workers should be represented by unions of their choice, and the union believed in negotiation with management, provided management came to the negotiating table with the union as equals, he said.

The Argus Monday April 11 1983

Police turned away union supporters

Pop star banned in Zimbabwe

Argus Foreign Service
HARARE — Jamaican reggae star Jimmy Cliff, scheduled to tour Zimbabwe next week, will not be allowed to appear in the country because he has performed in South Africa, deputy education and culture minister, Senator Joseph Culverwell, has said.

In an interview with the Zimbabwe Broadcasting Corporation, Senator Culverwell said any performer or sportsman who, acting against the wishes of the international sporting community, has performed in South Africa would be banned from doing so in this country.

Jimmy Cliff's concert tour was being organised by Pan African Productions and was due to start next week.

Jamaican Jimmy Cliff.

Pop star banned in Zimbabwe

I believe both the car and the vehicle should be re-tested after accident.

Among the ideas the committee is looking at is a system of routine re-testing at six-monthly or yearly intervals as applied in many European countries and the US.

The problem is the "mob of staff and fans," Mr Schoeman said.

However, in some areas systems, or"garages which meet requirements are used as testing stations for vehicles more than one or two years old.

Cycle owners are penalised for roadworthiness checks at fixed intervals, the vehicles do not fail at once or taken from the roads.

Aspects of tight road safety standards are testing and compulsory re-checks every few years.

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New union federation on the cards

BY STEVEN FRIEDMAN
Labour Correspondent

A NEW emerging union federation bringing together unions representing more than 180 000 workers in certain to be formed after a unity meeting held in Cape Town at the weekend, union spokesmen say.

If the new federation is formed, it will be the biggest umbrella body representing black workers in the country's history and is certain to add considerably to black worker muscle in the factories.

The new body seems certain to bring together the Federation of SA Trade Unions, the Food and Canning Workers' Union, the African Food and Canning Workers' Union, the Commercial, Catering and Allied Workers' Union, the General Workers' Union, and the Cape Municipal Workers' Association.

At the weekend's meeting, these unions, together with the SA Allied Workers' Union and the General and Allied Workers' Unions, agreed to form a committee to examine the feasibility of a new federation.

But Mr. David Lewis, general secretary of the General Workers' Union, said yesterday that the committee had not been formed to discuss whether a federation should be formed but "when and how" this should happen.

"We are totally committed to a federation and there is no turning back now," he said.

Mr. Joe Foster, general secretary of Fosatu, agreed, and added "It was made clear at the meeting that groups who joined the committee were agreeing to form a new federation. The committee will work out its structure and policy."
NINE MWASA REPORTERS AT STAR ON STRIKE

NINE journalist members of the Black Media Workers' Association of SA, stayed away from The Star yesterday in support of 209 other workers who, according to management, "automatically dismissed themselves" after a two-day work stoppage last month.

Other MWASA members reported for duty. Star management was not formally notified of the "stayaway until nearly midday" in response to a formal inquiry. MWASA said a resolution had been passed that all members at The Star would go out on strike in solidarity with those who had already gone.

MWASA was requested to tell the nine striking journalists that an illegal stoppage would place their employment in jeopardy. — Sapa
Terror witness: I won't take oath

By Fiona Macleod

A major trial on alleged involvement in and revival of the banned Pan Africanist Congress (PAC) and Azanian National Youth Unity (Azanyu) began in a packed Johannesburg Regional Court today.

Nine men — including Mr Joe Nong Thlooe (40), who is the banned vice-president of the Media Workers’ Association of South Africa, and a senior journalist on The Sovietan newspaper — pleaded not guilty to charges under the Internal Security Act and Terrorism Act.

They did not state the grounds of their defence but denied all the charges, which include furthering the aims of the PAC and Azanyu and endangering the safety of South Africa.

An impressive defence counsel of five advocates, instructed by four firms of attorneys, represented the nine men.

The trial got off to a shaky start as the first State witness, Mr Michael Spho Mthwangana, refused to take the oath.

"The evidence I have been told to give here is a total untruth," he said.

Mr P Dear, his attorney, asked for the case to stand down till tomorrow so he could consult Mr Mthwangana and two other State witnesses he represents.

The case continues.

Appearances: Mr T Kleinsman presided, Mr A R van Wyk prosecuted, Mr M J Noorisha appeared for Mr Sibanda and Mr G Rass SC; assisted by Mr B Seggot. Mr C R Marks and Mr M Sebeke appeared for the other eight men.
The President of the South African Council of Sport (Sacos), Mr Frank van der Horst, yesterday slammed the Security Police for arresting and preventing him from attending a trade union congress meeting in New Brighton, near Port Elizabeth, at the weekend.

He described the police action as a grim commentry of the "vicious system of tyranny that exists in the ghettos."

The third national congress of the Motor Assembly and Components Workers' Union of South Africa (Macwusa) and its sister union, the General Workers' Union of South Africa (Gwusa), was disrupted during the weekend when police sealed off New Brighton township and refused entry to all people without permits to enter a black area.

The main speaker, Mr Van der Horst, was arrested by the Security Police in the township and had his prepared speech, which he was to deliver at the third con-

The SOWETAN: "I saw massive police roadblocks at most of the entrances to the townships. This gestapo-like harassment and victimization of guest speakers and the public at a legitimate and well-advertised trade union meeting are a total mockery of the Government's much-publicised claim that racial discrimination is being abolished in South Africa."
Unions support a united front

Mail Correspondent
DURBAN — The proposed new national trade union federation, the subject of a union summit meeting in Cape Town last weekend, could have wider support than earlier reports suggested.

Seven independent trade union groups, representing about 200,000 workers, voted to set up a feasibility committee to consider the formation of the new federation.

The summit included the initiator, the General Worker Union, and the Federation of South African Trade Unions.

Four union groups did not vote, but according to spokesmen this was simply because they wanted to report back to their member unions and obtain a mandate.

If just one of these union groups, the Council of Unions of South Africa (CUSA), does decide to join, the proposed federation will represent the vast majority of organized workers in the independent trade union movement.

CUSA general secretary Mr Pirshaw Camay said yesterday his organization would have to obtain a mandate from member unions before a decision could be taken.

He said the matter would be decided at a joint executive council meeting at the end of the month.

The general secretary of the Motor Assembly and Component Workers' Union (MACWUSA), Mr Dennis Neer, said his union delegation left before voting took place on Sunday because of their annual congress. A decision would be made soon, he said.

Unions which did vote for the formation of a new federation at the weekend said yesterday they were pleased with the result of the meeting as a united workers' organization was badly needed in the South African labour movement.
UNIONS

Moving to unity?

Past attempts to forge unity between SA's emerging unions have faltered, but there are signs that the latest effort has a good chance of succeeding. Leaders of unions representing about 200,000 workers agreed last weekend to form a feasibility committee which will investigate the possibility of establishing a major new trade union federation.

Unions and groupings which have committed themselves to the investigation are the Federation of SA Trade Unions (Fosatu), the General Workers Union, the Food and Canning Workers' Union and the African Food and Canning Workers' Union, the SA Allied Workers' Union (Saawu), the Commercial Catering and Allied Workers' Union (Ccaawusa), the General and Allied Workers' Union, and the Cape Town Municipal Workers' Association.

Most union leaders involved in the latest unity effort are reluctant to comment publicly about what exact form they would like the new federation to take. But there is considerable optimism that it will be possible to find a formula acceptable to all who have agreed to serve on the feasibility committee. One union leader tells the FM it would be more accurate to describe the committee as a "steering committee," thus implying that the body will have more on its agenda than a mere examination of the desirability of a new federation.

There is little doubt, however, that much hard bargaining has still to take place. Some unions are, for example, opposed to past suggestions from Fosatu members that there should be tight, centralised control within a new union federation.

Unions and groupings which did not vote in favour of the federation were the Council of Unions of SA (Cusa), the Motor Assembly and Components Workers' Union of SA (Macwusa), the Orange Vaal General Workers' Union and the Municipal and General Workers' Union. Cusa has displayed a lukewarm attitude towards past unity efforts, while Macwusa has refused to ally itself with unions which register with government or take part in the industrial council system.

Employers are obviously watching these developments with great interest - and a certain amount of anxiety. If the new federation is formed, it will be the largest, and probably the most effective, co-ordinating body to represent black workers in SA's labour history. Inevitably this could strengthen the position of black workers on the factory floor.

But there could be some benefits for employers as well. Relations between some of the unions which are moving in the direction of the new federation have been extremely poor in the past. The fact that they are now willing to enter a strong alliance suggests that inter-union rivalry, which has presented severe problems to employers, may be reduced.
Police take documents

EAST LONDON — Several church and media association of South Africa (Mwasa) documents and papers were taken by Ciskeian Police from Mr. Leslie Xinwa, of the Daily Dispatch, at a roadblock near Mdantsane on Monday night.

The documents taken were two South African Council of Churches booklets, minutes of the 1982 meeting of the Justice and Reconciliation Commission meeting of the Methodist Church of South Africa and the agenda for the 1983 meeting held in Johannesurg. Several church notices, copies of a proposed constitution for Mwasa, a copy of the constitution of the defunct Writers’ Association of South Africa and two other papers on Mwasa.

Press cuttings taken earlier from Mr. Berlin Hoho, of the Daily Dispatch, who was driving a vehicle hired by Mr. Xinwa, were given to Mr. Xinwa when he claimed them at the roadblock.

Efforts to contact the Commander-in-Chief of State Security in Ciskei for comment on the documents taken were unsuccessful yesterday. DDR.
BLACK PRESS

TIGHTENS ON

GOVT. GAG

over blacks

Lash Louis

Counterpoint
STEVEN FRIEDMAN

LABOR Week

Talks may lead to S.A.'s biggest movement
Why Mwasa writers returned to work

The Star's nine black Mwasa (Media Workers' Association of South Africa) journalists who stayed away from work for three days last week returned to the office on Thursday at the directive of the union's national executive council.

In a statement today, the journalists said that the decision to return was not in any way influenced by The Star management's ultimatum to return to work by Thursday or lose their jobs.

The decision to return to work was taken before the ultimatum was received by the journalists, said the statement.
THE South African Allied Workers' Union (Saawu) and the General and Allied Workers' Union (Gawa) have accused the press of "subverting public opinion" and "subverting the workers' struggle" by its reporting on the moves towards trade union unity.

In a joint statement issued on Friday, the unions said reports that seven trade unions had walked out of the unity talks in Port Elizabeth last year were lies.

The statement said that between the Port Elizabeth talks and the recent talks in Athlone, a lot of "prejudiced and divisive statements" had appeared.

"It is unbecoming for the press to adjust public opinion into its own wishful thinking by stating that there are unions hostile to the formation of the envisaged trade union federation and others for the federation. That is not our experience. All unions which participated in the unity talks were committed to the formation of a federation though they may, understandably, differ on how to work towards it."
THE Dismissal of 209 members of the Media Workers' Association of South Africa (Mwasa) employed by The Star was considered yesterday by the national working committee of Mwasa and newspaper management.

After discussion of the issues concerned it was agreed that no further progress could be made on the particular before the committee.

A representative of the Argus company confirmed that The Star was not able to agree to employ again any of the workers who were dismissed.

A representative of Mwasa stated that the position adopted by The Star had thrown future relations between the

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The committee agreed that all parties would work urgently towards the finalising of formal disciplinary and grievance procedures at plant level. The committee also agreed that there was a need for an extension of the learning process by both management and Mwasa towards sounder labour relations in the future.

— Sapa
Labour Correspondent

IN AN unusual move, wage negotiations between a newspaper distribution company and the Commercial, Catering and Allied Workers Union have been settled with the help of mediation.

Allied Publishing, which recognises the union, has now reached a wage agreement with it which will see minimum pay for the company's 1500 workers rise by 15.8% and wages for the highest paid rise by 16.3%.

The union's general secretary, Mrs Emma Mashinani, hailed the agreement, saying it was "excellent, bearing in mind that employers always raise the recession when we negotiate wages."

Mediation, in which a third party intervenes to settle a dispute, but does not try to dictate a settlement to either side, is attracting increased interest from local management, although some unions and managements reject the idea.

The Government is also introducing a mediation service in labour law, but the Allied mediation took place independent of this service.

Allied's managing director, Mr R J Mitchell, said the negotiations had begun about a month ago and that the two sides had initially been far apart.

"The Union initially demanded a 15% raise which we could not accede to and we decided that a third party could help to bring the two parties together."

The mediator, Mr Paul Pretorius, had been called in a week ago and had "done an excellent job in bringing the two parties together", Mr Mitchell said.

He stressed, however, that the negotiations had "taken place extremely amicably, even when we were in dispute."

According to the union, the new agreement will push minimum wages up to R64.35 a week for workers who started at Allied after January 1 this year. The minimum for other workers will be R65.10.

It said the increases ranged between R13.00 and R15.50 a week.

Mr Mitchell confirmed these figures.
Mwasa talks deadlocked

THE dismissal of 20% members of the Media Workers Association of South Africa employed by The Star was considered yesterday by Mwasa's national working committee and newspaper
management.

After the talks it was agreed that no further progress could be made.

A representative of the Argo Company confirmed that The Star would not re-employ any of the sacked workers.

A representative of Mwasa said the position adopted by the newspaper had created an imbalance in future relations between the two
The committee agreed that all parties would work urgently towards finalising formal disciplinary and grievance procedures at
plant level — Sapa

Gang robs "gullible" man

A MULTIRACIAL gang of six men pinned a Pretoria man to the ground and robbed him of R1 500 after
faking an argument to lure him into a block of flats.

Mr F D Champion, of Millar Road, Queenswood told police that on Friday afternoon he drew money from a bank
and, while walking along Van der Walt Street, was
approached by a man who told him there was trouble in a
nearby block of flats.

Mr Champion said he saw two men seemingly arguing in the grounds of the flats. As
he approached them, he was
attacked — Sapa

Cashier is sued by Tote

Mail Correspondent

DURBAN — A teenage cashier and ticket seller at a Tote office was sued in the Supreme Court, Durban, for repayment of R34 900 he spent on racetrack bets. The youth, who is under 18 and cannot be named, did not defend the action.

The Tote's agent, Mrs H F Verwoerd, said he September 11 last year the teenager stole or misappropriated the money by issuing to himself betting tickets worth R34 900, which he failed to pay.

Settlers total 3 944 for month

A TOTAL of 3 944 immigrants entered South Africa last July, according to figures released in Pretoria yesterday by the Central Statistical Services office.

During the same month, 256 people left the country.

Visitors to South Africa last July totalled 44 382, while 46 604 South Africans visited foreign states.

Sapa
THE National General Workers' Union (NGWU) has agreed to join a proposed federal of unions.

A spokesman for the union, Mr. Donato Khumalo said: "Representing the interests of one body could go a long way in solving labour disputes. The step may also create a sense of togetherness among workers." Unions that have so far agreed to form a committee to work out details of a new federation are: Fossa, Gwusa, the Food and Canning Unions, Commercial Catering and Allied Workers' Union and the Cape Municipal Workers' Association.
Clash over car splinter union

Labour Correspondent

A BITTER row has broken out between the unregistered Motor Assemblers and Components Workers Union (Maewusa) and one of its Pretoria officials who has broken away to form a rival union.

The official is Mr Donnie Kumalo, a former Sigma worker who launched a Mae-wusa branch in Pretoria after the Sigma strike in 1981. He also later ran a branch of Maewusa's sister union, the General Workers Union of SA (Gwusa).

Mr Kumalo has now formed the National General Workers Union which he says has a membership of 2,000.

Mr Kumalo says he resigned from Mae-wusa because of "policy differences" with its Port Elizabeth leadership.

He also alleges that the PE leadership refused to allow him to open a new branch in the Transvaal and that it "sabotaged" an overseas trip he was planning to make.

He claims that most former Gwusa and Mae-wusa members in Pretoria have joined his new union, but that Mae-wusa organisers are now telling workers the new union is "illegal" and that they will lose their money if they join it.

Mr Kumalo also claims Mae-wusa and Gwusa organisers amalgamated him and took away his bank and reference books.

"We want workers to know there is nothing illegal about our union and that they are free to join it," he said.

But Mae-wusa's secretary, Mr Dennis Neer, says Mr Kumalo was suspended from the union for using its offices and resources to launch the rival body.

"His charges are nonsense. He never complained about policy differences, or anything else and we have no idea why he formed a new union," Mr Neer said.
Acid was poured down the drain

By STEVEN FRIEDMAN

THE Fedcration of SA Trade Unions has al-

ready elected its representatives to a com-

mittee which will explore a proposal to form

a new union federation.

The committee is optimistic the new fede-

ration will be formed.

This is the implication of a Fosatu press

statement, which noted that unions taken

attain at the federation's central com-

mittee meeting at the weekend.

However, it believes there is a "sufficient

common ground" between seven unions

who have agreed to serve on the commit-

tee, as well as on a new federation's policy

and structure.

For the next month, seven unions represent-

ing over 200,000 workers agreed to a meeting

in Cape Town to serve on a committee to

pursue a merger, which would boost black

worker muscle if it is formed.

In the statement, Fosatu says its central com-

mittee welcomed the fact that after a very

difficult and disrupted meeting there

were seven unions who prepared to act in

the interest of workers and commit them-

selves to building a new federation.

It said Fosatu had backed moves towards a

wider federation "as it has always believed

such a move on common policies was crucial

to a worker movement.

It said the meeting had elected Fosatu's

five representatives to the committee and

mandated them to "fully discuss the policies

and structures of the new federation.

The statement said Fosatu's central com-

mittee also condemned statements made in

the rival Motor Assemblers and Components

Union (Marcusa) which had not joined the

committee.

This is believed to refer to reports that

Marcusa had endorsed a federation of unreg-

istered unions in opposition to that which the

seven unions are to discuss.

Marcusa spokesmen have since claimed they

were misrepresented, that they endorsed only
the idea of a federation of all unions, and

that they have not yet decided whether to join
the committee planning the federation.

MATTER OF FACT

SVD FLOOK, the winner of the 1927 D-J

motorcycle race, was mistakenly re-

ferred to as "late" in a caption to a pho-

tograph in the Rand Daily Mail yester-

day. He announced his 80th birthday in Fe-

bruary but, though compelled to use a

wheelchair for several years because of severe arthritis, still takes a keen interest in

events.

A REPORT in Monday's Rand Daily Mail incor-

rectly attributed a statement made by

Arthur Piggot to Sir Richard Attenborough,

producer/director of the film "Gandhi.

This mistake occurred during the produc-

tion process.

In a letter of reprimand, Mr Fuj-

gard said Ster-Kinekor had not done en-

dough toward desegregation in the South

African film industry, nor enough to help encourage and finance the local film

industry.

Mr Piggard told the Mail during the interview that when Sir Richard had phoned him from London to ask ad-

vice whether he should visit South Africa for local pre-

imieres of the film, he had told him: "I don't think you own Ster-Kinekor anything because they owe you something.

Mr Piggard had been urging this year's Board to desegregate.

TO CORRECT specific er-

rors of fact, write to the Edi-

tor, letters to the Editor, 1158, Johannesburg,

or telephone the Editor's secretary at 710-9111

between 5 am and 5 pm on weekdays.

If you have broader complaints about the Rand Daily Mail there can be taken up with the Mail's Ombudsman,

James McClurg or the Editor's

secretary.

Teens on phone box charge

Mail Reporter

THREE teenagers appeared

in the Johannesburg Magis-

trate's Court yesterday af-

er they were allegedly caught

breaking open a public tele-

phone and assaulting the

policeman who arrested them.

Mr Andre Erasmus, 19, Mr

Theo Denton, 15, and Miss

Lindy Erasmus, 13, all of de-

ville Street, Langalanga, ap-

peared before Mr M. M.

Muller.

Mr Erasmus and Mr Den-

ton pleaded not guilty to both

charges.

Miss Erasmus said she slapped Sergeant Peter Van Vuuren after he grabbed her arm. A plea of not guilty was entered for Theo and she was not charged with theft.

The case was postponed to June 9 for trial and all three were allowed out on warning.

Bullfrog Drummond" dies

LONDON - Colonel Gerald Fairlie, the man on whom "Sapper" s famous character Bullfrog Drummond was based, died in London yester-

day aged 89. Fairlie was also a prolific

writer of thrillers and collabor-

ated with Col Cyril McNeile ("Sapper") to pro-

duce several Bullfrog Drum-

mond plays and films in the

1930s.

Weather Mail

THE Weather Bureau's forecast for today:

TRANSVAAL - Fine and cool, but cold over the highveld. It will be cloudy over the eastern lowveld and escarpment.

FREE STATE and CAPE north of the Orange - Fine and cold.

CAPE south of the Orange - Fine and mild but partly cloudy and cold over the east with light rain in the morning. It will be hot over the northwestern parts of the west coast.

NATAL - Cloudy and cold with occasional light rain.

SOUTH WEST AFRICA - Fine to partly cloudy and warm but somewhat cooler in the south. Isolated thunderstorms will occur over the east.

BOTSWANA - Fine to partly cloudy and warm but cooler over the south-east. Isolated thunderstorms will occur in the north. Saps

Temperatures are Celsius maximums expected for each city:

Rand Daily Mail Weather Station

Rainfall

SOUTH AFRICA YESTERDAY

Temperatures at 1400h.

Bloemfontein: 26.0 24.0 19.5 15.0 10.0

Cape Town: 28.5 26.0 25.0 24.0 23.0

Durban: 25.0 24.0 23.0 22.0 21.0

East London: 18.0 16.0 15.0 14.0 13.0

Johannesburg: 23.0 21.0 19.0 18.0 17.0

Krugersdorp: 25.0 23.0 22.0 21.0 20.0

Natal: 21.0 19.0 17.0 16.0 15.0

Pretoria/ Pretoria: 26.0 24.0 22.0 21.0 20.0

Port Elizabeth: 23.0 21.0 20.0 19.0 18.0

The weather forecast at 1400h, Hoedspruit, 23°C. Coldest at 0800. Potchefstroom 3°C.

WORLD YESTERDAY

Min Max Weather

Min Max Weather

Min Max Weather

Max

10°C

0°C

1°C

Amsterdam

7

9

10

Amsterdam

7

10

13

Amsterdam

7

9

12

Amsterdam

7

9

13

Amsterdam
BANNED JOURNALIST Joe Thloloe was yesterday sentenced to two-and-half-years imprisonment after being found guilty of possessing banned Pan African Congress literature.

Sipho Mphatle Ngezobe (28) of Soweto was also jailed for 2½ years. Nhlangamso Shabangu (26) of Alexandra Township got three years and Steven Sipho Nathan (26) of Tembisa also three years.

Immediately after sentence was passed by magistrate Mr T Klein Hans, defence counsel for the four indicated an intention to lodge an appeal. The hearing was then adjourned until today when an application for bail pending the appeal would be made.

In his remarks before passing sentence, the magistrate said he had listened carefully and paid particular attention to suggestions by the defence that the offence was less serious.

However, the court viewed the offence as serious and differed with the argument that the accused should be given suspended sentences.

He said that the evidence given in camera by a witness who may not be identified and which dealt with PAC literature and propaganda was very important.

"The court has also taken into account the interest of the State and the society and has come to the conclusion that the collection and distribution of PAC literature was not in the interest of either," he

By MAKOANE

Makobane

Sowetan

He went on to say it had not been an easy task to decide on the sentence. The court has however, taken into consideration that the accused had been in detention for 10 months prior to trial.

Again, he said they had shown readiness to plead guilty and take punishment.

Meanwhile three men and a woman who had been held as potential State witnesses in the trial were released yesterday. The four include Mr Mathata Tsedu the banned former journalist with The SOWETAN and also member of the Media Workers Association of South Africa (Mwasa).

Mr Tsedu lives in Pietersburg. The other three who live in Kagiso Krugersdorp are Sipho Ntshingane, who refused to testify and was threatened with a five-year jail sentence. Ms Cynthia Ntshingwa and Mr Richard Mavurumule.
The dispute between The Star newspaper and the Media Workers' Association of SA (Mwasa) continues.

At a meeting earlier this week, the parties failed to find a solution to the impasse which has resulted from the dismissal of 209 black workers at the newspaper last month. The workers were fired for having taken part in a two-day work stoppage (Current Affairs April 15).

Mwasa leaders are seeking the reinstatement of those dismissed, but they were told at the meeting that the newspaper would not re-employ the strikers.

The Star's management is, however, considering the possibility of granting some form of severance payment to dismissed employees who had worked for the newspaper for a long time. About a third of the dismissed workers had worked for The Star for eight years or longer.

Meanwhile, many Mwasa members employed on other publications are still displaying little enthusiasm for a sympathy strike. Some say, however, that they are considering "alternative strategies" to persuade The Star to change its stand.
Unions to join hands

SEVEN trade unions have re-established a South African Co-ordinating Council to promote co-operation and understanding between unions in the metal industry, and to represent the interests of their members jointly on a national and international basis.

The unions, all affiliates of the International Metalworkers' Federation (IMF), are the Metal and Allied Workers' Union, the South African Tin Workers' Union, the SA Boilermakers' Society, the National Automobile and Allied Workers' Union, the Radio and Television Workers' Union, the Engineering Industrial Workers' Union and the Engineering and Allied Workers' Union.

Mr Ike van der Watt, the general secretary of the SA Boilermakers' Society, was elected president, with Mr David Sebati of the Metal and Allied Workers' Union, and Mr Archie Pool of the Engineering Industrial Workers' Union, as first and second-presidents respectively.

Mr Brian Fredericks of the National Automobile and Allied Workers' Union was chosen secretary-treasurer.

At its meeting this week the council decided to support the application of two more unions for affiliation to the IMF. They are the Steel, Engineering and Allied Workers' Union and the Federated Mining Union. The applications will be considered by the central committee of the IMF when it meets in Zurich, Germany in June.

The IMF, with headquarters in Geneva, represents more than 14 million metal workers in the non-communist world.

The South African Co-ordinating Council of the IMF ceased being operative two years ago because of a lack of agreement in its ranks.
Sugar union ‘gets better deal’ from direct talks

Labour Reporter

SUGAR industry wages have been negotiated outside the Industrial Council for the first time — and union members feel they have ended up with a better deal because of this.

The agreement was between the giant C SM Smith Sugar company and the Federation of Food, Allied and Workers’ Union.

After more than a month of negotiations, wage increases ranging from 13 percent on the lower grades to 7.5 percent on the higher grades have been agreed on.

Labour branch secretary Petros Ngoboco said the union was ‘not satisfied with what we got but we feel we have achieved a better deal than the unions that sit on the industrial council’.

Mr Ngoboco said unions which sat on the council had settled for a 7.5 percent across-the-board increase.

He also said the food ration allowances at the Ndoхwe and Umzimkulu Mills had been increased by R5.

Mr B Horlock, C SM’s group personnel director, said he was ‘pleased with the agreement’.

He said however, that there had been last minute ‘technical problems’ with the Natal Sugar Industry Employees Union, who were meant to be party to the agreement, but that the matter could be solved.

3 held after killing of senator

HARARE — Three men had been arrested in connection with the killing of Zimbabwean Senator Paul Savage, 70, his daughter Colleen, 20, and their British visitor, Miss Sandra Bennett, 38, the Zimbabwe Government announced yesterday.

The arrested men were identified by a Government spokesman, Mr Justin Nyoka, as being dissidents loyal to the runaway opposition leader, Mr Joshua Nkomo.

One of the men had admitted being involved in the killings and had also told of the involvement of seven other dissidents who had crossed the border into Botswana.

Police investigations in liaison with Botswana authorities were under way.

Court

The spokesman said police had also established that a dissident was injured during the shooting at the Savage homestead about 130 km south of Bulawayo:

He was taken to a traditional healer near the Botswana border and later taken into Botswana for further treatment.

The traditional healer and his son had been arrested for helping the dissident to leave the country.

Steps were being taken to ensure the man’s arrest and to arrest him, the spokesman said.

All the men arrested so far would appear in court soon.

The victims were gunned down at their home. One dissident had been accused of having been actually shot dead.

He was taken away in a vehicle belonging to the senator and when the vehicle broke down, he was buried in a shallow grave.

Sentenced for slapping baby

COURT

A MAN who slapped his four-month-old daughter on the buttocks because he became irritated with her crying was sentenced to 12 months’ imprisonment on February 15.

The Court was told he had been drinking and was tired and became angry when the child cried.

He admitted a conviction for driving under the influence of liquor.

Mr Kruger said he had committed a serious offence and he had to impose a sentence which would deter Bicchiana and like-minded people.

The Court heard that the child had been removed from the care of Bicchiana and his mother and it seemed that they were too young and immature to have a family.

Mr C Cornell appeared for the State.

Former astronaut Glenn aims for hit

NEW CONCORD — Former astronaut Sen John Glenn gives the thumbs-up as his wife Annie stands at his side as he officially announces his candidacy for the US Senate.
Bakery, staff bypass IC

Labour Reporter

The African Food and Canning Workers’ Union (AFCWU) and Attwell’s, the City’s largest bakery, have bypassed the Industrial Council for the bakery industry by negotiating a plant-level wage and recognition agreement. This is the first such agreement to be negotiated outside the official bargaining machinery for the industry and was concluded before this week’s Industrial Council agreement.

In a statement yesterday, the AFCWU said they had signed a recognition agreement with Attwell’s Bakery which recognized them as sole representatives of the company’s more than 300 workers. The agreement provided for negotiating wages and conditions of work on an annual basis.

The union had negotiated an interim agreement with the company, backdated to the beginning of February, which would be in operation to the end of June, when further increases were to be renegotiated.

The statement said: “The workers at the bakery have been dissatisfied with the Industrial Council for a long time. They saw the workers at the mills, which are represented by our union, were much better off than the workers at the bakeries and insisted on joining our union.”

The statement commended the employers on their “far-sighted approach” for accepting the situation when they saw that the union had majority support.

“It is also significant that subsequent to our negotiations with the company, the Industrial Council has laid down basically similar wages to those negotiated between Attwell’s and the AFCWU.”

Spokesmen for Attwell’s were not available for comment yesterday.
The National General Workers' Union is to apply to the Central Transvaal Administration Board this week for 30 NGWU members — all hostel dwellers — to be granted Section 19 rights.

And the union says it will take legal action if the applications are not granted.

Yesterday, the NGWU general secretary, Mr. Domne Khumalo, said the applications would be made on the same grounds as those on which the Xhosa and Xong cases, which overruled official regulations barring certain groups of blacks from receiving permanent 'city' rights, were based.
Six strikers held — union

Labour Correspondent

SIX members of the African Food and Canning Workers' Union were yesterday arrested in Queenstown and will face intimidation Act charges in court today. Their union said yesterday.

The workers were all involved in a strike at a co-operative creamery in the town, which attracted attention when AFCWU alleged that workers had been assaulted by foremen before the strike and that one had been shot in the leg.

Yesterday, a police spokesman in Queenstown denied all knowledge of the arrests.

AFCWU members at the Eastern Cape Agricultural Co-operative Creamery struck recently, and all were fired. According to AFCWU, the six arrested workers are members of the union who worked at the creamery.

The union alleged at the time of the strike that foremen had assaulted workers, which the creamery denied.

At the time of the strike, the union's chairman at the creamery, Mr Tandi Madikane, was arrested and charged under the Intimidation Act with one other worker, but these charges were subsequently dropped, according to the union.

But it says Mr Madikane was arrested again yesterday, together with five other workers — Mr Zanevepadu Tyhelo, Mr Tshabete Mjongo and three others whose full names are not available.

It said it had learned they were due to appear in court today to face intimidation charges.

According to AFCWU, several of the fired strikers, including Mr Madikane, have been questioned for up to five hours by police in the past week.

It said most of the strikers fired by the creamery had been replaced by new workers, but that some had returned to work.

"Only those who had been working there for a short time have returned and the longer-service workers are still refusing to do so," a union spokesman said.
Sealsa agrees to make wage offer

By STEVEN FRIEDMAN
Labour Correspondent

KEY pay negotiations in the metal industries, which affect about 500,000 workers, adjourned yesterday after Sealsa and Engineering Industries Federation (Sealsa) agreed to make unions a wage offer.

This means Sealsa has abandoned its earlier stance that the state of the industries was such that there should be no negotiated raise at all for at least six months.

It is almost certain, however, that Sealsa’s offer will fall well short of union demands for a 14% raise.

It is understood that Sealsa adopted the same stance for much of yesterday’s meeting of the metal industries’ industrial council which was called to negotiate the industries’ annual pay agreement.

But union sources said it agreed towards the end of the meeting to consult its members and then come back to the unions with an offer.

Another meeting will take place on May 24 and a document setting out the employer position in the negotiations will be sent to the unions before then.

Both Sealsa and the unions will now go back to their constituents to discuss their next moves.

However, Sealsa, which represents employer associations in all sectors of the metal industries, told unions at yesterday’s meeting that some sectors of the industries would not be able to make unions an offer.

Union sources believe steel producers are most likely to stick to the view that a wage freeze is necessary.

Unions also pointed out yesterday that the pay agreement expires in June and that the May 24 date would leave “very little time” to negotiate an increase.

They said Sealsa had originally wanted the next negotiating meeting to be held in June— a move they described as “a delaying tactic to increase pressure on the unions” before the May date.

Sealsa’s director, Mr Sam van Coller, yesterday referred the Rand Daily Mail to a statement released by the industrial council.

The council statement said both unions and employers had voiced viewpoints on wages at yesterday’s meeting which took the current state of the industry into account.

The statement said both sides had agreed to return to their constituents before meeting again on May 24 and that employers had agreed to present unions with a document outlining their position before the meeting.

It said “a large number” of delegates had attended the talks.

Yesterday’s negotiations were the first which were attended by Fosatu’s Metal and Allied Workers’ Union, which has applied to join the council but has not yet been admitted as a member.

It is understood that a large MAWU delegation took part in yesterday’s talks.
Union acts on rights

THE NATIONAL General Workers' Union (NGWU) is to apply to the Central Transvaal Administration Board to give Section 10 rights to about 40 of its members who come from homelands, failing which the matter will be taken to court.

A spokesman for the union, Mr Donse Khumalo, said each member had worked for the same company for more than ten years and all were presently staying at the local hostel. The manager, he said, was to enable members to acquire unemployment benefits without difficulty and also to discourage the idea of having to apply for contracts on a yearly basis.

Mr Khumalo said trade unions were time and again faced with a problem of workers who were sent from pillar to post each time they applied for unemployment benefits.

"One other serious problem is that employers reserve the right not to renew contracts and this has led to many people losing their jobs without valid reasons being given," said Mr Khumalo.
Women sacked ‘for refusing to strip’

By STEVEN FRIEDMAN 28/4

WORKERS at Pep Stores in Vereeniging are forced to strip to undergo security checks — and yesterday their union claimed that five of its women members had been fired for refusing to do so.

The Commercial, Catering and Allied Workers’ Union (Ceawusa) said the five were fired the day after they refused to strip naked. It said workers have been forced to strip at the store for some months, that this is continuing and that it is “humiliating and degrading.”

A company official confirmed yesterday that workers were forced to strip for “security reasons.” But he said the five women were fired for “refusing to obey orders,” not for refusing to strip.

He also denied a claim by the union that workers are forced to remove their underwear. He said they only had to remove some garments.

Ceawusa’s Vereeniging organiser, Mr Mongezi Radebe, claimed yesterday that workers had been forced to strip naked since January when a new manageress was transferred to the store from Orkney.

He said five women at the store had refused to strip on April 19, and had been fired on April 20.

He said management had defended the stripping instructions on the grounds that the store had suffered “heavy stock losses.”

Mr Radebe said management had also defended asking women to remove their underwear “because they claimed that some workers came to work without underwear and left wearing the firm’s underwear.”

He said management had since claimed that the women were not fired for refusing to strip, but for “disobeying an order” and because “they didn’t do their best.”

“But I examined the store’s disciplinary book and could find no other reason for their firing than their refusal to strip,” Mr Radebe said.

He said the stripping rule was “contrary to any acceptable human standards” and the union planned to take further action against Pep Stores.

A spokesman for Pep Stores confirmed yesterday that workers were forced to strip.

However, the five women had been fired for refusing to obey orders, not because they had refused to strip.

“It is not true that they are forced to take their underwear off — that’s just their story,” he said.
Dispute over security strip

Own Correspondent

JOHANNESBURG — Workers at Pep Stores in Vereeniging are forced to strip in security checks — and yesterday their union said that five of its female members had been fired for refusing to.

The Commercial, Catering and Allied Workers' Union (CCAWUSA) says the five were fired the day after they had refused to strip naked. It says workers have for some months been forced to strip at the store, that this is continuing, and that it is "humiliating and degrading".

A company official yesterday confirmed that workers were forced to strip for "security reasons". But he said the five women had been fired for "refusing to obey orders", not for refusing to strip.

He also denied a union accusation that workers had been forced to remove their underwear. He said they only had to remove some clothes.

CCAWUSA's Vereeniging organizer, Mr Mongezi Radebe, said yesterday that workers had been forced to strip naked since January.

He said that on April 19 five women at the store had refused to strip. They had been fired on April 20.

He said the management had defended the stripping instruction on the grounds that the store had suffered "heavy stock losses".

Mr Radebe said the store had also defended asking women to remove their underwear "because, they claimed, some workers came to work without underwear and left wearing the firm's".

He said the management had since said that the women were not fired for refusing to strip, but for "disobeying an order".
Loan scheme fails

MAMELODI residents have shown little interest in applying for loans put aside by the local community council for the improvement of housing in the area, the chairman of the Council, Mr WMM Apane, told The NOTGELTAN yesterday.

Earlier this year the council allocated a sum of R100,000 to help finance people who wish to extend or improve their houses. Each resident was entitled to a loan of R2,000 only.

Mr Apane said only nine people had so far applied for the loans. He said he was disappointed by residents who “do not like beautiful things. The council offered loans to residents but they don’t seem to want to do anything about improving their living conditions — even when there is money,” he said.

Most residents said R2,000 was too little to extend a house. They said that with the cost of building materials so high, the money would only serve to pay for labour. They said the council should have negotiated for more money if it had the welfare of its people at heart.

A resident, Mr R Khonoth, said it was surprising to find that the council, which was against the erection of shacks in the township, expected the community to put up proper houses with the little amount offered.

“THERE is a possibility that the council made provision for improved shacks and not houses. Every resident is aware of the type of houses black people build for themselves of late,” Khonoth said.

It is high time councillors came up with sound resolutions,” Mr Khonoth said.

A national secretary for the National General Workers’ Union (NGWU), Mr Donnie Khumalo, said he suspected the residents’ reluctance to apply for loans was caused by loss of confidence in community councils. He said the council failed to represent the community’s interests and that only a handful of people ever sought help from the body.
Unions to celebrate May Day

Labour Correspondent

Five trade union groups, including unions who are bitter rivals, are supporting a rally to be held in Mamelodi township, Pretoria, on Sunday to mark May Day, International Labour Day.

A spokesman said members of various student and religious groups would also be attending.

He said the Motor Assemblers and Components Workers’ Union (Macwusa), General Workers Union of SA (Gwusa), Council of Unions of SA and SA Allied Workers Union were supporting the rally at the Mamelodi Community Centre.

According to the spokesman, community groups supporting the meeting would be the Young Christian Workers.

Young Christian Students, Inter-denominational African Ministers Association, Azanian Students Organisation and Council of SA Students.

The National Automobile and Allied Workers Union (Naawu), a Fosatzi affiliate, has endorsed the meeting, but will not have a representative at the rally.

Naawu’s Pretoria branch will hold its annual meeting on Sunday, which will clash with the rally.

Casa, the country’s second biggest emerging union group, has called on Christian and Muslim religious ministers to hold special May Day commemorations in their churches or mosques on Sunday by allowing members of the congregations to talk on the significance of the labour movement.
LABOUR LAW

Focus on firings

Is an employer who is faced by a work stoppage entitled to dismiss workers en masse? Can an employer, who has formulated a dismissal procedure, be forced to hold individual hearings for all the employees involved in the stoppage, either before they are fired, or at a later appeal stage in the procedure?

Answers to these questions may emerge from a legal challenge made by the Media Workers' Association of SA (Mwasa) against the dismissal of 209 employees of The Star newspaper last month.

Having failed to persuade the newspaper's management to reinstate the employees, members of Mwasa have now decided to take legal action.

As previously predicted by the FM, the impasse between the newspaper and Mwasa seems likely to be one of the most protracted labour disputes this year.

A group of Mwasa members filed papers at the Industrial Court last Friday in an attempt to obtain the reinstatement of the 209 workers, who were dismissed after they took part in a two-day work stoppage. They had refused to work unless a fellow Mwasa member was reinstated, pending an appeal against his dismissal.

The Star's management has maintained that the worker whose dismissal sparked off the stoppage had been given a final written warning in September last year as a result of disciplinary offences. He was fired last month after he was alleged to have threatened the life of a supervisor and his dismissal was confirmed at a later appeal hearing. Mwasa has since accepted this ruling.

However, management appears to have taken the view that because their newspaper performs an essential service, there is an onus on employees to honour contracts and agreements. It has therefore taken a tough stand against the workers who participated in the stoppage. Mwasa has maintained that such drastic action was unwarranted.

By last week, however, after talks between newspaper employers and Mwasa leaders, it became clear that The Star did not intend rehiring the sacked workers. It was willing to consider some kind of severance payment for those who had worked for the newspaper for a long time. The FM understands that the newspaper's management had decided to pay about R70,000 to dismissed workers, but that payment has been stalled by Mwasa's court action.

Mwasa is seeking reinstatement in terms of Section 45 of the Labour Relations Act. That section provides for the granting of interim relief to an aggrieved party — for example, reinstatement of a dismissed worker — pending a later hearing on the dispute.

The Mwasa case appears to hinge on three main arguments:
1. Management precipitated the stoppage due to the irregular manner in which it dismissed the individual whose firing led to the subsequent labour unrest.
2. Management's entire handling of the events during the dispute amounted to an unfair labour practice, and
3. In the dismissal of the 209 workers, management did not adhere to its dismissal procedure.

Management denies these charges and tells the FM that it intends contesting the application.

Large-scale dismissals of employees are not unusual in SA. They have often been seen by many employers as a legitimate response to what they perceive to be irresponsible worker actions. Given the fact that unions are making increasingly successful use of Section 48, the case is likely to be watched closely by both employers and unions.
Warning

on strip searches

29 APR 1985

The chairman of the holding company of a retail group has warned that disciplinary action would be taken against anyone overstepping the line when conducting staff security checks.

Mr C Wise, chairman of Pepkor, which controls the Pep Stores chain, was reacting to union claims that workers at a Pep store in Vereeniging were being subjected to humiliating strip searches.

The Commercial Catering and Allied Workers Union this week said workers at the store had to strip naked in front of supervisory staff, apparently because of clothing thefts at the branch.

The union's Vereeniging organiser, Mr Mongezi Radebe, said five Ocawusa members at the branch were dismissed earlier this month for refusing to undress.

Mr Wise said he was investigating the worker searches as claimed by the union were against the chain's general policy and philosophy.
Workers mark May Day at PE meeting

By JIMMY MARYU

THE church had an important role to play in the black man's struggle for liberation and equality, Pastor Philip Pandle said in New Brighton yesterday.

He was opening the May Day/International Labour Day commemorative meeting in the Centenary Great Hall.

The meeting was organised by the Motor Assemblers and Component Workers Union of South Africa (Macwusa), the General Workers Union of South Africa (Gwusa) and the Azanian People's Organisation (Azapo).

Mr Pandle, of the Assemblies of God Church, said the Lord's prayer taught people 'They will be done on earth as it is in heaven'.

The function of the church was based on that teaching. Mr M Dukumbana, regional organiser of Azapo, said they were gathered to mark May Day and to pledge their solidarity with the workers of the world and reestablish themselves to the worker struggle.

Racism divided the working class into black and white, and the division 'prolonged the reign of the exploiting class'.

Mr Dukumbana said racism and the ruling class had divided the black workers into three oppressed groups - the African, coloured and Indian.

'Racism has drawn the capitalists into an unholy alliance against black workers. The black worker has become reactionary and conservative,' he said.

Mr Government Zinzani, organiser of Macwusa, criticised registered trade unions and various other sports, civic and political bodies which too the Government line.

He said the creation of a black middle class was 'another development designed to divide the black working class'.

He also criticised the unhygienic living conditions of workers in the shack area of Soweto, saying one-room shacks provided no privacy for parents.

success for PE coloured doctor

Post Reporter

A PORT ELIZABETH doctor has become one of the first coloured anaesthetists in the country.

He is Dr Lionel Smith, 36, the eldest son of Mrs J M Smith, of Durban Road, Korsten, and the late Mr Gordon Richard Smith.

Dr Smith qualified at the Wentworth Medical School, Durban, after matriculating in Port Elizabeth.

He served his housemanship in Durban and at Livingstone Hospital after qualifying.

Dr Smith was born in Humansdorp and grew up in South End and Korsten. He and his wife, Mrs Candice Smith, have two children.

After practising in the Gqeberha area, he took a four-year course in anaesthetics - two years in Phokeng and two years in Maseru.

SAA drops Maseru trip

JOHANNESBURG - South African Airways terminated its three weekly service between Johannesburg and Maseru today.

Dr Lesotho has now taken over.

This is in preparation for the introduction of a larger 44-seat Fokker F-21 aircraft on July 1. A Lesotho Government delegation will leave for Europe on Wednesday to make final arrangements for its delivery - Sapa.

A SIX-DAY conference that will have a photographic map of the city from Friday, October 7, the 20th congress of the PEC, and the venue is the APE Camera Club for Mr Garth Robertson, with tary, is already organizing of the congress.

About 100 delegates will attend the conference, all are shuttling right from the word to the opening. The final day will take place on Sunday.

The floodlights will be turned out and be turned off and be turned on. The venue is the hotel in the afternoon and to Loerie, with a braai at Y on Monday, the Models will be present at the opening.

The conference will end with a formal banquet and the APE Camera Club about R6 000 in tips, and this is the latest news in the silver collection.
IN a report yesterday on the May Day celebrations it was stated that Mr. M Dukumbana, regional organiser of Azapo, had said the "black worker has become reactionary and conservative."

Mr. Dukumbana has pointed out that he said "the white worker."

The Evening Post regrets the error.
PFP and union plan action on parks ban

According to the provincial ordinance, a period of 14 days has to lapse before a new by-law was passed or an existing one amended. It was during this time when interested parties could make representations about the proposed changes or new by-law.

"It will be then when the PFP in Waterkloof will go all out to prevent the new by-law from being promulgated. We will hold petition campaigns and we will also hold a protest meeting," Mr. Spies said.

Mr. Donnie Khumalo, national organiser of NGWU, said yesterday his union was seeking legal advice about getting a Supreme Court interdict granted to prevent the city council from enforcing the ban.

He condemned the ban "in the strongest possible terms" and said the reason why black workers had their lunches in city parks was because there were no canteen facilities for them.

A council spokesman said yesterday it was "highly improbable" that the Government would intervene to persuade the council to reverse its decision and he pointed to the 1913 Act which gave city councils the discretion to act on issues such as park bans.

See Page 2
Row over TP parks rages on

SEVERAL protests, including a threat to take legal action, have been made by community leaders in Pretoria to stop the local city council from barring blacks from white parks.

The National General Workers' Union, which has strongly condemned the council's decision has already briefed its lawyers on the controversial issue.

The Pretoria City Council decided to close 17 of the city's 300 parks to blacks during a meeting last week.

"Workers will be the most hard hit because they use parks during lunch time. This shows to which extent the Government is not prepared to dismantle its apartheid structures," the union said.

A Mamelodi community councillor, Mr H M Potjie, said the council should withdraw the move.

By ALINAH DUBE

said blacks should realise that whites were only interested in blacks when it suited them. "I hope blacks learn to react to such matters by either boycotting buying in the city or staging a protest march," he said.

The chairman of the local community council, Mr M W Aphiwe, said his council would meet to decide on steps to be taken against the city council.

President of the Vulaamhlo Vulam People's Party Mr Bernard Ndlaz said it was high time black people united and fought oppression. He said the council's decision was one of the many ways whites were using to show black people that they were unwanted in their own country. He said it was the right of all citizens to use public facilities as they wished.
Independent homeland workers now paying to UIF
Union and store for strip talks

Senior management from Pep Stores will meet officials of the Commercial, Catering and Allied Workers Union to discuss allegations that employees were made to strip in front of supervisors because of property theft at the chain's Vereeniging branch.

The union claimed five of its women members had resigned from the group's Vereeniging branch because of frequent strip searches.

Mr C Wise, chairman of Pepkor which controls the Pep chain, said talks would be held with the union to sort out the dispute. Appropriate measures would be taken if anyone had overstepped the bounds.

"Our company philosophy is strongly people-oriented and our personnel policy is non-discriminatory," Mr Wise said.

However, some security measures had been introduced at some of Pep's smaller branches because of stock losses.
FOUR of the 209 Star newspaper employees sacked by the management last month will challenge their dismissal in a court of law, a spokesman for the workers said yesterday.

According to the spokesman, the court action was being taken independently of their trade union, the Media Workers Association of South Africa (Mwasa). He said the four workers, who felt strongly about their dismissal, filed papers at the Industrial Court last week to obtain the reinstatement of the 209 workers who were dismissed after they took part in a two-day work stoppage.

They had refused to work unless a fellow Mwasa member was reinstated, pending an appeal against his dismissal. According to an informed source, the Star management had asked for an extension of time. The spokesman for the workers said the case could be heard early next month.

The workers are challenging the dismissal in terms of Section 43 of the Labour Relations Act. This section provides for the granting of interim relief to an aggrieved party in the reinstatement of a dismissed worker pending a later hearing on the dispute.
Union backs Pretoria cafe boycott move

CP Reporter, 17-18

Pretoria - The 4,000 members of the National General Workers' Union will support the planned boycott of Pretoria's cafes and restaurants in protest against the decision to ban blacks from the city's parks.

The boycott was made by Saulsville-Atteridgeville council chairman, Mr. M. Shabalala, and the Mamelodi township council chairman, Mr. W. M. Apane.

Mr. Donsie Khumalo, national organiser of the NGWU, this week said his union will join forces with other workers.

He said his union was also seeking legal advice about obtaining a Supreme Court interdict to prevent the council from enforcing the ban.

Mr. Khumalo said several meetings will be held in the city and the townships to explain the effects of the ban to its members.

"We will also support the boycott call and explain this to the workers."
NGWU AIDS MAKABELA WIDOW

THE NATIONAL General Workers' Union (NGWU) has intervened in a legal suit involving a destitute Atteridgeville widow and a local social worker.

National Organiser for NGWU, Mr Donsie Khumalo, told The SOWETAN last week that his intervention came as a result of reports that Mrs Monica Pamela Makabela (44) of 1 Masphsa Street was threatened with the sale of her house if she failed to pay R10 000 damages to Mrs Michael Ranho.

Mrs Makabela's husband died last year before he could settle a claim he was ordered to pay to Mr Ranho by the Pretoria Supreme Court.

Mr Khumalo said his organisation had held talks with Mr Ranho and that "he seemed prepared to negotiate payment on humanitarian grounds," but said the union should first consult his lawyer.

"The response from the lawyer was that he was acting on behalf of his client and there was nothing he could do," Mr Khumalo said.

According to Mr Khumalo, an agreement had been entered into with the Atteridgeville branch of the Congress of the South African Students (Cosas) that an ad-hoc committee be formed to raise funds in trying to help the widow make the payment. Other community organisations and trade union movements are also to be contacted and informed about Mrs Makabela's plight.
Unions use court to settle disputes

A WHILE ago, a chief employer labour
priority was avoiding strikes. Now it's
staying out of the industrial court.

Since the recession began, Foschini and
lesser extent, Cusa, have been using the court
to seek redress against employers. In cases
where the unions believe they have no other
avenue.

But now there are signs that other em-ploy-
ing unions plan to use the court. 

Members of the SA Allied Workers Union
and the Media Workers' Association of SA
have filed papers before the court, asking it to
reinstate workers fired during work
stoppages.

Sawu's case concerns a stoppage at a
Berlin smelter — sold by battery firm Chlor-
ide to Fry's Metals — which led to the
sacking of 13 workers and threatens one of the
union's oldest recognition agreements.

The court has already granted an order
temporarily reinstating four Sawu mem-
bers whose sacking sparked off the stoppage.

The Mwsa case concerns the sacking of
workers at The Star newspaper for striking.

Both are key cases, because they may test
for the first time the circumstances in which
employers can fire strikers, a practice which
is common here but less so in other Western
countries.

But the cases are also significant because
both unions have opposed using Government
labour machinery.

The court is a key element in the official
labour set-up, and in some cases — such as
Sawu's — disputes which come before it
have to be processed by an official industrial
council first.

Both Sawu and Mwsa say their mem-
ers, rather than the union itself, are using
the court, but the distinction is a fine one.

The two cases show the court is winning a
credibility among black unions which once
seemed unlikely and which even seems to
override suspicions about taking part in "the
system.""
Union fights for mums

THE Commercial Catering and Allied Workers' Union of South Africa (Caterers) is negotiating a maternity agreement for its over 30,000 women members with several major stores in the country.

The union's regional organiser, Mr. William Dichaba, told The SOWETAN last week they wanted the maternity agreement to be included in the recognition agreement with stores such as Woolworths, OK Bazaars and CNA.

Most women, married or single, employed by major stores have no maternity benefits and there is no law protecting them during and after pregnancy.

According to Mr. Dichaba, most pregnant women have no maternity leave, suffer a drop in salary if they are re-employed, do not benefit from annual bonus, were re-employed on condition their performance was good and they often suffer a lot of misery during pregnancy.

The union wants its members to be given maternity leave of up to a year to be regarded as broken service when resuming work.

It also wants an assurance from management that workers will be safe when they go on leave and that they will not be transferred to another store.

Mr. Dichaba stressed that pregnant women who have been contributing to the Unemployment Insurance Fund are entitled to 'money after five or six months.'
WHILE bosses and the Government say retrenchments are unavoidable during a recession, trade union leaders say companies retrench to maintain huge profits.

The deepening recession and its resultant retrenchments and high rate of unemployment is leaving in its wake the dreaded spectre of debt, poverty and frustration among millions of blacks.

A glaring picture of this was evident when Iscor Steel Industries in Pretoria earlier in the year retrenched more than 40 percent of their 5,000 workers, mostly blacks.

The general secretary of the General and Allied Workers' Union (Gawu), Mr. Sidney Mufamadi, said that during recessions, companies try to maintain their profit rate and do this at the expense of workers by cutting back their labour costs and dismissing large numbers of workers.

He agrees that retrenchments may occur during an economic crisis but claims that recession always follows a boom period in the economy.

In a boom bosses make very great profits.

In fact South Africa had one of its greatest economic booms between 1979 and 1982.

He said bosses could use the high profits made in this period to support workers during the recession.

Instead, he claimed, the workers who made the profits for the company were now put onto the streets.

During recession, inflation increases and workers are faced with a rocketing of prices in household subsistence goods which make their burden even heavier, he said.

He also claimed that bosses use retrenchments to weaken and disorganise worker organisations in the factory by dismissing leaders. The workers who remain behind were overworked because bosses want to maintain.

By MONO BADELA

a high level of production and because these workers are also doing the job of the retrenched workers.

Mr. Mufamadi said, "One realises that retrenchments are aimed at consolidating the bantustan strategy. Contract workers are hardest hit and forced to go back to the 'homelands' and are subjected to drought and general poverty in the bantustanised homelands.

"This forces them to join government-created institutions like the army," he said.

According to the Metal and Allied Workers' Union (Mawu), "these companies did not retrench to stay in business but to maintain huge profits."

Different trade unions have put forward suggestions on how they plan to fight retrenchments.

Some of the alternatives are:

- Management should give factory committees or unions long notice of an intended retrenchment and provide full information explaining why it is necessary.
- All overtime must be stopped. The bosses cannot be retrenching workers and still have enough work for overtime. By working short time the number of hours which all workers work may be reduced, so the burden of the lack of work is shared.

If retrenchment is to take place, trade unions suggest the following guidelines:

- Last in, first out - workers with the shortest service should be retrenched first. This prevents the bosses from getting rid of older workers who have given long service to the company.
- Workers must receive severance or redundancy pay according to the number of years they have served the company.
IN A move which came as something of a surprise, the 100,000-member Council of Unions of South Africa has opted to join the committee planning a new union federation. White Cusa shares some broad approaches to unionism with other major emerging union groups on the committee, its stress on black leadership seemed set to keep it out. Most of the other groups have white senior officials.

Cusa says it will now look at whether the black leadership principle can be accommodated in an organization which includes whites.

If Cusa joined it, the new body could incorporate all the major union groups and represent around 300,000 workers.

But negotiations on the policy and structure of the new body are still to take place, and any decision to join it would have to be taken by a full Cusa congress.
Plan to deal with it once fought?

Labour Correspondent

A plan to deal with it once fought?

A plan to deal with it once fought?

The Plan to deal with it once fought?

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The Plan to deal with it once fought?
(2) whether any other persons were arrested on the same occasion, if so (a) how many (b) why and (c) what are their names.

(3) whether any charges have been laid against those arrested, if so (a) for what alleged offences, and (b) under what statutory provision, in each case.

The MINISTER OF LAW AND ORDER

(1) Yes
(a) On 25 April 1983
(b) At his home
(c) Because he allegedly committed intimidation and malicious damage to property

(2) No
(3) Yes
(a) and (b) Contravention of section 1(1)(c) of Act 72 of 1982—intimidation and malicious damage to property which is a common law offence.

Dr A L BORAINTE. Mr Speaker, arising out of the hon. the Minister's reply, could he please tell us whether Tandi Madikane is still being held and if so, where?

The MINISTER. Mr Speaker, I am sorry but I do not have that information. I shall go into the matter and let the hon. member know.

Dr A L BORAINTE. Arising further from the hon. the Minister's reply, is he aware that according to Press reports this person has now been detained in Ciskei by his counterpart Charles Selebi?

The MINISTER. Mr Speaker, I am not aware of the particulars the hon. member is mentioning now, but I have taken note of a debate which has been held in which the
UIF: Unions and employers to meet

By MARTINE BARKER

Representatives of five trade unions today met East London employers to discuss the recent implementation of the transfer of Unemployment Insurance Funds (UIF) from South Africa to Ciskei, Venda and Transkei.

At the beginning of May, contract and commuter workers who were cut off from the UIF as each homeland took "independence" began having contributions to the South African UIF deducted from their wages again.

The change from their previous participation in the UIF is that they will now have to return to their respective homelands if they want to claim benefits.

A statement released yesterday by the General Workers Union, the South African Allied Workers Union, the Media Workers Association of South Africa, the African Food and Canning Workers Union and the National Automobile and Allied Workers Union said the transfer of funds had caused considerable reaction among workers.

The resolutions taken by workers at a mass meeting last weekend would be conveyed to East London employers through the representatives of the local chambers of industries and commerce at the meeting.

A telex to the Minister of Manpower, Mr Fanie Botha, proposing a meeting with a delegation of workers on the UIF issue is being prepared.
THE FATE of the five women who were dismissed by Pep Stores in Vereeniging because, they claimed, they refused to strip may be decided next week.

A spokesman for the Commercial Catering and Allied Workers’ Union (Ccawusa), the union representing the workers, said next Thursday has been agreed upon by both the union and the management to thrash out the matter.

Mr Mongezi Radebe, the Ccawusa’s Vaal chief, met the company’s executive last week and expressed concern about the alleged violation of human dignity.

He said at the talks the union will ask for the unconditional reinstatement of the five women. It will also demand compensation for the five women for having been humiliated as well as for the payment for the time the women were not working.

Mr Radebe said the five women were fired the day after they had refused to strip naked. He said the workers had been forced to strip at the store for some months.

The allegations were confirmed by the company official who said the workers were forced to strip for “security reasons”.

But he also said the five women were fired for “refusing to obey orders” and not for refusing to strip. He denied a claim by the union spokesman that workers are forced to remove their underwear. He said they only had to remove some garments.

He said management had defended the stripping instruction on the grounds that the store had suffered “heavy stock losses.”

He also said management had defended asking women to remove their underwear “because they claimed that some workers came to work without underwear and left wearing the firm’s underwear.”
Unions to protest at UIF transfers

EAST LONDON — Trade unions will meet representatives of the East London chambers of commerce and industry today to discuss "workers' unhappiness" at the transfer of contributions from the South African Unemployment Insurance Fund (UIF) to UIF funds which have been established in Ciskei, Transkei and Venda.

The three independent state UIF schemes came into operation on May 1 and the Minister of Manpower, Mr. Fanie Botha, announced that contributions of contract workers and commuters employed in South Africa would be transferred to the funds of the respective states.

A joint statement issued by the South African Allied Workers' Union, the General Workers' Union, the African Food and Canning Workers' Union, the National Automobile and Allied Workers' Union, and the Media Workers' Association of South Africa yesterday said workers' reaction to the move had not been favourable, and they were against the transferring of UIF contributions.

The statement said the aim of today's meeting was to put the workers feeling "at ease with their employers" in the light of a resolution passed at a mass meeting of workers on May 8.

Workers at the mass meeting also urged an "immediate suspension of UIF deductions pending the outcome of a meeting which trade unionists hoped to have with Mr Botha. The statement said the five unions intended "telephoning a message to Mr Botha asking for a meeting with him." — DDR
Miners' union is flexing its muscles

Labour Reporter

The National Union of Mineworkers has called on the Chamber of Mines to complete a recognition agreement by the end of the month so it can negotiate wages for its members next month.

The 20,000-member black union, an affiliate of the Council of Unions of South Africa, met last weekend to draw up policies for wages and working conditions.

About 100 shaft stewards from the five regions the NUM organses attended the meeting — a clear sign of the growing strength of the union which is less than a year old.

The union hoped to complete its recognition agreement with the chamber within the next two weeks, said the NUM's general secretary, Mr Cyril Ramaphosa.

If the union is successful with the agreement it will be the first black trade union to hold wage talks with the chamber.

In the past the chamber has announced unilateral wage increases for black miners on the recommendations of its members.

At the weekend meeting mine managements were accused of racial discrimination in job promotions and in the testing and training of black miners.

Existing wage scales for black miners were "disappointingly low" and had to be raised, Mr Ramaphosa said.

The union is also expected to negotiate grievance and disciplinary procedures.

Other issues to be raised include privacy, pensions, safety and health and apprenticeship training.
Miners union awaits recognition

By SELLO RABOTHATA

THE National Union of Mineworkers (NUM) which represents over 30 000 workers has called on the Chamber of Mines to conclude a recognition agreement in order to start wage negotiations next month.

The union's National Wage Policy Committee consisting of 100 shaft stewards from five regions resolved at the weekend that the recognition agreement which the national executive has negotiated with the chamber be accepted.

In a statement after the meeting, the union said it had taken note of the drought and the so-called recession and knows that the climate is not uniformly dismal. While some industries and companies struggle precariously, others continue to prosper and maintain healthy balance sheets and implement further expansion programmes. In those conditions the wage policy must take on an entirely different thrust.

NUM said bosses give lip service to equal opportunity, while practising racial discrimination in job placements.

"Our demands will be aimed at ensuring that management hires and assigns workers on a non-discriminatory basis. We have also noted that management compels our members to do work that the law prohibits them from performing and does not remunerate them accordingly. They utilise the law to exploit our members, this practice must be stopped. Where management refuses to resolve the problems we must take steps to approach the Industrial Court."

The union also felt that many members are subjected to unfair tests when seeking advancement or are blocked by artificial entrance requirements. More trade and craft workers must be trained and qualified.

Entrance requirements for apprenticeship programmes should realistically permit members access to such training.
Domestics stress need for contract

By SIMON BLOCH

WHEN a Port Elizabeth domestic worker asked her employer for an increase in her salary she collected a slap in the face for her trouble

"Why should you get more? You're not a white woman You are just a k ock," her employer allegedly told her

Another worker was allegedly so badly battered by her employer she had to receive medical treatment for her injuries

According to the woman, her employer scolded her for taking her child to the shops one afternoon

"As I came out of the shop, my employer shouted at me 'You're just a Hottentot maid You mustn't take my child with you'"

"I didn't argue because there were other domestic workers outside the shop and I was embarrassed"

"Then one day while cooking, I burnt the cabbage. My employer told me I was wasting the food and he began hitting me"

"He called the police and when they arrived, they told me it would be best for me to pack my things and leave. They suggested I report the matter to the officials at the Eden Dunes Building," she said

These are just two of the acts of violence and abuse reported to the Domestic Workers Association of South Africa (DWASA) this year

DWASA, which has been in existence for about two years is trying to increase the lines of communication between domestic worker and employer to inform a largely uninformed workforce that it is entitled to rights

Mrs Pat Maquina, DWASA's secretary, this week said an alarming number of complaints against employers had been lodged with the association this year

"The exploitation of domestic servants needs urgent looking into," she said

"The average salary for domestics in Port Elizabeth is R60 a month, are nothing but 'the madam's maids'"

"It's a miracle these ladies can survive on their pay. Many of them are the family bread-winners and have to pay rent, food and clothe their children as well as educate them. How they even get by and still manage to buy a few pleasurable things for themselves puzzles me," Mrs Maquina said

"And the irony of it is that there are white employers who still have the cheek to borrow money from their domestics," Mrs Maquina said

Mrs Maquina said records showed that immigrants were the worst employers

"Firstly, they don't want to pay decent salaries and, secondly, they become so smug when they can employ a domestic here, they start treating them like slaves"

"They are not even used to having domestic workers overseas and when they find it is the norm here, they become the worst employers"

"A family from England who paid their live-in worker R30 a month (without food) justified the salary when questioned by a neighbour, saying 'Oh, but we allow her little boy to live with her'"

Asked whom domestics regarded as the best people to work for, Mrs Maquina said doctors and Jews were high on the workers' list of employers to seek jobs with

"These people expect a high standard from their workers, but at least they pay well and look after them," she said

One of the problems they have no comeback against their employers

"Employers tend to take the law into their own hands. Some even think they have the right to assault their domestic workers, who are often people older than themselves"

I asked her if domestic workers were frustrated by working for peanuts in affluent white homes fitted with all the mod cons of 20th century living

"I don't think they are really frustrated people. Many of them are educated but work as domestics because of the unemployment situation"

"In today's society, there are doctors, nurses and lawyers whose parents were domestic workers. It shows that they care"

"But domestic workers have no protection from unscrupulous employers. That is why we are trying to have domestic workers recognised in terms of the Labour Act."

According to Mr H J Swanepeel, the Director of Labour for the East Cape, there is no minimum figure set down for domestic workers

"This is between employer and employee," he said

Domestic workers are not included in the Workmen's Compensation Act, the Unemployment Fund, the Industrial Conciliation Act nor the Wage Act. In short, they have no labour legislation protection

The only protection they have is under common law. This includes a month's notice, no deduction because of breakages and no summary dismissal until the occasion arises when they need the worker to perform a task not in the worker's normal routine.

DWASA hope that an employment contract would provide some form of protection for domestic workers

"Housewives might not like the idea of being bound to a contract of this nature. But at the moment, domestic servants are at their employers' mercy. We feel they are entitled to protection as anyone else in employment," Mrs Maquina said

There is such a surplus of domestic help available in South Africa, employers don't really have to think twice about getting replacements when they fire workers.

The convenient Labour bureaux will help them out of course.

A contract drawn up by DWASA last year included the following terms

- Domestic not be made to work more than eight hours a day without overtime pay
- They should be allowed meal breaks
- The scope of the job should be demarcated - it should be made clear whether it includes general cleaning, cooking, child care or other tasks.
- The number of working days a week should be constant
- Annual leave, sick leave and salary increases should be stipulated.

In February last year, the Government gave urgent instructions to the Manpower Commission to investigate the establishment of minimum terms of service for farm and domestic workers.

Mr Fanie Botha, Minister of Manpower and the architect of the country's new labour dispensation, said there was no reason why employers could not enjoy the necessary protection.

"The Government would not be fulfilling its duty if it did not also look after the interests of this large group of workers," he said

But today, more than a year later, the unions
Reports of abuse, violence lodged with DWASA

By Simon Bloch

WHEN a Port Elizabeth domestic worker asked her employer for an increase in her salary, she collected a slap in the face for her trouble.

"Why should you get more? You're not a white woman. You are just a kaffir," her employer allegedly told her.

Another worker was allegedly so badly battered by her employer she had to receive medical treatment for her injuries.

According to the woman, her employer scolded her for taking her child to the shops one afternoon.

"As I came out of the shop, my employer shouted at me. 'You're just a Hottentot maid. You mustn't take my child with you,'" she said.

"I didn't argue because there were other domestic workers outside the shop and I was embarrassed.

"Then one day while cooking, I burnt the cabbage. My employer told me I was wasting the food and that he was going to hit me.

"He called the police when they arrived, and they told me it would be best for me to pack my things and leave. They suggested I report the matter to the officials at the Eben Danges Building," she said.

These are just two of the acts of violence and abuse reported to the Domestic Workers Association of South Africa (DWASA) this year.

DWASA, which has been in existence for about two years, is trying to increase the level of communication between domestic worker and employer and to inform a largely unorganized workforce that it is entitled to rights.

Mrs. Pat Maquina, DWASA's secretary, said this week that an alarming number of complaints against employers had been lodged with the association this year.

"The exploitation of domestic servants needs urgent looking into," she said.

"The average salary for domestic workers in Port Elizabeth is R69 a month, far cry from the R110 a month DWASA recommended two years ago. It's probably just as bad all over South Africa where domestic workers are nothing but 'the madam's maids.'

"It's a miracle these ladies can survive on their pay. Many of them are the family breadwinners and have to pay rent, feed and clothe their children as well as educate them. How they even get by and still manage to buy a few pleasurable things for themselves puzzles me," Mrs. Maquina said.

"At the heart of it is that there are white employers who still have the cheek to borrow money from their domestic workers," Mrs. Maquina said.

Mrs. Maquina said that immigrants were the worst employers.

"Firstly, they don't want to pay decent salaries and, secondly, they become smug when they can employ a domestic here, they seem to think they have a monopoly on the domestic market.

"They are not used to having domestic workers overseas and they find it is the norm here, they become the worst employers.

"A family from England who paid their live-in worker R30 a month (without food) justified the salary question by a neighbour, saying 'Oh, but we allow her little boy to live with her.'

"Asked whom domestics regarded as the best people to work for. Mrs. Maquina said doctors and Jews were high on the workers' list of employers to seek jobs with. "These people expect a high standard from them. They take after their clients, but they pay well and look after them," she said.

"One of the problems DWASA is fighting against is the firing of workers without notice. "Workers often have to leave without getting paid in full for their services."

They have no comeback against their employers. "Employers tend to take the law into their own hands. Some even think they have the right to assault their domestic workers, who are often people older than themselves.

"I asked her if domestic workers were frustrated by working for peanuts and affluent white homes. They are familiar with all the needs of 20th century living. "I don't think they are really frustrated people. Many of them are educated but work as domestics because of the unemployment situation."

"In today's society, there are doctors, nurses and lawyers whose parents were domestic workers. It shows that they care. "But domestic workers have no protection from unscrupulous employers. That is why we are trying to have domestic workers recognised in terms of the Labour Act.

"According to Mr. H.J. Swanepeol, the Director of Labour for the East Cape, there is no minimum wage set down for domestic workers. "This is between employer and employee," he said.

"Domestic workers are not included in the Workmen's Compensation Act, the Unemployment Fund, the Industrial Conciliation Act or the Wage Act. In short, they have no labour legislation protection."

"The only protection they have is under common law. They have a month's notice, no deduction because of breakages and no summary dismissal without good cause."

"According to Mrs. Maquina, employers find it convenient to leave employment conditions a little hazy until the occasion arises when they need the worker to perform a task not in the worker's normal routine."

"DWASA hope that an employment contract would provide some form of protection for domestic workers."

"Housewives might not like the idea of being bound to a contract of this nature. But at the moment, domestic servants are at their employers' mercy. We feel they should be entitled to protection as anyone else in employment is," Mrs. Maquina said.

"There is such a surplus of domestic help available in South Africa, employers don't really have to think twice about getting replacements when they fire workers."

"The convenient labour bureaux will help them out, of course."

"A contract drawn up by DWASA last year included the following terms:

- Domestic servants should be made to work more than eight hours a day without overtime pay. They should be allowed meal breaks.
- The scope of the job should be demarcated - it should be made clear whether it includes general cleaning, cooking, child care or other tasks.
- The number of working days a week should be constant.
- Annual leave, sick leave and salary increases should be stipulated.
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Botha to consider UIF talks

EAST LONDON — The Minister of Manpower, Mr Fanie Botha, may consider a request from five unregistered unions for a meeting on unemployment insurance funds (UIFs), according to Mr Botha's private secretary.

The private secretary, Mr J. Niemand, told the unions in a telex that Mr Botha was unable to consider their request yesterday but would do so on Monday.

The unions — the South African Allied Workers' Union, the General Workers' Union, the African Food and Canning Workers' Union, the Media Workers' Association of South Africa and the National Automobile and Allied Workers' Union — had earlier sent a telex to Mr Botha asking for the meeting.

The unions said there was "worker unhappiness" with the transfer of contributions from South Africa's UIF to funds established in Ciskei, Transkei and Venda.

Representatives from the five unions met with representatives from the East London chambers of commerce and industry yesterday morning to discuss the issue.

In a statement issued after the meeting by the vice-president of Saawu, Mr Sisa Njikelana, the unions said they had presented "several demands" to the business heads.

The statement said the workers represented by the unions rejected the transfer of their UIF contributions to funds run in the national states.

It said the workers wanted this transfer suspended until the union leaders had spoken to Mr Botha about it. They also called for their previous contributions to UIFs to be refunded.

The statement said yesterday's talks were "frank and open" and that the business heads had expressed concern at the situation.

The business heads had stressed, however, that they were obliged to contribute to the UIFs, the statement said.

Mr Njikelana said later that there was "great hope" among the union representatives that the workers would be given a hearing by the Manpower Minister.

Neither the chairman of the Chamber of Commerce, Mr George Orsmond, nor the chairman of the Chamber of Industry, Mr David Saunders, could be contacted for comment — DDR
Mattera —

Don Mattera — no regrets over resignation.

a leader following the flock

City Press 15/3/83

SOWETO — Journalist Don Mattera, who has resigned from the Star, does not regret his decision.

"What kind of leader would I be if I did not follow my 209 colleagues who were fired from the same company on March 25," he asked.

Mattera is the national senior vice-president of the Media Workers' Association of South Africa (Mwasa). All 209 sacked employees were members of the association.

CP Reporter

"I do not believe," he added, "that any shepherd can remain inside the house while his sheep have been chased into the street at the time when there is hardly work or food."

Some of the fired workers have filed papers with the Industrial Court to challenge their dismissal.
A SERIES of malicious pranks, curious coincidences and outright acts of terror against clericsmen, trade unionists, journalists and civil rights activists in recent months are worrying Government authorities.

Recent incidents include the distribution of illegal pamphlets, tampering with motor cars and various other "dirty tricks" aimed at intimidating, shocking or inconveniencing the victims.

The following report will detail some of these incidents:

Dirty tricks cause troubles

PHILLIP VAN NIEKERK reports from Cape Town

The bodies of the Tola labour recruitment offices. In March, Mr. Stephen Masilo, a Pretoria organiser for the National Automobile and Allied Workers Union (National), and a companion, died in a smash after his brakes failed.

The Reverend James Gawe, the rector of St. Gregory's Anglican Church in Milnerton, died when his car overturned on the East London to King William's Town Railway on June 10 last year. He had just been elected chairman of the Board of Directors of Churches.

At the post-mortem, which his family were reportedly not informed of and which was held without their permission, he was found to have died of a broken neck and to have had an amount of alcohol in his blood above the legal maximum.

His wife, Mrs. Emily Gawe, said Rev. Gawe had been drinking during the 22 years of their marriage.

The late Mr. Maseko, the 12-year-old son of a South African Council of Churches worker, Mr. Maseko, died when their car had a blow-out and overturned last year. The 9-year-old boy, of the N.G. Kerk in Africa, was also killed in a motor accident last year.

The General Workers Union has been a major focus for "dirty tricks" and the Black Sash has claimed that a "pamphlet war" has been waged against various individuals and organisations in the area.

Incidents in other parts of the country include last month's mysterious burglary on the Cape Town offices of the General Workers Union in which union documents were removed, but a safe containing a large sum of money left untouched.

A minibus with the same number plates as the one seen at the burglary was spotted in a "parking bay at Caledon Square".

In addition, there have been numerous obscene telephone calls to the S.A. Black Sash office and photocopied pages of sex aids have been sent through the post.

A minibus with the same number plates as the one seen at the burglary was spotted in a "parking bay at Caledon Square".

Three weeks later, though police have described this as a "coincidence".

On February 23, tens of thousands of pamphlets lumping the National Union of South African Students (NUSAS) to the military wing of the banned African National Congress (ANC) were distributed at university campuses throughout the country in a slickly coordinated campaign.

Mrs. Helen Suzman, the MP for Houghton and FPF spokesman on civil rights, said there were "ominous signs of a structured chain of events, particularly in Port Elizabeth."

She said: "If this is a campaign by a gang of people, it is a very ugly symptom of our times. It is hoped that the police will launch an in-depth investigation."

In a more dangerous incident on March 3, the Very Reverend Edward King, Anglican dean of St. George's Cathedral, discovered a power bomb attached to the dashboard of his car.

Several other incidents of motor car accidents and tampering with have been reported.

Mr. Jan Theron, the general secretary of the African Food and Canning Workers Union, was in George for negotiations with a company earlier this year.

After staying overnight in the town, he stopped to buy petrol. He had his tyres checked the day before and pumped to the normal pressure of 360 psi.

The pump attendant, who insisted on looking at the tyres, found that one of them had a puncture at a pressure of between 400 and 450 psi, while one had been virtually deflated.

"If we had travelled on to Cape Town with our tyres at that pressure, we would definitely have had a blow-out. We had to conclude it was deliberate and that someone had inflated them during the night," he said.

According to Bishop Tutu, the cars of several other clericsmen, including that of Dr. Alan Boesak, the president of the World Alliance of Reformed Churches, have been found tampered with in recent months.

Several trade unions and clericsmen have died in motor car accidents in the past year. While there is no direct evidence suggesting foul play, the suspicion has been voiced that not all were "accidents."

Mr. Joe Mafane, the president of the Black Municipal Workers Union, died last year when his car was travelling near Venterspost in the Free State. In March, two organisers of the National Union of Musicians, Mr. Teboho Noko, and Mr. Paul Loboa, died in a smash near Welkom.

Details of the accident are still unknown and it took the union two weeks to trace the
Union wants shorter hours

Johannesburg — Members of the country's largest black union in the commercial and catering trades have called for a 5-hour, five-day working week.

About 1,000 members of the Commercial, Catering and Allied Workers Union (CCAWUSA) attended the union's annual meeting in Orlando, Soweto, at the weekend where the working week demands were voiced.

"Workers do not support the extending of trading hours," CCAWUSA's general secretary, Mrs Emma Mashinini, said.

Workers in these trades worked a 5½-day week, she said.

Union members voiced their demand for direct negotiations over wages and working conditions with employers and strongly supported plans for unity talks among emergent trade unions.

Mrs Mashinini said CCAWUSA was also concerned with the fate of the "tent people" and the attitude of the administration board.

Mrs Mashinini was re-elected general secretary and Mr Isaac Papi was re-elected chairman. — Sapa
Call for 35-hour work week

Labour Reporter

16 MAY 1983

Members of the Commercial, Catering and Allied Workers' Union (Cawusa) have called for a 35-hour, five-day working week.

About 1,000 members attended the union's annual general meeting in Orlando, Soweto, at the weekend.

"Workers do not support the extending of trading hours," Cawusa's general secretary, Mrs. Emma Mashinini, said, amplifying the union's demands.

Workers in these trades currently work a 5½-day week.

Union members also called for direct negotiations with employers over wages and working conditions.
Trade union delegates get a hearing

EAST LONDON — Delegates from five unregistered unions have been granted a hearing with the Director-General of Manpower to discuss their objections to separate unemployment insurance funds (UIFs) in the national states.

The unions have been invited to send delegates to see the director-general, Mr P. van der Merwe, in Cape Town on Friday morning.

Yesterday Mr Botha's administrative secretary, Mr H. Joubert, told the unions Mr Botha had a "full programme" and would be unable to see them. A meeting with Mr Van der Merwe had been arranged as an alternative, he said.

Last week representatives from the five unions met local business heads to discuss workers' objections to the concept of separate UIFs in Ciskei, Transkei and Venda.

They asked for deductions for this purpose to be stopped until the matter had been discussed.

A spokesman for the African Food and Canning Workers' Union, Mr Bonani Norushe, said yesterday that the unions would meet soon to decide who should represent them at the meeting with Mr Van der Merwe.
Neutral party to probe strips

THE controversy surrounding the dismissals of five women last month at a Vereeniging branch of Pep Stores because it was alleged they refused to strip, took another turn this week when Pepkor Limited, the parent company, announced that a neutral person would chair the disciplinary inquiry.

In an interview, the managing director of Pepkor, Mr Thomas Ball, said “The inquiry will be chaired by a neutral person still to be nominated. Pepkor management and officials from the Commercial, Catering and Allied Workers’ Union (GCWUSA) will be represented at this meeting.”

Mr Ball said arising out of this investigation the company would seriously consider abolishing the whole system which gave birth to this incident.

Mr Ball said his company’s personnel policy was based on “non-discrimination and respect for each individual’s dignity.” He said it was unfortunate that in a small number of retail branches there was a very serious shoplifting problem and like most retailers they realised this problem called for “unpleasant measures to combat this evil.”

These procedures were not applied arbitrarily, he said, they were drawn to determine which employees were to be frisked on any particular occasion.

Searches were conducted by members of the same sex and in a humanitarian and dignified manner, he said.

He said until February at the Vereeniging branch when there was a change of management there existed a cordial relationship between management and staff.
Company quits labour court case

Labour Reporter

In a surprise move, counsel for an East Rand truck manufacturing firm yesterday withdrew from an Industrial Court case in Pretoria.

The United African Motor Workers Union, an affiliate of the Council of Unions of South Africa, took the management of Fodens to the court on 35 counts of alleged unfair labour practices.

However, after making undertakings for a settlement, the company withdrew from the case when counsel for the union refused to accept the undertakings.

The principal claims made by the union were that disparaging remarks were made about workers and the union by management; union members were unfairly dismissed, and that the company refused to discuss recognition with a representative trade union.

Yesterday's case brought the plant to a standstill as many of the workers were present at the court.

A spokesman for the company said they were awaiting the court's decision on their offer of a negotiated settlement.
Domestic Pretend Working for Whites

Black workers under the New Deal program worked long hours in dangerous conditions. They were paid low wages and were often exploited. The term "domestic pretend working" refers to the practice of pretending that domestic workers were underemployed or underutilized, when in reality they were overworked and underpaid.

The New Deal program was intended to provide jobs and relief during the Great Depression, but it did not fully address the needs of black workers. Many black domestic workers were not eligible for the programs, and those who were often faced discrimination and unequal treatment.

Black workers who performed domestic tasks were frequently denied the same rights and opportunities as white workers. They were often denied the right to unionize and were subjected to unfair working conditions.

The Black Workers of Domestic Workers call for an end to discrimination and exploitation in the domestic industry. They demand fair wages, safe working conditions, and the right to organize.

By RYAN LAMBERT
Ciskei can’t afford the luxury of strikes

BISHO — Ciskei could not afford the luxury of strikes, the vice-president, the Rev W M Xaba, said during the discussion of the manpower budget vote in the assembly yesterday.

Strikes brought hunger, unemployment and the sending away of children from school.

There was a problem of trade unions hanging a carrot before the people and promising them financial help if they went on strike and lost their jobs as a result.

He said it was the duty of the department of manpower to educate Ciskeian workers before going out to work in South Africa to be aware of “the wolves who encourage people to strike.”

Recently trade unions induced people in the Port Elizabeth harbour to go on strike and as a result they lost their jobs. These fired workers were now roaming Ciskei for jobs. Their families went to sleep hungry, their children could not go to school because there was no money to send them to school. The people who induced them to down their tools could not pay them.

Mr Xaba asked where the unions were and what they were doing about the Ciskeian Minister of Manpower and Utilisation had refused to meet the unregistered trade unions to discuss the proposed Ciskeian Unemployment Insurance Fund although the director for manpower in South Africa agreed to grant them an interview.

“What can he talk about with unregistered unions,” he asked.

“If they are unregistered it means they are illegal. They are only interested in strikes and do not care about the people. They are interested in sucking their money.”

He said in Israel there were trade unions but one never heard of strikes there. The unions there had built hospitals and some of their projects were being subsidised by their government.

That was the kind of patriotism that was wanted Ciskei could not afford strikes when there were so many unemployed people in the country — DDR.
400 strikers dismissed

By MONO BADLELA

POLICE were called in when about 400 workers at Maizecor Industries in Watlotso, near Mamelodi, downed tools in solidarity with six dismissed workers.

The 400 workers downed their tools on Tuesday demanding reinstatement of their colleagues dismissed recently. A spokesman for the Food and Beverages Trade Union, Mr Glen Mokoeana, said four workers were dismissed on Monday while they were still negotiating the case of two other union members who were fired earlier.

Union

He said the strike was the result of the management's refusal to meet the executive committee of the union. The 400 sat outside the workshop but remained in the premises with all the gates locked while the union officials negotiated with the management on Tuesday. During this the union organiser was told that all the 400 workers were dismissed. He was no longer allowed to address them.

The spokesman for the company confirmed the strike yesterday and said the workers decided against returning to work when asked by management.

He said at that stage the union officials informed Maizecor they would take legal action against the company in terms of the new Labour Act.
Seifsa pay talks next week

Trade union leaders and employers in the metal industry meet again in Johannesburg on Tuesday to attempt to negotiate wage increases affecting about 500,000 workers.

The Steel and Engineering Industries Federation of SA (Seifsa), representing employers, wrote to the unions this week with a suggested wage offer. The unions have demanded increases of about 14 percent. Seifsa's offer is understood to be well below this demand.
Firm reinstates six workers

Labour Reports

A large retail clothing chain has agreed to reinstate six workers without any loss of benefits. They had been dismissed for refusing to take part in body searches by supervisory personnel.

The reinstatement decision came after a four-hour meeting yesterday in Johannesburg between officials of the Commercial, Catering and Allied Workers' Union and Mr. Hein Ehlers, human resources executive for the Pep Stores chain.

The body searches were initiated because of staff thefts at some smaller branches, according to Pep Stores management.

The union's general secretary, Mrs. Emma Mashumi, said Pep had agreed to suspend body searches at its branches.
Search row now settled and staff fully reinstated

Labour Correspondent

PEP Stores yesterday agreed to reinstate six women workers who were fired by one of its Vereeniging stores, allegedly for refusing to strip naked in a security check.

All body searches on PEP workers have been suspended pending an inquiry into search methods and Pep's group human resources executive, Mr Hein Ehlers, has agreed to discuss a request by the women's husbands for redress with the company's chairman, Mr Christo Wiese.

This was agreed yesterday at a meeting between Mr Ehlers and the Commercial Catering and Allied Workers Union (CCAWUSA), to which the six women belong.

The dispute over body searches at the store attracted attention when CCAWUSA charged that five of its members had been fired after refusing to strip naked.

It said the company had defended the searches, saying they were necessary to prevent stock losses. The union rejected this.

A company official in Vereeniging confirmed then that women were required to strip, but said they did not have to take off all their clothes. He added that the women had been sacked for refusing to obey orders, not for refusing to strip. PEP's head office intervened and undertook to investigate the incident.

CCAWUSA's general secretary, Mrs Emna Mashimini, said yesterday that PEP had agreed to reinstate the workers without loss of pay.

She said they would be placed in stores other than the one they had been fired from.

She said the company had undertaken not to victimise them.

Mrs Mashimini said body searches would be suspended pending an inquiry and added: "Mr Ehlers has agreed to take up with his chairman the request of the women's husbands for redress to compensate for the indignity they suffered."

Mr Ehlers confirmed the agreement, but said body searches had been suspended some time ago - not as a result of yesterday's meeting.

"He said it had been difficult to establish what exactly occurred at the store. But we decided it would be humane to give the workers the benefit of the doubt and to reinstate them," Mr Ehlers said there was "a great deal of confusion" about events leading up to the sackings.

He added that PEP had sought a "just and humane" settlement to the dispute.
Ciskei police detain unionists

IN another crack down on trade unionists, the Ciskei Security Forces have detained two top leaders, including the secretary general of the General and Allied Workers' Union, Mr Sidney Mafamandi of Johannesburg.

The other man detained in the Ciskei is the union's national organiser, Mr Monde Mdletshe, formerly of Port Elizabeth.

A statement by Gawu said the two were detained in East London on Friday 10pm. This is not the first time the two trade unionists have been detained.

By MONO BADELA

Mr Sidney Mafamandi was last detained with five other trade union leaders, including the South African and Allied Workers' Union (Sawwu) president Mr Thozamile Gqwetha, and his deputy, Mr Sisa Nykela, in March this year. They were all later released without being brought before a court of law.

Mr Mdletshe, who was last detained in 1980 during a crack down of student leaders during school boycotts in 1980, in a statement the president of the union, Mr Samson Ndou strongly said, "Gawu vehemently deplores the barbaric action. He called on progressive bodies to condemn the detentions.

The secretary general of the Council of Unions of South Africa (Cusa), Mr Phurashay Camay said he was shocked that this kind of harassment was still being perpetrated in the Ciskei. It is high time that this kind of harassment should come to an end," he said.

Earlier this month the Ciskei Security Forces also detained another trade unionist, Mr Diaki Vam, the Queemstown organiser of the African Food and Canning Workers' Union (AFCWU).

Mr Vam was arrested in Queenstown by the South African Security Police and was handed over to the Ciskei authorities.

Later the Minister of Law and Order, Mr Louis le Grange admitted to Parliament that Mr Vam had been handed over to Ciskei where he is now being held in terms of Ciskei's Proclamation R252.
Chamber and union to talk

Labour Reporter
Recognition talks are being held in Johannesburg tomorrow between the Chamber of Mines and the National Union of Mineworkers.

A recognition agreement would extend to the union rights to negotiate wages on behalf of its members at two mines.

The NUM is the largest black-member recruiting on the mines.
Ciskei releases unionists

EAST LONDON — Two trade unionists have been released after being detained for six days by the Ciskei Central Intelligence Service.

A spokesman for the General and Allied Workers' Union (Gawu), Mr James Masondo, said the two Gawu members — Mr Sydney Matumadi and Mr Monde Mditsha — had been arrested in Mdantsane on Friday.

They were released late on Wednesday without charges being laid.

The Commander-in-Chief of State Security in Ciskei, Lieutenant-General Charles Sebe, could not be contacted for comment — DDR

Abortion
MYSTERY surrounds the whereabouts of the two top Johannesburg trade unionists who were detained and later reported to have been released by the Ciskei Security Forces in Mdantsane, near East London during the weekend.

By MONO BADELA

The men are the general secretary and national organiser of the General and Allied Workers' Union, Mr Sidney Mafumadi and Mr Monde Mushinga. The Chief of the Ciskei Security Forces, Lt Gen Charles Sebe, confirmed on Tuesday the detention of the two men. He said they were held for questioning.

"They had gone home by Monday," Gen Sebe said. He however declined to state exactly when the men had been released.

The two unionists were detained on Friday night and their car was kept at the Mdantsane Police Station.

A puzzled Mr Samson Ndou, president of SAWU, told The SOWETAN yesterday he was unaware that the two men had been released.

"They would surely have contacted our head office as they were released from detention," he said.

He said the men knew that they had some important work to do in Johannesburg. "I fail to believe that the men have been released," he said.

He has contacted the offices of the South African Allied Workers' Union in East London but nothing was forthcoming. The Press Officer of SAWU, Mr Yure Mdyogolo told The SOWETAN yesterday afternoon they have not seen the two men. "We believe the men are still in detention. The only thing we got from the Mdantsane Police was that we should fetch their car." Late yesterday Mr Ndou said the SAWU officials in East London could not find the car key Mr Mafumadi and five members of SAWU including the president, Mr Thozamile Gqwe-tha, were held in detention for two weeks in March this year. They were released when the Attorney-General of the Ciskei, Mr Jurgen Jurgens, declined to prosecute them.

The detention of the two men was strongly condemned by other trade union leaders who called for their immediate release.
Six charged under Intimidation Act

Five members of the Commercial and Catering Allied Workers' Union of South Africa appeared before a Johannesburg magistrate today charged under the Intimidation Act.

It is alleged they incited fellow employees to down tools at the Teltron factory, where they were employed last November. They were also charged with assaulting two workers.

The accused are Mr Jacob Rafapa (31), Mr Jonas Podile (35), Mr Victor Damaied (44), Miss Joyce Mokola (27) all of Soweto, and Mr Jack Mangwane (45), of Alexandra township. The sixth person also charged, but who was not present, is Miss Stella Mashigo (21), of Soweto.

The magistrate, Mr W Aucamp, postponed the case until July 5 and released all the accused on bail.
The waiting people clutch small, white cardboard official forms in their hands — the Unemployment Insurance Fund card — which is stamped and initialed by department staff at each visit. They leave with about 45 percent of the salaries they received when they were last employed.

Department of Manpower officials concede there are problems in benefit payouts, largely because of the rapidly increasing number of registered unemployed which peaked in March this year at about 70,000.

They said there had been backlogs because of problems with a new computer. Additional staff had been brought in.

In Johannesburg alone 17 district staff were brought to the city offices to help.

But the backlogs had been sorted out and, aside from individual delays, the benefit payouts were running smoothly, the officials said.

Some of the unemployed disputed this. A recent flood of telephone calls to the Star said they had not received their benefits for two weeks, one month, or even two months.

From the department's point of view there are delays where forms are incorrectly processed and former employers have refused to approach.

"Look, I've been waiting for two months now and they keep telling me to come back in a fortnight," one caller said.

"What am I supposed to live on?"

Another said, "I don't want charity. I just want back some of the money I paid into the fund over all those years."

While a third complained, "They tell me the computers are down or they don't have enough staff to cope with the increase in the number of the unemployed. Why don't they hire more staff there? Give us a few more jobs."

Repeated attempts to reach Johannesburg's Divisional Inspector of Manpower for comment have been unsuccessful.

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**Durban, receives Rotary International’s highest award**

Young and old, mothers well-dressed in the cavernous offices of the Royal Ontario Museum, which is where Unemployment Insurance Fund offices are located, wait before 9 am when the doors open and hand over the benefit cards, though some are weeks as no cheque has yet arrived in the post.

The entrance is crowded with the throng of people who have been sorted out and, aside from the odd individual who has received their benefit, the benefit out was running smoothly, the officials said.

Although paralysed with the worst depression since the Great Depression, the country has led a full life as a community and business leader.

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**The Star**

Labour Report

An Industrial Court action by the Media Workers’ Association of SA (Mwasa) against the Argus Printing and Publishing Company over the dismissal of 205 workers at The Star in March will be heard in Johannesburg next month.

The action was brought against the company in its capacity as proprietor of The Star and the case will be heard in the next two weeks, one month, or even two months.

From the department's point of view there are delays where forms are incorrectly processed and former employers have refused to approach.

"Look, I've been waiting for two months now and they keep telling me to come back in a fortnight," one caller said.

"What am I supposed to live on?"

Another said, "I don't want charity. I just want back some of the money I paid into the fund over all those years."

While a third complained, "They tell me the computers are down or they don't have enough staff to cope with the increase in the number of the unemployed. Why don't they hire more staff there? Give us a few more jobs."

Repeated attempts to reach Johannesburg's Divisional Inspector of Manpower for comment have been unsuccessful.

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**Climbing expedition planned**

A group of South African climbers plans to climb one of the highest mountains in the Patagonia southern region of Argentina.

The expedition, planned for 1988, will be led by Mr Paul Walleck of the Mountain Club of South Africa.

Mr Walleck said the party would most likely be climbing in the FitzRoy range, about 10,000 feet above sea level.

Mr Walleck is appealing for funds and anybody interested in contributing is asked to get in touch with him at 4 -
**Non-racial unions grow**

A large increase in the number of workers in registered non-racial trade unions and in the number of black members of registered unions took place last year.

With 380,829 members — an increase of 114,994 between 1981 and 1982 — the registered non-racial unions now have more members than the whites-only unions, who had 355,579 members last year, a decrease of 1,422.

The numbers of whites-only unions dropped to 57 from 68, while those registered for "whites, coloureds and members of the black population groups" went up by 10 to 36.

These details are contained in an explanatory memorandum on the budget vote of the Department of Manpower.
Cops release union men

By MONO BADELA

TWO top officials of the General and Allied Workers' Union, who were detained by the Ciskei Security Police last weekend, were released late on Wednesday.

The men, Mr Sidney Mafumandi, the general secretary, and Mr Monde Mditchwa, the national organiser, were detained by the Ciskei Security Police last Friday night in Mdantsane near East London.

The chief of the Ciskei Intelligence Service, Lieutenant General Charles Sebe, said last Tuesday that the men had been detained for questioning and added that they had been released on Monday.

Puzzled trade unionists, especially officials of the South African Allied Workers' Union (Saawa) in East London, were worried, especially after they had been approached by the police in Mdantsane to remove the car from the police station. The car had been confiscated by the Ciskei Police.

According to informed sources in East London, the two men were released early on Wednesday night and were on their way to Johannesburg.
Mwasa out of Star action

Labour Reporter

The Media Workers Association of South Africa (Mwasa) has withdrawn from an action against the Argus Printing and Publishing Company at the Industrial Court next month.

However, an action by 117 Mwasa members against the Argus will continue when the court meets on June 21 and 22.

The case follows the dismissal of 209 workers at The Star in March after they had refused to abandon a work stoppage in support of a colleague who was fired for disciplinary offences.

CHALLENGED

The Argus Company, proprietors of The Star, challenged Mwasa’s right to take legal action which was not provided for in the union’s constitution.

Mwasa, in turn, told the Argus last week that it was withdrawing as an applicant in the proceedings.

The union has accused management of an unfair labour practice and is seeking redress in terms of section 43 of the Labour Relations Act.
Pebco rally to hear report on talks with PE Tramways

Post Reporter

A full account of what transpired at a meeting between civic and trade organisations and PE Tramways officials will be given at a mass rally of the Port Elizabeth Black Civic Organisation (Pebco) in Kwa-
zkulele tomorrow.

The rally will be held in the New Daku Hall at 2pm.

The recent meeting between the organisations and the bus company discussed the pending bus fare increase, validity of the weekly clipcard, the extra 10c charged on the Peak Hour Express Bus and the conduct of some of the company's employees.

Organisations included in talks with Mr Carl Coetzee, managing director of the company, and some of his officials, were Pebco, the Motor Assemblers and Component Workers' Union of South Africa (Macwusa) and the African Food and Can-
ing Workers' Union (AFCWU).

Mr Vuyisile Oliphant, secretary-general of Pebco, said a guest speaker at the rally would come from the Cape Areas Housing Action Committee, based in Cape Town.

Organisations invited to the rally included the KwaZakulele Soccer Board, the Domestic Workers Association of South Africa, the United Women's Organisation, the Congress of South African Students, the Port Elizabeth Youth Organisation, the Gelvandale Civic Organisation, Macwusa and AFCWU.
Macwusa says pamphlet was misleading

By JIMMY MATYU

THE Motor Assemblers and Components Workers' Union of South Africa (Macwusa) today rejected and dissociated itself from a bogus pamphlet entitled "Macwusa Victory" distributed in Port Elizabeth last week.

It also described the detention of two of its members at Ford on May 10 as "extreme harassment."

The pamphlet reads: "It is now general knowledge that Macwusa was successful in the re-hiring of 361 of the 507 employees retrenched by Ford last year. This major achievement was largely due to our waging a continuous relentless battle on behalf of our unfortunate members.

"We call on our remaining retrenched members to report at the union offices so that they can be re-employed without further delay."

"All comrades must do their utmost to trace these members so that they can also share in the fruits of our success."

It concluded with "A retrenchment to one is a retrenchment to all."

In the statement today, Macwusa said the pamphlet was misleading because all the trade union officers involved were informed about the re-employment programme for the retrenched workers.

"This is one of the attempts to confuse workers and to discredit our integrity," it said.

Macwusa has also called on the police to either charge or release Mr Sipho Hina, who were allegedly picked up by security police in the parking area of Ford Motor Company Cortina Plant on May 10 and detained under the Internal Security Act."
Ex-unionist accused of contravening restriction

Court Reporter

A BANNED former trade unionist and ex-president of the Motor Assembly and Components Workers' Union of South Africa (Macwusa) appeared in the Port Elizabeth Regional Court today on a charge of contravening a restriction order and possession of banned literature.

Mr Dumaite Dennis Makanda, 32, of Kwanobume, pleaded not guilty to contravening his banning order by being in Zwide on October 8, 1982 and not guilty to possession of a banned publication between October 8 and 12.

A security policeman, Lieutenant William Stanley Dennis, gave evidence today that he had not charged Mr Makanda with being in the company of a social gathering because he had found him alone under a bed in his (Mr Makanda) brother's house.

Lt Dennis allegedly found the banned publication, New Dawn, volume one, number two 1983 and two banned stickers with photographs titled "People's Hero-Joe Gqabu" and "People's Hero Solomon Mahlanga".

He told the court he had also removed another sticker titled "People's Hero The Silverton Three", photographs allegedly showing notices framed by ANC colours, as well as an Azaso (Azanian Students' Organisation) document.

Mr P N Langa, appearing for the defence, said Mr Makanda would deny that Lt Dennis asked him to whom the publications belonged.

He said Mr Makanda also denied the publication and stickers were shown to him and that he had been unaware of the contents of the documents taken by Lt Dennis.

Lt Dennis replied that he had shown the publications to Mr Makanda, who in turn acknowledged ownership.

(Proceeding)

Mr J D Robinson was on the Bench and Mr J J Nel prosecuted.
All unions to open books

Unregistered trade unions are now required by the Department of Manpower to provide information on membership and finances.

Previously only registered unions were bound by such regulations under the Labour Relations Act, but recent amendments to the Act put the onus on unregistered unions to provide information.

Unions are to submit details of income, auditors' reports, balance sheets, appointments and elections among other things.

Failure to comply can mean a fine or jail sentence.

The department has sent letters requiring information to several unregistered unions.

The general secretary of the South African Allied Workers' Union, Mr. Sam Kikum, said his offices were visited by department officials last week.

He had also received a written request to submit details of his union's finances.

The Deputy Director-General of the Department of Manpower, Dr. C. F. Scheepers, said unregistered unions were being asked to comply with "minimum requirements" of the Act.

The requests were in no way a clampdown on unregistered trade unions, he added.
Alleged assault leads to stoppage

By STEVEN FRIEDMAN
Labour Correspondent

ABOUT 25 workers at Checkers' Southdale store staged a brief work stoppage yesterday prompted by an alleged assault on a worker by the store's manager.

A Commercial, Catering and Allied Workers' Union spokesman, Mr. William Ditsaba, said the stoppage came in the wake of several grievances raised by workers about the manager. They had returned to work, but were demanding action be taken to remove him from the store.

Management comment could not be obtained yesterday.

Mr. Ditsaba said workers began a sit-in in the canteen after the manager allegedly slapped a woman worker after complaining to workers in several departments about their alleged use of company telephones.

The manager ordered them out of the canteen and they gathered outside the store. After about an hour, they decided to return to work and to ask union officials to intervene.

After negotiations with the union, Checkers management asked the manager to apologize to the worker he allegedly slapped and said they would give him a disciplinary warning, Mr. Ditsaba said.

But he said workers had raised other grievances prior to the strike including claims that their workload was too heavy and they were forced to work overtime without proper notice.

"They have made it clear that they cannot work with this manager and that they want him promoted, demoted or dismissed," he said.

He added management was investigating the complaints and the union would await its response.
Trial of E. Post banned ex-unionist postponed

Court Reporter

BAIL was extended today for a banned former trade unionist and ex-president of the Motor Assemblers and Component Workers Union of South Africa, after his case was postponed to obtain a more clearly demarcated map of black residential areas in Port Elizabeth.

Mr Dumile Dennis Makanda, 32 of Kwaazakele, pleaded not guilty to contravening a restriction order by being at his brother’s house in Zwide on October 8. He pleaded not guilty to possession of banned literature on October 8 and 12 last year.

Mr P Langa (for Mr Makanda) said he opposed the application for postponement until July 7 and 8. “We stated at the outset of the trial that the basis of our plea of not guilty was that Kwaazakele boundaries were not clearly demarcated.”

He said there had been enough time for the State to collect an accurate map and that another postponement meant further hardship for Mr Makanda because the case had been hanging over his head for many months.

The prosecutor, Mr J Nel, said they were “not busy with a chess game” and he thought the map they provided was sufficient.

A security policeman, Warrant Officer L C Hattingh, was cross-examined by Mr Langa today and said repeatedly that Mr Makanda had acknowledged ownership of literature which security policeman Lieutenant W S Dennis had found at Mr Makanda’s house in Kwaazakele on October 12.

Mr Langa insisted that the conversation had never taken place and that Mr Makanda had not known which publication Lt Dennis had taken.

Mr Langa told the court yesterday that Lt Dennis had also removed photographs from Mr Makanda’s cupboard, of church notices bordered by what the lieutenant “had thought were ANC colours.”

Mr Langa said the arrangement of colours bordering the notices were not in the order followed by the ANC.

Mr Langa said yesterday that Lt Dennis had also kept several of Mr Makanda’s publications which were not banned without issuing a receipt for them.

Lt Dennis said he had wanted to submit them to the Publications Control Board, but had not done so although eight months had elapsed.

Lt Dennis did not reply when asked why a private person’s books should be submitted to the Publications Control Board.

Mr J B Robinson was on the Bench.

Investigation into apprentice training

CAPE TOWN — A comprehensive investigation into the training of apprentices and artisans in South Africa was announced today by the Minister of Manpower, Mr Fause.
UNIONS WARN BOARDS

IN THE wake of several migrant workers having obtained Section 30 (1) (B) rights, the Black Sash and leading trade-unions have threatened legal action against administration boards for turning away many more.

The president of Black Sash, Mrs Sheena Duncan, whose Johannesburg offices were yesterday flooded by scores of migrant workers seeking clarity following the Appeal Court's decision to grant Mr Tom Rikhotso the right to live with his family in an urban area, said they would submit three test cases to their lawyers.

The Federation of South African Trade Unions (Fotatu), the Council of Unions of South Africa (Cusa), the South African Allied Workers' Union (Sawwu) and Inkatha have also entered the fray, with the unions threatening legal action as well.

A spokesman for the Legal Resource Centre in Johannesburg has also expressed willingness to take up cases concerning migrant workers who have worked for one company for more than 10 years.

The spokesman said that although his case was a "big test," he had been granted rights to stay with his family within the East Rand Administration Board's area of jurisdiction.

The support for the legislation of migrant workers stems in

By LEN MASEKO and JOSHUA RABOROKO

employers welcoming the Appeal Court decision and also expressing the desire to assist their workers.

In the meantime, confusion reigned as scores of migrant workers seeking city rights were turned away at the West Rand Administration Board's offices in Johannesburg yesterday.

Disappointed, they flooded the offices of Black Sash with the hope of enlisting the organisation's help. The organisation's offices were a hive of activity as officials interviewed the workers.

"If the Government is now prepared to accept urbanisation in South Africa and allows poverty and starvation in the homelands to persist, then the situation will explode. We appeal to the Government to leave things as they are — let them allow the implementation of the Appeal Court ruling," Mrs Duncan said.

In a statement Cusa said it would explore the possibility of seeking legal injunctions if Government officials tried to circumvent the Rikhotso decision, or if the administration boards attempted to frustrate the efforts of migrant workers trying to claim the rights they were entitled to.

"If Minister Koornhof tries to ignore the decision, and tries to push legislation through which attempts to regain control over urban black workers, it will force the labour movement to take action," the statement added.

sued the issue of depriving blacks of their rights then "we shall be forced to seek legal advice."

He said his unions had repeatedly voiced total rejection of the Government's influx control laws and that the plight of migrant workers in South Africa would be discussed at the union's central committee meeting this month. "We abhor these laws," he said.

In the East Rand, an Erab spokesman said the board would "definitely" issue the Section 10 (1) (B) stamp if the applicants worked for the same employer during the stipulated period. "I can assure those concerned that there will be no problems as long as rules are adhered to," he added.

He said several blacks had already obtained their qualifications at various Erab offices.

However, five migrant workers told The SOWETAN yesterday that they were made to sign forms at the Edenvale offices, and told to report back on July 4. "We were told that we will get our qualifications on that date," they said.

The Department of Co-operation said in Pretoria yesterday that it had taken notice of the Rikhotso court ruling. It was therefore important the people should go to the administration board's offices in the area of jurisdiction to apply for Section 10 rights.

But, the spokesman said, they should be able to produce the necessary documents to prove that they had been in the urban areas for the stipulated period.

The documents will then be
IN THE wake of several migrant workers having obtained Section 10 (1) (B) rights, the Black Sash and leading trade unions have threatened legal action against administration boards for turning away many more.

The president of Black Sash, Mrs. Sheena Duncan, whose Johannesburg offices were yesterday flooded by scores of migrant workers seeking clarity following the Appeal Court's decision to grant Mr Tom Rikhotsoshe the right to live with his family in an urban area, said they would submit three test cases to their lawyers.

The Federation of South African Trade Unions (Fosatu), the Council of Unions of South Africa (CuSA), the South African Allied Workers' Union (SAAWU) and Inkatha have also entered the fray, with the unions threatening legal action as well.

A spokesman for the Legal Resource Centre in Johannesburg has also expressed willingness to take up cases concerning migrant workers who have worked for one company for more than 10 years.

The spokesman also said that Mr Rikhotsoshe's case was a "big test" back been granted rights to stay with his family within the East Rand Administration Board's area of jurisdiction.

The support for the legislation of migrant workers staying in urban areas, many of whom have lived apart from their families for many years, gained momentum late yesterday with several ems.

By LEN MASEKO and JOSHUA RABOROKO

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"We appeal to the Government to leave things as they are — let them allow the implementation of the Appeal Court rule," Mrs. Duncan said.

In a statement, CuSA said it would explore the possibility of seeking legal injunctions if Government officials tried to circumvent the Rikhotsoshe decision, or if the administration boards attempted to frustrate the efforts of migrant workers trying to claim the rights they were entitled to.

"If Minister Koornhof tries to ignore the decision, and tries to push legislation through which attempts to regain control over urban black workers, it will force the labour movement to take action," the statement added.

Fosatu's president, Mr Chris Dlamini, said they welcomed the decision by the Appeal Court, but said that if the Government pursues the issue of depriving blacks of their rights then "we shall be forced to seek legal advice."

He said his unions had repeatedly voiced total rejection of the Government's influx control laws and that the plight of migrant workers in South Africa would be discussed at the union's central committee meeting this month.

"We abhor these laws," he said.

In the East Rand, an Arab spokesman said the board would "definitely" issue the Section 10 (1) (B) stamp if the applicants worked for the same employer during the stipulated period. "I can assure those concerned that there will be no problems, as long as rules are adhered to," he added.

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But, the spokesman said, they should be able to produce the necessary documents to prove that they had been in the urban areas for the stipulated period.

The documents will then be sent to the reference bureau where they would be processed.

See page 2.
A year ago there were predictions that as the recession deepened trade unions would face slow, and possibly even declining, growth. However statistics gathered by the Department of Manpower show a massive rise in black membership of registered unions during 1982.

At the end of 1981 there were 259,582 black members of registered unions. By the end of last year this figure had risen to 394,510—a remarkable increase of about 52%. Although the department's statistics cover only the 199 registered unions in SA there are signs that about a dozen well-organised unregistered black unions have also achieved substantial growth.

The department's figures contradict the conventional wisdom that unions struggle to grow during an economic downturn. After all it is during an upturn that the balance of power in many industries shifts more in their favour, and they are able to offer tangible benefits to potential new members.

The official statistics therefore pose the question if black union membership has grown so swiftly during a recession, will there be even more remarkable growth during the next upturn in the business cycle?

It seems likely that this will happen. But to put matters into perspective it is worth examining some of the reasons for the strong growth during 1982.

Firstly, it was perhaps inevitable that black union membership would rise sharply in the period immediately following government's first major reforms about three years ago. There was obvious enormous hope for such growth since blacks had been granted statutory bargaining rights. White coloured and Asian workers have long enjoyed such rights. Not surprisingly therefore, the department calculates that white membership of registered unions grew by only 4% last year, while coloured and Asian membership rose by only 5%.

Secondly, as General Workers Union (GWU) general secretary David Lewis has pointed out (Current Affairs, May 13), the unionisation of unorganised workers in SA has not been significantly retarded by the recession—and in fact may have even been enhanced. He says that while workers in advanced industrialised societies might be cautious of joining a union struggle in a recession this is not so in SA. Black workers he says, have much less to lose.

Lewis argues that black unemployment was so high during the last boom that black workers do not perceive the threat of unemployment as being substantially greater now than in the immediate past. In addition there is a strong political imperative tied to a black worker's decision to join a union. Lewis says there is no reason to expect this imperative to abate.

There are other reasons in recent years many established unions have begun to open their doors to blacks—and have attracted a large black membership. The department says membership of registered unions representing people of all races rose by nearly 115,000 last year—from 265,825 at the end of 1981 to 380,829 by the end of 1982.

One question which may be answered during the next upturn is whether established unions can retain their black members in the face of competition from others has resulted from the expansion of closed shop agreements to cover black workers than from any genuine attraction they may have had for blacks.

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Workers will discuss unity

Post Reporter

The Commercial Catering and Allied Workers' Union of South Africa (Cawusa) will hold a meeting in the Roman Catholic Hall, Zondo, Port Elizabeth, at 2pm tomorrow. The question of unity among workers will be discussed.

People employed in shops, offices and the newspaper distribution trade are asked to attend.
DELEGATES at the 69th annual conference of the International Labour Organisation (ILO), to be held in Geneva later this month will discuss South Africa's migrant labour system and the influx control regulations.

This was said to The SOWETOAN by secretary-general of the 100 000 strong membership, Council of Unions of South Africa (Cusa) Mr Phrashow Camay, during the weekend, Mr Camay was reacting to the fears that the Government might overturn the Appeal Court judgment which gave permanent city rights to migrant workers who have worked for one employer for more than 10 years or have lived in an urban area for longer than 15 years.

Mr Camay said a fierce debate was expected when a special report on apartheid is tabled at the conference. He said the focus would be on the migrant workers in South Africa. He said international support for black workers will increase while influx controls remain in the statute book.

The Government has drawn up draft legislation to overturn last week's historic Richtojo judgment which gives urban rights to tens of thousands of migrant workers. When the Cabinet meets in Cape Town today it is expected it might decide to rush the new law through this session of Parliament.

He warned that if Dr Koornhof tried to ignore the decision and push the legislation through which would attempt to regain control over urban black workers, it would force the labour movement to take action. Cusa would explore the possibility of seeking a legal injunction if Government officials tried to do so.

On its numerical strength, Cusa claims that in the three years since it was formed in Johannesburg, it has grown from strength to strength to become one of the country's giants in the labour field with a membership of 100 000. Some 20 000 of this figure are members of its affiliate, National Union of Mineworkers which is the biggest black mineworkers' union in the country.
Union is poised for twin victory

Labour Correspondent

The Commercial, Catering and Allied Workers' Union (Cawusa) has won a second key bargaining foothold at a major chain store — and is expected to make another major gain within a week.

The union announced yesterday it had signed a recognition agreement with the Woolworths chain which grants it bargaining rights at all Woolworths stores throughout the country at which it has majority membership.

And yesterday it was locked in final negotiations with OK Bazaars which are expected to lead to the signing of a recognition agreement within a week.

Cawusa has already been formally recognised by the Edgars chain.

Agreements with OK, Woolworths and Edgars would give the union a substantial permanent presence in major chain stores and could open the way for further agreements with other retail groups.

Its general secretary, Mrs Emma Masimba, said yesterday the Woolworths agreement had been signed on Friday after more than 10 months of negotiation.

The union was also negotiating several substantive agreements with Woolworths — particularly one on maternity leave — and wage negotiations with the chain would begin on July 1.

At OK Bazaars, Cawusa and company officials met yesterday to finalise negotiations on a recognition agreement.

Mrs Masimba said she expected the OK agreement to be signed within a week.

The two sides are likely to reach a maternity leave agreement which has been described as "the most progressive yet negotiated in this country."

The union is hoping to win a similar agreement at Woolworths.
Labour Correspondent

WORKERS from several Checkers stores, including some from Potchefstroom and Krugersdorp, struck yesterday - and then returned to work in the early afternoon when management met their demand for the removal of a store manager.

The company had initially refused to remove him.

Mrs Emma Mashinini, general secretary of the Commercial, Catering and Allied Workers Union (Cawusa), said 10 stores were affected, including that at Eastgate, as well as stores in Benoni, Krugersdorp and Potchefstroom.

But a Checkers spokesman, Mr Peter Wicks, said only five had been hit and in some of those only some workers had taken part.

The strike was a sequel to one at Checkers' Southdale store last week, sparked by an incident in which the manager allegedly slapped a worker. Cawusa charged that workers also had a range of other grievances against him.

Workers returned pending talks between management and Cawusa and, in the wake of the strike, the company instructed the manager to apologise to the woman worker concerned. It also agreed to investigate workers' complaints.

Workers struck again on Friday, when the company indicated it planned no further action against the manager. Checkers said then it would not negotiate further unless the strikers returned.

Yesterday morning, workers at other stores stopped work in support of the Southdale workers and about 400 workers gathered at the union's offices in central Johannesburg.

According to Mrs Mashinini, management addressed workers at the offices and told them the manager would be sent on two months' leave. "But workers rejected this and management returned later to say they had agreed

He confirmed the manager had been transferred but denied that Checkers had given an assurance he would not be placed in charge of another store. "We said he would be given another job in the company. We will decide what job when he returns from leave," he said.

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University.
Union and OK close to maternity deal

A retail trade union with about 30,000 members believes it is on the verge of clinching the most progressive maternity leave agreement yet negotiated in South Africa. Jean Hey reports.

"Most women do not realise they can claim maternity benefits for two years. But if they do, they will get a much better deal," the union's spokesman, Mr. P. J. Hey, said yesterday.

The agreement, which is expected to be signed within the next month, provides for the following:

1. A cash benefit of R500 per month for the first six months of maternity leave.
2. An additional cash benefit of R200 per month for the second six months of maternity leave.
3. A paid leave of absence for the duration of the pregnancy.
4. A right to return to work after the birth of the child.
5. A guarantee of job security for the duration of the pregnancy.

The union is negotiating with a number of other employers, including OK, and it is believed that the agreement will be extended to other industries.

The agreement was reached after several months of negotiations, and it is believed to be the most progressive maternity leave agreement ever negotiated in South Africa.

The union is confident that the agreement will be ratified by its members, and it is expected to be signed within the next month.

WOMEN'S PAGE

Nearly all Western countries are now considering extending maternity leave to women. In France, for example, the government is planning to extend maternity leave to 18 weeks. In the Netherlands, the government is considering extending maternity leave to 42 weeks. In the United Kingdom, the government is considering extending maternity leave to 52 weeks.

The union is pleased with the progress it has made in negotiating this agreement, and it is confident that it will be ratified by its members. It is expected to be signed within the next month.

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Strike over transfer resolved

By Tony Davis, Labour Reporter

Checkers management has agreed to transfer a branch manager after a dispute with members of the Commercial, Catering and Allied Workers' Union (Cawusa).

About 60 workers at the Checkers Southdale branch went on strike last week after a member was allegedly assaulted by the manager.

Management called for a return to work before starting talks, but workers refused to go back to their jobs until the manager was transferred.

Yesterday the strike spread to other Checkers stores as several hundred workers came out in sympathy.

After a meeting between Checkers and Cawusa officials, the company agreed to transfer the manager as soon as he returned from leave. Workers would also not lose pay for being on strike.

A Checkers spokesman confirmed the settlement and said they would be meeting Cawusa today.

"The union has accepted the employer's decision and the strike is over. We look forward to working together to resolve any future issues."

The workers have been calling for better pay and conditions, and have been in negotiations with management since the dispute began.

In the meantime, the supermarket chain has been operating as usual, with customers shopping for groceries and other items.

The strike was the latest in a series of disputes between workers and employers in the retail sector, with workers demanding better pay and conditions.

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Ccawusa makes its labour presence felt

By Tony Davis, Labour Reporter

The Commercial, Catering and Allied Workers' Union (Ccawusa) has developed rapidly since it was founded in 1975. Although unaffiliated, it now has 20,000 members and is well organised in Johannesburg, Durban and Cape Town.

In spite of the detention of some of its members, including general secretary Mrs Emma Mashum, Ccawusa has continued to make its presence felt.

This week, for example, the Checkers management agreed to transfer a branch manager to whom the workers objected. Union members at other Checkers branches had joined in the protest and management accepted the union's demands.

The management has also agreed to talks on a recognition agreement. The union also expects to complete a recognition agreement with the OK Bazaars group and the Woolworths chain later this month.

And labour troubles between management and union members at Grand Bazaars will be the subject of high-level talks this week.

However Ccawusa's gains in membership and recognition agreements have not come easily.

Last August there was a major strike at OK stores in the Johannesburg area which at one time saw about 700 warehouse workers on strike over wage demands. They were subsequently dismissed.

Several OK Bazaars branches in Port Elizabeth were hit by a sympathy strike in February sparked by the dismissal of a worker.

A prolonged wage strike late last year at more than a dozen Johannesburg area branches of the CNA was finally resolved in late November.

Last month the union was involved in a row with the Pep Stores chain over the searching of employees at a Vereeniging branch. As a result, the six union members who had been dismissed for refusing to be searched were reinstated.

However, labour disputes have not always meant victory for the union. In 1981 about 150 members at four branches of the Game chain in Durban were dismissed for striking.

Subsequently Ccawusa is now discussing an agreement with Game in Johannesburg.

Six members are also facing charges under the Intimidation Act arising from a labour dispute at Teltron electronics in Johannesburg last November.

In addition to negotiations with Game, talks are proceeding with Makro, Foschini, Pick 'n Pay, the Edgars group and Metro Cash and Carry. One of the union's most important recognition agreements was signed with Allied Publishing in 1980.

Ccawusa is also involved in the union unity talks which have been ongoing this year and has a number of important overseas union affiliations, including one with the International Federation of Commercial, Clerical and Technical Employees.
Recognition breakthrough for mine union

By Tony Davis, Labour Reporter

The National Union of Mineworkers is expected to sign a recognition agreement with the Chamber of Mines in Johannesburg tomorrow for various categories of workers at eight mines.

The agreement represents a significant breakthrough for the union — which is less than one year old — and the NUM will soon be negotiating workers’ wages for the first time.

In the past the mining houses have unilaterally announced annual wages for black mineworkers.

The union’s general secretary, Mr Cyril Ramaphosa, said he saw the signing as an important step in the struggle to organise unrepresented blacks on the mines.

The mines represented are the East and West divisions of Vaal Reef, Western Holdings, the Welkom and Sasiplaas Holdings divisions, President Brand, Elandsrand and Kloof.

Mr Ramaphosa said the union would be having recognition talks tomorrow with other mine bodies.

The union, an affiliate of the Council of Unions of South Africa, was able to start recruiting at mines after the chamber altered its recognition criteria last year to include unregistered trade unions.
Union told to submit records of members

Labour Reporter

The South African General Workers' Union based in Vereeniging has been told to submit membership records to the Department of Manpower or appear in court.

Several unregistered trade unions have been approached over the last few weeks with requests to submit their financial and membership records. These were required only from registered unions until recent amendments to the Labour Relations Act.

The union's secretary, Mr Philip Masia, said the union had received a warning from the Department of Manpower that it would be subpoenaed if it did not submit certain information.

Unions which refuse to comply with the department's requirements face a fine or jail term.

Senior Department of Manpower officials have said the requests for details are a minimum requirement under the Act and the department is in no way attempting to curb union activities.
Unions fight for mother

Many employers use maternity leave as an excuse for dismissing their workers, and as a result employees tend to violate their own rights by rushing back to work before the eight weeks’ leave is over.

According to trade unionist and acting secretary of the Garment Workers’ Union of South Africa (Gwusa), Ms Sarah Chitja, the union will intervene in a case where the worker has been unjustly dismissed because she went on maternity leave. The employer would have to pay a week’s notice and other benefits due to the dismissed person.

The women mainly concerned about securing their jobs, do not comply with the policy which has been conditionally laid under the Unemployment Insurance Act, entitling them to a 45 percent weekly pay for a period of eight weeks after the birth of the child.

The application for maternity benefits can be made at the Department of Co-operation and Development, and only women who have been in employment for at least 18 months are eligible for this claim.

Unlike other Western countries where women have been entitled by law to take indefinite maternity leave of close to two years, or some hours off daily to breastfeed the children, women here are vulnerable to exploitation in the labour market. They quite often have to choose to either have a child or a job. This is the reason why trade unions are instituting maternity agreements between employee and employer.

The Commercial, Catering and Allied Workers’ Union of South Africa (CCAWUSA), in a bid to safeguard women from labour exploitation, have at last managed to sign an agreement on maternity benefits with one company.

A spokesperson for the union told SOWETAN that although the UIF plays a major role in this matter, the agreement allows a worker one year of almost unconditional maternity leave, for which she may occupy her job or be given a position of similar status.

The worker would be eligible to a 45 percent weekly pay for a period of six months if she has made contributions to the UIF for three years or more.

The union is also negotiating with other companies, and the spokesperson says although their negotiations with OK Bazaars are not yet through, they hope the agreement will be endorsed anytime.

Industrial relations officer for OK Bazaars, Mr Keith Harrison could not be reached for comment.
Battle against councils grows

Cusa supports anti-council body

THE 100 000 strong Council of Unions of South Africa (Cusa), emerges at the weekend in full support of the newly established Anti-Community Council Committee, urging Soweto residents to boycott the forthcoming community council elections.

In a statement the union said: “Cusa wishes to endorse the call of the Anti-Community Council Committee to boycott the elections in September. Cusa believes in common citizenship in an undivided land and the separate community councils are in conflict with this.

“Instead we call for municipal rights for everyone. Community councils, like homelands, are farcical and do not even remotely fulfill the civic and political aspirations of black people.

“Cusa repeats its call to its members and other workers to increase their commitments to their communities through participation in activities aimed at creating a just society.”

Cusa said this could be demonstrated by refusing to vote in all future community council elections “We therefore support the efforts of the Anti-Community Council Committee to boycott the forthcoming elections,” the statement concluded.

Last month the Soweto Civic Association headed by its chairman Dr Nthato Molana fired the first shots against the proposed new Black Local Authorities Board which will soon be tabled before Parliament.

An Anti-Community Council Committee (ACCC) which is to campaign vigorously against the participation in the forthcoming elections, was formally constituted in Soweto.
Two leading PE unionists defamed in graffiti smear

BY JIMMY MATUYI

TWO leading trade unionists in Port Elizabeth were defamed in graffiti painted on the walls of the Centenary Great Hall in New Brighton at the weekend.

Mr Fikile Kosebe, executive member of the Motor Assemblers and Component Workers' Union of South Africa (Macwusa) and the General Workers Workers Union of South Africa (Gwusa), and Mr Government Zim, organising secretary of Macwusa, are accused of stealing workers' money by the unknown authors.

In a statement today, Mr Kosebe described the graffiti as "a symbol of the times."

He said it was clearly done to coincide with a Macwusa-Gwusa election held at the hall on Saturday to elect a regional executive to promote union unity.

People who live near the hall said they saw white men paint the words on the walls. "According to people who saw them, there were about four white men. They were driving a yellow Crusader car at about 1am on Saturday," Mr Kosebe said.

Some of the writing was removed by Community Council workers yesterday.

In his statement, Mr Kosebe said: "It is an indication of the uneasiness and gloom of frustration our enemies are in because of our progress with the struggle for liberation. To me this character assassination is not new after the blast at my home at dawn on January 12, 1981, following five consecutive nights of harassment."
Poaching charge as food union chiefs quit

By Tony Davis

Labour Reporter

A major row has broken out in the Food, Beverage, Workers Union.

At a national meeting of the union in Johannesburg on Saturday, seven of the nine national council members walked out and an interim committee of five was formed.

The row is believed to have been sparked by the loss of members to other unions on the East Rand and Pretoria.

Mr James Mdaweni, chairman of the new committee, said national council members had not adhered to the union's constitution and had not issued financial statements or minutes.

The new committee is to run the union's affairs until an election can be held.

Among those who walked out of Saturday's meeting were FBWU president Mr L.M Khwelembhani and secretary Mr Sakeshikakane.

Last week Mr Sihakane issued a statement accusing other emergent unions of poaching FBWU members.

Yesterday former FBWU members who now belong to the rival Sweet, Food and Allied Workers Union, said in a statement that they had left the FBWU because its leadership had failed to keep them informed and had not held report-back meetings.

'The Council of Unions of South Africa is investigating the row.'
President walks out of union conference

SEVERAL senior officials of the Food and Beverage Workers' Union of South Africa walked out of the union's national conference at the weekend in a move that might have far reaching results.

The executives, including Mr J Kwaleni, walked out after the executive committee failed to produce a financial statement.

In a dramatic move the more than 2 000 delegates resolved to suspend the duties of the executive members and elect a new interim committee which will represent the more than 8 000 members until new elections are held soon.

The chairman of the committee, Mr J Mdawem, told the SWETAN yesterday that the remaining delegates at the conference resolved to continue the union's activities unabated.

The members were accused of not producing an audited financial report since the union's formation in 1979, not attending to problems in the East Rand and not sending minutes to all regions.

The remaining members also resolved to vacate spso facto the seats of all the executives and "we shall henceforth investigate all the malpractices of the past national council."

The union, which is an affiliate of the Council of Unions of South Africa (Cusa), recently accused a Federation of South African Trade Union's affiliate of "poaching its members."

"The executive has been accused of most serious offences which we do not take in a light vain. If our investigations come true, strong measures will be taken," Mr Mdawem said.

He urged members not to despair but should contact leaders in their regions for information on the suspended members.
The South African Mining Industry entered a new era in industrial relations during the weekend when the Chamber of Mines of South Africa agreed to recognise and negotiate with a trade union for black miners, the National Union of Mineworkers.

Signing the agreement in Johannesburg were Mr Colin Fenton, vice president of the Chamber and Mr James Motlati, president of the union. The agreement set out the procedures which the chamber and the union will adhere to in their dealings with each other. Until recently there had been no black trade unions in the mining industry since the mid-1940s.

Unions clinch deals with employers

THREE trade unions have made agreements with local employers in Johannesburg during the past week.

The Chamber of Mines agreed to negotiate with a black trade union, the National Union of Mineworkers (Num), on wages and conditions of employment for a number of occupations on eight gold mines. An agreement setting out the procedures which the Chamber and the union will adhere to in their dealings with each other was signed by representatives of the Chamber, headed by Mr CT Fenton, vice-president, and Mr James Motlati, president of Num.

Until recently there have been no black trade unions in the mining industry since the mid-1940s. Num was formed in August last year and was granted permission by the Chamber to recruit members on all its gold mines. In terms of its agreement with the Chamber, the union will now be in a position to negotiate wages and conditions of employment for the occupations on the eight mines for which it has been recognized.

The Chamber had agreed to extend the recognition agreement to cover additional occupations on the eight mines. It was also agreed that when the union's membership increases it will become representative of members on the other mines.

The gold mines involved up to date are Elandstrand, Kloof, President Brand, Vaal Reefs (two divisions), and Western Holdings (three divisions).

At Steeldale in the East Rand, the Metal and Allied Workers Union (Mawu) signed a procedural agreement with the small parts subsidiary of a Group 5 company, Reliable Products. The agreement covers negotiations on wages, working conditions, and disciplinary and grievance procedures. A retirement procedure was also agreed upon by both parties.

The Food and Beverages Workers Union also signed a recognition agreement with the management of Premier Milling, Newtown branch. It provides for wage negotiations and access of union officials to the plant.
Printing dispute has not yet been resolved

The dispute between the management of The Star and the Media Workers Association of South Africa (Mwasa) has not been resolved to the satisfaction of both parties.

This was announced yesterday by Mr H W Miller, chairman of the standing committee of the National Industrial Council of the Printing and Newspaper Industry, in the following statement:

"The standing committee of the National Industrial Council of the Printing and Newspaper Industry of South Africa met on June 14 in an effort to resolve a dispute between 309 ex-employees of The Star who are members of the Media Workers Association of South Africa on the one hand, and The Star on the other hand.

"The dispute was referred to the council in terms of section 43 of the Labour Relations Act 1956. It follows an alleged unfair labour practice on the part of The Star.

"The committee regrets that it has been unable to settle the matter to the satisfaction of both parties."

"It is, however, satisfied The Star did not act irregularly in relation to the dismissal of an ex-employee, Mr Oupa Mamang. The committee is of the opinion that Mr Mamang had been given a final written warning before committing the alleged offence in question and that his case had been handled fairly and judiciously on appeal.

"The committee is also satisfied The Star did not act irregularly in regard to its refusal to recognise the further validity of the contracts of employment of those employees who had either gone on strike or, alternatively, had stopped working as a result of the dismissal of Mr Mamang.

"However, the committee recognises that certain employees who have been dismissed may not, in fact, have stopped working but may, for one reason or another, have been unable to report for duty. The South African Typographical Union has reserved the right to make representations to The Star on behalf of these persons."
Mine wages under focus

WAGE negotiations between the Chamber of Mines and the 20,000-strong National Union of Mineworkers (Num) representing black workers in the industry which is the cornerstone of South Africa's economy, resume in Johannesburg today.

The negotiations, which started this week, are historic in that for the first time blacks will make representations, instead of being unilaterally set by the chamber.

The talks take place after a "cold war" between the chamber and Num following wide-ranging demands by the union for a 30 percent pay raise and the scrapping of race discrimination at all mines.

The chamber rejected the union's demands as "totally unrealistic." This reaction came after the two parties had signed a recognition agreement.

Sources say these negotiations are essential as employers are aware of the fact that wage disparity between different mines has in the past contributed to labour unrest.

Num's general secretary Cyril Ramaphosa told The SOWETAN yesterday that the union also demanded that the wage gap between races be narrowed.

Num won the right of collective bargaining with the chamber when it was granted recognition at eight mines recently.
Black Unions and Change

An organizer for the Black Students' Association at Southern Illinois University in Carbondale, Illinois, submitted this letter to the editor of the university newspaper. The organizers were well intentioned, but the letter was marked with a charge of politics.

Subject: Black Unions and Change

It was an exciting moment when the Black Students' Association was formed. The organizers were determined to make a difference in the community. However, the letter in the university newspaper was a disappointment. The organizers felt that the article was biased and unfair. They believed that it was an attempt to undermine their efforts.

The organizers were surprised by the negative reaction to their letter. They were committed to making the university a more inclusive and equitable place. They hoped that their letter would inspire others to join them in their efforts.

The letter in the university newspaper was a reminder of the challenges that the organizers faced. They were determined to continue their work and to make a positive change in the community.
Black mine union wins pay rise

By Tony Davis, Labour Reporter

The historic wage talks between the Chamber of Mines and the National Union of Mineworkers ended last night with the Chamber granting increases for black miners ranging between 13.9 percent and 15.7 percent.

The union's general secretary, Mr Cyril Ramaphosa, said they were generally pleased with the increases as they met the current inflation rate.

The chamber had committed itself at yesterday's talks to do away with racial discrimination in employment practices on the mines, Mr Ramaphosa said.

The chamber also granted wage increases to some 460,000 non-union black mineworkers in the gold, platinum and copper mines which amounted to about three-quarters of the 15 percent increases they received in 1982.

The new minimum rates come into affect on July 1. Last year's increases saw labour unrest at numerous gold mines as black miners protested "too small" increases.

IMMEDIATE

The NUM only last week won recognition from the Chamber at eight gold mines and entered into immediate negotiations with the employer body.

Also involved in the wage talks for the first time was the Federated Mining Union which jointly negotiated the increases with the NUM.

Mr Ramaphosa said the main problem with the talks was that there was not enough time to fully debate working conditions.

He said the chamber had committed itself to enter immediately into further negotiations on issues which had no cost factor. Any issues with cost factors could also be negotiated but only implemented next year.

Percentage increases for black mineworkers have usually been higher than annual increases for white miners as the Chamber has been trying to narrow the existing wage gap.

White miners last month received an eight percent wage package from the Chamber.

A Chamber statement said the joint union negotiations affected some 6,000 workers in certain job categories at nine gold mines.
Black miners get new deal

Last week's wage negotiations affecting about 500,000 black mineworkers saw the Chamber of Mines enter into such talks for the first time with black-member trade unions.

The National Union of Mineworkers and the Federated Miners Union jointly negotiated wage increases for 6,000 miners at nine gold mines.

While the numbers are small in proportion to the industry, it was an "historic first" as the chamber had always in the past unilaterally announced annual wage increases for black miners.

The NUM won recognition from the chamber the previous week and faced several days of hard negotiations to make its presence felt. The union announced a 25 percent wage demand, which the chamber had said was "unrealistic."

The NUM was joined in the talks by the smaller Federated Mining Union, which originally was founded for coloured miners by the SA Boilermakers Society several years ago. The FMU recently extended its ranks to include black mineworkers.

NUM and FMU members — as well as non-union miners — won increases roughly amounting to three-quarters of the increases handed out in last year's wage package.

All black miners will receive the same monetary increases in each of the job categories as a result of last week's negotiations.

The NUM said the chamber had committed itself to removing racial discrimination in employment practices on the mines. This concession was a considerable one.

A chamber statement said the general increases for black mineworkers were effective from July 1.

The NUM, with a membership of about 25,000, is the largest of the new unions. Though this is a fraction of the 445,000 black miners in the industry, it is a significant start, taking into consideration that the union has been in existence less than a year.

The NUM's general secretary, Mr. Cyril Ramaphosa, said negotiations would take place soon with the chamber on working conditions at the mines.
Paper giant Nampak has successfully applied to the printing industrial council to have black workers at three of its plants who do not want to belong to Tucsa's SA Typographical Union exempted from the closed shop.

The workers concerned have already joined an emerging union.

But although this move could act as something of a precedent it hardly spells the end of the closed shop.

The printing exemption was only granted on condition new black workers at the plants be forced to join SATC.

Many councils still oppose any requests for exemption from the closed shop. And the Government still backs the practice.

While many established unions still cling to the closed shop as their only means of gaining black members, most employers say they are against it.

But employer opposition always seems to ignore one crucial factor - that there would be no closed shops if employer associations did not negotiate them with unions or councils.

If employers are against minority unions forcing workers to join them they can simply refuse to negotiate further closed shops.
Johannesburg - Some members of the Movement of South Africa (Pabuma) held a protest demonstration outside the offices of the Media Workers Association of South Africa (Mwasa) in Johannesburg yesterday.

Placards were displayed during the demonstration as a protest against a decision by the management of "The Star" newspaper to dismiss 209 of its black workers.

Two of the placards which referred to The Star as "Mr Star" said "Please reinstate 209 workers. Pabuma and black readers." Also "Please think of those dependent on the Star." Pabuma's organiser, Mr Godfrey Matsepe, said during the demonstration yesterday his group would consider encouraging blacks to stop buying copies of The Star if the sacked workers were not eventually reinstated.

It was previously reported that the workers were sacked earlier this year after they had allegedly refused to resume duties unless a colleague who had already been sacked was reinstated.

Meanwhile, the dispute between management of The Star and its former employees will be heard in the Johannesburg Industrial Court today — DDC.
Key advance for OK’s working mums

By STEVEN FRIEDMAN
Labour Correspondent

THE Commercial, Catering and Allied Workers Union (Ccwusa) has been recognised by OK Bazaars — and the two sides have also signed a ground-breaking maternity agreement believed to be the most generous yet negotiated by an emerging union.

The maternity agreement has been described as a key advance for working women's rights.

The signing of the OK agreement gives Ccwusa, which is also recognised by Woolworths and Edgars, a further important bargaining foothold in the major chainstores.

A key feature of the maternity agreement is that it applies to all OK women employees of all races. This means, according to Ccwusa general secretary Mrs Emma Mashumi, that a union representing black workers has managed to win a major advance from which white workers will benefit.

"The days when we relied on the crumbs from negotiations between white management and white unions are over," Mrs Mashumi said.

Mrs Mashumi said that three agreements between the union and OK, covering recognition, maternity and terms of employment, were signed on Friday.

The recognition agreement gives the union wage bargaining rights, a re-trenchment procedure, access to company premises and allows for the recognition of Ccwusa shop stewards.

It applies to any shop where the union has majority membership.

But Mrs Mashumi described the maternity agreement as "by far the most important of the three".

This applies to any worker who falls pregnant three months after beginning work at OK or thereafter.

Workers will be entitled to up to a year's maternity leave and will be guaranteed a job when they return.

In many companies, workers who leave to have a baby must resign and are not guaranteed re-employment.

Mrs Mashumi said workers on maternity leave would still be entitled to OK staff discounts, some medical aid facilities, and pension rights.

On their return, these workers would benefit from any pay increases negotiated or awarded for their job.
By BRENDAN RYAN

Anglo American Coal Corporation laid off 5,000 workers from its collieries in 1981 and about half of them were placed by the group in other jobs.

Amcoral was hit by the depression in world and domestic coal markets as well as domestic steel markets in 1982 and was forced to close several collieries.

The chairman, Mr. Graham Boustred, expects lower earnings in the current financial year than the R13,446,000 attributable profit in the year to March 1981.

Many of the jobs lost are not likely to be replaced when conditions improve as Amcoral has mechanised more of its operations.

Amcoral no longer supplies coking coal to Iscor from its No 6 seam mining operations. The Main section of Springbok and the Navigation section of South African Coal Estates were closed last October.

Springbok's Hope Section was closed at the end of May this year.

Mining of metallurgical coal from the No 6 seam section of Back was reduced to a single-shift operation in mid-1982 because of depressed conditions in the ferroalloy industry.

Coke production from Vryheid, Coronation is to be phased down over the next few months and the long-term position of the mine is under discussion.

The reduced demand for anthracite coal both in South Africa and on world markets forced Amcoral to close Belgrow colliery in February 1982 and Natal Antintra is now the group's only producer of anthracite coal.

Coal sales by the Transvaal Coal Owners Association to the South African market dropped from 17,900,000 tons in 1982 to 13,200,000 in 1981 and are expected to fall to about 16-million tons in 1983.

Amcoral also had to reduce output from some collieries supplying Escom in the first half of its financial year to March 1982.

Mr. Boustred says in his annual review: "Collieries supplying coal to Escom for power generation are expected to remain at lower levels of output throughout the current financial year."

"The possible change in the pattern of power station burning which may have to be brought about by Escom as a result of the serious water shortage now being experienced"

"In spite of the planned commissioning of three large new projects later in the 1980s it is unlikely that the group will return to previous employment levels for some years, as the collieries closed were extremely labour-intensive, hand-get operations."

Amcoral's managing director, Mr. David Rankin, says the average number of employees on group collieries in 1982 dropped to 21,269 from 22,860 in 1981.
NUM has bright start with 25 000 members

Although not yet a year old, the National Union of Mineworkers (NUM) has already made an impact on the mining industry.

The union can claim a membership of only about 25,000 in a 465,000-worker industry but this represents a significant breakthrough.

The NUM made mining history earlier this month when it concluded a recognition agreement with the Chamber of Mines for members at eight gold mines, and a week later entered into joint negotiations with the Federated Mining Union and the Chamber for 1983 wage increases.

It was established late last year at an annual conference of the Council of Unions of South Africa (Cosatu) and Mr Cyril Ramaphosa was chosen as NUM's general secretary.

The next step for the union, now that the difficult matters of recognition and wages had been settled, was to consolidate its gains at mines where the agreement applied, Mr Ramaphosa said.

The union needed to train shop stewards who would then organise miners and educate them in their basic rights.

The Chamber of Mines was a tough employer, Mr Ramaphosa said, but the NUM won a commitment from it to do away with elements of racial discrimination in employment practices on the mines.

"We also told the chamber we wanted to negotiate issues such as working conditions which we were unable to discuss last week because of the shortage of time."

The chamber had agreed to discuss non-cost issues and come to terms, while those issues that had a cost factor could be discussed now though agreement would be deferred to next year.

After several days of negotiation last week the Chamber of Mines announced increases for the industry's 465,000 black miners.

They are about three-quarters of last year's and take the form of mostly monetary rises for the eight different job categories.

The increases range from R15 to R50 for surface workers and R18 to R77 for underground workers.

Reports in The Star giving various percentage estimates were inaccurate.
Increases for black miners

After several days of negotiation last week, the Chamber of Mines released its increases for 465,000 black miners.

The increases represent about three-quarters of those paid to black miners last year. Workers in the eight different job categories will receive monthly increases.

These are different for surface and underground staff and range from an additional R15 to R50 for surface workers and R18 to R27 for the underground staff.

Reports in The Star giving various percentage estimates were inaccurate.
Harassment of unions has industrialist worried

By Sheryl Rame,

Pretoria Bureau

Despite Government policies guaranteeing the freedom of association to trade unions, Security Police harassment of union officials continued to make trade union activity highly risky for those involved, a labour seminar heard in Pretoria yesterday.

"White ignorance is causing problems in labour relations"

The need to educate predominantly white supervisors and foremen about the legal implications of South Africa's new labour laws and industrial relations policies was pimptoned at a seminar yesterday.

Labour relations experts at the seminar on labour issues at Umsha noted with concern the frequency with which legal problems arose in the industrial relations field because of illegal or incorrect action taken by ill-informed supervisors and foreman.

"Dramatic changes have occurred in the labour relations field in the past 12 years," said Professor Johan Piron of the Umsha School of Business Leadership.

New laws had attempted to remove race criteria from the country's labour legislation. As a result, white workers had become fearful and resentful and blacks were increasingly expressing their aspirations.

Deprived of the political rights to achieve change and recognition, black workers had inevitably turned to their own means of expressing their growing political aspirations and to achieve change, the professor said.

Both black and white worker attitudes, however, had to be taken into account when managing a business.

A new need had been created by emergent black trade unions for coherent in-company industrial relations which included the lowest levels of management.

"In South Africa we have tended to think that it was not necessary to concentrate on in-company relations for white employees. This will have to change," Professor Piron said.

Whites had a number of attitudes which had considerable impact on management and which determined labour climates.

Due to a sensational and negative publicity in the media, Professor Piron believed the majority of unskilled, skilled and foreman-level whites believed that most emergent trade unions were "big, black and bad."

He did not believe this image was accurate.

Whites, he said, also tended to resent management's readiness to accommodate black workers and tended to put pressure on management to take a hard line stand on trade union action.

They also feared unemployment and losing their jobs to blacks.

One of the white attitudes which raised the most concern was the refusal by lower and middle management to support top management's labour initiatives. In some cases lower and middle management had refused to implement labour relations procedures.

However, judging by widespread Security Police harassment of trade unions, there appeared to be a contradiction within the Government.

Mr Heffer questioned whether the Government in general had accepted the Department of Manpower's assurances on the freedom to associate.

The Government, he said, was quick to publicly condemn unionists who had allegedly engaged in non-union activity.

"Finally," said Mr Heffer, "of the 19 detained, 10 were released without charge, four were released and then banned without any recourse to the courts, three had charges brought against them which were later dropped, one was convicted and acquitted and one died in detention."

Mr Heffer stressed that it was not possible to have a system of industrial relations without freedom of association.

He believed that the Department of Manpower had recogised this but that general Government policy did not encompass the department's policies on the issue.

Mr Heffer also voiced concern about the confusion being generated by the various divergent policies adopted by the independent homeland governments.

He predicted that with the gradual independence of more of the self-governing homelands, the confusion would become worse.

The Ciskei, for example, had adopted labour policies which in principle clashed violently with those professed by South Africa.

The homeland had gone so far as to suggest the use of military-type disciplinary camps to correct the behaviour of workers who broke their employment contracts with trade union action.

Mr Heffer urged employers to support the Department of Manpower in its efforts to bring about labour reform.
Mwasa wins big battle in Star dispute

IN A MAJOR labour move, The Star newspaper has proposed to reinstate with immediate effect 23 of the 209 members of the Media Workers Association of South Africa (Mwasa) who were sacked following a work stoppage at the newspaper in March.

In a submission to the Industrial Court yesterday the newspaper also proposed to pay severance money to the rest of the members pending a court ruling on the matter.

However, the court's president, Mr D Van Schalkwyk, has reserved judgment on the matter.

In his submission Mr J L Lazarus, for the Argus Company, proprietors of The Star, said that his clients were prepared to re-employ four of the members or alternatively they could take their pensions.

The four are Mr John Gabela, Mr Wilson Mabibanye, Mr Alex Mulawa and Mr John Matheo.

The newspaper has also offered to pay 19 workers while they are not physically employed by the company in an attempt to alleviate their financial hardships. The rest of the workers will be paid pending the ruling of the court.

He said that in the event of the ruling not being in favour of the workers they could benefit from the UIF. He contended that the workers had gone on an illegal strike and as such their dismissal was justified.

He also denied that there was any prejudice on the part of the management when dealing with the matter and the company was not economically sound to be able to pay the other workers.

The re-employment of the rest of the workers will pose a problem as the company has already employed other workers to replace them.

In his reply, Mr Clive Thompson, for the union, said the management was responsible for the labour dispute and as such should be able to bear the brunt. They were biased and did not give workers full hearing to represent the workers. They did not adhere to the procedural code.

His clients, he maintained, have suffered financially as a result of the dispute and could not afford to pay the rent and support their families in these times of recession and high unemployment rate.

He demanded that they should be reinstated as this would solve the industrial relations between the union and the management.
The fate of 200 Media Workers' Association of South Africa (Mwasa) members sacked by The Star newspaper hangs in the balance as legal representatives of the two parties argued their case in the Johannesburg Industrial Court yesterday.

In papers before the president of the court, Mr D R van Schalkwyk, the workers' lawyer, maintained that by dismissing and refusing to re-employ them, management intended to "smash Mwasa at The Star".

The application is a sequel to the dismissal of 209 workers at The Star in March after workers had refused to abandon a work stoppage in support of a colleague who was sacked for disciplinary offences.

The Argus company, proprietors of The Star, challenged the workers' rights to take legal actions which was not provided for in the union's constitution.

Members have accused management of unfair labour practices and are seeking redress in terms of Section 43 of the Labour Relations Act.

Workers' representatives Mr Clive Thompson said in terms of Section 43, the Star should re-instate retrospectively the workers.

He said The Star dismissed the workers en bloc and refused to re-employ them when the precipitating issue had been resolved, not because they stopped work, but because they constituted the bulk of the Mwasa membership at the plant.

"By dismissing and refusing to re-employ them, it intended to smash Mwasa at The Star, the flagship of the Argus Printers and Publishing Company Limited," Mr Thompson said.

"This claim is an afterthought," Mr J L Lazarus, counsel for The Star, said. The hearing continues.

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Note: Candidates are not allowed to discuss the question in column (1). The number of each question answered in the order in which it has been answered, leave columns (2) and (3) blank.
Mr Clive Thompson, for Mwasa, said that while the former employees were interested in obtaining some form of interim relief their ultimate goal was reinstatement. The Star's management was responsible for having taken on a new workforce and would have to dismiss them and reinstate the 209, Mr Thompson argued.

Mr Lazarus said the dismissal of the new workforce would cause further industrial unrest. It was within management's prerogative to have dismissed the 209.

The Star offered to reinstate workers who had very long service with the paper.

Mr Thompson said the union's case rested on the argument that workers downed tools because management had abused their contractual rights.

Mr Lazarus said the applicants had chosen a bad case to argue in the dismissal of Mr Oupa Msimang and had tried to build a good case around it.
Manifesto under attack

THE ADOPTION of a manifesto by a conference convened by the National Forum Committee (NFC) in Hammanskraal recently, took a dramatic turn yesterday when two leading trade union and two student organisations, said they disassociated themselves from it.

In a joint statement released to The SOWETAN the South African Allied Workers' Union (SAAWU), General and Allied Workers' Union (GAWU), Cosas and Azaso, said they could not be party to the adoption of the manifesto because they were still committed to the Freedom Charter.

"We reiterate our uncompromising commitment to the historic Freedom Charter as the only democratic document drafted in the history of the liberation struggle."

"The Charter stands out from all other alternatives for change in South Africa, not only because of the manner in which it came into being, but also because of the demands reflected in it.

"It can, therefore, never be substituted without the will of the majority. Any attempt by an individual or group to discredit or undermine it can only be seen as an act of betrayal to the aspirations of all the people of South Africa," the statement ended.
Organising Stores

Recognition agreements achieved in recent weeks by the Commercial, Catering and Allied Workers Union (Ccawusa) testify to the union's strong growth. Total membership is now about 30,000, having increased by some 10,000 during the past year, according to the union's general secretary Emma Mashinini.

This month Ccawusa has signed recognition agreements with Woolworths and OK Bazaars. Of particular interest is the generous maternity leave agreement concluded between OK and the union. Workers will be allowed to take up to a year's maternity leave - and will be guaranteed a job when they return.

Ccawusa also has recognition agreements with Edgars and Allied Publishing. Mashinini says the union is strongly represented at CNA, Checkers, Makro, 3M SA and Gallo, and is confident of being formally recognised by these companies during the coming year.

A singular feature of industrial relations in SA in the past year has been the growing militancy of black workers in the retail trade. Indeed, Mashinini attributes Ccawusa's growth to "the awareness of the workers themselves and their willingness to stand up for their rights. Workers made life easy for the union by organising themselves."

Like many other black unions which have grown rapidly in recent years, Ccawusa has suffered from a shortage of experienced and adequately trained administrative staff. It has also been hit by the detention of some of its leaders. However, the union now appears to be creating an effective administrative structure. Not only will this result in better service to union members, but it will obviously also provide a stable foundation for further growth.

Ccawusa's constitution restricts its membership to black workers. However, it seems likely that workers of other race groups may be attracted to the union as it achieves gains such as the maternity leave agreement. Will it be willing to change its constitution and accept them as members?

"That is a matter which will have to be decided within Ccawusa," says Mashinini. She does, however, point out that the union has agreed to take part in unity talks being held among emerging unions - some of which have members of all race groups.

Mashinini... recognition agreements signed

Financial Mail June 24 1983
THE story about the Mwasa dismissals which appeared in yesterday's SOWETAN created a wrong impression.

The headline, 'Mwasa Wins A Big Battle in Star Dispute', was misleading, and so was the opening phrase of the story "In a major move"

An offer was made to reinstate just over 10 percent of the dismissed workers — and of those, only four physically. This cannot be construed as "Mwasa wins a big battle" or "a major move"

This conciliatory step by The Star was in respect of a small percentage of workers to whom the newspaper was prepared to give the benefit of the doubt over participation in an illegal strike on March 24 and 25. The Star did not say

that all four of the physically reinstated workers could take their pensions as an alternative. Only two of the four qualify. The names of the workers listed were also wrong. The right names are Mr Wilson Magwanyane, Mr Alex Mokoena, and Mr John Matheu.

The newspaper did not offer to pay the other 19 "in an attempt to alleviate their financial difficulties", but decided to give them the benefit of the doubt. No severance money was proposed to the rest of the members "pending a court ruling on the matter". They will be paid only if the court does not reinstate them.

Finally, the newspaper did not say the company was not economically sound to be able to pay the other workers."
Workers want jobs back at The Star

Former employees of The Star took the newspaper to the Industrial Court yesterday to try to win reinstatement under section 43 of the Labour Relations Act.

The 205 workers were dismissed in March after refusing to stop striking in protest over a colleague’s dismissal.

The Media Workers Association of South Africa argued that The Star dismissed the workers because it wanted to “smash” the union.

Counsel for The Star said there was no bias against union members during the dispute and that management was within its rights to dismiss the workers.

Mr Clive Thompson, on behalf of the applicants, said The Star management had ignored disciplinary procedures in Mr Oupa Msimang’s dismissal and had stopped union officials helping him.

The sacked workers constituted the bulk of Mwas’s membership at The Star and by dismissing them, the newspaper intended to “smash” Mwas, he said.

Advocate J.L. Lazarus SC, representing The Star, said no one had raised such points at the time of the dispute.

Arguments that The Star had failed to follow proper disciplinary procedure had no substance and there was no bias against union members as had been suggested.

The workers’ failure to respond to management’s call to return to work was cause for dismissal, he said.

The case continues today.

Fire gutted a gift shop and a luggage and leather goods shop at Highpoint in Hillbrow last night causing damage estimated at more than R50 000. The fire started shortly before 9:30 pm in the shop on the Kotze Street level of the complex.

Eyewitnesses said they heard a small explosion and others said they had seen a heater which had apparently set the carpet alight. Amid piles of rubble in the gutted gift shop, two firemen dumped down the walls to prevent the fire from spreading to the neighbouring shops. An unidentified woman was overcome by smoke and was found lying in a basement by firemen.

She was taken to the Hillbrow Hospital. Patrons of the Highpoint cinema were evacuated.

Sauna girl tells of ‘fine

A former sauna attendant yesterday told a Johannesburg magistrate she was ordered by her employer to pay him back R1 900 after she had been sacked.

Miss E. Stewart (25) was giving evidence for the State in the trial of four people who have pleaded not guilty to keeping a brothel at the Elegance Sauna in Union Centre, Harrison Street, Johannesburg.

They are Mr Carlos Alberto Pires (29), of Ansel Road, Rewatch, Miss Yvette Rosamond Weeks (29), of Lily Road, Berea, Mrs Cornelina Alberto Taylor (26), of Kruis Street, Johannesburg, and Mrs Muriel Colomnas (34), of Royal Ascot Road, Judith’s Park.

Miss Stewart said she was employed by Mr Pires in June last year and during the interview told her she had an appendix operation.

A few away it returned “I told him only if you paid me and I made a date.”

Fund for waifs’ hc

By Yusuf Nazee

The Johannesburg Child Welfare Society’s Orthandwen Home fund-raising barometer has risen from R50 000 to R50 885.

Star readers sent in amounts of R365, R30, R200 and R20 to boost the fund towards its R110 000 target and July 1 deadline.

The money will build cottages for abandoned and homeless black children in Soweto’s Mofolo South.

An appeal to Soweto’s schoolchildren and their parents to give 20c to the “Donate-a-brick” fund has also been launched by the society’s public relations director, Mrs Anne Lee Wates, and Soweto director Mrs Shirley Lesu.

The money will go towards buying bricks, cement and other building materials.

Mrs Wates said the following collection points had been set up for Soweto’s citizens:

YWCA Zennele, Dube

Johannesburg Wednesday June 22, 1983
THE industrial court last week heard arguments which, if upheld, would curb employers' ability to fire strikers en masse.

In a case between the Media Workers Association of South Africa and The Star newspaper, MWASA argued that it was not illegal for workers to stop work in protest at a unilateral change in work conditions by an employer.

Its lawyer said court decisions had ruled that such a stoppage would be a lock-out, not a strike.

This would have special relevance where a union and employer entered into a recognition agreement. If an employer breached the agreement unilaterally, workers would
CCWUSA gains in stature

BLACK shopworkers' union Ccwusa is establishing itself as a permanent fixture on the bargaining landscape.

It has now been granted recognition at Edgars, OK Bazaars and Woolworths. Further agreements with other major stores and with companies in other areas of commerce may be due soon.

The OK agreement is the union's most significant thus far, including as it does a maternity agreement which is a major advance for working women's rights.

At a time when most companies still insist women resign from their jobs to have children, the agreement allows up to a year's maternity leave and other benefits for women who leave to have babies.

These agreements are a sign not only of Ccwusa's growing presence in the trade, but of the willingness of big employers to reach an accommodation with it.

The maternity agreement raises one other issue: white women will benefit from this advance, which was negotiated by a black union.

This confirms a trend which has been noticeable for some time. Mainly black unions are raising issues that established unions have generally ignored.

In some cases these affect black workers only, but in key areas — like retrenchment — they are of direct concern to some white workers too.

In these areas, black unions are setting an agenda from which white workers also stand to benefit.
Workers clinch big deal

THE Commercial, Catering and Allied Workers Union (CCAWU) of South Africa's membership has increased from 10,000 to 30,000 in the past year — indicating that the union is growing from strength to strength.

According to the union's secretary, Mrs. Emma Mashinini, recognition agreements signed by the union and management in recent weeks also testify to this fact.

Cawusa has signed recognition agreements with Woolworths and OK Bazaars, the most significant being the one at OK Bazaars where a generous maternity leave agreement was concluded between the union and management this month.

In terms of the agreement, workers will be allowed to take up to 12 months maternity leave without losing their jobs and other benefits after giving birth.

Mrs. Mashinini said the agreement was a major breakthrough in that women would no longer lose their jobs and other benefits after giving birth.

The agreement also states that women will not be given "tough tasks" or jobs that will be a "danger to their lives" while they are pregnant.

The union has recognition agreements with Edgars and Allied Publishing and is due to conclude other agreements at CNA, Checkers, Makro, 3M SA and Gallo.

"We hope we shall be recognised at these companies so that we can represent our workers fully," Mrs. Mashinini said.

A significant feature of industrial relations in South Africa's retail trade has been the number of labour unrests which hit companies such as Woolworth and OK Bazaar last year.

Mrs. Mashinini said that workers' willingness to fight for their rights has played a vital role.
Maternity benefits

Union wages war for working women — and wins

A historic agreement concerning maternity benefits for women was reached between the Commercial, Catering and Allied Workers Union of South Africa (Ccasuwa) and OK Bazaars last month.

In terms of the agreement, workers will be allowed to take up to 12 months maternity leave — thus safeguarding their jobs when they return.

Ccasuwa, which has a large female membership in department stores and other retail establishments, found that pregnant women suffered particularly from discrimination in the workplace.

Problems and hardships experienced by the union's members were, among others, that pregnant women usually lost their jobs. They were unlikely to get back the same job or even a job in the same company.

If they were re-employed, they usually suffered a drop in salary or position. Their absence while they had children was treated as broken service, and they received no wage increase that usually goes with length of service.

When allocating work, management did not consider the physical needs of a pregnant woman. Even women in advanced stages of pregnancy were often moved off the shop floor and into less visible positions like warehouses which usually require heavier work in unhealthy conditions.

The Shops and Offices Act states that shops have seats available for workers to sit at 'reasonable intervals.' This regulation is seldom adhered to, and even when pregnant, workers are seldom given jobs with seats.

Women also had problems claiming maternity benefits. Pregnant women need to go for check-ups at clinics and management often do not recognize this need, nor do they count days taken off as sick leave.

Women cannot take time off to attend to their children, and no thought was given to breast feeding.

The union's secretary, Emma Mashinani, said the agreement was a major breakthrough in that women would no longer lose their jobs and other benefits after giving birth.

The agreement also states that women will not be given 'tough tasks or jobs that will be a 'danger to their lives' during pregnancy.

"Hats off to Ccasuwa," said SACC's Sophie Mazibuko, "I hope people will realize how effective it is to belong to a union and we hope for better things to come," she added.

Sheena Duncan of the Black Sash said that this was an enlightened approach which would benefit not only black women.

A female journalist said she was thankful to be part of a generation that realized the worth and power of unions.

"Unions are doing wonders. Who would have thought that labourers would be considered, where professionals failed. People should support unions for they will give us a brighter and better working atmosphere. It is time we made employers aware of our economic power and rights and showed them that by granting us those rights, they are not doing us a favour," she said.

By ZODWA MSIIIBE

A community worker with the Domestic Workers and Employment Project (Dwep), Nombulelo Makhubu, applauded the agreement and expressed hopes for the 'forgotten masses' — domestic workers — who have no benefits at all.
JOHANNESBURG — Judgement was reserved in Wednesday's Industrial Court hearing between The Star newspaper and the Media Workers' Association of South Africa (Mwasa).

An attempt before the Court's opening to settle the dispute failed after Mwasa applicants had turned down management's offers.

During the two-day hearing the 102 union applicants sought to be reinstated after having been sacked for striking in support of a dismissed colleague.

Advocate J L Lazarus for the Star said that the newspaper was willing to pay out between R300 and R2 000 in severance pay to 139 former workers who had more than five years' service before their dismissal in March as a result of a strike. Other applicants would receive R250 in severance pay.

The Star also offered to reinstate some of the applicants who had had very long service at the paper.

Mr Clive Thompson for the applicants, said that while the former workers were interested in some form of interim relief, their ultimate goal was physical reinstatement — and the Star would have to get rid of the workers they had taken on as replacements.

The union applicants' case rested on the argument that workers had downed tools because management had abused their contractual rights. Mr Thompson said.
Public Servants' League slams State proposals

TO accept the Government's constitutional proposals would be to "participate actively in our own oppression and exploitation," the 26,000-strong Public Servants' League has resolved.

The League's annual meeting in East London unanimously resolved to reject the constitutional proposals and those organisations who "operate the machinery of oppression."

"It must be clear to all inside South Africa that we stand for a united, free and democratic South Africa in which all can participate in deciding the future."

"In our opinion the President's Council and the present bill before Parliament is designed to divide and sub-divide the oppressed and exploited, and maintain them in a condition of oppression," the League said.

They demanded:

- a full unqualified political franchise for all South Africans irrespective of sex, colour or religion,
- democratic rights, like freedom of movement, assembly, residence, and speech for all South Africans,
- all discriminatory legislation and job reservation in the public service be scrapped and equal opportunities be given to all,
- a united South Africa and one democratic parliament be based on the will of all the people,

"We will work actively with other organisations who believe in the above principles and objectives," they said.
Govt plans tough action on unions

PRETORIA — The Minister of Police, Mr Louis le Grange, warned last night of tough action to combat the increasing politicisation of certain areas of the trade union movement.

Speaking at an Icor function in Vanderbijlpark the Minister also warned of the machinations of the ANC/SA Congress of Trade Unions alliance.

"What will it help that our sons fight and die on the border if we allow white-anting on the home front and on the factory floor?"

What, he asked, should the police do when confronted by the real danger of subversion, infiltration and manipulation of, in some cases, yet unsophisticated trade unions?

Urgent attention, the Minister said, was being given to the danger.

The aim was clear — to disturb the economy seriously through unrest to an extent that it collapsed, and that the government would be forced to its knees.

In the ANC/Sactu aimed to alert the total work force as an important component, and un-

fortunately some people and organisations however well meaning played directly into the hands of the evil alliance, he said.

The Minister referred to the outcry over the "so-called" detention and harassing of trade union members, while the fact that the detentions and interrogations without exception had to do with the country's security was lost sight of.

He warned that the labour field had been selected as one of the most important, if not the most important, area from which to attack South Africa.

"Our enemies know the power and potential of the South African economy, and they realise they would achieve an important victory if they could undermine our economic power."

The trade unions were being seized on by the communist orientated ANC as an instrument of incitement.

The latest indications were that the ANC and its labour wing, the South African Congress of Trade Unions, were intensifying their efforts through the trade union movement and the non-white workforce.

Of significance was that local trade unions and trade union umbrella organisations were similarly busy with unity initiatives, and it could only be hoped they would be alert to a possible ANC/Sactu combination, and the serious danger of revolutionary manipulation.

One of the primary cornerstones of ANC/Sactu propaganda was the mobilisation of the workforce in South Africa against the existing order.

There were already examples of certain overseas organisations and trade unions making common cause with the ANC and Sactu.

The International Labour Organisation was one of these, and its support of the ANC/Sactu was well known.

The government was aware, however, of the scheming behind the scenes, and could give an assurance that wherever subversion lurked it would be fought with everything at the government's disposal.

Mr Le Grange said although the South African Police refrained from interfering in bona fide trade union affairs it should be realised that it might be necessary when strikes were accompanied by riots or where lives and property were threatened, for the police to intervene.
Labour a target in ‘onslaught’

— Le Grange

PRETORIA — Labour had been targeted as one of the most important areas for the onslaught against South Africa, the Minister of Law and Order, Mr. Louis le Grange, said here yesterday.

“Our enemies know the strength and the potential of the South African economy and they realise only too well that they will score an important victory if they undermine our economic strength,” the Minister said.

Mr. Le Grange was speaking here at an Iscor function.

He said the International Labour Organization and other foreign organisations were interfering in the South African situation.

“It was a well-known fact, he said, that these organisations associated with and supported the ANC and SACTU.

“The Government is fully aware of the scheming behind the scenes and can give the assurance that, wherever subversion is involved, it will be fought with every possible means,” Mr. Le Grange warned.

Although the police were out of respect for the concept of freedom of association in a democratic state — normally stayed out of bona fide trade union affairs, they would not hesitate to step in situations involving unrest, he added.

He said it had to be questioned whether the authorities could allow the increasing politicising of the trade union set-up, which would have an adverse effect on the free market system.

Mr. Le Grange warned against the danger of subversive infiltration and the manipulation of unrefined and naive trade union members.

He added that it was the duty of every employer and worker to ensure healthy labour relations — Sapa
Checkers staff still on strike

Labour Report

High staff at the Kalamazoo Alexander of Checkers were still on strike this morning over plans to put a management official at the store.

About 70 workers began their strike on Friday.

A Checkers spokesman said the company had undertaken to consider the grievances when workers returned to their jobs.
MORE than 1 000 workers who went on strike at four different factories on the Reef have vowed not to return unless their management meets their demands today.

And, management has warned that workers would not be paid while on strike.

At D and DH Limited in Cleveland, about 200 workers downed tools on Friday after management refused to meet their demands for an R80 wage increase.

About 200 workers employed by Golf Steel near Kedehong went on strike after management had refused to listen to their demands for higher pay.

More than 70 workers, mostly women, employed at Checkers in Killarney, stopped work on Friday after a colleague was allegedly threatened with assault and complained of ill-treatment by a white supervisor. They called for his replacement.

In Randfontein, Patons and Baldwins' management has warned about 500 workers on strike to return and to negotiate. They had also stopped work because of pay demands.

More than 450 workers at Barlows Manufacturing Company, Kew Site, near Johannesburg, striking over wages increases have vowed that they will not return unless management meet their demands.
Unity meeting pulls emerging unions together

By STEVEN FRIEDMAN
Labour Correspondent
THE possibility of a new federation of emerging unions which would bring together all the major groups of these unions is greater than ever before since a meeting in Cape Town at the weekend. The unity meeting, which unions representing more than 300,000 workers attended, was called to discuss the details of a new federation to bring together emerging unions.

Unions behind the move say that, by agreeing to attend the meeting and serve on the "feasibility committee" which is planning the new body, unions are agreeing in principle to enter the alliance.

A key feature of the weekend's meeting was the attendance of unions which had previously seemed to oppose the move towards a new federation.

Sources at the meeting said there had been little acrimony, despite the fact that some of the groupings present have been bitter rivals.

A statement said another meeting would be held in October. It added that the weekend meeting had discussed details of the new federation and that unions which attended would now report back to their members.

Eleven union groupings attended the meeting. They were Cosatu, the General Workers' Union, the African Food and Canning Workers' Unions, the Food and Canning Workers' Union, the SA Allied Workers' Union, the Cape Town Municipal Workers' Association, the Commercial Catering and Allied Workers' Union, the Building and Allied Workers' Union, its sister union the General Workers' Union of SA and the General and Allied Workers' Union.

Unionists said few objecions to the formation of a new federation had been voiced at the meeting while observers point out that most of the unions concerned still have to put the details discussed to their members and that it is possible that divisions could resurface in October.

Metal union wins big pay increases

Labour Correspondent
THE Metal and Allied Workers' Union says it has won wage increases from several Netal firms which exceed the 7% increase negotiated recently at the Metal Industries' Industrial Council.

Recently, the Steel and Engineering Industries Federation (Seisa), which represents metal employers, and unions on the metal council agreed on increases for 5% for the highest paid to 7% (or 10c an hour) for the lowest paid.

MAWU rejected this agreement and the unions who agreed it said they had done so with grave reservations, adding that they would seek higher increases with individual companies.

Seisa said its opposition to that negotiation.

In a statement, MAWU said that a Maritzburg firm, A P V Kestner, had agreed to an increase of 18c an hour in talks with the union.

350 strike after gas blast kills two men

By ANTON HARBER
THE death of two workers in a gas explosion at the plant on the 350 workers believed the plant to be unsafe after the explosion. They refused a demand...
Unions moot plan for unity

Major efforts to forge greater unity between emerging trade unions representing about 300,000 workers gathered momentum at a summit held in Cape Town at the weekend.

Union sources said the two-day meeting had agreed to continue to investigate the establishment of a new union federation through a feasibility committee representative of 12 unions.

The unions are The Federation of South African Trade Unions (Foatu), Council of Unions of South Africa (Cosatu), General Workers' Union, African Food and Canning Workers' Union, South African Allied Workers' Union, Cape Town Municipal Workers' Association, Commercial, Catering and Allied Workers' Union of South Africa, Motor Assemblies and Component Workers' Union of South Africa, General Workers' Union of South Africa, General and Allied Workers' Union and Municipal and General Workers' Union.
Strike to be probed by management of Checkers in Killarney is to make a full scale investigation into the grievances of about 70 black workers who went out on strike demanding the replacement of a white supervisor.
400 more join Checkers strike

By HARRY MASHABELA

The strike at the Killarney, Johannesburg, branch of Checkers which began last Friday when 70 black employees, most of them women, downed tools, spread yesterday with more than 400 workers from eight other branches joining the work stoppage.

A spokesman for the Commercial, Catering and Allied Workers Union of South Africa (CCAWUSA) said yesterday the original cause of the mass strike was "solidarity with the Killarney strikers," but new grievances about "poor pay and bad treatment" of workers had now cropped up.

Workers at the main branch in Commissioner Street, Johannesburg, the Sandton City branch the Cresta branch also in Johannesburg, the Princess Avenue branch in Benoni on the East Rand, two branches in Roodepoort and another two branches in Krugersdorp are all said to have joined the strike.

The 70 Checkers workers at Killarney struck after a colleague was fired. The worker claimed he had been threatened with assault, and he also complained of ill-treatment by a supervisor.

Checkers management was not available for comment yesterday.
Strike hits nine Checkers outlets as 400 more quit

By Tony Davis, Labour Reporter.

A strike that started last Friday at a Johannesburg branch of Checkers has snowballed. About 400 workers from eight other stores joined this week.

About 70 struck at Checkers in Killarney after presenting management with a list of grievances, mainly centring on complaints against a senior white staff member.

Checkers agreed to talk to shop stewards of the Commercial, Catering and Allied Workers Union while staff were still out on strike. Talks yesterday ended in deadlock and workers from other Johannesburg and Reef branches joined the strike.

A Checkers spokesman said at least five branches had reported staff out on strike this morning but talks with the union were still going on.

A union spokesman said workers were now demanding an R60 across-the-board monthly increase and had grievances such as an alleged unfair dismissal.

Many strikers gathered at the union's Johannesburg offices early today.
Trade union talks could have major impact on society

By PHILLIP VAN NIEKERK, Labour Reporter

The creation of a new super-union of South Africa's black workers came a step closer to reality last weekend when representatives of 11 emerging trade unions and federations, representing some 300,000 workers, held talks in Cape Town.

The emergence of such a federation — potentially the biggest and most powerful workers' organization in South Africa's history — is likely to have a major impact on the country's industrial and political scene.

Unions which were present were the Federation of South African Trade Unions (Fostatu), the Council of Unions of South Africa (Cusa), the SA Allied Workers' Union (Saawu), the African Food and Canning Workers' Union (AFCWU), the Food and Canning Workers' Union (Ficwum), the General Workers' Union (Gwu), the General and Allied Workers' Union (Gawu), the Commercial, Catering and Allied Workers' Union (Cawu), the Cape Town Municipal Workers' Association, the Motor Assembly and Components Workers' Union (Macwusa) and the General Workers' Union of S A (Gwusa).

Moves towards a federation among the emerging, mainly black unions have been afoot for nearly two years, but have been impeded by major policy differences between the unions in April this year, however, eight out of the 13 union groupings present at the historic Athlone talks decided to go ahead and form a feasibility committee leading to a federation.

Last weekend's talks were the first meeting of this committee Press and observers were barred, and only a brief statement saying that the talks were successful and that the next meeting would be in October was issued.

But there were several indications that the talks had been more amiable than previous attempts at unity. For a start, no one withdrew and a statement was issued on behalf of all those present. This was the first time this had been possible since the abortive Port Elizabeth talks last year where a brand statement saying that no basis for unity exists at present was issued.

Secondly, there was reportedly present - than had originally opted to serve on the feasibility committee. Those who came in later have explained this by saying they first had to get a mandate from their members to serve on the committee.

But the presence of union groupings such as Cusa and Macwusa is a sign of a much deeper commitment to broader unity Cusa, for instance, is committed to "black leadership" in the union movement and has previously had reservations about uniting with groupings such as Fostatu, Gwu and the AFCWU which have white officials in key leadership positions.

Macwusa's attendance signifies an even greater shift in position. Along with its sister union, Gwusa, Macwusa has in the past taken a strong line against working with unions which are registered or serve on industrial councils.

It was precisely over such issues that the emerging union movement seemed irrevocably split only a few months ago. That unregistered unions such as Macwusa, Gwusa, Gwuu and Gawu are now working towards a federation with registered unions is a sign that worker unity has become a more compelling issue than the policies of individual unions.

It is also a sign that the registration debate, which dominated union politics after the Industrial Conciliation Act was amended in 1970 to allow black unions to register in the wake of the Wiehahn Commission report, is effectively a dead issue. In fact, this was recognized by the Department of Manpower 18 months ago.

It is clear that no union federation will work without the participation of Fostatu, the largest and most powerful of the union groupings, claiming well over 100,000 members in eight affiliated unions.

So while others might not agree with the policies of Fostatu in their political, style, they seem prepared to work alongside it in the interests of worker unity.

Another issue which seems to have faded is the establishment of union "regional solidarity committees" as opposed to a tightly-knit federation. This option was the subject of hot debate at the unity talks in April. However, it seems inevitable that worker unity will take the form of a federation.

Union leaders concede that difficulties lie ahead and that much detail of the structure of the federation still has to be worked through, but there is little doubt that a dynamic new trade union force is about to be born, whether or not it includes all 11 groupings that were present at Cape Town last weekend.

As things stand, the unions which are poised to go into the federation represent only a fraction of the country's black workforce. In terms of numbers, in fact, they probably have less members than the establishment union grouping, the Trade Union Council of South Africa (Tuesa).

But the majority of Tuesa's African and coloured members belong to unions which have closed shop agreements with employers. Workers thus have no choice whether they want to belong to these unions or not. And while it has been Tuesa's tendency to sneer at the newer unions, there is little doubt that the future of black worker unionization lies with the emerging unions.

The future development of these unions will be greatly enhanced by the formation of a federation, the aim of which, union leaders say, will be to prevent emerging unions competing against each other for members, as has sometimes been the case up to now, and to provide a united worker front against employers and the state.

An equally crucial consideration will be the organizing of unorganized workers. Millions of black workers particularly on the mines, on the railways, on the farms in the public service and in domestic service are unorganized and therefore outside the collective bargaining structures.

In the long run, the new federation could grow into the largest mass-based organization of blacks in South Africa's history. As such, it should play a leading role in reshaping South African society.
Man tells why he hid from police

By CHRIS RENNE

The banned former president of the Motor Assemblers and Component Workers' Union of South Africa, Mr Dumile Dennis Makanda, told the Port Elizabeth Regional Court today that he hid from the security police because they had threatened to extend his restriction order to house arrest.

Mr Makanda, 32, is facing charges of contravening his banning order by being at his brother's house in Zwide on October 8 last year. He is also charged with being in possession of prohibited literature on October 8 and 12 last year. He pleaded not guilty on both counts.

When the State closed its case today Mr P Langa, appearing for the defence, applied for Mr Makanda's discharge on the first count.

He submitted that in order to prove Mr Makanda had contravened his restriction order by leaving Kwazzalele, the State first had to prove what constituted Kwazzalele.

None of the maps or documents before court defined Kwazzalele.

Mr Langa said the map defining Zwide that was before court had also not been proved as an official map.

The application for discharge was refused.

Giving evidence, Mr Makanda said on October 8 he went to his brother's house to fetch some planks to build a shed.

His brother was not there, but he saw a youth named Masi. He went into the house to telephone his brother.

While he was busy, Masi came and told him that the police were outside.

Mr Makanda said he did not want the police to find him there because they had threatened to extend his restriction order to house arrest. He hid under a bed where he was later found by Lieutenant W S Dennis.

He agreed a book and pamphlets were taken from a bookshelf in the room. He denied he had said they belonged to him.

He agreed that Lt Dennis had searched his house on October 12 and more articles were taken.

He denied the stickers before court were among the items taken or that they belonged to him.

The photographs before court were his property. He denied the colours bordering the photographs were those of the ANC.

(Proceeding)

Mr J B Robinson was on the Bench. Mr H S Goosen appeared for the State. Mr Langa was instructed by S Nkamne and Co.
trip not for them

school yesterday, the last day of term, expecting to abandon their books and uniforms for the pleasures of Margate — only to be told they had not been.

This resulted in tears and upset parents, who had been left without their children in a hurry to return home, which would mean late for the 10 o'clock train.

Parl said yesterday that it had been a case of unrealistic expectations, because it had been made clear from the beginning that not all applicants would be chosen.

It was unfortunate that they had not been informed of the situation earlier.

Tattooed man sought

By ANN PALMER

POLICE urgently want to contact Mr Peter Louis Grundling, whom they believe will be able to help them with their inquiries into the death of an Ermelo man.

Mr Barend Eugene Greyvenstein was found shot dead on the road in the early hours of a morning, outside Ermelo. He had been robbed of a cash box.

Mr Grundling, 25, was last seen driving a Datsun Pulsar with the registration number NUT 5347. The car was found abandoned in Bloemfontein.

Possibly travelling with him is a 19-year-old girl called Dawn Charlene Phillips.

Police warn members of the public to be careful if they spot him.

Mr Grundling has a horse with a broken head, which was treated by a vet. Other tattoos include a heart and a cross.

Lost and found

A 4-year-old boy, Michael Smith, was found wandering in the street yesterday.

He was wearing a T-shirt and shorts, and was carrying a toy car. He was taken to the police station, where he was reunited with his parents.

Strikers blocked me

work

By ANTON HARBUR

PREMIER BISCUITS has told 400 workers that they must return to work because the company's East Rand plant is closing today.

And in a statement yesterday the Food and Beverage Workers Union, to which many of the workers belong, accused the company of breaking one of the oldest agreements signed with a union.

The union said it would take legal action if the company did not agree to form a joint committee to investigate the matter.

"The company's proposals are unfair and we will not accept them," the statement said.

The union said its officials were told at a meeting last Wednesday that the plant would be closed, but that the workers were assembled for the announcement."It was a surprise, and the workers were not given any advance notice."

The union immediately demanded a meeting with the Biscuit Division of the Premier Group. A meeting was scheduled for Tuesday but was postponed by management and rescheduled for Wednesday as a director could not be found for the meeting.

The company offered retraining, paid leave for one week's wages for every year of service.

"It became apparent at the meeting that the board of directors had decided as an economic reason not to have take-up.

Diabetics 'need not steer clear of sugar'

BOSTON — Medical researchers, motivated by the "enormous sacrifice" of diabetics, have found evidence yesterday that found no evidence to support the idea that diabetics should avoid sugar.

"We see no reason for diabetics to be eating foods containing sucrose (table sugar) so long as weight reduction is not a factor. Sucrose is a natural carbohydrate in many foods and is an important component of nutritionally balanced meals," said Dr. John F. Bantle, of the University of Minnesota.

"It is an enormous sacrifice for diabetics to have to give up all the things they love," said Dr. Bantle. "We reviewed the literature, and there wasn't any firm evidence supporting the advice to avoid sugar," he said. "We don't support the belief that sucrose aggravates blood glucose levels."

Diabetes Association in New York City, said the "new research findings will be re-examined by the ADA."

He noted that association policy was "to counsel patients to avoid products containing sugar. We feel this yields better diabetic control."

Dr Bantle also warned diabetics to refrain from altering their diets based on the University of Minnesota study until others confirm the findings.

In addition to the potato and wheat starch usually recommended for diabetics, the carbohydrate explained...
Checkers workers on strike

ABOUT 600 Checkers' workers at 17 stores in the Witwatersrand yesterday joined the strike by 70 employees at one Johannesburg branch.

The workers downed tools after presenting a list of grievances inter alia the re-instatement of a sacked colleague and an R80 across-the-board monthly increase, according to a spokesman for the Commercial, Catering and Allied Workers' Union of South Africa (Cawusa) yesterday.

The stores affected include the head office store in Johannesburg, Krugersdorp, Benoni, Potchefstroom, Kempton Park, Roodepoort and Northcliff.
Court told of Teltron stoppage

By JOSHUA RABOROKO

PLAIN-CLOTHED police were summoned when about 200 workers at Teltron Company stopped work in support of the re-instatement of a colleague and a wage demand, a witness told the Johannesburg Regional Court yesterday.

Teltron's personnel manager, Mr Trevor Kieck, was testifying before Mr T Kleinhas at the trial in which six shop stewards of the Commercial Catering and Allied Workers' Union of South Africa (CCAWUSA) are charged under the Intimidation Act and with assault with the intent to do grievous bodily harm.

The accused, Mr Jacob Rabapa (31), Mr Jack Mangwane (45), Mr Joshua Podile (55), Ms Joyce Makola (27) and Mr Victor Daimold (44), have all pleaded not guilty. A warrant of arrest has been issued by the court for the sixth accused, Ms Stella Mashego (27), of Soweto.

The State alleged that the accused intimidated several workers to abstain from work and to participate in a strike, or threatened workers with assault and injury last November 16.

They are also alleged to have stormed Mr Christian Sibisi and Mr Mbombo Moses, who were both employed by Teltron, on December 2 last year.

In his evidence Mr Kieck told the court that prior to the strike he had received a letter from the union concerning the dismissal of a worker, Mr Marshall Sthole. The union's letter was replied to and later Mrs Emma Mashimini, the union's general secretary, had contacted him.

On November 15 he received reports that there was going to be a strike at the plant. On arrival at work on June 16 he found several workers outside the building and he learnt that there was a work stoppage on the go.

Police were summoned and he addressed the workers, giving them an ultimatum to return to work or to leave the premises.

There was no violence. Proceeding.
Is R100 wage enough for domestic?

By LINDA GALLOWAY
IF you called in at Mrs Nancy Mke’s smart little home in New Brighton you might easily be tempted to think | Pen Elizabeth’s domes-
tic workers have nothing to complain about. In the corner stands the colour TV set, on the op-
posite wall a gleaming fridge By her bedside, a telephone. But if you look at Mrs Mke you will know how they got to be there. Mrs Mke is 68 years old and she never stops working. If I stopped working I think I would die," she says. For five days a week and on Sundays she is out char-
rng around the white sub-
urbs.

Two of the homes where she works are in Newton Park. But she only takes a bus to Harrower Road and then she walks the rest of the way — uphill — because her money doesn’t run to a second bus ticket.

Another home is in Mount Cross. That time she walks from Main Street, North End.

Other homes are in Walmer, and here she has to take buses all the way. Mrs Mke is somebody who has made the very best she can of situations in which she has found herself. She was born in Ken Road in 1903, and lived on the farm Thornhill, which be-
longed to a Scottish family, the Kifon’s, with her two brothers and sister.

She learnt to speak Eng-
lish from the two children she looked after, and some-
where along the way she learnt to speak Afrikaans as well. "I got all my education from them," she said. "In those days there was no education for blacks and no motor cars. It used to take us two days to get to East London by horse and wagon."

MRS NANCY MKE, 80, of New Brighton, who puts in a full day’s work and then goes home to do her own housework.

"Fridays and Saturdays in Ken Road were great so-
cial occasions. There was always a dance on a Friday night and then the whole day on Saturday. We came in by wagon, and I slept with the children. In 1918, at the age of 15, she was sold to her hus-
band, Mr Willy Mke, for eight head of cattle and a horse with a saddle, which on those days was a lot of lobola. Was she happy?"

"In those days you didn’t think about that. You just accepted what came and got on with things. My husband was a farm worker, but he was sick and couldn’t work there any-
more, so we came to Port Elizabeth and he worked at the harbour," said Mrs Mke.

"My first job was work-

ing for a firm of funeral undertaking in Uitenhage Road, where I stayed for two years, before I started working for a family in Walmer — whom I still work for, after 40 years. I do work slower now than I used to, but I can still do a full day’s work," she said.

Mrs Mke has seven chil-
ren, of which only two live at home, with their fami-
lies, which brings to seven the number of people she supports in her home, not including the two dogs, Jasper and Dog, and a cat called Pansy. Two months ago her home was burgled, and ev-
ery scrap of food was re-
moved from the fridge, and clothing and other valuables from her bedroom. "They even took the cat’s food out of the fringe," she said. "So I’ve put burglar bars on the windows."

Mrs Mke is very ac-

tively involved in the Church of Christ, where she is super-
intendent of the ladies’ club, which involves look-

ing after all the visitors to the church and vestry, and members of the congrega-
tion. "I go and see them at night, and do their washing and mending, and some-
times cook for them as well."

Services are on Sat-

days, and so Saturday is the only day of the week that she doesn’t work. "I work for a family on Sundays as well," she said. "So I’m hardly ever at home." But when she is at home she still finds time to do her own housework. "I love my work, and I will not stop until I cannot move anymore. I’m happi-
est when I am at work," she said. Mrs Mke’s memory of the "old days" is a bit hazy, but at 98 she is still very active and articulate, with a mind as sharp as a knife.

AN advertisement this week in the small column of a Port Elizabeth newspaper may have caught the eyes of many job-seekers: R100 per month awaits thoroughly experienced, efficient, energetic, sleep-in cook/general with contactable references, it read.

The fact that the cash was dangling at the front of the add like a lure suggested it could be regarded as rich pickings by the applicants. Maybe it could.

What sort of money is being paid to domestic workers in the city these days? Would a thoroughly experienced, efficient, energetic cook/general be able to get by on R100 a month and help bring up a family — and if so, how? Weekend Post spoke to Mrs Pat Maquina, founder/secretary of the Domestic Workers Association of South Africa (Dwa). "Even if she is a sleep-in cook, she will still have to go home, so R100 a month is less than the minimum wage. Dwaans has laid down for domestic workers, unless buy fare is not included," she said. "We do not believe that a domestic can live on less than R10 a month. She does a very skilled job and should be paid accordingly."

"But even so, some are paid as little as R30 to do a full-
time job. Dwaans has a domestic workers’ contract which can be entered into by employers and domestics, which lays down maximum working hours and wages and also defines the duties of a domestic. Not many employers know about this service, which is beneficial to both parties," she said.
Temps take to Checkers tills

By DEENA SHAPIRO

TEMPORARY staff are manning the tills at several Checkers stores as the week-long strike continues.

Checkers said 560 workers from 12 branches were on strike but the Commercial, Catering and Allied Workers Union of South Africa (CCAWUSA) claimed that 700 workers from 20 branches were involved.

The workers want the dismissal of the assistant manager of the Killarney branch, Mr J Epstein, pay while on strike, re-instatement of a dismissed worker at Checkers's head office and an R80 a month across-the-board increase.

None of these demands would be agreed to although the pay increase would be discussed with CCAWUSA later, said Checkers public relations officer, Ms Peta Lomberg.

Workers allege that Mr Epstein manhandled a female cashier and that he had a racist poster in his office.

Ms Lomberg said yesterday a company investigation had shown the grievances against Mr Epstein did not warrant his dismissal.

"I think he is being used as a scapegoat. However, we have issued him with a formal warning in terms of the company's disciplinary procedure. He has appealed against the warning," Ms Lomberg said.

Mr Epstein would not talk to the Sunday Express yesterday.
The strike by several thousand workers at Checkers branches in the Johannesburg area and on the Rand continue today with no hope of immediate settlement.

By Tony Davis, Labor Reporter

The strike by several thousand workers at Checkers branches in the Johannesburg area and on the Rand continue today with no hope of immediate settlement.

Casual staff, including holidaying schoolchildren, are being asked to help.

A Checkers spokesperson said that the company had not yet received a response from the union.

The union had alleged that Checkers had not paid the full share of the workers' legal fees.

A labor official said that he had not heard from the union about the strike.

The strike has continued for three days, with no sign of a settlement.
Premier Group meets union

Labour Reporter

The management of the Premier Group met the Food, Bever-
age Workers' Union today to discuss the
planned closure of Premier Biscuit in Springs
and the retrenchment
of 400 workers there.

The union had said it
would take legal action
if Premier did not ne-
golette the closure and
placement of the work-
ers in other Premier
firms.

Bureaucrats put on pay pressure

By GERALD REILLY
Pretoria Bureau

PRESSURE on the Government to make an early announcement about interim increases for the country's one million public sector workers is mounting.

Next month the federal council of SA Transport Services Staff Associations will meet the Minister of Transport, Mr Hendrik Schoeman, to make demands for interim increases later this year.

And two weeks ago a delegation from the Public Servants' Association had discussions with the Minister of Internal Affairs, Mr F W de Klerk, on the same issue.

The president of the association, Dr Colin Cameron, said the Minister was asked to speed up the implementation of "occupational differentiation", and to consider interim relief for Government workers during the current financial year.

It was pointed out to Mr De Klerk there was an urgent need for adjustments among the lower ranks in the service, because of continued high inflation.

An undertaking was given that the Government would reassess the position of public servants.

Public sector workers, including Post Office and railway personnel, missed out on their annual routine increases in April this year.

The president of the federal council of SAFTS Staff Associations, Mr Jimmy Zurich, said the Minister rejected a demand from the Artisan Staff Association for 16.5% increases from April this year.

He stressed inadequate or no pay adjustments and continued high inflation were depressing living standards of wage and salary earners in all sectors of the economy.

Meanwhile MPs are to get increases of about R600 a month.

Their current earnings amount to a salary of R19 000 a year plus a R10 000 reimbursement allowance.

However, MPs claim this is not an increase but a "long overdue adjustment".
EAST LONDON — The management committee of the African Food and Canning Workers Union (AFCWU) expressed its "serious concern" at the continued detention of its Queenstown organiser, Mr Diaki Vani.

Mr Jan Theron, who released the statement on behalf of AFCWU, said that Mr Vani was arrested by South African Police on 17/2/83. "It is now over two months that Mr Vani was detained by the South African Police in Queenstown and we have not been able to establish how he was handed over to Ciskeian authorities.

"We call for his immediate release and for the return of our documents," Mr Theron said.

DDR
THE management of Checkers stores and leaders of the Commercial, Catering and Allied Workers Union (CCAWUSA) were yesterday locked in lengthy talks in an attempt to break the deadlock that has led to a strike of over 600 workers.

At the end of the afternoon, a Checkers spokesman issued a statement saying the talks would be continued today and he was hopeful of an early settlement.

Meanwhile, casual staff has been hired to man the tills at the stores.

The strike began 10 days ago. On Friday, the union presented management with a number of demands, including the sacking of an assistant manager, the reinstatement of a worker, an across-the-board increase and payment for the time they have been on strike.
Strikers return as race row is resolved

By HARRY MASHABELA

A WEEK'S strike by more than 700 black employees of Checkers ended yesterday when management assured union leaders that an assistant manager at the Killarney branch would be moved to another post at the same branch.

Mrs Emma Mashinini, general secretary of the Commercial, Catering and Allied Workers Union (CCAWU), said yesterday the assistant manager, Mr Epstein, would have minimal contact with workers, according to management.

The branch's 70 workers struck on July 3, alleging Mr Epstein was 'racist'. Staff at 22 other branches struck in sympathy with their colleagues and added three more demands to management.

The strikers wanted the assistant manager sacked, workers paid while on strike, the reinstatement of a dismissed Checkers head office worker and an R50 across-the-board increase.

A statement from Checkers last week said the assistant manager would no longer be responsible for the workers involved in the incident, strikers would not be victimised on returning to work but would not be paid for time out on strike.

When Checkers' managing director returned from abroad, wage increases would be considered, but other grievances would be addressed through established grievance procedures, it said.
Litemaster fires 260 strikers

SOME of the 260 workers at Litemaster Products in Wadeville who went on strike over the replacement of 44 retrenched colleagues were yesterday "summarily dismissed" by the management.

In a statement to Sowetan the management said the workers were offered interviews individually to determine whether they were prepared to go back to work or not.

The statement said that due to the economic downturn the company has found it necessary to retrench 44 workers.

Meanwhile after lengthy negotiations, Checkers management and the union have settled the strike and the workers will return to work immediately.

Workers have been assured that they will not be victimized on returning to work, but as stated before, workers will not be paid for time out on strike.

About 200 workers at Universal Lace and Fabric Mills in Pinetown Durban yesterday downed tools in support of their demand for more pay, reports Sapa.

AECI's public relations officer Mr Vermondt said that about 350 workers who had downed tools after an explosion at the factory in Sasolburg two weeks back, have all agreed to start work today.

And, at AECI Paints in Pietermaritzburg the entire labour force that had downed tools have returned to work after agreement with the management.
Union lauds strike victory

THE 10,000-strong Commercial, Catering and Allied Workers Union of South Africa (Cawusa) regards the settlement of a strike by over 600 Checkers workers as a "major demonstration of workers' unity." The union's general strike against the manager's "ill-treatment of staff and also accused him of a "racist attitude" towards workers.

Mrs. Mashinini, the assistant manager of the Kullarney store to the workers' demands that they be paid while on strike has "been turned down." The workers have been given an assurance that they would not be victimised on return.

Mrs. Mashinini also said that about 10 workers at Jet Store in Salisbury who went out on a three-day strike, returned to work yesterday.

She said about 70 workers had protested against the manager's "ill-treatment of staff and also accused him of a "racist attitude" towards workers.

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Mrs. Mashinini also said that about 10 workers at Jet Store in Salisbury who went out on a three-day strike, returned to work yesterday.
About 700 strikers at Checkers returned to work this morning after management reached an agreement yesterday with the Commercial Catering and Allied Workers' Union.

The agreement is:

- The assistant manager concerned has been moved to another department in the same store where he will not be responsible for the workers involved.
- Workers were assured they would not be victimised, but will not be paid for the period they were on strike.
- When Checkers' managing director returns from abroad the company will consider proposals for pay talks.
- All other grievances will be addressed through established procedures.

About 70 workers went on strike on July 1, accusing the assistant manager at the Killarney branch of racism.

The strike spread to 20 other Checkers branches as workers walked out in sympathy.

Among their demands, the strikers had sought payment for the time they did not work, the reinstatement of a dismissed colleague, and the dismissal of the assistant manager.

The union claims the strike affected operations at 20 Checkers branches in Johannesburg and on the Reef.

Management used casual labour and holidaying schoolchildren to man the tills.
Union and CNA sign agreement

By Tony Davis, Labour Reporter

The Commercial, Catering and Allied Workers’ Union signed a comprehensive procedural agreement with the Central News Agency yesterday.

The agreement covers union members at the hundreds of CNA branches throughout the country.

Important features of the agreement include union and shop steward recognition, union access to stores, the right to negotiate wages and working conditions, disciplinary, retrenchment and grievance procedures, a dispute agreement, and a time-off agreement.

PREGNANCY

A maternity agreement provides for time-off during pregnancy, automatic salary adjustments during these times as well as 12 paid days off a year for members to see to the medical needs of their children.

A major feature of the retrenchment agreement provides that management must negotiate any pending retrenchments with union officials well in advance.

White employees are likely to benefit from some of the agreements.
Unions praise new ruling

By JOSHUA RABOROKO

MAJOR trade unions have welcomed the Industrial Court's ruling that it is unfair labour practice to refer to a black worker as a "boy" or "kaffir".

The unions have urged workers to demand that their employers refer to them by their names and that employers should stop making derogatory remarks about employees.

They were reacting to the judgment passed by the union's president Dr D Ehlers, on a dispute between the Cusa-affiliated United African Motor and Allied Workers' Union and Fodens (South Africa) company.

In the judgment the president pointed to at least 10 instances of unfair labour practice in the use of derogatory terms such as "boy" or "kaffir" or any other word which is derogatory to the union and workers.

Reacting to the ruling, the Commercial, Catering and Allied Workers' Union of South Africa's president Mr Isaac Fadi said that the ruling was an eye-opener for most unions.

It would serve as a sign of goodwill in promoting harmonious industrial relations in the country.

He knew of instances where employers referred to black workers as "kaffirs" or "boys" and said that workers should "rise up and fight for their rights. Workers and unions will now fight the usage of these derogatory remarks by going to court.

The general secretary of the Soweto, Food and Allied Workers' Union Ms Maggie Maphamba said that the ruling was "a victory for unions" in their fight against unfair labour practices in the country.

A spokesman for the National Union of Mineworkers, Cyril Ramphele said that the ruling was welcomed and that they would take the matter up with mining bosses who call black miners 'kaffirs', etc.

Other unions which welcomed the ruling are the Federation of South African Trade Unions (Fosatu), the Council of Unions of South Africa (Cusa) and the South African Allied Workers' Union (Sawu).

A HELPING OUT: In an effort to improve the high dropout rate in black schools, the South African Brewery has launched a R200 000 bursary programme to provide education from Standard Seven to matric for Soweto pupils.

Attending the launching of the programme at Orlando Stadium yesterday, are from left to right: Mr Johannes Nkosi, inspector of education; Mr Cyprian Mahlaba and SAB representatives Mr Gary May and Mr Windsor Shuvenyane.

Motorists face stricter controls

MOTOR vehicle driving licences might be separated from the reference book in the coming year, according to a spokesman of the Automobile Association (AA) yesterday.

The spokesman said this was part of the introduced next year to flush over 1-million people driving with forged licences or without a driver's licence.

Separate licences, which motorists will be required to carry, on their person will facilitate quick identification.

The spokesman said the AA had made recommendations to the Minister of Transport on the separation earlier this year and he had hinted that it might be approved.

Other measures to try with a central registry.

A point system according to which drivers will lose points if they violate any traffic ordinance, may also be introduced. Drivers lose an amount of points, and be accompanied by heavier fines which will be applicable in all four provinces with effect from March next year.

Meanwhile the Association of Motorcycle Importers and Distributors (Amindo) is calling for...
The cartoon that mi

AN OFFICE poster saying "They can't fire us! Slaves have to be sold" was one of the major issues that led to a 12-day strike involving 700 workers and a cost to them of R30 000.

The poster was pinned to a board in the office of Mr Robert Epstein, assistant manager of Checkers' branch in Killarney, Johannesburg.

Black staff claimed the poster was racist and that their interpretations became a major issue as their immediate demands to the management to have Mr Epstein removed. One black worker saw the poster this way: "A cartoon of a black man with a Checkers' push-cart. The cartoon won't be fired; blacks will remain.

In the end, when the poster was removed, these accusations suddenly fell to the floor, unrelated it all.

Mr Epstein asked the board to do a final decision to remove Mr Epstein.

Two fresh posters were placed on the office's notice board. A second meeting was arranged.

Union asks for...
said, "Whites slaves"

produced, all the dispute the demand change during the 12 days of negotiations between workers, union and management that followed an incident at the store on Thursday, June 30. The Sunday Express has traced the development of the strike through all its twists and turns, through all its misunderstandings, from the dispute that began it to the agreement that ended it.

the meeting. There is no explanation offered, and the
then says he will personally get about the cashier and
complaints are raised by want the re-instatement of a was dismissed from head her work was not satisfac-grievance is that manage-agers have broken into

a union official reports the workers are prepared to Mr. Niehaus's decision on

D A Y , S E V E N

Monday, July 7

report, saying workers are in firing of a colleague, leads Negotiations become speaks to Mr. Epstein, the other executive Mr. Epstein touching the cashier he acted sternly and had a very aggressive way. He formally warned official notice to union have two sides to the story, that they had to break into staff lockers because price-marking equipment.

D A Y , E I V E N

Monday, July 9

Mrs. Mashumua returns from Cape Town. Another meeting is held with four union officials, four shop stewards representing the workers, Mr. Pranger and Mr. Niehaus. Workers now demand only the dismissal of Mr. Epstein and pay while they are on strike.

The entire story is repeated for the benefit of Mrs. Mashumua. She asks why Checkers have not spoken to Mr. Epstein and Mrs. Mabaso together. Mr. Niehaus says he is still prepared to do this. Workers agree. Checkers repeat no pay for strikers.

D A Y , T W E L V E

Tuesday, July 10

Meeting at Checkers. Present are three union officials, three shop stewards, five Checkers executives, Mr. Epstein and his witness, (a casual-work supervisor), Mrs. Mabaso and three witnesses (a till barber and two cashiers). Everybody talks. Meeting starts 10.30am and finishes 4pm, when Checkers offers to move Mr. Epstein to another position in the store.

Workers' team accepts this in principle, leaves to report back. At 5pm union officials telephone to say workers will return to stores the next day or as soon as they are informed. Strike ends.

THE POSTER: Black staff claimed the poster was racist. One toon of a black man with a Checkers push-cart. The cartoon fired; blacks will remain slaves.

The aftermath: Bosses
The aftermath: Bosses and union bury hatchet

MRS. ROBERT Epstein and Miss Lettie Mabaso, central figures in the Checkers 12-day strike drama, refuse to discuss the parts they played.

But Mrs. Emma Mashum, general secretary of the Commercial, Catering and Allied Workers' Union, to which the Checkers workers belong, said, "The lengthy negotiations show no progress was made by either party.

"There were delays by both sides. The strike has proved that over a long time there has been a lack of communication between management and workers. We think this has been resolved."

"The workers did not state their grievances clearly," she said.

A spokesman for Checkers, Miss Peta Lombard, said: "The strike was an expensive exercise for everyone. But on the credit side, it showed how vital it is that during direct negotiations the channel of communication between the parties be kept open and that they continue talking in an effort to find a common solution.

"One of the things one learns is how easily misunderstandings can occur when one is in a tense situation and how there can be difficulties in truly communicating.

"Another good thing that has emerged is that the spirit of our negotiations with the union can only be beneficial in the future."
THEY CAN'T FIRE US!

THE cost to Checkers of the 12-day 'Porter Strike' has been described as insurable — and the cost to the strikers, whose minimum salary is R220 a month, is the R10 000 that will be minus from this month's pay packets.

The strike started at 5.30pm when Miss Lottie Mabaso, a cashier at the Killarney branch, Johannesburg, closed her till after 20 minutes' overtime and said it was time to go home.

Her action prompted a dispute with assistant manager Mr Robert Epstein, who pointed out that queues of customers were still in the store.

And so began the first round in a major industrial dispute.

Within 14 hours, 70 co-workers had backed Miss Mabaso in a protest walkout, which was snowballing into the 12-day stayaway.

AT ODDS: Miss Lottie Mabaso, who sparked the strike, and Mr Robert Epstein, Checkers' assistant manager. A poster on his wall was one of the grievances that led 700 Checkers workers striking.

Checkers tots up the bill

Soon the list of workers' grievances extended to other issues and a truce was called only on Tuesday night.

The strike at Killarney was one of more than 1 000 that have taken place in South Africa from 1988.

Last year alone industrial strike actions totalled 394, with a loss of 365 537 man-hours.

In the case of Checkers, reconciliation was delayed by confusion over basic complaints — including the offensive 'Slaves' poster — misunderstanding and misinterpretation.

Negotiations started immediately at the offices of the Commercial, Catering and Allied Union offices.

But bargaining became confused — with grievances dropped, fresh complaints added and claims and counterclaims — until on Wednesday the strikers went back to work.

**Graphic:**

A cartoon was racist. One saw it this way: 'A car-l-\-l-\-l-\-c-mail. The cartoon said: 'Whites won't be main slaves.'
Mail Report

OVER 140 workers from the Liberty Life insurance company who have been on strike since Thursday were expected back at work this morning.

A company official said yesterday he had met with officials of the Independent Insurance Workers Union of South Africa, who told him the workers would be back at work this morning.

The official added that the company would not recognize the independent union, but would look into any grievances.

The workers downed tools last week because of dissatisfaction with a wage increase. Management, however, refused to meet the union on the ground it was a black-only union.

It was company policy, the spokesman said, to only recognize non-racial unions.
Despite talks
Strike goes on

BY PHIL MFNKULU

Workers: From Liberty Life Insurance Company after they held a meeting

With senior officials

Workers reported that

management had

neglected its

policies.

However, after a day

strike was issued and a new

committee was formed.

On Friday, Liberty

insured that

this decision.

The company,

Management, went to the

strike to talk.

Workers reported that

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Management went to the

strike to talk.
Insurance workers to list their grievances

Mail Reporter

ABOUT 100 striking workers at Liberty Life insurance company returned to work yesterday and said they would submit a list of grievances for attention by management.

The workers, members of the Independent Insurance Workers Union of South Africa, went on strike last week because of dissatisfaction over a wage increase.

Management, however, refused to negotiate with the union because they said it was company policy not to recognize an all-black union.

A Liberty Life spokesman said yesterday that all 100 workers had returned to work after agreement had been reached that they would not be victimized and that they would submit a list of grievances to management.

The official said the strikers would not be paid for the two days they were off work.

Their grievances would be investigated, he added.
Insurance workers end 3-day strike

THE three-day strike at Liberty Life Insurance Company is over.

According to the company's executive director, Mr M Winterton, the workers informed them on Monday afternoon that they would report for work the following day. The basis of their coming back was that there would be no victimisation.

The issue of recognition for their trade union, Insurance Assurance Workers Union, seems to have fizzled out as, according to Mr Winterton, they said they would present their grievances themselves, but at a later stage.

Mr Winterton said the strikers would not be paid for the days they were on strike. He repeated the company's standpoint that it did not recognise the all-black independent insurance workers' union, and added that grievances would be investigated.

But, according to a spokesman of the union, the workers went back with a demand that they should be paid for the days on strike and that the company should also allow the union to negotiate on their behalf.

A letter has been written by the union to Liberty Life giving them seven days to comply with their request failing which the union will apply to the Conciliation Board with the view of declaring a dispute.

Meanwhile a spokesman for Barlows which last week fired 450 workers, said the company was hiring extra staff which would be kept on when the week-old dispute at the plant ends. He said the jobs of all the strikers had been guaranteed, and a small number of them have already been rehired.

Talks between the Chamber of Mines and the National Union of Mineworkers which were deadlocked after a union request for a meeting with the Chamber's full executive were turned down will continue today.
Unionists acquitted of intimidation

Johannesburg Regional Magistrate today acquitted four men and a woman, all Commercial, Catering and Allied Workers Union members, on charges under the Intimidation Act.

The magistrate, Mr T Kleinhang, acquitted Mr. Jacob Rafapa (31), Mr. Jack Magwane (45), Mr. Josua Podile (66), and Mrs Joyce Mokola (27) all of Soweto, and Mr. Victor Damoed (44) of Alexandra Township.

The sixth person, Miss Stella Mashigo, has not appeared in court since the beginning of the trial about two months ago. A warrant for her arrest was issued by Mr. Kleinhang.
Union members beaten outside hall — claim

Post Reporter

THE secretary of the Motor and Component Workers Union (Mecwusa), Mr Dennis Neer, today alleged that trade union members were assaulted by knobkerrie and baton-wielding men outside the Nkombo Hall in KwaZakhele last night.

Mr Neer said some of the victims were admitted to Livingston Hospital after a group of assailants tried to prevent them entering the hall where the joint fortnightly meeting of the General Workers Union of South Africa (Gwusa) and Mecwusa was being held.

Mr Neer said the meeting had just started at 6pm when latecomers rushed into the hall, bleeding and claiming they had been beaten at the gate of the hall.

Mr Neer said he did not know how many assailants were there, but other union members had gone out to investigate once all the members were inside the hall.

"As soon as they got to the gate, they saw three cars moving away in the light of approaching vehicles," he said.

"The occupants were both black and white and the cars had radio aerials on the boots."

He said the windscreen of two cars belonging to union members had been broken in the scuffle and several injured members had gone to see private doctors later.

Mr Neer said he did not know whether the incident had been reported to the police or whether injured members had laid charges.

The Divisional Commander of the security police in Port Elizabeth, Colonel G N Erasmus, said he knew nothing about the incident.
ACQUITTED: Mr Jacob Rafapa, Mr Josiah Podile, Mr Jack Mangwane and Mr Victor Damoed.

**UNION TO SEEK LEGAL ADVICE**

By NKOPANE MAKOBANE

FIVE OF THE six Commercial, Catering and Allied Workers' Union of South Africa (Cawusa) members acquitted in the Johannesburg Regional Court yesterday under the Intimidation Act are to seek legal advice.

The sixth accused, Miss Stella Mashigo (21), of Meadowlands, was again not present in court and has since had a warrant of arrest issued against her.

Appearing before Mr T Kleinhaus were: Mr Jacob Rafapa (31) of Deepkloof, Mr Jack Mangwane (45) of Alexandra, Mr Josiah Podile (55) of Naedel, Miss Joyce Mokola (27) of Rockville, and Mr Victor Damoed (44) of Emden.

The union members, all employees of an electronics firm, Taltron, in Newton, Johannesburg, had pleaded not guilty to charges of intimidation and assault on their co-workers.

The State had alleged that between November and December last year, they had compelled several employees to abstain from going to work and to participate in a strike. During that period they had stoned one employee and assaulted another by sjambokking him.

In an application for the acquittal of his clients who he did not call to testify, Advocate J N de Vos argued that evidence before the court was insufficient.

He said some of the witnesses had contradicted themselves and were unreliable. Some had said they were not threatened while others said although they were threatened, it was not by the accused.

Before freeing the accused, the magistrate, dealing with Mr Mangwane, said evidence had been that he had approached an employee and spoke to him when other people started to stone the employee and then ran away. Mr Kleinhaus said he had no reason to convict him on this evidence.
BLACK workers at Liberty Life Insurance Company have unique problems compared to those of their white colleagues and as such they cannot belong to a multi-racial union.

This is the view of the workers' union, the Assurance Workers' Union, who have been battling to gain recognition from Liberty Life. One of the reasons the union is unacceptable to management is that it is an all-black union.

Mr. Jeff Lengane, the national organiser of the union, said they rejected Liberty Life's policy of multi-racialism as it did not apply to the black workers. "Our members are definitely not regarded as equal to their white counterparts," he said.

Mr. Lengane said it was precisely because their members were discriminated against that they went on strike. "If our members were part of the multi-racial policy of Liberty Life they would not have had grievances," he said.

At a workers' report back meeting held on Wednesday, management's claim that they met with union officials and that the workers agreed to submit a list of grievances were refuted. The workers reiterated that the union should negotiate on their behalf.

The union has however written a letter to Liberty Life informing them that if they do not respond to the demands, of the workers within seven days a dispute will.
Mail Reporter
FIVE members of the Commercial Catering and Allied Workers Union of South Africa (CCAWUSA) were acquitted in the Johannesburg Regional Court yesterday on three charges under the Intimidation Act of 1952.

The magistrate, Mr. Kleinham, said the evidence was not acceptable to convict any of the accused.

The trial followed a strike involving 500 workers at the Teltron factory in Malan, Johannesburg in November last year.

The State alleged the accused forced several workers of Teltron to take part in a strike on November 16 last year and threatened employees with assault.

They were also charged with two counts of forcing Mr. Christian Sibus and Mr. Moses Mosa to join the strike.

Both these counts had been dropped at the charges.

At a previous hearing, Mr. Sibus and Mr. Mosa claimed they were assaulted by members of CCAWUSA on December 1 and 2 respectively for not taking part.

At the end of the State case, advocate J. N. de Vos applied for a discharge of the accused, arguing that the evidence was insufficient and unreliable to convict them.

A warrant for the arrest of a sixth CCAWUSA member, Mrs. Stella Matshuza, 21 of Meadowlands has been issued and she will be tried separately.
Birth bangs for the Media Council

Rand Daily Mail Ombudsman

JAMES McCURG

takes a critical look at the media

If you have any complaints against the Mail or suggestions for the Ombudsman to take up, write to the Editor P O Box 1138 Jhb

But, assuming they had nothing to hide, would the police at Lamontville not have served their own interests, let alone those of the public, better if they had learned from the Pretoria example and adopted a more open approach towards the media?

COMPLAINTS in this column about the lack of news in Malawi have been fairly swiftly answered. In its issue of July 15, the Rand Daily Mail published a good "wrap-up" of the situation there by David Cowell of United Press International.

The situation remains complex and mysterious. In the absence of direct access to closely-guarded facts, Cowell had to rely largely on what he could gather from diplomatic sources.

But it was a marked advance on anything else that we have had from Malawi for some time, and readers with an interest in the country will have been grateful for it.

ALTHOUGH the public attitude towards our superior courts is not as reverential as it once was, they still seem to be heeded with a degree of divinity.

Many people, in fact, would be surprised to learn that they are perfectly entitled to criticise a judgment or the way a case has been conducted—provided they do not "cast an improper or scandalous reflection on the administration of justice" or "exceed the bounds of moderation or of fair and legitimate criticism."

Where do the "bounds of moderation" lie, and when does criticism cease to be "fair and legitimate?" Inevitably the answers to these questions will differ from country to country and from country to country.

In the United States, prescriptive guidelines of free speech, standards in matters of this kind are robust.

My eye was caught, for instance, by the comment of the editor of a newspaper in Arizona on a judge's decision to exclude TV cameras from the court during a part-of-a-hearing.

"For a guy who is supposed to have the wisdom of Solomon and at least a smattering of common sense," writes the Mesa Tribune, "Superior Court Judge Cecil Patterson comes up short!"

A South African Editor who made a similar remark about one of the "guys" on our bench would no doubt find himself in big trouble.

Nevertheless there is still room within the confines of our stricter standards for informed and, if necessary, critical analysis of the decisions and proceedings of our courts.

I am far from suggesting that the judiciary should be demagoged or, for that matter, criticised on a casual basis. That would be intolerable.

But there is no inherent reason why judges or magistrates should be immune from the watchful eye that the Press, of its nature, must turn on all sources of power in our society.

STOP PRESS

United American was declared insolvent and closed on Monday by State Banking Commissioner William Adams—Atlanta Journal.

Your Ombudsman, JAMES McCURG, will be on leave for the next two weeks and this column will resume on his return.
NGWU signs on white

In a historic move, the newly formed black National General Workers Union has signed on a white woman as a full-time member.

The union's general secretary, Mr. Donise Khumalo, told The SOWETAN yesterday that they were expecting more whites and other race groups to join the union.

The union, which was formed in March this year and boasts a membership of approximately 4,000, is one of the few black unions in the country that has made provision for whites in its constitution.

Most unions are opposed to white membership as they contend that whites have different aspirations than blacks in South Africa.

"We regard this step as vital in that there are several white workers who benefit from recognition agreements concluded between unions and management.

"As a result, we felt that whites should be included in our ranks so that they could also help in building a non-racial South Africa," Mr. Khumalo said.

Mr. Khumalo said the union's shop stewards would meet a delegation from the Department of Manpower to discuss various grievances at a meeting to be held in Pretoria today.
White woman quits black trade union

Pretoria Correspondent

After making history as the first white woman in Pretoria to join a black workers' union, Mrs Maria Barnard has resigned.

She said today she joined the National General Workers' Union as she believed it would be able to help her if she ever lost her job. Now, however, she has written her letter of resignation after being a member for less than a week, amid accusations that she was intimidated.

"Mrs Barnard, who works for a Pick 'n Pay supermarket in Pretoria, yesterday when union officials visited Mrs Barnard at the centre, the manager, who refused to disclose his name, originally denied she was a union member. He refused to allow union officials to talk to her in private.

The NGWU's general secretary, Mr Don SiKhumalo, issued a statement, saying: "This is nothing less than blatant intimidation of a member of our union."

Mrs Barnard said she would hand in her resignation to union officials when they visited the supermarket tomorrow.

The manager denied he intimidated anyone and said he would not do anything to harm the union.

After repeated attempts the national personnel director, Mr Rene de Wet, the Transvaal director, Mr N Els, and head of Pick 'n Pay, Mr Raymond Ackermann, could not be reached for comment.

Mr N Els, a director of Pick 'n Pay, challenged Mr SiKhumalo to prove the company had ever intimidated anyone.
INDUST. RELATIONS—WORKERS'
ORGANISATIONS—AFRICAN UNION
1983
AUGUST — DEC.
Union signs up its first white member

By STEVEN FRIEDMAN

Labour Correspondent

THE National General Workers Union, an emerging union which has hitherto had only black members, signed up its first white member late last week.

But it is not clear whether the white worker who joined the union, Ms Marla Barnard — a cashier at Pick n Pay's store in Doulton, Pretoria — plans to remain a member of the NGWU.

There are indications that she may have resigned or be planning to resign in the wake of an incident earlier this week in which Pressmen, accompanied by union officials, attempted to interview Ms Barnard at the store.

This NGWU general secretary, Mr Donnie Kumalo, said Ms Barnard joined the union last week and he hailed her decision as a "breakthrough" for the NGWU, which has a non-racial constitution.

But Mr Kumalo alleges that, when he visited the store to interview and photograph Ms Barnard, they were turned away by its manager who also, he alleges, persuaded Ms Barnard not to talk to them.

He accused the manager of "intimidating a member of our union."

A Pick n Pay spokesman denied this yesterday. He said Mr Kumalo, with Pressmen and photographers, had visited the store and asked to speak to Ms Barnard.

He said they were told they could not talk to her during working hours, but were welcome to interview her at 2pm, when she took her lunch break.

"It seems Ms Barnard became flustered at this point and wanted to know why the Press wanted to interview her and why everyone was making a fuss of her decision to join the union. She then declined to be interviewed," he added.

The spokesman said Pick n Pay "has a completely open policy towards unions and any employee was free to join the union of their choice."

"We do not know whether Ms Barnard is a member of the union or not — but that is entirely her decision," he added.

There have been indications, however, that she may have reconsidered her decision in the wake of the incident at the store.
THE National General Workers' Union (NGWU) has come to an agreement with the Department of Manpower.

At a meeting held in Pretoria this week to discuss payment procedures affecting employees, and the National Training Testing Centre, Kempton Park, the union was assured by officials from the department that the matter would be attended to.

Mr. Dennis Khumalo, organizing secretary of the union, said the centre was attached to the department of manpower and that employees were dissatisfied about the pay slips which were different from those issued by the head office.
Union accuses brickworks of victimisation

By STEVEN FRIEDMAN
Labour Correspondent

A KRUGERSDORP brickworks has been accused of victimising members of the Building, Construction and Allied Workers Union — a charge it angrily denies.

The union claims West Rand Brickworks fired one of its members, Mr Isaac Masoga, after learning he was a leading member of the union.

It also claims the company confiscated membership cards from union members and has refused to return them.

But a company spokesman, Dr Van Graan, yesterday denied that Mr Masoga's sacking was connected with his union membership and added that union members had voluntarily handed over their membership cards to him.

According to the union, which claims "substantial membership" at the plant, management told workers at a regular Friday afternoon meeting that it had learned some were members of the union.

It alleges that the following Friday, Mr Masoga was called to the office of a management man, asked why he had not told his employer that he had joined the union, and threatened.

It said management had subsequently "gone round the company collecting people's membership cards" and warned workers that Mr Masoga was a "snake.

Dr Van Graan had said then that he would take further action against Mr Masoga and that he had subsequently been fired.

Dr Van Graan said yesterday Mr Masoga had been working as a clerk, but that there was no work for him in that job. He asked to become a driver and the company agreed, as he said he had a driver's license.

"But he failed a driving test arranged by the province and we had to part with him. We are hurt by these claims because he left in good spirit.

Dr Van Graan said he had become aware of the union's presence at the plant when discussing with workers a benefit scheme he planned to introduce.

"Some said they already had a benefit scheme which turned out to be the union. But many were against this and a split developed along ethnic lines.

On a subsequent occasion, he said, he had come across union officials at the plant and invited them to a discussion.

"But they smiled me about their identity and denied being union officials. He had told workers of this incident and some had been so angered that they had wanted to burn their membership cards. He advised them against this and they workers had handed their cards to him.

"They can have them back any time they like.

He said workers had little understanding of what a union entailed.

"I can understand that unions have an important role in large companies where there is little communication between management and employees. But I don't think they would have much of a role here."
Unionist resigning

THE National General Workers' Union will today visit Mrs Maria Barnard, the white woman who made history by joining the all-black union in the wake of pressure being brought upon her to resign from the union.

The general-secretary of the union, Mr Donise Khumalo, and Mrs Barnard had not as yet resigned from the union but things were being made difficult for her.

The NGWU was able to enjoy the success of having a white member for only a week before they received news that Mrs Barnard intends resigning today.

When union officials went to see Mrs Barnard on Tuesday at the Supermarket where she works the manager refused the union permission to speak to Mrs Barnard privately.

Prior to joining the NGWU, Mrs Barnard did not belong to any other union.
Mines sign deal with another union

IN ANOTHER history making event, the Chamber of Mines has granted the Black Allied Mining and Construction Workers Union access to recruit black workers in South Africa’s mining industry.

The most interesting feature about the newly-formed union is that its president, Mr Letsata Mosala, is a labour secretary of the Azanian People’s Organisation (Azapo).

Azapo has for a long time taken great interest in labour movements, but its involvement has mainly been limited to friendly, informal links with emerging unions.

Mr Mosala has said that the union was independent of the organisation. He should be seen as a worker who must also exercise his rights in the community.

The union, which has a membership of over 11 000, is growing from strength to strength, and is planning to negotiate a recognition agreement on several issues.

“We have held talks over access to gold and coal mines, but the Chamber objected to some aspects of the union’s constitution. We hope at the next meeting the objections will be clarified,” he said.

A spokesman for the Chamber of Mines confirmed that they had granted the union access to recruit workers on their mines.
Barnard leaves NGWU

The first white woman to join an all-black union, Mrs. Marla Barnard, yesterday officially resigned from the National General Workers' Union (NGWU).

The organizing secretary of the union, Mrs. Donse Khumalo, said his organisation had received Mrs. Barnard's resignation letter but pointed out that no reasons for her resignation were stated in it.

Mrs. Barnard is employed by a large chain store in Doornkloof, Pretoria, and was a member for only a week.
Labour Correspondent

The first white member of the unregistered National General Workers' Union, Pick 'n Pay cashier Ms Maria Barnard, has resigned.

But at the same time, the union announced yesterday that it was negotiating a procedural recognition agreement with Pick 'n Pay at six of its Northern Transvaal stores and that it expected this to be signed soon.

The agreement would be the recently-formed union's first formal agreement with an employer.

The NGWU general secretary, Mr. Douwe Kumalo, yesterday confirmed that Ms Barnard, who works at Pick 'n Pay's Doornkop, Pretoria, store had submitted a formal letter of resignation.

Ms Barnard joined the union last Friday but resigned in the wake of an incident in which Mr Kumalo, accompanied by pressmen and photographers, arrived at the store to interview her.

She declined and Mr Kumalo attributed this to "intimidation" by the store's manager, a claim Pick 'n Pay denied.

Mr Kumalo said her letter gave no reasons for her resignation "so we can only speculate about the real reasons.

The union regretted her decision.

But Mr Kumalo said the union had also won a breakthrough at Pick 'n Pay Northern Transvaal stores.

"We are negotiating a procedural agreement with the company which will cover six stores in the Pretoria area where we have substantial membership. We expect it to be signed soon and it would then be extended to other stores when we win membership there," he said.

A Pick 'n Pay spokesman, Mr. N. Elsa, confirmed that talks on a procedural agreement were under way and said they had been initiated by the company.

But he stressed that the agreement would "only formalise a situation which has been in existence here for two years.

He said it would incorporate the company's existing discipline and grievances procedure. "This is our own procedure, which is already in force and the union has agreed to it," he added.

Mr. Elsa stressed that "a substantive agreement between us and the union, setting down negotiated wages and conditions, is still a long way down the road - this agreement is only procedural and would only spell out certain basics."
UNIONS

Arguing about race

Important questions in labour law are being raised in a recognition dispute between Liberty Life and the Insurance and Assurance Workers' Union of SA (lawusa).

Lawusa is trying to represent black workers in the insurance industry. About 100 of its members employed by Liberty Life were recently involved in a two-day strike over wages. They demanded that the company recognise and negotiate with the union, which claims to represent a majority of black workers at the company's head office in Johannesburg.

The union has since made a formal demand for recognition and says it will officially declare a dispute with the company if this is not granted. Should the dispute not be resolved at a conciliation board, the union says it will take action through the Industrial Court to have the company's refusal to recognise it declared an "unfair labour practice."

Liberty Life is willing to recognise and negotiate with unions. However, the company is extremely reluctant to recognise a racially-based union and prefers to negotiate with a multi-racial union.

This impasse raises a number of interesting questions. Trade unions which restrict their membership to a particular race group are, of course, common in SA. This is partly the result of government policies which, until fairly recently, discouraged unions from being multi-racial.

Although these policies have been revised, racially-based unions continue to exist because workers of different races perceive themselves to have different needs, interests and priorities. This has especially been the case in industries where there is a wide skills and pay gap between the races.

What makes the impasse between Liberty Life and lawusa so interesting is that the company says that most of its black employees are clerical workers, who receive the same pay and enjoy the same conditions of employment as their white counterparts. Therefore, it can be argued that in the workplace the different race groups do not have differing needs.

Liberty Life says it is proud to be an equal opportunity employer and is opposed to anything which could cause divisions and tensions between employees of different race groups. Not surprisingly, the company fears that recognition of a black union could do just that.

The union, however, has a different view. It says the company cannot define how black workers should exercise their right to freedom of association. It questions the company's claim to be an equal opportunity employer and argues that black workers' needs and problems are different from those of whites and that it is impossible to have "a unity of unequals.

The union is also committed to the development of black leadership - something it believes is hampered by multi-racial unionism. The union emphasises that it is opposed to wildcat strike action and claims to have played a moderating role in persuading the company's employees not to strike earlier this year.

The dispute is looming at a time when the Industrial Court is moving increasingly towards the view that an employer does have the obligation to bargain in good faith with a representative union. (Current Affairs July 22) Should the dispute go before the court, it seems likely the court will have the task of defining more precisely what representative means is a union representative in a company if it has the majority support of a section of the workforce who belong to a particular race group? Or should the union be representative of employees of all race groups who basically do the same kind of work?

Answers to questions such as these could obviously have a profound effect on the 'group' issue of union recognition in many other industries and sectors.
Kohler issue is victory for unions

By PHIL MTMKULU

IN the wake of a decision by Kohler Corrugated employees to reject a union imposed on them by management, trade unionists have called for the abolition of the closed shop agreement in favour of freedom of association.

In a secret ballot on Monday, an overwhelming majority of workers at the plant voted to be represented by the Paper, Wood and Allied Workers Union (Pawu) instead of the South African Typographical Union (Satu). Pawu received 94 percent of the votes.

And now, unionists maintain that the workers' decision bodes ill for all closed shop agreements.

Mr F Mohlala, secretary of the Building Construction and Allied Workers Union, said his union was against closed shop agreement: "We will be the first to rejoice if the close shop agreement is abolished. We believe that members should join a union of their choice after being given options," he said.

Mrs Emma Mashinini of the Commercial Catering and Allied Workers Union (Ccwusa) said they were fortunate that in the commercial and distributive trade there were no closed shop agreements: "We discourage the practice, we believe in freedom of association. A person must be free to join a union of his choice," she said.

Mr Sydney Mfamaththi, the general-secretary of the General and Allied Workers Union (Gawu) said they experienced a similar problem to the one at Kohler, but they did not have to put the matter to a vote. "We simply wrote to the company concerned and informed them that their employees wanted to be represented by us, and they agreed.

A close shop agreement makes it easy for unions to get membership. They hardly inform employees about the union, and in most cases the employees are ignorant of what the union is supposed to do for them. They do not have a sense of belonging," said Mr Mfamaththi.
SIR — A letter published on July 23, entitled “Madam takes issue on pay” and calling to task Mrs Maqna of Dwasa, demands comment.

Mrs Maqna is to be admired for her efforts to ameliorate conditions of service for the most vulnerable members of our workforce — black and coloured domestic servants.

It is not that long ago that domestic servants in England and the rest of Europe suffered exploitation and hardships because of educational and social circumstances. Two world wars rather than the trade union movement brought about changes of opportunity and domestic arrangement.

In South Africa education is not equal and social conditions handicap many, and in particular, females. To embark on a career (?) of domestic servitude with little or no prior education, for relatively small financial reward other than your keep and pocket money and with no guarantee of ongoing training or security other than the goodwill of your employer, is surely enough to daunt even the most willing and stout-hearted.

Domestic help is a luxury which few countries afford today and employers of such help do have the choice of doing without. Alternate avenues of employment are not so readily available for domestic workers.

Dwasa is to be commended for its efforts to optimise labour relationships in this field.

Employers of domestic servants and salesladies are probably not aware that Dwasa also operates as an employment agency. Applicants are carefully screened, informed as fully as possible of the conditions of service they will have to fulfill, and reminded, if necessary, of the importance of honesty and willingness to co-operate.

The prospective employer is perhaps less carefully screened, the need for tact is evident; but assurance that employer needs will be met as far as is humanly possible is freely given.

Anyone needing domestic help of any kind will be pleasantly surprised by the services offered by Dwasa regardless of their ability or otherwise to pay the recommended minimum wage. Those seeking employment are given equally sympathetic and practical help.

To all the many women, young and old, who have taken pride in being domestic servants, I can simply and sincerely say we could not have coped so well without your loving support and help in raising our children or in running our homes. In saying this, I believe I express the sentiments of the majority of Southern African women who for so long have enjoyed “services we can never hope to pay for”.

Port Elizabeth

BRENDA BOULT
Workers to decide action

AFTER being briefed by a legal representative, workers of Liberty Life Insurance Company were to meet on Saturday to decide on the course of action to take in their fight against their employers.

The workers who are members of the Insurance Assurance Workers' Union of South Africa, met yesterday at lunchtime to discuss the response management had given to a letter from their union in their letter the union had threatened to take Liberty Life to the Conciliation Board if it did not recognise their union and allow it to represent their employees.

STRIKE

The Liberty Life workers who staged a two-day strike last month will have to decide whether they are going to take their employers to the Conciliation Board or to the Industrial Court or whether they prefer mediation. Their legal representative explained the differences between the three actions and their implications.

However, whatever decision they take will have to make allowance for an anticipated response from management. On receiving the first letter from the union threatening action, management had asked for certain information pertaining to the union. The union has responded to management's letter, and is now awaiting response.

Management has already informed the union on numerous occasions that they will not accept an exclusively black union. They prefer a multi-racial union.
Unionists detained

TWO members of the Transport Allied Workers Union (Tawu) were detained over the weekend by the Ciskei Security Police while they were recruiting workers at Gomo Transport.

The two detained unionists are Cameron Mzamane and Lulamile Qumane. They were detained in Mdantsane on Saturday. Tawu will brief attorneys to investigate the act under which they are being held. The union will also inform its membership about the detentions and will respond to a decision taken by them.

The Council of Unions of South Africa (Cusa), to which Tawu is affiliated, also condemned the detentions.
pledges housing aid at meeting

Theungastic membership of the city's housing council yesterday's "don't believe they would do it.

Mr F F Stockenstrom
Of Handelsinstituut
for a joint and coordinated effort by all sectors of the community.

The bilingual newsletter deals with:
- The role of the public and private sectors in housing
- The Big House Sale
- Procedures and cost of 9-year-leasehold
- Types of home loans which

Mr Johan Kruger
Co-ordinates house sale
with home improvement
Employers who want to add their voice on housing problems are invited to do so through Assocom or other associations or through the PR Director Communications
Consortium P O Box 2983 Johannesburg P.O.

Does it leave Mrs Preller's mind one-

Mr Krose said

"The council has always had good labour relations. "We have been hit by the state of the economy and have gone on to short time rather than retrench workers. This has involved keeping on elderly workers who are unable to continue working," he said.

Because of the "difficult time" the company faced, he was reluctant to have its relations with workers disturbed by the union, he said.
Politics and the worker interests

Relations between unions and political groups has been in the news of late.

Two bodies formed to fight Government constitutional proposals, the United Democratic Front and the National Forum Committee, have both seemed eager to win the membership of trade unions.

Last week the UDF said it had appointed a committee to approach the biggest emerging union group, Fosatu, to request it to join.

But until now, the unions have been the biggest focus of black mobilisation in the country, winning their support is obviously crucial to the new bodies.

In some cases they have succeeded — the Council of Unions of SA has joined both groups and unions like the SA Allied Workers Union have backed UDF.

But they are certain to find unions like Fosatu, the General Workers Union and the food and canning unions much harder to woo.

These unions fear that, by joining a particular group, they could alienate members who do not support it. But there is another reason for their stance:

For some time, Fosatu in particular has argued that previous black union movements made a mistake by allying themselves directly with political movements.

These movements are, of course, made up not only of workers but of professionals, business people and the like.

Unionists argue that, because the “elite” have more education and time at their disposal than workers, they usually come to take up the key leadership positions in the political movement.

This, they add, means worker interests take a back seat and unions may be called on to take action which fits the priorities of the “elite” leaders of these movements, but may conflict with worker priorities.

So groups like Fosatu tend to prefer independent action on these issues, while building up leadership skills among workers.

So in Cape Town the unions have organised their own campaign on the constitution.

Of course, this is not a universal view among emerging unions. Some argue that unions who fail to join political movements are turning their back on the political aspirations of blacks.

Whether this will become a bone of contention in the present union unity talks remains to be seen.
Union awaits bosses' reply

By PHIL MTIMKULU

A response to their letter will determine the kind of action that the Insurance Assurance Workers' Union of South Africa will take against Liberty Life in their battle to be recognised by the insurance company.

Early last week a legal representative explained to the union the different courses of action open to them in their fight against Liberty Life. The members then decided to meet last Saturday to consider the implications of each action.

But because Liberty Life had not as yet responded to their letter, they thought it premature to decide on positive action. However, consensus was strong that they should resort to the Industrial Court.

In their letter to Liberty Life, the union gave the company certain information it had requested while refusing to divulge other information. The union enclosed its constitution, date on which it was formed and stated that it is not registered. It declined to provide Liberty Life with a head count of its members in the industry as it felt this information was irrelevant to the dispute.

They also declined to provide the company with the names of their members employed at Liberty Life as they said this could be used to victimise them.

At issue here is Liberty Life's refusal to recognise an entirely black union. It prefers to deal with a multi-racial union. If the union eventually takes the case to the Industrial Court or Conciliation Board, the decision on the issue will set a precedent — whichever way it goes.

Trade unions which restrict their membership to a particular race group are common in South Africa.
THE Industrial Council of the Sugar Manufacturing and Refining Industry decided to amend its constitution to provide for representation for trade unions based on their numerical strengths.

The decision was taken at a meeting last week in Durban.

In the past, each union in the council was represented by one delegate. The amendment provides for representation to be based on one delegate for every 1000 members or part thereof.

This will result in the National Sugar and Refining and Allied Industries (NSRAI) employees union having six delegates in the council with the remaining five unions each having one delegate.

The NSRAI union represents the majority of black workers in the sugar manufacturing and refining industry.
Escom’s blacks in wage dispute

Labour Correspondent

AN "in-house" black union at Escom has declared a dispute over wages — which means that this year's black wage increase at Escom is likely to be decided by the Industrial Court.

The union, the Electricity Workers' Association (EWA), declared the dispute after rejecting an Escom wage offer of 5%. This followed a decision by unions representing white and coloured workers to accept a 6% offer.

Escom originally offered no wage increase at all, arguing that the state of the economy meant that wage rises should be deferred.

Its personnel manager, Dr G P Lindeque, yesterday confirmed that EWA had declared a dispute. He said Escom negotiated with both EWA and a liaison committee for black workers.

Normally the dispute would mean that the Minister of Manpower would be asked to appoint a conciliatory board to settle the dispute. If this failed, the union would be entitled to conduct a legal strike ballot.

However, because Escom is an "essential service", its workers may not strike legally and labour law stipulates that wage disputes in "essential" industries must be referred to the Industrial Court, which must then make a wage award.

Dr Lindeque said yesterday that both sides had referred the dispute to the Minister, with a request that he refer it immediately to the court for arbitration.

POLITICAL comment on this issue by Sambon Pugnent. Peter Full, associate by Michael Sturt. cartoon by Bobo and sub-editing by Paul de Vries. cartoon by David Hlebuza. 

© 171 Main Street, Johannesburg
Plea sent to lawyers

LIBERTY Life Insurance company has sent a request they received from the Insurance Assurance Workers' Union of South Africa (IAWUSA) to their legal advisors for consideration and they will in turn respond following the advice they are given.

An executive official of the company, Mr M Whitton revealed that the union had not responded satisfactorily to information the company had requested. He said they were not clear on the issue of representation at the company.

"We feel strongly on the issue of a multi-racial union and we are unlikely to change our standpoint," he said.
Reforms under fire

Criticism has been levelled at the organisation, which represents some 27 000 State employees, for entering the realm of politics.

Mr Domingo said the league — which was formed 13 years ago in response to the exclusion of blacks from the Public Servants Association — aimed to set right what was wrong in the public service and to fight for equal opportunities for all workers in the service. — Sapa.
Mwasa to seek aid for fired 209

By SAM MABE

THE MEDIA Workers Association of South Africa (Mwasa) has launched a campaign to drum up support for 209 members fired from The Star newspaper after going on a solidarity strike with a dismissed member in March.

In a statement released yesterday, a spokesman for Mwasa said an action committee had been specifically set up to appeal for moral and material support from other workers' organisations, political and community organisations within and outside the country.

"We have launched the campaign to evoke public awareness of what is happening to our members as we see this not as a Mwasa issue alone. It involves their families because, without wages, the fired workers cannot pay rent and feed their children.

"It is in that light that we are going to notify all trade unions here and abroad of the plight of our fired brothers and ask that they be given material as well as moral support," said a Mwasa spokesman.
Unionists deery arrests and police ‘intimidation’

By STEVEN FRIEDMAN
Labour Correspondent

THREE members of the Commercial, Catering and Allied Workers Union (CCAWUSA) at OK Bazaars's Johannesburg warehouse were raided by police yesterday morning and held briefly, the union alleged yesterday.

It also charged that this was part of a campaign of "intimidation" by the police against CCAWUSA members.

The union has also called on major employers in the commercial distributive trade to join it in taking a stand on police action against unionists in the interests of "peaceful labour relations" in their stores.

The union said a shop steward at OK Bazaars in Newcastle, as well as a steward at Checkers in Potchefstroom, were detained last month.

In all the cases, the union charged, police questioned the arrested workers about the union's activities.

A detailed account of the union's allegations was put to the SA Police's public relations division yesterday. However, by late yesterday no reply had been received.

According to CCAWUSA, three of its members at OK Bazaars, Ms Lindy Nyoka, Mr Nora Ncube and Mr Ephraim Ncube, were raided by police at their homes at 2am yesterday.

Their homes were allegedly searched and they were then taken to Pretoria Police Station in Soweto.

From there they were taken to work and their workplace was also searched. After finding no incriminating evidence the police left, the statement added.

It is understood that the workers were taken to the warehouse in their nightclothes and had to return home to change.

It said this had followed the brief detention of the Potchefstroom shop steward during the weekend of July 9 and 10 and the Newcastle detention at about the same time.

The union branded the arrests "intimidation." It said CCAWUSA was an open union working only for the benefit of its members and that it had nothing to hide.

It urged the Ministers of Manpower and Police to act to end police action against union members.
Police deny ‘harass claim’

Rand Daily Mail had put them to the Police Directorate of Public Relations.

The reply said the SAP “do not intimidate people”.

It went on to say “However, we are duty bound to carry out the functions prescribed to us in Section 5 of the South African Police Act (Act 7 of 1958)”.

Section 5 of the Act spells out the functions of the police. These are, it says, to:

- Preserve internal security.
- Maintain law and order.
- Investigate any offence or alleged offence; and to
- Prevent crime.

The police-statement did not commit farther on the union’s allegations.
UDF: WHERE'RE THE WORKERS?

SOUTH AFRICAN history is littered with the corpses of organisations formed to fight apartheid.

And, while many died under the iron fist of the Government, others yet plan ole died of boredom, man.

And that something the current generation of black political organisations would do well to remember.

The question is: Once you've formed an anti-apartheid movement, just what - hell do you do with it - if you want to be effective and still survive?

The ANC was effective, but it didn't survive legally, and has now made its particular choice.

Inkatha is a slumbering giant, but quite what it can legally do if it wakes up is anybody's guess.

There have also been a whole range of "dialogue" organisations which while very good at issuing angry Press statements have yet to prove they can really organise and represent people.

The emerging trade union movement stands alone in really being able to develop a programme of legal action over the past 10 years which has been effective in pursuing its members' interests.

These lessons should not be lost on the leaders and delegates to the national launching of the United Democratic Front as they travel to Cape Town for their massive conference and "people's rally" on August 20, just a week away.

Presumably, some of them believe they have a pretty good idea of what programme of action they can and need to develop.

The slow, step-by-step way in which the UDF has been built since Dr Allan Boesak's clarion call in January for unity between progressive worker, community, religious, student and other organisations gives cause for some hope on this score.

The demand of the time, he said, was for a united front to oppose the new constitution and the "Koomhof Bill".

UDF unity has not just been "declared", instead, it has been built - first with a Natal UDF, then a Transvaal UDF, and finally a Cape UDF. Now comes the biggest Cape Town conference and "people's rally" at which the national glue is to be applied.

The strength of the UDF will depend on the strength of its member organisations, the quality of the central UDF leadership and its ability to co-ordinate opposition to the Government's new plans.

But some of the UDF's 100-odd member organisations are weak. Some are little more than groups of spokesmen, while they might speak for millions, do not have organised constituencies to whom they are responsible.

The fact that FoSaTu, the General Workers' Union, and the Food and Canning Workers' Unions have decided to stay outside the UDF is a grave blow. These union groupings are arguably the most effective in the country.

The attitude of these unions is understandable. In Natal and the Cape, these union groupings could be ripped apart if they were members of the UDF, and the UDF became involved in verbal battles with Inkatha or the remnants of the old Non-European Unity Movement. The reason is that these unions draw members from all political loyalties.

In addition, these unions fear their own democratic decision making processes could be overruled by other interests in the UDF.

These unions have not declared any hostility towards the UDF. Rather, they have indicated they largely support it. They are also involved in their own inter-union unity talks and fear membership of the UDF could adversely affect these moves.

But major compromises would be necessary on both sides for there to be any hope of building a powerful worker base to the UDF. For one, the UDF would have to restructure itself so that the stronger organisations, for example the unions, have far more say than groups of unproven "spokesmen".

For the moment, the best that the UDF and these abstinent unions can hope for is that they work together in parallel to oppose the Government's new plans.

For their part, the unions would not mind the development in the communities, universities and professions of strong organisations which can be respected for their organised memberships and democracy rather than merely for the big names who head them.

And strengthening member organisations in this way is what the UDF will have to be about if it is to have any chance of success.
The law provides for disputes in "essential services" to be referred to the Industrial Court, which must then arbitrate — decide on an increase.

Both EWA and Escom want the Minister of Manpower to refer the dispute to the court for arbitration, and electricity consumers are certain to follow the dispute with mounting interest.

So too will labour-watchers, for it will give an insight into how the court decides a pay claim — something it has done before, but not in so sensitive an industry.

Arbitrations generally leave one side unhappy — whoever conducts them — and the dispute may again raise the question of whether wage disputes are not best left to employers and unions — no matter how "essential" the industry.

RIVAL food unions affiliated to Fosatu and Cwa are at loggerheads at Irvin and John sor's Springs plant. Last week, Itj tried to settle the issue by holding a "verification" test in which union produced "stop orders" from asking that union does not dedicate money simply... - and semi-skilled. UIF offers workers for six months (if they all) that workers should resign previous wage rates. Recusals tend to last at least three times as long as the time of the last notice. UIF workers may face a year without UIF. He adds that no worker should be funded from the fund...

A wage dispute between Escom and its black workers may burst the industrial court into the national role of settling wages. The dispute has been declared by the Electricity Workers Association, as "in-house"... Escom decided to offer a 1% increase in wages and 1% for union and colour unions had accepted.

Normally, this could have led to a legal strike, but Escom were an "essential service"... where workers may not strike legally.
Mwas 'no' to Media Council

The Media Workers Association of South Africa (Mwas) last night denied speculation that it would participate in the proposed Media Council.

Mwas said it would "under no circumstances" do so.

"We view the Media Council as a further erosion of Press freedom in South Africa and, indeed, as an extension of Government repression against that freedom," a spokesman for the national council said.

The council also endorsed a decision by Mwas's action committee to embark on a campaign to mobilise local and international labour organisations to give moral and material support to members of the association who were dismissed by The Star after a work stoppage earlier this year.
The Media Workers' Association of South Africa (Mwasa) yesterday refuted claims that it had accepted membership of the Government's newly formed Media Council of South Africa.

In a statement released after Mwasa's national council meeting held at Wilgespruit at the weekend, a Mwasa spokesman said the union would under no circumstances participate in the Media Council as this would be contrary to the "principles and beliefs upon which our union was founded"
October trial for Mrs Sisulu

ANNESBURG — Mrs Albertina Sisulu will stand trial from October 17 in the Krugersdorp magistrates' court for allegedly taking part in African National Congress activities appearing in a crowd at a Johannesburg regional meeting a year ago.

The trial of 66-year-old Mrs Sisulu, wife of ANC leader Walter Sisulu, and 25-year-old Thami Mali of Soweto who was told the trial would also go ahead on October 17 and continue uninterrupted the end of the case.

They are charged with the suppression of the Communist Act of 1950 which means the charges are still pending.

Mrs Sisulu, who was arrested on August 5, has been re-elected Transvaal president of the United Democratic Front.

Mr Mali and Mr Lali have been in custody since the arrest of the mayor of the Transvaal not to grant bail.

His is not a sale.

JUST Plain honest.

ANDY'S VALUE.

(Compare our prices with any other reputable store)

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School exams brought forward

By MARTINE BARKER

Pupils plan to boost boycott in ‘action day’

Education Reporter

THIRD-TERM examinations in coloured schools — due to begin in September — have in most cases been brought forward to this week.

The press liaison officer for the Directorate of Coloured Education, Mr N Eales, yesterday denied reports that pupils would have only been informed of the move this week, saying a decision to allow early exams had been taken last term.

Parents, pupils and teachers have suggested that the move may in some way be connected with the boycott of classes at the Mount.

In detention in Ciskei

In Cape Town, the General Workers' Union (Gwu) and the SAPF-Cwu expressed "outrage" and "shock" at the arrest of the men, two of whom have been detained by South African and Ciskeian security police before.

Mr David Lewis, general secretary of the Gwu, said "The South African Police are clearly looking for scapegoats for the uprisings in the Ciskei; arresting the Ciskeian authorities are no longer able to control the situation, their superiors are taking a hand."

The president of the SAPF-Cwu, Mr L A Noko, said the arrests would "gravely aggravate an already tense situation" and that trade unions had "once again been forced to act as representatives of the government's making".

The former acting president of the Media Workers Association of South Africa (MWASA), Mr Charles Nqakula, 40, was detained yesterday by the Ciskei security police.

The head of the security police, Colonel Z Makuwazi, confirmed the detention of three former Mdantsane councilors — Mr M Magisa, Mr D Gubeka and Mr N Nkohla.

An advocate and an attorney from Johannes- burg have been called after being barred from entering Mdantsane for 60 days by Ciskei's Commissioner of Police, Brigadier LB Moodolo.

This was confirmed yesterday by the police liaison officer, Mr P A Ngak, who said the order had been issued in terms of the National Security Act.

By Martin Barker

Education Reporter

MOST coloured high school pupils in Cape Town are expected to hold a "day of action" school boycott today in a demonstration of sympathy with the boycotting pupils of Moutonview Senior Secondary School in Hanover Park.

Students at the University of Western Cape and the Peninsula Technical College have also indicated that they would support the "day of action".

SRC representatives from 25 coloured high schools in the Peninsula decided on the action at a meeting on Monday and confirmed this decision at another meeting.

The Congress of South African Students (Cosas) has expressed its support of the Mount- view pupils and their demands.

A statement issued by a spokesperson for the Western Cape regional
Ex-Mwasa head held

EAST LONDON — The former acting president of the Media Workers Association of South Africa (Mwasa), Mr Charles Nqakula, 40, was yesterday detained by the Ciskei security police.

Colonel Z. Makuzeni, head of the security police, said Mr Nqakula was detained under Section 26 of the National Security Act. The Act provides for indefinite detention.

Mr M. J. Fuzile, who runs a news agency with Mr Nqakula in Zwelitsha, said he arrived at the offices yesterday afternoon to learn of Mr Nqakula's detention. He had been told Mr Nqakula had been picked up after midday.

Mr Nqakula was, until the weekend, the acting president of Mwasa. When an interim committee was elected at the weekend to run the affairs of the association until its next congress, he had indicated he would hand over to former president, Mr Zwelethu Sisulu, Johannesburg.

Mr Sisulu was banned until the end of June.

Colonel Makuzeni also confirmed the detention of three former Mwasa councillors. They are: Mr C. Majala, Mr D. Qabakana and Mr N. Nkolga.
EAST LONDON — Four trade unionists were taken from their offices and detained by South African Police yesterday.

They are the branch secretary of the South African Food and Canning Worker Union, Mr B P Norushe, the general secretary of the union, Mr David Tandani, the organiser of the South African Allied Workers’ Union, (SAWU) Mr Boyce Melefa, and the branch secretary of SAWU, Mr Yure Mdyogolo, all of Mamatlane.

A spokesman at their North End offices said the officials were taken from their offices by members of the security police yesterday afternoon.

An attorney Mr W S Tutani, said yesterday he had made inquiries about their detention and been told to contact the police today.

The head of the security police here, Colonel A P van der Merwe, said he knew about the matter and further details would be obtainable today — DDR.
Petrol bomb thrown into Ciskei home

Post Reporter

EAST LONDON — A petrol bomb was thrown into the house of an executive member of the Ciskei National Independence Party in Mdantsane today.

The bomb failed to explode and little damage was done, according to Ciskei's police Press liaison officer, Major G Ngaku.

Mayor Ngaku said the bomb was thrown through the dining room window of the home of Z W Rocofo, in Zone Nine, at 1.30am.

He said the bottle broke but the petrol failed to ignite. The only damage to the house was a broken window.

Mayor Ngaku said there was 'a slight improvement' in the number of people taking buses from Mdantsane since the fare reduction was announced by Ciskei's President Lennox Sebe.

Sapa reports that four trade unionists were taken from their offices and detained by South African security police yesterday.

They are the branch secretary of the South African Food and Canning Workers' Union, Mr N Noruzhe, the general secretary of the union, Mr David Tandani, the organiser of the South African Allied Workers' Union, Mr Boyce Mehta, and the branch secretary of Saawu, Mr Yure Mdyego, of Mdantsane.

The former acting president of the Media Workers Association of South Africa (MWASA), Mr Charles Ngakula, 40, was yesterday detained by the Ciskei security police, the head of the security police, Colonel Z Makuzu, confirmed.

Col Makuzu said Mr Ngakula was detained under Section 26 of the National Security Act.

He is a former president of the Union of Black Journalists (UBJ), and is the editorial co-ordinator of the Vukatshana independent news agency, in Zowetha.

Col Makuzu also confirmed the detention of three former Mdantsane councillors. They are Mr M Makosia, Mr D Qabaka and Mr N Nkohna.

A Johannesburg advocate and an attorney, both of whom have been prominent in most of the Ciskei's political trials, have been barred from Mdantsane township for 60 days.

Mr Clifford Mahler and Mrs Priscilla Jana have been ordered out of the township on the authority of the Ciskei Commissioner of Police, Brigadier L D Madolo. Mayor Ngaku confirmed the ban.
SA hands over 4 unionists to Ciskei

Argus Bureau

EAST LONDON — Four leading trade unionists detained here on Wednesday have been handed over to Ciskei police.

‘Mr Bonsile Norushe, secretary of the African Food and Canning Workers’ Union, Mr David Thandani, secretary of the General Workers’ Union, Mr Boyce Melitata, organiser of the South African Allied Workers’ Union and Mr Yure Mdyogolo, secretary of SAAWU, were detained by South African Security Police.

Head of Ciskei’s security, Colonel Z Makhuzeni, confirmed yesterday that the four unionists were now being held in Ciskei under Section 26 of the National Security Act.

He refused to say whether Ciskei had requested the South African Security Police to hold the unionists.

At a Press conference on Tuesday, President Lennox Sebe charged SAAWU with organising a bus boycott.

The boycott is now in its fifth week.

As from today, bus fares have been reduced by 50 percent of the increase implemented over a month ago.

Indications are, however, that workers will continue to boycott the bus service in spite of the reduction in fares which Chief Sebe said had been made possible by imminent fuel price reduction.
Ban on trade union meeting

EAST LONDON — The chief magistrate of East London has banned the meeting of representatives of four of the main trade unions in the city.

It was due to have been held in Brae Lynn this morning.

The order was issued yesterday, banning a scheduled meeting of members of the SA Allied Workers Union, General Workers Union, African Food and Canning Workers Union and Congress of SA Students.

The four bodies represent an estimated 100,000 members.

The secretary of the SA Food and Canning Workers Union, Mr. P. Norushe, said the meeting was scheduled for 10 a.m. today but we were issued with an order yesterday which banned all gatherings by the four unions from 7 a.m. today until 7 a.m. on Monday.

Mr. Norushe declined to say what the meeting was to have been about and would only say that it had been called by the "community".

The banning order was signed by the chief magistrate of East London, Mr. J. M. van Rooyen.

It stated that it had been issued in terms of the Internal Security Act — DDR.
'Never fired’ workers to go back to job

THE entire labour force of a Pretoria company Vaness Products, who were fired after a strike on Wednesday, will resume work on Monday.

The company, owned by a wood company Bruply, told all 26 of its workers on Wednesday that they had "dis-missed themselves" for walking off the job. Yesterday, however, the general secretary of the un-registered National General Workers Union, Mr. Donise Kumalo, said the company had rescinded its decision to fire the workers after talks with the union.

He said they would resume work on Monday and would not lose any benefits as a result of the strike.

Mr. Kumalo said Vaness had also agreed to negotiate with the union on the wage demand which prompted the strike.

A company spokesman confirmed yesterday that the workers would resume work on Monday. He said Bruply had investigated the matter and "the workers were never fired in the first place."

He confirmed that talks would take place with the NGWU next week, adding "We are always prepared to negotiate with unions."
EAST LONDON — Five local trade unionists detained by the South African security police last week were now being held by the Ciskei security police, the head of the Ciskei security police, Col Z Makuzeni, confirmed yesterday.

But he would not comment on how the men came to be detained in Ciskei after being picked up by South African Police.

The general secretary of the African Food and Canning Workers' Union, Mr Bonisile Norushe, the branch secretary of the General Workers' Union Mr David Tandani, the secretary of the South African Allied Workers' Union (Sawwu), Mr Muzwana "Yure" Mdyogolo, a Sawwu organiser, Mr Boyce Mlilana, and the chairman of Sawwu at a battery factory on the West Bank, Mr Bangunzi Sifingo, were all held by South African Police last week.

In a statement the president of Sawwu, Mr Thozamile Gqwela, said the men had been transferred to Ciskei.

This, he said was proof of the workers' claim that there was collaboration between Ciskeian and South African Police.

Mr Gqwela alleged further that Sawwu offices were under surveillance and that the police were looking for him and Sawwu's local organiser, Mr Jeff Wabeno.

The head of the South African security police here, Col A P van der Merwe, refused to comment on whether the men had been transferred to Ciskei.

Col Makuzeni said the men were detained under Section 26 of the National Security Act — DDR.
Dispute ends with merit increases for all

Labour Correspondent

A DISPUTE between the unregistered National General Workers Union and Pretoria company Vannes Products, a subsidiary of wood company Bruply, has been settled after talks between the two sides.

The dispute led to a strike by the company's 25 workers last week. NGWU's general secretary, Mr Donnie Kumalo, said yesterday the company had agreed after negotiations, to grant a merit increase — which had been awarded to some workers and not others — to all workers.

It had also agreed to establish a medical aid scheme for workers.

A company spokesman confirmed this, but added that the difference in pay between workers who had received the increase and those who had not, amounted to only 3c an hour.

"Unfortunately, there was a misunderstanding. The union thought the difference was R1.80 an hour — in fact it was R1.80 a week," he said.

He said the company had never objected to establishing a medical aid scheme and had invited the union to help set one up.

"We believe these talks have established a sound relationship between us and the union," he said.
Protest over held unionists

Labour Correspondent

THIR detentions by the Security Police of five trade unionists in the East London area have drawn an angry protest from an international trade union representing 500,000 teachers throughout the world.

In a statement yesterday, the International Federation of Free Teachers' Unions announced it had sent telegrams to three Cabinet Ministers and the Commissioner of Police, General Johan Coetzee, protesting against the detentions.

The IFFTU says the telegram, which it has sent at the request of Amnesty International, has been addressed to the Prime Minister, Mr. P. W. Botha, the Minister of Justice, Mr. Koos Coetsee, and the Minister of Law and Order, Mr. Louis le Grange.

The telegrams protest against the detention of Mr. David Tshabadi of the General Workers' Union, Mr. Bongale Norshe of the African Food and Canning Workers' Union, and three SA Allied Workers' Union officials, Mr. Mxuzana M'tyongolo, Mr. Boyce Mafio and Mr. Bangunzi Shingko.

The telegrams say the IFFTU demands the immediate and unconditional release of the four "unless they are charged and brought to fair trial."
NGWU in second big victory in a week

By ÄLINAH DÜBE

THE NATIONAL General Workers Union (NGWU) won their second victory in a week when the Vaness Products Company in Pretoria agreed to increase wages of all union members yesterday.

The union had 25 of its members earlier this week reinstated at the same company after they were dismissed for going on strike. The workers' demands included better pay and improved working conditions

The organising secretary of the union, Mr Donnie Khumalo, said management agreed that disparities in wages of the employees be done away with. A medical aid scheme would also be introduced to cover all the workers and their families, he said.

Before going on strike workers had requested a 30 cents per hour increase on their present R1.30 hourly rate. They also complained that some workers received weekly wages of R58 when some got R50. Mr Khumalo pointed out that this had also been looked into and said everything had "been balanced."
BRUSSELS — The International Federation of Journalists protested today at the detention of a journalist, Mr Charles Nqakula, in Ciskei.

The Federation president, Mr Kenneth Ashton, sent cables to the Ciskei President, Mr Lennox Sebe, and to security police headquarters, requesting that Mr Nqakula be charged or immediately and unconditionally released.

The federation, which says it represents 105,000 journalists worldwide, said in a statement that Mr Nqakula had been kept in secret detention since his arrest on August 16.

He is a former acting president of the Media Workers' Association of South Africa.

In Amsterdam the International Federation of Free Trade Unions' secretary has demanded the release of detained South African trade unionists.

Their demand came in the form of a telegram to the Prime Minister, Mr F W Botha.

Representing 5.5-million members worldwide it protested the detention of Mr Mzuzwana Mdyogolo, Mr Royce Mhu-lasa, Mr Bungunzi Swinga, Mr David Tandani and Mr Bona-le Norubhe — Sapa-Reuters.
As bus tickets jump by 12.5 percent
THE MONSTER STRIKES AGAIN ON SUMMER FASHIONS AT THE POORMAN’S FACTORY SHOP

£ 2 PAIR SHOP — 2 PAIRS FOR THE PRICE OF 1

AN’S FRIEND FACTORY SHOP

Flat, corks and wedges. All colours in genuine leather, 2 pairs for R6.99

Sandals in wood and weave. 2 pairs for R15.99

Ladies top fashion in genuine leather high heels 2 pairs R39.99

AN’S FRIEND FACTORY SHOP

We dare not name, current summer range in genuine

low, Lady Di colours and top fashion

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Mens genuine leathers in broques, mocs, slip-ons and lace-ups in all colours. 2 pairs R49.99

*And Jones, Barkers, Raffelo in boots, slip-ons and lace-

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Firm re-instates 25

THE VANESS Products company in Pretoria yesterday re-instated 25 of its employees who were last week fired for going on strike.

According to the organising secretary of the National General Workers Union (NGWU), Mr Don-sie Khumalo, members of his organisation were dismissed after they had gone on strike for better pay and improved working conditions. Management refused to meet their demands and ordered an immediate termination of their services.

Mr Khumalo said, however, an agreement to have all the dismissed workers re-instated at the door manufacturing company was entered into in a meeting between union officials and management.

Negotiations for wage increases will be held today. Workers have requested a 30 cent per hour increase on their present R1.30 hourly rate.
Talk to union, or we strike

By STEVEN FRIEDMAN
Labour Correspondent

WORKERS at a Pretoria motor components plant, Poole Industries, have voted to strike on Thursday if the company does not agree to talk to their union, the National General Workers Union, by Wednesday.

The union's general secretary, Mr. Deneke Kumalo, alleged yesterday that the company was helping a rival union to recruit workers at its plant.

A company spokesman yesterday refused to comment on Mr. Kumalo's statement.

However, the company previously told the Rand Daily Mail that it would not talk to the union because it was not registered and was not a member of the motor industry's industrial council.

It has also told NGWU it will take action if its officials set foot on company property.

The company says it belongs to the Motor Industries Federation and will only deal with unions who negotiate with the MIF at the industrial council.

Mr. Kumalo recently threatened to take legal action against the company for refusing to deal with the union at its plant, which employs about 300 workers.

He said yesterday that workers at Poole had met over the weekend and decided to give the company until Wednesday to talk to the union.

He said workers had grievances relating to pensions and deductions from their pay and were also dissatisfied because, they allege, management was helping a rival union, the Motor Industries Combined Workers' Union, to establish itself in the plant.

"If the company does not open talks with us by Wednesday, the workers have decided they will down tools," Mr. Kumalo said.
Unions no to UDF at this stage

By PHILLIP VAN NIEKERK
Labour Reporter

FOUR leading trade union groupings have decided at this stage not to join the United Democratic Front (UDF) or any other grouping campaigning against the new constitution and the "Koornhof Bills".

However, the groupings — the Federation of South African Trade Unions (Fosatu), the General Workers' Union (GWU), the African Food and Food and Catering Workers' Unions (AFCUW and FCWU) and the Cape Town Municipal Workers' Association (CTMWA) — have reiterated their support for all "progressive" organizations opposed to the new constitution and other apartheid laws.

"Top priority"
Mr Johnson Mpu-kumba, national president of the GWU, said the GWU was still busy with the formation of a new trade union federation, which was their top priority at the moment.

"This is not to say we reject the UDF, which we would consider joining if we had a mandate from our members," he said. "We wholeheartedly support any organization which is progressive and democratic and we are prepared to assist in their campaign."

Mr Joe Foster, general secretary of Fosatu, said their unions had members who supported a large number of political organizations. To unite with just one organization would divide Fosatu's membership.

"While we are encouraging our members to take part in progressive community organizations, we are not as an organization prepared to affiliate to the UDF at this stage — though our executive will consider their approaches," he said.

Mr Foster said the big tasks ahead for Fosatu were trade union unity and the development of working-class leadership.

Encouraged
The AFCUW and FCWU said in a statement yesterday that they supported the UDF's stand and encouraged their members to take part in campaigns against the new constitution and other apartheid laws.

"However, our first responsibility as a union is to the workers, and their foremost need is a federation which can unite workers' organizations and organize unorganized workers. Till this is done, it won't be possible for the working class to take the lead in the struggle for one united, democratic South Africa."

Mr John Erendzen, general secretary of the CTMWA said that to remain their unity, and in view of the impending federation, the workers had decided not to join the UDF or any other body opposing the constitution, though individual members were encouraged to play an active role.
4 unions say no to UDF

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Unionists detained

TWO leading trade unionists, Mr Amos Masondo and Mr Elliot Shabangu, both officials of the General and Allied Workers’ Union (GAWU), were reportedly detained early yesterday.

Mr Masondo, who is the national organiser of GAWU, was detained from his Sebonane home and Mr Shabangu was taken from his Dube home.

There was no response yesterday from the Police Directorate of Public Relations to enquiries about the two reported detentions.
A breakthrough for union

Labour Reporter (1989) 6-72, 11-39

After months of pressure from workers at its six Witwatersrand hotels, Southern Sun last month agreed to recognition talks with the Commercial Catering and Allied Workers' Union.

The first meeting between union officials and management took place on August 12, says a union spokesman.

In another breakthrough for the union, 2M South Africa agreed to recognition talks after 18 months of persistent requests by the union. In a ballot held by the company in July, 82 per-
cent of the workers who voted said they wished to be represented by CCAWUSA.

The union is involved in recognition negotiations with five companies - Checkers, Makro, the Poschi Group, Pick 'n Pay and Game (Johannesburg).

In wage negotiations with Woolworths, the union secured monthly increases of R55 for a worker, which will take effect from the end of August. At Edgars, CCAWUSA reached agreement on increases of between R50 and R54 a month. New minimum wages negotiated are between R220 and R250.
Workers 'refused choice of union'

By PHIL MTIMKULU

A SPRINGS security company, the South African Security Services, has been accused of violating worker rights by refusing to allow workers to join a union of their choice.

The workers complained to officials of the Vukani Black Guards and Allied Workers' Union, which has been started by Cusa, that they were threatened with dismissal if they did not resign from Vukani. One worker, Mr Ruthwell Ngxandeshe, a contract worker, has already been dismissed for refusing to resign from Vukani.

Vukani claims that management went into the company's hostel in the absence of the workers and searched their rooms and removed all union leaflets, application forms and some membership cards.

It is alleged that management told the workers that Vukani is a communist union and therefore workers should not join.

Mr Ngxandeshe told union officials that more workers are daily called to report to the head office to cancel their membership of the union. They claim that management wants them to join a union of their choice.

The organiser of the union, Mr Mahlomola Skhosana, said: "I have tried to talk to the personnel manager of the company, but he refuses to talk to me on the flimsy grounds that our union is not representative and that they have a liaison committee which handles worker complaints."
Mandela accepts varsity nomination

DURBAN — Jailed African National Congress leader Nelson Mandela has officially accepted nomination for the chancellorship of the University of Natal.

A university spokesman confirmed that a letter accepting the nomination had been received from Mandela.

Mandela was nominated by students on the Durban campus of the university at the beginning of last month.

The letter follows weeks of doubt and confusion as to whether the nomination would be accepted.

Students at the Maritzburg campus nominated author Dr Alan Paton for the position after they had been told that Mandela would not accept the nomination.

Dr Paton accepted the nomination but said that he would withdraw if Mandela accepted.

A telegram had been sent to the university by Mrs Winnie Mandela’s lawyer refusing the nomination on behalf of Mandela. But Mandela’s Johannesburg legal representatives said he would accept.

Mrs Mandela visited her husband in Pollsmoor Prison last week to clarify the situation and the letter was received by the university earlier this week.

Dr Paton withdrew from the running on being informed that Mandela had accepted. He would not comment further.

The president of the Students’ Representative Council in Durban, Mr David Ensor, said: “We are pleased that the letter has been received by the university and that the confusion resulting from communication problems has been cleared up.

“We would like to express our disappointment at the way the Chancellor of the University of Natal is chosen.”

“We feel that the convocation, consisting mainly of alumni of the university and an integral part of the university, should have a major say in the decision, as at other universities.”

At the University of Natal the university council makes the final decision after the nominations have been considered by a screening committee.

In 1964 Mandela was made honorary president of University College, London. He was unsuccessfully nominated for Chancellor of the University of the Witwatersrand in 1982. — Sapa.

Union says workers pressured

Labour Reporter
The Vukan Black Guards and Allied Workers’ Union has alleged that workers at a Springs security company are being pressured to resign from the union or face dismissal.

However, SA Security Services’ personnel manager, Mr P Hattingh, yesterday dismissed the allegations as “trash”.

The union claims a contract worker, Mr R Ngxandeshe, was dismissed for refusing to give up his union membership and that other workers also face dismissal unless they resign from Vukan.

A Vukan union official, Mr. Mahlomola Skhosana, said: “I have tried to talk to the company’s personnel manager but he has refused to talk to me. He said they have a liaison committee which handles worker complaints.”
Union will fight for pay parity

Mercury Reporter

The newly formed Public Servants' Union — representing Indian employees in all Government departments — will be fighting for parity in pay and equality in working conditions for its members.

Mr. Mohan Ramloutan, the union's general secretary, said that the PSU would be giving priority to matters where Indian workers are being discriminated against and these included pay and working conditions.

'We will be making representations not only for more pay, but will also insist that there be parity in the application of the salary scales for Indian and white public servants,' he added.

He said the Commission for Administration, which is in charge of public servants, had approved the formation of the PSU and a directive had been issued to all Government departments to co-operate fully with the union.

Union representatives have been allowed reasonable access to offices of various Government departments for recruiting members, he said.

The Treasury had also approved stop-order facilities for the collection of membership fees.

Mr. Ramloutan said that in terms of the union's constitution, it was not allowed to take part in politics.

'The PSU has been formed to promote, secure and encourage efficient and competent public administration in the Public Service with particular regard to the interests of the State and public and well-being of public servants,' he said.

Departments employing a large number of Indians are the Department of Internal Affairs, which includes the former Department of Indian Affairs, the Department of Health and Welfare, and the Department of Justice, Manpower and Finance.
Unions puzzled by council ban

TRADE UNIONS were thrown into confusion this week after a Soweto Community Council circular warned employees against joining unions.

Employees who contravene this ruling shall be deemed to have resigned from the council with effect from the date they joined a union.

The warning was issued to employees this week in a circular dated April 8, in which the council's administration director, Mr J D Muller, cited a subsection of the Community Council Act.

General and Allied Workers' Union spokesperson Samson Ntou said the union was considering legal action, as most of its members who worked for the council believed it was their legal right to join a union.

General secretary of the Engineering and Allied Workers Union, Calvin Nkandula, said the circular was "tampering with its workers' freedom of association".

Maggie Magubane, general secretary of the Sweet, Food and Allied Workers Union, said the circular could lead to council-created unions in councils countrywide.

LAMONTVILLE residents are threatening to go on strike against the KwaZulu government.

Deputy Minister of Co-Operation and Development George Morison's Wednesday announcement stunned the township.

The decision would be formally approved by the Pretoria Cabinet before the government would hand over the township to the homeland, Mr Morison said.

KwaZulu leader Chief Gatsha Buthelezi lauded the decision, saying he welcomed the addition of the township to his administration.

The Rev Joe Xundu, vice-chairman of the Joint Rent Action Committee (Jorec) and a leading community figure in the township, said they would take the matter to court.

"The people are dismayed as there was no consultation with them and the decision is a blatant infringement of our democratic rights."

Their only recourse was to seek a court interdict preventing the KwaZulu authorities from administering the township.

"In the same way that the KwaZulu administration won its case against Pretoria over the Ingwam..."
Township rent rise: Union ‘concerned’

Labour Reporter

THE Food and Canning Workers’ Union has expressed concern about the increase of rents in Mbekwensi township, Paarl, saying it is “an impoverished community that cannot afford added financial burdens.”

The union has about 600 members in the township, a number of whom were arrested last week when they marched to the Administration Board offices in protest against the rent increase.

A total of 167 people appeared in the Paarl Magistrate’s Court on Thursday, charged with taking part in an illegal gathering, alternatively failing to disperse when ordered to do so.

The general secretary of the FCWU, Mr Jan Theron, said that Mbekwensi residents had been hard hit by unemployment and severely affected by the coloured labour preference policy.

“Hundreds of people have been laid off from the textile and canning industries in the past year. Most of the canning workers cannot even claim unemployment benefits because they are classified by the Minister of Manpower as seasonal workers.

“Many Africans cannot work anywhere else but in the textile and canning industries because of the coloured labour preference policy,” Mr Theron said.

More than 20000 canning workers in the Paarl-Wellington district have been laid off in the past year and more than 500 have been retrenched from the local textile factory.

The general secretary of the Textile Workers’ Industrial Union, Mr. Norman Daniels, estimated last year that “more than 1000 unemployed textile workers were walking the streets of Paarl.”

Most house rents in Mbekwensi have been increased by about R2, while rates for sites have been increased by R1.50.

“The Mbekwensi community is desperately poor. It cannot afford further financial burdens,” Mr Theron said.
NGWU in agreement

By Alinah Dube

A RECOGNITION agreement between the National General Workers Union (NGWU) and the Pulp Industry company in Rosslyn is to be submitted for consideration this week.

The organizing secretary of the union, Mr. Donsie Khumalo, said the agreement was reached at a meeting with management. Problems which affected workers were discussed and shop stewards were assigned to follow them up.

Among the employees' grievances were the deduction of R1 from their wages to pay for laundered uniforms. The act had caused dissatisfaction among the workers because they said they had not been consulted.
Leaders banned:
Protests lodged

Own Correspondent

PORT ELIZABETH — The organizing secretary of the Motor Assemblers' and Component Workers' Union of South Africa (Macwusa), Mr Government Zini, said last week that Amnesty International branches from all over the world had lodged their protest with the South African Government over the banning of the union's leadership.

Those banned were Macwusa's president, Mr Dumile Makanda, Mr Maxwell Madlingozi (an executive member), Mr Zamilino Mjuza (a branch committee member) and Mr Sipho Pityana (an organizer).

The four Macwusa officials had been detained for 271 days without trial, and were banned for two years six weeks after their release, said Mr Zini.

"Mr Pityana has since left the country and we believe he has headed for London," said Mr Zini.

"I have now received more than 4,000 letters and telegrams of sympathy from all over the world and have sent copies to the Prime Minister and the Minister of Justice," Mr Zini said he had replied to all the letters from the Amnesty International groups and had informed them Mr Makanda and Mr Madlingozi had been re-banned for another two years.

He said Macwusa felt this was a "cowardly and inhuman exercise"
Govt responsible for Cape worker troubles – prof

By Carolyn Dempster, Labour Reporter

The labour conflict in the Eastern Cape should be seen as the reflection of the political alienation which was part of South Africa’s national policy, Professor Lawrence Schlemmer of Natal University told a top-level seminar on industrial relations in Johannesburg yesterday.

The newly-elected head of the SA Institute of Race Relations described the escalating conflict – particularly in the Ciskei – as one of the unhappiest issues in the country today. “In South Africa we struggled to a point of evolution where certain Government departments have a reasonably mature attitude to black trade unions. “In Ciskei they seem to be responding to the unions as our Government did 10 years ago,” he added.

“There is no need for our industrial workers to be exposed to a different system run according to different rules.”

His comments come in the wake of the Ciskei Government clampdown on the South African Allied Workers Union last week.

The unaffiliated and fast-growing union was banned by the Ciskei Government last Friday after almost three years of harassment.

At the time of the banng, virtually the entire Saawu leadership of the East London area was in detention and president Mr Thozamile Gweta has gone into hiding.

There are also more than 80 union members still in detention following mass arrests by Ciskei police after the Mdantsane bus boycott.

Professor Schlemmer said that if anything was to be learned from the Eastern Cape, it was to try to avoid the same thing elsewhere.

Schlemmer says labour’s unity is not revolutionary

By Carolyn Dempster, Labour Reporter

The solidarity shown by black workers over recent years should not be confused with a revolutionary worker consciousness, Professor Lawrence Schlemmer told an industrial relations seminar in Johannesburg yesterday.

“All evidence indicates that the present aggression shown by unionised workers is a temporary and superficially different from the deep ideological rift between management and workers,” he said in an address on future scenarios in industrial relations.

The powerful needs and material aspirations of black workers, the idea of the black collective workforce ranged against white management, and the homogeneity of the group as a whole had contributed to this solidarity.

“But radicalisation of the black labour movement is not likely to occur rapidly as long as the majority of the workforce are unskilled and hence have low bargaining power,” he told delegates to the two-day seminar.

However there were some danger signs for management, said Professor Schlemmer.

Drawing on the findings of an attitudinal survey among 500 black workers in the Durban area he pointed to:

A negative view of management — the labour force saw white management in most instances as hostile.

Some 60 percent of workers interviewed felt they were discriminated against at work, because they were black.

A lack of trust in white-run institutions with the exception of banks and building societies.

The “system” in its broad sense does not have much legitimacy for workers.

These factors could serve to intensify labour action among workers without a high level of political consciousness, said Professor Schlemmer.

Managements should take note of a new trend — the increase in the number of black school-leavers with higher qualifications. These would become the production line workers of the future in a scarce job market. “At the same time political consciousness is going to be very different,” he warned.
ANC link to new bans

Mail Correspondent

PORT ELIZABETH — The Minister of Law and Order, Mr Louis Le Grange, has told two Port Elizabeth trade unionists he was "induced" to ban them because of information that they had carried out instructions from an African National Congress representative in Lusaka.

He said he could not disclose further information which had led him to ban the two men, Mr Dumile Makhanda, former chairman of the Motor Assemblers and Component Workers' Union of South Africa (MACWUSA), and Mr Maxwell Malinga, former executive member of the union, "without detriment to the public interest".

"The men, who are both banned for 32 months, were told this week by the Banning Board of Review that they should be unbanned yesterday because the law forbids the ban.

"Yesterday the Rand Daily Mail's correspondent was shown letters telling them of the reasons for their banning.

"It was also learnt yesterday that the men had not applied for their orders to be reviewed.

"In letters to Mr Makhanda and Mr Malinga, Mr Le Grange said the review board had "investigated and considered" the action he had taken against them.

"The board found that no grounds existed for the unbanishment of the provisions of the withdrawal of, or the withdrawal of the identity of the "sensitive concerned", Mr Le Grange said.

"Mr Makhanda and Mr Malinga were among 10 South Africans banned again in July this year when the orders of scores of other people automatically expired at midnight on July 1 with the introduction of a new Internal Security Act.

"Mr Makhanda and Mr Malinga were first banned for two years in March last year with two other MACWUSA officials after spending about eight months in detention.

"The banning orders expire on March 31, 1986."
UDF to decide on action against papers

By JOHANN POTGIETER
Political Correspondent
CAPE TOWN — The national executive of the United Democratic Front (UDF) meets in Durban this weekend to consider a recommendation that newspapers advocating a "Yes" vote in the upcoming referendum should be subjected to a "community boycott".

High on the executive's agenda for this, the first top level meeting since the launching rally of the UDF here in August, will also be the prospect of a strategy by unions in the wake of the Ciskei banning of the South African Allied Workers Union (SAAWU).

The executive will also consider the question whether white supporters of the multiracial body must vote "No" or abstain.

The UDF's publicity secretary, Mr. M. M. Lekota, said from Durban today that one of the recommendations from the secretariat to the executive would be that the body's 400-odd constituent organisations should pursue a boycott of those English newspapers which have supported the Government's tricameral scheme.

The period of the boycott would be open to discussion.

In the case of SAAWU, the secretariat's recommendation to the executive is that other union groups operating in the Eastern Cape area, like the General Workers Union and Federation of South African Trade Unions (Fosatu), should be invited to a joint sitting for consultations on the line to be adopted in the wake of the banning.

In the meantime the UDF is today squaring off for the first time in open political battle with the Labour Party, which dominates the management committee system.

Elections for these committees are held throughout the Cape today, and the UDF has counselled the electorate to boycott the polls.
Union refuses to join UDF

Post Report
THE Eastern Cape branch of the African Food and Canning Workers’ Union (AFCWU) has dissociated itself from Press statements that four leading trade unions had decided not to join the United Democratic Front (UDF).

The unions were also quoted as having said they would not join any other groups campaigning against the new Constitution and the “Koornhof Bills.”

In a statement, Mr Boyce Sici, secretary of the Eastern Cape branch of the AFCWU, said today: “As a branch of the AFCWU which believes in worker control, that statement does not reflect the feelings of our workers in the Eastern Cape.

“We had a meeting with our members whereby the majority of our workers felt that it was now the right time that an organisation similar to the UDF emerged.”

Mr Sici and his members also felt that the Eastern Cape branch of the AFCWU should follow other progressive organisations because conditions were now “favourable for the working class to take the lead” towards unity.

No sabotage

DURBAN — A police spokesman said yesterday that the possibility of sabotage being involved in the explosion which wrecked three floors of the Medecentre building in Durban’s Grey Street area had been “almost ruled out.”

It was believed the explosion occurred because of a gas build-up in the rubbish disposal chute — Sapa

Overnight, very discreetly, and very quiet, these mushrooms, eating on cigarette ends, petrol fumes and dirt, pushed their way through the tar in the municipal parking lot opposite the EP Newspapers building on Baakens Street. Nobody saw them, no passerby stopped them, no municipal official heard them and no car parked on them. The camera of Evening Post photographer Mike Holmes captured their presence, confirming a prophecy in the poem, Mushroom by poet Sylvia Plant: “We shall by monstrosity inherit the earth.”

Court is told of beating of convicts at work site

WITBANK — Barberton Prison farm convicts were willing to work and there was no need for warders to beat them with rubber batons, two inmates of the prison testified today.

Andries Visage said he was instructed to load convicts into wheelbarrows when they collapsed after being assaulted by warders at a dam site where prisoners were working on December 29 last year.

Joseph Rademeyer said he pretended to have collapsed and waited to be wheeled away when he could not longer cope with the work and liberties.

Both prisoners testified in the trial of eight warders who have pleaded not guilty to 34 counts of assault with intent to do bodily harm and three counts of murder arising from the deaths of three prisoners.

The accused warders are Warrant Officer Gert Louis Joubert Smit, 38, Mr Christiaan Johannes Wynand Horn, 32; Mr Jacques Coenraad Stoltz, 18; Mr Burger van Dyk, 20; Mr Wilhelm Kobayane, 47; Mr Jonas Thephane Madonsela, 32; Mr Lefa Charles Mahola, 40, and Mr Fanyana Elmon Mahumane, 32.

Rademeyer, a six-year convict with tattoos on his face and hands, said he saw WO Smit beating a cripple who was loading sand into the bars.

He said he was also beaten by WO Smit, Mr Horn and Mr Stoltz as he pushed a loaded wheelbarrow up an embankment.

“I was tired and could not go on being hit like this, so I stopped a dog handler, Mr John Zulu, told me they would kill me if I stopped.”

The hearing continues — Sapa

Drop unfair laws

— Craven

STELLENBOSCH
Apartheid laws should be abolished and a system of qualified voting should be instituted, Dr Dane CRAY, said yesterday. The president of the South African Rugby Union told the Stellenbosch Chamber of Commerce yesterday that the club had stolen the coloured people.

South Africa had friends, mainly from internal divisions — not between black and white, but between man and African.

The road back to national contact was the England and through away with u/land South Africa.

A sign of the —

between English and kaans youth was sporting fields. That activity was a lot worse than white and coloured.

Dr Craven said he was South African and of a selected “race”.

He was not a Bond en — Sapa
Twelve black unions hit at SAawu banning

Labour Reporter

TWELVE black trade unions have described the banning of the South African Allied Workers' Union (SAawu) by the Ciskei authorities as the most serious attack on the trade union movement since 1976, when a number of union leaders were banned.

In a joint statement last night, the unions — representing more than 200,000 workers — said neither the South African Government nor employers should think they could distance themselves from the banning.

"The complexity of the South African Government is clearly shown by the South African security police arresting union officials and handing them over to the Ciskei."

The unions said there could be no talk of reform in the labour laws and the constitution while worker organisations were suppressed.

Their accusations will never find any comfortable place in the hearts and minds of multitudes of our members. Unless and until the Ciskei Government justifies its action through public prosecution in a court of law it cannot hope its claims will be believed by fair-minded people.

Meanwhile, Mr Thozamile Gqweta, the national president of SAawu, said the blatant obliteration of SAawu by the Ciskei Government would never take away the union's principles.

Mr Gqweta, the only leading East London SAawu official not in detention in Ciskei, said statements by Ciskei officials that SAawu's activities were calculated to endanger national security and public safety were "deceptive and libellous."

If people in Mdantsane needed any protection it was from the Ciskei police, army and vigilantes working on instructions from the government.

The Cape Times London correspondent reports that the International Confederation of Free Trade Unions has cabled the Prime Minister, Mr P W Botha, saying the TCFTU was "shocked and appalled" at the SAawu banning and accused South Africa of "delegating its police powers" to Ciskei to assist them in detaining five SAawu leaders.

...
Work stops resolved

By Carolyn Dupriez-Luboun

Workers at the Co-op, as members of the Co-operative Caterers and Allied Workers Union refused to begin work yesterday. A major supermarket was closed.

A new manager had been forced to turn workers away at the end of the day, with stewards in the supermarket posing a long line of people. As the stewards at the end of the day, women were able to manage the situation.
Union men banning 'inhuman'
Death of UWO stalwart

VETERAN trade unionist and community leader, Mrs Thandwe Eunice Mengu died in Worcester last Friday.

Mrs Mengu was born in Beaulieu West in 1917 and studied in Grahamstown. She joined the Food and Canning Workers’ Union in the 1940s and later became a branch secretary and subsequently the executive secretary of the United Women’s Organisation (UWO) in 1961.

A UWO spokesperson said that Mrs Mengu had long been a community leader and had assisted the people of Worcester during the repression of 1960.

SURROUNDED

"When Zwelinkwanda was surrounded and isolated by the police, she managed to get food for the people.

"During the sixties, Mrs Mengu remained active and worked with Elijah Loza, who died in detention in 1976.

"In 1981, Mrs Mengu founded the Worcester branch of the UWO, and was active in the branch until her death.

"The women of Zwelinkwanda relied on Mrs Mengu for advice and guidance.

"We will continue where this brave and courageous woman has left off. We express our sincere sympathy to her family," the UWO spokesperson said.

STRUGGLED

She had gone there to ask her mother to look after her children for the night. She found her mother seated under a tree near the house. She struggled to wake her mother as the elderly woman was under the influence of liquor.

Elizabeth Vaal and Miss Engela Vaal were rushed from the house to find out what was the matter. It was all about arguments between Elizabeth Vaal and Miss Faas.

Miss Engela Vaal rushed into the house, came out with an axe and chased Miss Annie Faas. When she failed to catch up with Miss Faas, she returned to her niece and the elderly woman.

Elizabeth Vaal took the axe from her aunt and attacked Mrs Faas.

Vaal told the court: "I normally cause trouble when I'm under the influence of liquor and dagga."

CONVICTIONS

Elizabeth Vaal acknowledged a list of previous convictions which included a charge of attacking someone with an axe and a charge of grievous bodily harm.

Two of these offences were committed while she was a juvenile.

After that, she was given a fine of R90 or 90 days, for assaulting someone with a knife. Not long after that, she received a suspended sentence of four months for seriously assaulting someone with her fists.

The court also heard that on June 19 last year, she killed Mr Freddie Fick with an axe. She was in custody until the day she committed..."
Unions won't join with UDF

MAJOR unions in the Western Cape have decided not to go into the United Democratic Front (UDF), but will give their full support for the campaign against the Government's new constitution and "Koornhof Bills".

Union leaders said this week their main priority was the establishment of a major union federation which would unite most progressive unions in the country.

Mr Jan Theron, general secretary of the Food and Canning Workers' Union and the African Food and Canning Workers' Union, said they supported and would co-operate with the UDF, but would not formally belong to the alliance of community organisations, churches, trade unions, student, youth and women's organisations.

"We would, however, encourage our members to take part and to attend meetings of the UDF," he said.

A spokesman for the General Workers' Union, said they shared the FCWU's views.

PARTICIPATE

"We have always stated that we will actively participate in the campaign against the new constitution but would not join the UDF.

Other unions who have expressed similar views are the 11 000-strong Cape Town Municipal Workers' Union and the Federation of South African Unions (Fosatu).

Most major unions in other centres have joined the UDF, including the South African Allied Workers' Union (SAAWU), with an estimated 60 000 members in East London and Durban, and the Council of Unions of South Africa (CUSA) in the Transvaal.

The UDF was formally launched last month at a national rally in Rocklands attended by a crowd estimated to be up to 15 000-strong at times."
WASHINGTON - THE REVEREND LEON H. SULLIVAN, AUTHOR OF GUIDELINES FOR AMERICAN COMPANIES IN SOUTH AFRICA IN ESTABLISHING WORKER EQUALITY, IS OPENING A SECOND FRONT AGAINST APARTHEID.

+THE BLACK TRADE UNIONS, I THINK, ARE THE MOST IMPORTANT FORCE EMERGING IN SOUTH AFRICA FOR PEACEFUL CHANGE,+ SULLIVAN SAID IN A RECENT INTERVIEW. +ONE OF MY MAJOR CONCERNS IN THE EVOLVING PROCESS OF THE SULLIVAN PRINCIPLES HAS BEEN THE EMPOWERMENT OF THE BLACK WORKER THROUGH THE UNIONISM FACTOR, AND THAT IS THE DIRECTION IN WHICH I AM GOING NOW.+ SEVEN YEARS AGO SULLIVAN BEGAN APPROACHING MANAGEMENT OF AMERICAN COMPANIES OPERATING IN SOUTH AFRICA, PERSUADING THEM TO AGREE TO THE SIX SULLIVAN PRINCIPLES OF WORKER EQUALITY. ACCORDING TO THE SEVENTH REPORT ON THE SIGNATORY COMPANIES THERE ARE NOW 110, 67 OF THEM RANKED AS MAKING PROGRESS, + SELLING +MAKING GOOD PROGRESS.+

SOUTH AFRICAN BRANCHES OF SOME AMERICAN COMPANIES YEARLY INCREASE PARTICIPATION IN THE SULLIVAN PROGRAM, ACCORDING TO THE REPORT PREPARED FOR THE INTERNATIONAL COUNCIL FOR EQUALITY OF OPPORTUNITY PRINCIPLES, INCORPORATED, BY THE ARTHUR D. LITTLE CONSULTING FIRM OF CAMBRIDGE, MASSACHUSETTS. BUT MANY COMPANIES MAKE LITTLE OR NO PROGRESS TOWARD PROVIDING EQUAL OPPORTUNITY FOR BLACKS AND OTHER NON-WHITES. THE DECISION THIS YEAR TO MAKE PREVIOUSLY VOLUNTARY ASSESSMENT PAYMENTS COMPULSORY HAS CUT 29 COMPANIES FROM THE LIST. MANY OF THE DROPPED COMPANIES, ACCORDING TO ARTHUR D. LITTLE, HAD NOT PAID FEES EVEN UNDER THE VOLUNTARY ARRANGEMENT, AND SEVERAL HAD GONE OUT OF BUSINESS.

SULLIVAN, FOUNDER AND CHIEF OF OPPORTUNITIES: INDUSTRIALIZATION CENTERS (OIC), A SELF-HELP AND VOCATIONAL TRAINING ORGANIZATION IN THE UNITED STATES, AND OIC INTERNATIONAL, WITH PROJECTS IN AFRICA AND THE WEST INDIES, TOLD A RECENT WASHINGTON PRESS CONFERENCE THAT HIS PRINCIPLES ARE NOT DESIGNED TO BE THE TOTAL SOLUTION IN ELIMINATION OF APARTHEID, BUT THEY CAN CONTRIBUTE WITH OTHER FORCES TO MAKE THIS A REALITY, A GOAL WHICH HAS NOT CHANGED.+

+THE PRINCIPLES CALL FOR NO SEGREGATION IN ANY WORKPLACE FACILITIES= EQUAL EMPLOYMENT RULES FOR ALL EMPLOYEES= EQUAL PAY FOR EMPLOYEES DOING EQUAL OR COMPARELABLE WORK FOR THE SAME PERIOD OF TIME= TRAINING PROGRAMS TO PREPARE BLACKS, + COLOREDS+ AND ASIANS FOR SUPERVISORY, ADMINISTRATIVE, TECHNICAL AND CLERICAL JOBS= INCREASING THE NUMBER OF BLACKS, COLOREDS AND ASIANS IN MANAGEMENT AND SUPERVISION= AND IMPROVING HOUSING, TRANSPORTATION, SCHOOLING, RECREATION AND HEALTH FACILITIES.

SOME AMERICAN COMPANIES IN SOUTH AFRICA, INCLUDING FORD MOTOR COMPANY, CITICOOP, EASTMAN KODAK, IBM, ITT, EXXON,
GENERAL MOTORS AND "OHIL OIL CONTINUE ACTIVE, OUTSPOKEN SUPPORT OF THE PRINCIPLES, ACCORDING TO THE REPORT.

THE NEXT STAGE OF PROGRESS, IN SULLIVAN'S OPINION, MUST INVOLVE THE WORKERS THEMSELVES, HELPING THEM TO MOVE UP ECONOMICALLY AND THEY POLITICALLY.

+EMPOWER THE WORKERS WITH RIGHTS IN THE WORKPLACE, + HE SAID, + AND THE WORKERS WILL EMPOWER THEMSELVES WITH RIGHTS AS A POLITICAL FORCE. +

SULLIVAN HAS BEEN INVITED TO EXPLAIN HIS PRINCIPLES DURING A MEETING OF THE INTERNATIONAL CONFEDERATION OF FREE TRADE UNIONS IN DUSSELDORF, GERMANY, AT A SYMPOSIUM JANUARY 19-20, 1984, CONVENED TO EVALUATE ICFU'S SUPPORT OF THE BLACK UNIONS IN SOUTH AFRICA. FOLLOWING THE ICFU MEETING, HE PLANS TO VISIT CORPORATE MANAGEMENT AND PARLIAMENTARY LEADERS IN A NUMBER OF EUROPEAN COUNTRIES AND IN JAPAN IN AN EFFORT +TO GET THEM TO PUT SOME ENFORCEMENT BEHIND THEIR EFFORTS TO REGULATE THEIR OWN COMPANIES IN SOUTH AFRICA, + SULLIVAN SAID. +WITHOUT ENFORCEMENT, IT IS A FIZZLE.+}

PAGE 5

THE ARTHUR D. LITTLE COMPANY, UNDER CONTRACT TO THE SULLIVAN ORGANIZATION, ANALYZES THE COMPANY RESPONSES TO THE 50-PAGE QUESTIONNAIRES CONCERNING THEIR EMPLOYMENT POLICIES AND CONDUCTS MEETINGS OF REPRESENTATIVES OF THE SIGNATORY COMPANIES IN AFRICA DURING TWO WEEKS EACH YEAR. IN ADDITION, ACCORDING TO THE COMPANY'S CONSULTANT SUSAN PENDELTON, DISCUSSIONS HAVE BEEN HELD WITH LEADERS OF BLACK TRADE UNIONS AND WITH INDIVIDUAL BLACK WORKERS.

BY AND LARGE, PENDELTON SAID, +BLACK WORKERS IN U.S. FIRMS IN SOUTH AFRICA THAT I HAVE TALKED TO...FEEL THAT THE SULLIVAN CODE IS VALUABLE...BUT THEY HAVE CONCERNS ABOUT WHAT THE COMPANIES ARE REPORTING TO US.+ MOST OF THE WORKERS THE CONSULTANT TEAM MEETS, SHE ADDED, +ARE THOSE THAT THE AMERICAN FIRMS HAVE MOVED UP AND HAVE GIVEN FAIRLY RESPONSIBLE POSITIONS WITHIN THE COMPANY. SO THE PROGRAM HAS BENEFITED THEM QUITE A BIT.

+THEY WOULD LIKE TO BE MORE INVOLVED IN THE PROGRAM, AND I WOULD LIKE TO SEE THEM MORE INVOLVED...BECAUSE THIS PROGRAM....
In our judgment, a better way to attain that kind of satisfaction with the working conditions and wages on the part of the workers is for the workers themselves to do it, organize a union to go to the management, to bargain collectively for the conditions of their services. On the basis of a contract, said O'Farrell.

There has been great progress in the South African black trade union field, O'Farrell said.

If somebody had said to you ten years ago that ten years hence it would be possible to have a multi-racial union in South Africa including blacks, whites and all the spectrum of color in South Africa, and that the union could be registered and function under the labor laws of South Africa, I guarantee that anyone involved in the labor movement at that time would have said that you were crazy, that it could not happen in ten years. But it has happened, he said.

The Reverend Leon Sullivan and Patrick O'Farrell have discussed ways to place more power and participation in the hands of the black trade unionists, making them part of the reporting and enforcement mechanism for the Sullivan code.

O'Farrell agrees with Sullivan that the trade unions represent a reservoir of hope for change without conflict in South Africa.

The feel that it is maybe the last real area in which peaceful movement toward change can be made, added the American labor leader said, adding:

The involvement of the black workers in the determination at least of their economic lives will have an effect on the development of their social lives, and that in turn will have an effect on the development of the political system in the country. The development of the black trade union movement is a very significant development.
h-speakers should their resources’

SOUWER

Africans should share their
races so that English can
language, says Dr Ken
Research Council

English in Action’ sympo-
night that the elders
had a better command of
ought by mother-tongue

He added that the quality of black teachers would also
have to be improved and English teachers’ associations
should get closer to their black colleagues and offer
support and assistance on a non-racial basis

The universities also hold a key role and should be open
to all races, said Dr Harthorne.

The universities would have to help black teachers, both
those in training and in service, to improve English in the
classroom.

More than 700 people attended the symposium. Other
speakers included Professor Francois Swart, head of the
Department of Speech and Drama at Rhodes University,
Mr Don Maclean, a lecturer in English at Rhodes Uni-
versity; Professor Alan Lennox-Short, recently retired
from the University of Cape Town and also a well-known
broadcaster, Dr Jean Brandford, associate editor of the
Dictionary of South African English, and Mr Kim Shippye,
head of TV1 (activity) of the SABC

A drama presentation, From Van Riebeeck to Von
der Merwe, by Mary Dreyer and Greg Latter, was one of
the highlights of the symposium and incorporated many
historical and modern facets of South African society.

Part in a race. These
sport day in Port
STEPHER CUNNING

Death of
former editor

BLOEMFONTEIN — A
former editor of The Friend
newspaper and a sub-editor
on the Evening Post, Mr
Paul Muller, died in
Bloemfontein’s Universitas
Hospital yesterday aged 69

Mr Muller, who edited
The Friend from February,
1971, until August, 1974, was
admitted to hospital three
weeks ago after suffering a
heart attack

After returning as editor
of The Friend, he worked as
a sub-editor on the Evening
Post from November, 1974,
to April, 1982

Born and educated in
Cape Town, he joined The
Star in Johannesburg in
1930

He was deputy news ed-
itor and gallery correspon-
dent before his transfer to
Bloemfontein in 1967 as
assistant editor

A year after becoming
editor, his first wife, Mrs
Maria Alette (Leatte) Mul-
ner died

He leaves his second
wife, Mrs Amy Muller,
three sons, a stepson and
six grandchildren — Sapa

By CLAIRE
PICKARD-CAMBRIDGE

TWO full-time workers at a
fast food outlet in Main
street, Port Elizabeth, are
being paid R28.50 and
R28.50 a week, figures well
below minimum wage reg-
ulations for employees
working in restaurants and
 tearooms

Regulations covering
these workers stipulated
the minimum wages for employees clas-
sified as kitchen hands and
 general workers were R40.50
and R33 per week respec-
tively for their first six
months of employment

The workers concerned
said they had been em-
ployed at the outlet for
more than two years Ac-

cording to the regulations
they should be paid R49.50
and R41.50 respectively a
week

They also said they
worked more than 50 hours
a week, were not given
lunch or tea breaks, or days
off

Their hours of work were
from 7am to 5.30pm from
Monday to Friday and from
7am to 2pm on Saturday

Mr Oscar Malgas, the
organising secretary of the
Commercial, Catering and
 Allied Workers Union of
South Africa (CCAWSA),
said basic conditions of
employment for their trade
land down that hours of
work should not exceed 49
hours a week

“They should not work
more than 8½ hours a day
and this includes a half-
hour lunch break,” he said

“Limitations of over-
time are three extra hours
a day and eight hours a
week”

But the workers claimed
they were not paid properly
for overtime and that their
pay was deducted when they
were

The Evening Post
approached the owner of
the restaurant, a Mr
Homola, who promised to
investigate the matter
He later told the Evening
Post he was going to bring
the wages of his employees
into line with minimum
regulations

However, he denied his
employees were deprived of
their lunch hour break and
said they were allowed
to take one when the peak
time was over

He said he had only taken
over the cafe recently and
was unaware that his em-
ployees fell under wage
regulations governing the
catering trade

He confirmed that they
were paid R28.50 and
R28.50 a week respectively
He said, however, this was
more than they had been
paid by their former em-
ployer from whom he had
taken over earlier this
year

The Institute of Planning
Research at the University of
Port Elizabeth recently
released statistics indicat-
ing that the household sub-
sistence level for Port Eliz-
abeth Blacks was R265.52,
or about R66 a week for a
family of six

This is a guide to the
minimum amount a family
can subsist on in the short

Hanging attempt
fails

Post Correspondent

JOHANNESBURG — A
young Johannesburg
woman tried to hang
herself with a rope at the
weekend in the same man-
er that her former fiancé
killed himself

The 21-year-old woman
was rushed to the J G
Strijdom Hospital after she
had been cut down in the
bedroom of her home in
Melville

Her condition was de-
scribed as satisfactory

Her 26-year-old fiancé
committed suicide on Au-
 gust 15 after she had bro-
ken off the engagement. He
was found hanging in the pas-
sage of his Lenasia home

WHEN WE KI
PLEASE HELP US — SI
DOOR TO DOOR CAMP
12th to 23rd SE

12/7/83

12/7/83
Blacks see unions as freedom tools, says congressman

WASHINGTON A top American labour leader told US congressmen here that black South African workers viewed the trade union movement much as Polish workers viewed solidarity — as a vehicle to freedom.

This claim was made by Mr Marc Stepp, vice president of the United Auto Workers, in testimony to a hearing of the House of Representatives Sub-Committee on Africa.

Mr Stepp was highly critical of South Africa's race policies and of the Reagan Administration's policy of constructive engagement which, he claimed, supported Pretoria economically and psychologically.
Council strikers charged with trespass

Mercury Reporter

SEVERAL of the more than 100 striking Umhlanga municipal workers who were dismissed yesterday after ignoring an ultimatum to return to work, were later arrested by police and charged with trespass.

This was confirmed yesterday by Capt Piet Meiring, a police spokesman in Durban.

The strikers are expected to appear in the Verulam Magistrate’s Court today.

Capt Meiring could not say how many men had been arrested.

Umhlanga’s Town Clerk, Mr Brian Watson, told the Mercury yesterday that the police action came after the dismissed workers refused to leave the premises. They had also refused to collect their pay.

He said more than 100 workers were dismissed after downing tools yesterday morning. They were protesting against the municipality’s rejection of their latest demand for an increase in pay.

They demanded a 17 percent pay hike over and above the 11 percent rise they received in July, he said. This was in addition to other benefits they received, including long-service pay, free accommodation, holiday bonus and three weeks’ paid leave.

Grievances

Mr Magwaza Maphalala, organiser of the National Municipal Workers’ Union of South Africa, deplored the council’s action, saying the workers had a legitimate grievance.

...
THE TRADE union rights of thousands of workers — predominantly black — will be threatened if a resolution proposed by the white Mine Surface Officers' Association calling for the ban of unregistered unions is tabled and approved at the Tucsa congress which will be held in Port Elizabeth from September 26-29.

The resolution, which also intends to make it illegal for an employer to have dealings with an unregistered union, has been sharply criticised by black unions, both registered and unregistered.

The Black Allied Mining and Construction Workers' Union (BAMCUW) said the resolution was destructive and would never serve the purpose of bringing about industrial peace and mutual relationships between management and black trade unions.

According to the Labour Relations Act, neither trade unions nor employers' organisations are required by law to become registered, and unregistered trade unions are therefore not illegal.

Mr Herbert Barnabas, the national organiser of Sasa, said that in terms of Section 78 (1) of the Labour Relations Act any worker was free to join a trade union of his choice for the purpose of being represented. Mr Barnabas said Sasa feels that under the circumstances it does not need any registration because they can represent workers anywhere they wish.

The general-secretary of Fosa said it was premature to comment on the issue at the moment. He however said if accepted by the unions this motion should be condemned. He added that it was not Fosa’s policy to condemn other organisations.

Mr F Mohlala of the Building Construction and Allied Workers' Union (BCAWU) said the union which intended tabling such a motion did not have the interests of the workers at heart. “Workers should be allowed to join a union of their choice and employers should bargain with any union irrespective of whether it was registered or not,” he said.
THE pay increase for public servants in January will not be enough, the Cape Teachers Professional Association has said.

Mr Vernon Pitt, deputy president of the CTPA said in a statement they would “naturally welcome any steps to improve the financial position of teachers”

“It is, however, doubtful if the 12 percent increase announced by the Minister (of Internal Affairs) will significantly improve the situation in view of the high rate of inflation.

“It is particularly disappointing that, yet again, no progress has been made in respect of the poor salaries of the lower-qualified teachers.

“The CTPA has requested an early interview with the Minister to discuss the very urgent matter,” Mr Pitt said.

THE 12 percent increase, effective from January 1 1984, granted to State employees, would afford some relief but was still not enough to stop the effects of inflation, says Mr Malcolm Domingo, national chairman of the Public Servants League of South Africa.

“We need at least double the amount they have given us because the cost of living is so high and unbearable,” Mr Domingo said.

“A very frustrating factor is that an increase which is on par with inflation in fact, was given to certain State officials in high government positions (members of parliament).”

“It must also be realised that what is important to the worker is the amount that he or she takes home at the end of each month.”

“Here one sees that 12 percent extra on a salary of R1 800 a month amounts to an additional R180 whereas 12 percent on a R200-a-month salary, which is what thousands of State workers earn, only amounts to R24.”

Mr Domingo said it was sincerely hoped that parity would also be introduced on January 1.

“This should apply at all levels but particularly in the lower-income bracket.”

He urged the State to view the question of parity in a “serious” light, as the efficiency of the public service was in the balance.

The League, formed in 1969, represents 28 500 coloured and Indian State employees in a number of job categories.

REJECTING

At its congress earlier this year, the organisation shed its traditionally conservative image by adopting a hard line on the Government’s proposed constitution — and apartheid in general — rejecting it outright.

Speaking at a press conference shortly after the congress, Mr Domingo said his union would adopt an increasingly progressive line and would “work with” other democratic organisations, particularly trade unions.
Opposition to Ciskei ban on Saawu grows

By STEVEN FRIEDMAN
Labour Correspondent

Almost the entire emerging union movement in the Transvaal, the recently-formed United Democratic Front and the Detainees' Support Committee joined together yesterday in issuing a hard-hitting statement condemning the banning of the SA Allied Workers Union (Saawu) by Ciskei authorities.

And at a Press conference in Johannesburg, UDP spokesman Mr "Terror" Lekota, said the unions, who represent tens of thousands of workers, and include major federations Fosatia and Cosatu, had agreed to discuss with their members taking further action on the issue.

"One possibility," he said, "was action against companies which operated in Ciskei, but had not yet assisted in opposing the banning.

"I stressed 'We are not making threats of action, unless these have a firm basis. It will be up to union members to decide if action is needed.'"

A five-member working committee had been appointed to plan action and, in the interim, a public meeting would be held in Johannesburg on Thursday to protest against the banning. A "media campaign" would be organised and efforts would be made to get food and clothing to detainees in Ciskei.

Attempts would also be made to mobilise overseas opinion.

Mr Lekota said these decisions had been taken at a meeting between UDP and the unions. It had been called, he said, "because we do not want to take action in this area without the full support and co-operation of the unions."

In the statement, union groups including Fortis, Cosatu, the Food and Canning Workers Union, Saawu, the General and Allied Workers Union and the Orange-Vaal General Workers Union, as well as the UDP and the Detainees' Support Committee, sharply condemned the ban.

They also reacted sharply to repeated reports that residents of Middelburg are being held prisoner in a stadium in the township by "enemies" loyal to President Lennox Sebe and physically assaulted there.

They say the stadium has been turned into a "concentration camp", into which "defenceless people" are being "herded".

The statement also charges that offices of other unions in East London, such as the Food and Canning, General Workers and Transport and Allied Workers unions, have been "virtually closed down" as a result of detentions.

Mr Lekota yesterday also attacked SA Security Police co-operation with the Ciskei authorities, citing incidents in which unionsists had been detained by Security Police and then handed over to Ciskei authorities.

On the decision to collect food and clothing for detainees, he charged that people who had brought food to detainees in Ciskei in recent weeks had themselves been detained.

The statement said the Ciskei banning indicated that "bantustan structures" would increasingly be used to "suppress any resistance to apartheid".

Ciskei action against unions was designed "to strip the large workforce in Middelburg of any leadership in its struggle against exploitation".

"Henceforth, any union which comes out in full support of worker resistance against bus fare hikes, rent hikes and so on will follow Saawu into banning."

It said the ban was a "veiled threat" against unions involved in community issues, but that to suppress this involvement was to "give away a fundamental element of unionism."
Mine union chiefs held

TWO OFFICIALS of the 'African Mineworkers' Union, who were held in Rustenburg where they had gone to recruit miners for their union last Friday, have been charged with furthering the aims of an unlawful organisation.

This was confirmed yesterday by Major H V Heyns, of the Public Relations Division of the South African Police in Pretoria.

Major Heyns said the two men, Mr Themba Nontlantane of Rockville, Soweto, and Mr Patrick Tsholletsane of Mmabatho in Klerksdorp, were to have appeared in the Rustenburg Magistrates Court yesterday.

The two are organisers of the African Mineworkers' Union, and according to a spokesman for the union, they had gone to Rustenburg to recruit miners on Friday when police held them.
FIVE HUNDRED miners at Iscor's Sishen mine in the North-West Cape have been sacked following a strike over pension payments.

And starting allegations of mass beatings and arrests have begun to filter in, says the unregistered African Mineworkers' Union (AMU), which has called an emergency meeting for tomorrow to discuss the sackings.

According to AMU chairman Samson Ndu, the strike at Sishen was sparked by miners' demands that their pension contributions be paid out to them on August 19.

But management refused and the workers downed tools for four days.

Mr Ndu said that according to information received from miners, hundreds of them were loaded onto trucks and taken to a nearby field where they were beaten up and tear-gassed. Later, many were charged with malicious damage to property and fined R30. "Those without money were locked up."

A spokesman for Iscor confirmed that the miners had gone on strike over their pension payouts, but denied the allegations that the employees were "intimidated not to resume their work". The statement said that "during the course of events it became necessary to discharge a number of employees."

A group also resigned on their own, bringing the total who had resigned to 500."
TENSION is mounting in the mining industry as the National Union of Mineworkers (NUM) and management try to reach a deal over the deaths of 65 miners at the recent Holmhead colliery disaster.

The Chamber of Mines has issued a strong statement, warning the NUM of possible action against management if it continues to resist union demands.

The NUM, however, remains firm in its demands for an independent investigation into the tragedy and a promise to review safety measures.

Meanwhile, the NUM's national executive committee has called for a national strike to be held at 11am tomorrow in protest against the mine owners' refusal to meet the union's demands.

TUPELO

CLASH OVER UNION CALL

NO 'FREEDOM' FOR DR PIET — Page 2
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In a statement, the spokesman said workers were asked to return to their jobs while the issue was being thrashed out, but this was done "to a limited extent" as the majority of the em-

CLASH LOOMS OVER UNION CALL

TENSION is mounting over tomorrow morning's planned half-hour work stoppage by the country's 470,000 miners to mourn the deaths of the 65 who died in the recent Hlobane colliery disaster.

The Chamber of Mines has issued a strong statement, warning the National Union of Mineworkers (NUM) that the planned stoppage will constitute an illegal strike and that management might take action.

The Chamber's general manager, Mr Peter Bosman, said the disruption of operations in the mining industry was "quite inappropriate" as an expression of mourning, and could be construed as an action against management.

But the NUM is undeterred. "We will go ahead with the stoppage," said the union general secretary Cyril Ramaphosa yesterday, adding that he had made it clear to mine management that the workers were not asking permission to down tools between 9am and 9.30am.

Limited damage was done to mine property of events if became necessary to discharge a total who had resigned to

WITS CRASH

SEE BACK PAGE

NOW 'FREEDOM' FOR DR PIET — Page 2

Now even more opportunity to enjoy London's most exclusive taste.

New Albany 30s
A HUSBAND who forced his wife to have sex with him "one last time" before their marriage ended in divorce, has been jailed for three years for rape.

This offence is normally impossible under British law, but the husband, a 32 year-old rail worker, was under a court order forbidding him from molesting his wife.

Brighton Crown Court was told the man had been ordered out of the family home in January, but he returned in March and told his wife he wanted sex "one more time."

"He assaulted her, tore her clothes off and raped her," the judge said.

"You knew you were forbidden to molest her and that she did not welcome what happened. You used violence, and prison is the only appropriate way to deal with you." 

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**UNIONS CALL FOR BOYCOTT OF Ciskei Produce**

A BOYCOTT of products made in Ciskei is being considered by a Committee of Five set up in response to the homeland government's banning of the South African Allied Workers' Union.

Repeated calls for such a boycott were made by speakers at a solidarity rally organised by ten unions and the United Democratic Front at Khotso House in Johannesburg this week.

Sawu national organiser Herbert Barnabas said the union had raised the possibility of a boycott at its congress in Durban last weekend, and resolved to investigate whether it was possible.

Other speakers also condemned the ban, and called for "strong action, not just slogans."

The East London Chamber of Commerce and the Border Chamber of Industries also came under fire for not taking action in response to the ban - despite some of its member factories having recognition agreements with Sawu.

Speakers said the ban "struck at the core of the freedom of workers to associate themselves with organisations of their own choice."

A Secretary general of the Council of Unions of South Africa, Prashoar Camay, said the Sawu ban "went against every tenet of accepted labour law and practice."

"It is also a smack in the face for Pretoria from their homeland lackeys - it goes against the smokescreen of so-called labour reform that Pretoria wants to sell to the Western world," he said.

Camay told the meeting - attended by more than 400 people - that the ban was "a deliberately orchestrated and move against the growing awareness of workers of their collective power."

Other speakers were Transvaal UDF vice-president the Rev Frank Chikane, UDF national secretary Popo Molose and Cawuas organiser Joe Mokoena.

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**C Press 25/9/83**

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**THE (SAD) THOUGHTS OF (EX-) CHAIRMAN KNOX**

IT WAS a bad week for former Vaal Community Council Chairman Lesza Mhlati.

No sooner was he announced that the Supreme Court had rejected his application to unseat council chairman Esa Mhlati than the council resolved not to listen to Mr Mhlati's contributions during meetings and told him to leave the council chamber.

Mr Mhlati told City Press later that the former chairman had been ruled out of order for raising a "very contentious and oration that the council had deprived some traders of business."

"His allegations are untruthful," Mr Mhlati said.
Indians get jobs of fired strikers

Mercury Reporter

WHILE the sacked black municipal workers at Umhlanga prepare legal action against the Umhlanga Town Council for allegedly dismissing them unfairly, a new, predominantly Indian workforce was recruited to take over essential services in the area.

Town Clerk Brian Watson yesterday confirmed that 25 workers, mainly Indians, were employed to do refuse removal and street sweeping after the council's black labourers were dismissed last week following a work stoppage over pay.

He said they had been given the same rate of pay as the dismissed workers.

Yesterday morning gangs of Indian men in orange-coloured overalls were sweeping streets and removing refuse, jobs which until last week had been the preserve of the municipality's black labour force.

A Phoenix father-of-two said he had joined the municipality last Thursday after being offered a wage of R210 a month. He said he signed a three-month contract with the municipality.

Mr Magwaza Maphalala, a spokesman for the National Municipal Workers' Union, said yesterday that a Durban attorney had been engaged to institute legal proceedings against the municipality for 'unfair dismissal' of the 120 black workers.

He said the sacked workers also steadfastly refused to go to the Chief Commissioner at Verulam to collect their discharge pay as instructed by the Town Clerk.
THREE workers at a medical laboratory were fired yesterday morning after being accused of being the ringleaders of a strike involving about 60 of their colleagues.

The sacked workers are Mr. J. Mchumu, Mr. J. Ndlovu and Mr. J. Mazabuko. The striking workers, who are employed by Van Drimmel Laboratories in the centre of Johannesburg, have now combined the reinstatement of the three workers with their other demands. The striking workers demanded an increase of R2 an hour. They said some of them were earning R120 a month even after serving the company for more than six years. Those who have just started working for the company were paid as little as R100 a month, the workers said.

The workers were also unhappy that there was no structure to facilitate communication with management. They said there was no job security and felt very insecure as some of their colleagues had actually been fired. They were also not happy with overtime which they said was made compulsory.

The workers claimed they had to pay for company property if it was damaged in the execution of their duties. They called for the dismissal of a "bosbbo" whom they said used abusive language.

The General and Allied Workers' Union (Gawu) has sent a representative, Mr. Amos Masando, to form a committee from the workers and to negotiate on their behalf. Management had refused to talk to the workers, they claimed.

Dr. P. van Drimmel, one of the owners of the company, was busy at a meeting yesterday afternoon and has so far not returned a call from 

The SOWETAN to get the company's comments about the allegations levelled by the workers.
Council votes to outlaw all unregistered unions

**Mall Correspondent**

PORT ELIZABETH — The Trade Union Council of South Africa (Tusca) voted overwhelmingly at their annual conference in Port Elizabeth yesterday for a legal bar on unregistered trade unions.

And a resolution calling for a change to the Labour Relations Act to allow workers to join the trade union of their choice was defeated.

Mr Robbie Botha, general secretary of the Mine Surface Officials' Union, proposéing the "legal bar" motion, warned that legislation was in the pipeline to eliminate the principle of registration.

He said this would open the way for general unions which would "inevitably become political mass movements" if compulsory registration — confining unions to certain areas — were not imposed, there would be "chaos."

Several delegates said their unions were under attack from unregistered unions who "did not want to abide by the rules." They said if unregistered unions had organisation and membership they should have no problem in registering.

Mr E E Booysen, of the Motor Industry Combined Workers' Union (Amcuw), said the resolution was a sign of "weakness and panic." Many Tusca unions had been fully protected in the past but had made no effort to organise blacks.

"Black unions came in and started organising the unorganised," he said. "Why must legislation now be imposed on these unions forcing them to register."

The motion was carried by 125 votes to 27, with Amcuw and the SA Bank Employees' Union, among others, dissenting.

A motion calling on the Government to amend the Labour Relations Act so that workers could be free to join the union of their choice was proposed by Mr Ike van der Walt, general secretary of the SA Boilermakers Society, who stressed that he was not attacking the closed shop system as such.

He said the law as it stood removed the right of workers to express their disatisfaction by resigning and joining other unions and that some unions could find themselves dependent on employers for their very existence.
Anger's unions insist
Tucsa Resolutio

BY PHIL MILKULU

The South African Bank was strongly opposed to the
resolution. It was strongly endorsed by
the National Union of Teachers and the
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Liberty Life fires 90 in union row

Labour Correspondent

AT LEAST 90 black workers at the head office of insurance giant Liberty Life were fired yesterday after striking for the second time this year in support of union recognition demands.

The workers want the company to recognise the Insurance and Assurance Workers Union of SA (IAWUSA), which is open to black workers only.

Liberty Life has repeatedly refused to do this, saying that it is a nonracial company and that it is only prepared to recognise a nonracial union.

Yesterday, both the black consciousness-oriented Azaman Students Movement and the Black Allied Mining Construction and Allied Workers Union issued statements backing the strikers.

Liberty Life said that only about 90 of its 290 black head office workers joined the strike, which began at midday on Thursday. But an IAWUSA spokesman said yesterday that 150 had been involved.

A company spokesman said yesterday that Liberty Life had considered workers' demand that it recognise IAWUSA, but had decided it could not do this.

He said IAWUSA appeared not to represent the majority of black head office workers, but this was not the main reason for Liberty Life's stand.

"We pride ourselves on the fact that there is no race discrimination in this company. To recognise a blacks-only union would split the company from top to bottom and disturb the relationships we have built up here,"

The company had blacks working alongside whites in several job categories. He said IAWUSA appeared to be "politically motivated."

The workers had been given until 3pm yesterday to return or be dismissed. Most had failed to meet the deadline "and we must assume they are no longer with us."

IAWUSA's spokesman said the issue was not "Liberty Life's claims to be a multiracial company" but "the right of workers to be represented by the union of their choice without management interference."

He said black workers had 'democratically chosen' to belong to IAWUSA and the company should therefore recognise it.

In a statement, the Black Allied Mining, Construction and Allied Workers Union backed the strikers and urged them to "stand together."

It charged that Liberty Life's attitude was "a calculated move to dictate to workers who their representatives should be."

It said the "myth" that Liberty Life was an integrated company had been "blown open" by the workers.

A conciliation board appointed by the Minister of Manpower to attempt to settle the dispute between the National Union of Mineworkers and the Chamber of Mines Rand Refinery will meet on October 14, a chamber spokesman announced yesterday.

The board was due to meet yesterday. If it does not settle the dispute within four weeks, NUM members at the refinery can strike legally.
3 companies hit by strikes says union

By STEVEN FRIEDMAN
Labour Correspondent
THREE companies were hit by strikes by members of the Commercial, Catering and Allied Workers Union of SA (CCAWUSA) yesterday, said the union’s general secretary, Mrs Emma Mashinini.

Mrs Mashinini said a strike at Checkers Monument Park store had been settled, while stoppages at Game Discount World’s Eastgate store and at African Sales in the city centre were still unresolved.

But an African Sales spokesman denied there had been a stoppage at the company.

At Game, said Mrs Mashinini, about 76 workers had been on strike since Thursday after rejecting a 10% wage offer by management. The company was refusing to negotiate with the union because it did not recognise it.

"This is the same stance they took during a strike by our members at their Durban store. Then it led to a lengthy dispute," she said.

According to one source, Game strikers have been fired, but this could not be confirmed. Repeated attempts to obtain management comment were unsuccessful yesterday.

At Checkers, CCAWUSA said workers-locked tools yesterday morning in protest at "consistently abusive and insulting behaviour" by the store’s manager. This is the latest in a series of strikes at Checkers stores prompted by clashes between workers and store managers.

A union spokesman said workers returned after Checkers representatives conceded their grievances were legitimate and said the company would monitor the manager’s behaviour to ensure there were no further incidents.

The manager’s behaviour would be reviewed after three weeks, he added.

At African Sales, said Mrs Mashinini, about 25 workers had struck in protest at the retrenchment of a colleague.

The retrenched worker would receive severance pay until December, but workers were unhappy because they had not been consulted, she said.

A company spokesman denied any knowledge of a strike.
Meetings ban stops formation of union

Labour Correspondent

A ban on all meetings in the Northern Transvaal township of Seshoeg has prevented the inaugural meeting of a fledgeling union for black electrical workers.

Seshoeg is situated in the Lebowa homeland and the inaugural meeting of the Black Electronics and Electrical Workers Union was to have taken place there this weekend.

But, in an angry statement yesterday, the union’s acting president Mr Mbuilelo Rakwena said meetings in Seshoeg had been banned by the area’s chief magistrate and alleged the ban was an attack against black unionisation.

"We abhor and reject the action taken by Government officials in short-circuiting the initiative taken by black workers to assert themselves in forming and creating a platform for themselves," Mr Rakwena said.

"This action clearly reflects the true intentions of white officials towards black workers," he added.

Mr Rakwena said he would "like to make it known to all who oppose our struggle for the upliftment of black workers that this continued harassment and repression can never deter us in our endeavour to create a platform to fight for what is rightfully ours."
NUM ACTION
MINE TO FIGHT

The Evans Bomen

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The Arizona, Tucson, Sham
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Call
212-315
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Tama
FREE OUR LEADERS
— THEN WE'LL TALK

By MONO BADELA

RELEASE all detainees in Ciskei jails first before any solution can be found to the Ciskei bus boycott.

This was the message from Sam Kikine, secretary of the South African Allied Workers' Union (Saawu), to officials of the Ciskei's Corporation for Economic Development at talks yesterday held to solve the three-month-old bus boycott.

In a major breakthrough, Saawu—banned in Ciskei—was invited to talks in Durban with Dr Jackie Adendorf, chairman of the Ciskei's CED, half-owner of the Ciskei Transport Corporation.

"And after the meet-

Saawu stands firm on boycott

ing Mr Kikine said Dr Adendorf emphasised he was not representing either the Ciskei government, the CTC or the South African Government.

Mr Kikine said: "We explained to Dr Adendorf that although we have nothing to do with the bus boycott, we were prepared to assist in finding the solution.

"But we pointed out to him that before any solution could be found the Ciskei government must release Sisa Njikelana, our vice-president, George Shibba, an organiser, and all others who are in detention.

"We also told him that compensation must be paid to all the families of those who were killed in the Ciskei during the recent action by the Ciskei police."

"The two officials agreed to see what they can do and will get in touch with us again."

A second meeting may be held in East London. Saawu officials can be present at the talks.

"We made it clear to them that we don't want confrontation but consultation," said Mr Kikine.
CIA bid to influence S A unions

The American Central Intelligence Agency is trying to gain influence in the South African black trade union movement. This was claimed by South African, British and American trade union experts in a programme broadcast this week by the Australian Broadcasting Commission.

According to the programme, Background Briefing, the CIA, through the American Federation of Labour, the Congress of Industrial Organisations (AFL-CIO), is assisting the South African Government in a deliberate programme to undermine the independent black trade unions in South Africa.

"Such action began in 1964 with the establishment by the AFL-CIO of the African American Labour Centre," the first director of the AALC was longtime CIA operative Irving Brown who last year headed an AFL-CIO delegation which was hosted by the South African Government.

"The South African organisation of the AALC is headed by Nana Mahoma," the ABC said in a statement. Participants in the programme were the British peer Lord Tony Gifford, former South African trade unionist Stephen Barden, South African trade union leader Andrew Moletsane who recently addressed the Australian Congress of Trade Unions on union interference, and Ken Trainer, a Canadian expert on the black union movement. Research for the programme was provided by Rodney Larson, an American trade union specialist.

Nato's strike grounded

LONDON: All Nato's 260 Tornado strike jets have been grounded after one crashed near Sandringham.

It is feared the RAF plane may have suffered some sort of catastrophic failure due to a basic design fault which had not shown up before.

Fears are also growing that major modifications will have to be carried out on every one of the 809 Tornadoes being delivered to the British, German and Italian air forces.

The planes, costing around £9 million each and developed jointly by the three countries, had until last Tuesday flown 35,000 problem-free hours in military service.

Investigators have begun removing pieces of the crashed jet from a 3-metre deep crater in boggy ground at Wolferton Marsh, 5 kilometres from the Sandringham royal estate in the hope of finding the cockpit voice recorder and black box flight recorder.

The Tornado is the first operational jet to carry both instruments and it is hoped they will reveal what went wrong.

The navigator ejected to safety and has given investigators valuable information.

But the pilot Squadron Leader Michael Stephens died in the plane.

One theory is that he deliberately remained at the controls to provide as much information as possible about the fatal problems he was encountering.

Already pilot error, a break-up of the jet's airframe, and engine failure have been ruled out as possible causes of the crash.

Margaret not again

will go on to Virginia today to the Montpelier home of her friends Neil and Sharon Phillips.

Gossip columns here say the marriage could take place at the Phillips's home.

Princess Margaret would have to get the permission of the Queen, who is the head of the Church of England, to remarry.

Princess Margaret's Press secretary said last night "As far as I know she is not getting married again if it was true, I am sure I would know about it."

He refused to comment further on the Washington rumour.

Neil Phillips, too, refused to comment, and added "You should not draw too many conclusions from that."
Tucsa is ‘fighting for its life’

Inter-union tensions come to head at PE congress

By PIPPA GREEN, Labour Reporter

The 29th annual conference of the Trade Union Council of South Africa has ended on a low note, amid strong predictions that it is in the throes of a slow death.

 Held at the plushiest hotel in Port Elizabeth last week, the four-day conference saw tensions within the 57-member body come to a head with one of its largest affiliates, the SA Boilermakers’ Society, threatening to consider withdrawing.

The Boilermakers’ Society, along with a handful of other dissenters, indicated that some unions saw the greatest threat to Tucsa’s existence as coming from trade unions from other trade union movement

Strong feature

And, indeed, the frequent attacks on the union’s black independent unions were a strong feature of the conference. Delegates from the boilermakers accused the “emerging unions” of causing chaos by organizing members in factories where Tucsa affiliates had been operating for years.

Mr Robbie Botha of the Mines Surface Officials’ Association went so far as to describe unregistered unions as an “infant Frankenstein.” A resolution calling for a ban on unregistered unions was adopted by an overwhelming majority of delegates.

Bad Press image

It is well known in labour circles that many workers have been won over from Tucsa unions by the independent unions. Also, an increasing number of employers are saying they would prefer to deal with “representative” unions, rather than those which for years have relied on closed shop agreements.

Delegates also voted for an increase in affiliation fees to the council, in order to help cover the office’s rising costs, and to provide funding for other unions.

However, the 56,000-strong Boilermakers’ Society said Tucsa’s bad image was the result of a lack of commitment to unity in the labour movement.

Speaking against the fees increase proposal, Boilermakers’ secretary Mr. Ike van der Westen said he had dealt with several unions outside Tucsa and had found “unionists just as good if not better than in the Council.”

“What we are dealing with is an inter-union war, and it would appear that, for some delegates, the main motivation for supporting the proposal is that they think that for Tucsa to survive it must destroy other unions.”

Meanwhile, the Boilermakers Society has returned to its members for “a serious review” its association with the council after almost every motion proposed by the society — including one asking Tucsa to meet next year to examine its future relevance — was defeated.

“Part of a campaign”

Several delegates responded angrily to the motion, some saying it was part of a “campaign being waged against Tucsa.”

One delegate, Mr Freddie Swarts, who broke ranks with his own Leather Workers’ Union to support the Boilermakers, said many Tucsa leaders had lost contact with the workers they claimed to represent.

Those who defended Tucsa recalled its “glorious past.”

Mr Louis Petersen of the Western Province Garment Workers’ Union, said Tucsa deserved “bouquets” and not criticism.

“Tucsa is responsible for legislation which has been to the good of workers in South Africa, and other people are now enjoying the privileges,” he said.

Principles sacrificed

However, critics of the body claim that in its early years Tucsa “sacrificed every trade union principle” by agreeing to exclude Africans from its unions when it was originally formed.

Tucsa’s ban on African unions was lifted in 1962, but imposed again in 1989 after pressure from the Government and white unions in 1974. Africans once again entered the fold.

In the past few years, a number of strong all-white unions have joined Tucsa and the body has lost two powerful unions in the catering and distributive trade — unions which criticised the body’s move to the right.

The boilermakers’ Society, with its increasing black membership, is now being pushed farther away from Tucsa. Several motions proposed by the society, including one calling for workers to have the right to belong to the union of their choice and another calling for a Government investigation into escalating housing costs, were resoundingly defeated.

Commenting on the conference, UCT industrial sociology lecturer Mr. Johan Maree said much of Tucsa’s 476,000 membership had been “built on the uncertain foundation of closed shop agreements and employer goodwill.”

“If those elements were pulled from under their feet much of their membership would collapse.”

Mr Maree said many Tucsa affiliates were out of touch with their members.

“Research on some unions has shown that they do not have any representative structures on the factory floor,” he said.

Some employers, who have Tucsa unions operating in their plants, have said that often the workers’ only contact with their unions is through a monthly magazine and subscription deductions from their wages.
A alex on show

Alex was a popular figure in the community, always ready to lend a helping hand. His infectious smile and warm personality brought joy to many. When news of his retirement was announced, there was a wave of sadness. The community organized a farewell party to celebrate his贡献 and remember his legacy.

The party was held at the town hall. A band played, and people from all over the community came to say goodbye. Alex's old friends and family were tearful but happy. The event was a success, and everyone agreed that Alex would be missed.

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By Mono Badela

Community leaders called on residents to come together and support each other in these challenging times. They emphasized the importance of unity and cooperation in facing the current crisis.

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Luthaiy

Saved from the moose — for now

Derrick

White house playover

Black anger over
a good education

How the Perm and

HUGE EXPENSE GAP
Demo by 90 striking insurance workers

By Carllynn Dempster

Ninety Liberty Life Association Workers who went on strike at Braamfontein, Johannesburg last week, today staged a placard demonstration outside the association's head office.

The workers — all members of the Insurance, Assurance Workers, Union of South Africa — were supposedly summarily dismissed on Friday when they refused to return to work, but they have not been formally fired as yet.

Today they vowed to continue the pickets and to rally support until Liberty Life recognises the union.

While the workers were standing in Amandos Street a passing student hurled a brick at a female photographer from the South African Students' Press Union. The brick narrowly missed her head and glanced off a parked car.

Liberty Life Association fired 90 striking members of the Insurance and Assurance Workers' Union after a refusal to recognise the union because of its racial base.

The work stoppage began last Thursday when 90 workers at the Braamfontein, Johannesburg, head office refused to return to work. A delegation was sent to management demanding that the union be recognised.

"We have had talks with the union before and we made it clear then that company policy does not permit us to recognise a racial union," said the human resources deputy manager, Mr Mike Jackson.
Fired insurance workers backed

Labour Correspondent

THE Azanian People's Organisation has backed workers who were fired last week after striking in support of union recognition demands at giant insurance company Liberty Life.

The strikers were demanding the recognition of the Insurance and Assurance Workers Union of SA (IAWUSA), which is open to blacks only. The company says it is willing to recognise unions, but only if they are non-racial.

An Azapo spokesman, Mr. Ishmael Makhabela, said yesterday Azapo believed the strikers deserved its "unqualified support".

He said Liberty Life's statements on the dispute were "inconsistent" with statements it had made when IAWUSA was formed.

"At that time, they said they were unhappy about unions because they could become political organisations. Now they are saying they are happy about unions, as long as they are non-racial," he said.

Mr. Makhabela said IAWUSA had been formed after a series of workshops run by Azapo.

"At these meetings, it emerged that black insurance workers needed a union of their own because they were discriminated against as blacks. It became clear that insurance companies' claims to be non-racial are based on the treatment of a few token blacks only," he said.

A further point which had led to the formation of the union, Mr. Makhabela said, was that "black insurance workers do not have facilities to meet at work — even to discuss matters like the death of a colleague".

Azapo therefore believed a union for black insurance workers was essential and supported the strikers' demands, he said.
Union threat to take Water Board to court

By STEVEN FRIEDMAN
Labour Correspondent

The Rand Water Board has been threatened with possible Industrial Court action by a black union which alleges the Board is "harrassing" its members.

The union, the SA Black Municipal and Allied Workers Union (SABMAWU), which belongs to the Council of Unions of SA, also charges that the Board is now refusing to discuss worker grievances with it or allow it access to workers.

A spokesman for the Board yesterday denied these charges. He said the Board believed in the right of workers to belong to the union of their choice and was willing to recognize any union which represented most of its workers.

According to SABMAWU's general secretary, Mr Steve Mohame, the union represents about 700 of the Board's 2,000 black workers. It also, he says, represents a majority at one of the Board's plants — at Swartkopppies.

Mr Mohame alleges the Board has refused to recognize SABMAWU or grant it access to workers until it recruited a majority of workers in all the Board's plants.

"We believe we should at least be given access in the plant in which we have a majority," he added.

He said members of SABMAWU who worked for the Board were being dismissed regularly "and there seems to be no valid reason for these sackings".

Mr Mohame said the Board had initially been willing to discuss worker grievances with SABMAWU, but had since changed its stance. It had written to the union telling it not to take any part in the Board's "industrial relations function", he said.

"We are considering taking them to the Industrial Court, but we would prefer it if the dispute could be settled amicably," he added.

The Board's spokesman charged yesterday that SABMAWU's allegations were "devour of any truth."

He said the Board's black labour turnover was low — "around 10%" — and no worker had been fired for belonging to a union. It believed unions should be recognized once they represented a majority of workers.

"We cannot recognize a union which has a majority in only one plant," he said.

The Board had been willing to work with SABMAWU but "the union's attitude has changed — they are extremely negative and don't understand that it is management's job to manage."

It was willing to continue dealing with the union "but only if they understand that it is our job to run this concern, not theirs."

SABMAWU was "welcome" to take the dispute to the Industrial Court "because they have no case," he said.

More Labour Reports See Business Day Pages 6 and 14
City demo hits at ‘racist’ company

By Carolyn Dempster, Labour Reporter

More than 100 workers at Liberty Life Association staged a placard demonstration outside the insurance company’s head office in Johannesburg yesterday in a further bid for union recognition.

The peaceful lunchtime protest by members of the Independent Insurance Association of South Africa (IAWUSA) followed the reported dismissal of 80 union members who went on strike at Liberty Life last week.

Holding banners which proclaimed “Liberty Life is a racist company”, the workers stated they were prepared to be arrested under the Riots Act in their struggle for recognition.

Shortly before 2 pm they dispersed and reassembled elsewhere.

The demonstration was the latest incident in the union’s fight for recognition with Liberty Life.

So far the company has refused to recognize the union on the grounds that it is racially-based — admitting only black, coloured and Indian members.

But IAWUSA president Mr Joe Seoka said yesterday that, if that were the case, Liberty Life should do what it preached.

“Black clerks start at a salary of R330 a month, whereas white clerks start at R650 and they receive a Transport allowance. There are two canteens and two training schemes at Liberty Life,” he said.

The disparity in wage increments which sparked a strike by members of IAWUSA at Liberty Life two months ago was resolved after management promised to review individual workers’ salary increases.

“This has not happened, so we will continue our fight for recognition and support among other insurance workers until management bends to the demands of the workers,” Mr Seoka said.

It is still not clear whether the 90 workers, said to have been dismissed last week, have lost their jobs.

A company spokesman told the Press that the workers had been summarily dismissed but, in talks with the union yesterday, a union delegation was told “their jobs are at risk.”

Boy with a big heart

CAPE TOWN — South Africa’s first heart transplant patient with two donor hearts, Gerrie Cronje, will try to get his motorcycle drivers’ licence tomorrow.

Gerrie (16), who lives with his family on Kraaifontein, has a 50cc motorcycle.

Besides riding his bike and visiting Groote Schuur Hospital regularly for check-ups, Gerrie is studying for his Junior PWAWU in breakthrough

After 18 months of intense negotiations, the Paper Wood and Allied Workers’ Union scored a breakthrough yesterday when the Carlton Paper Corporation in Wadeville signed a full recognition agreement containing a crucial strike clause.

In the event of a strike, the Carlton management has undertaken to dismiss all or none of the strikers, and has agreed not to selectively rehire dismissed strikers.

The inclusion of this clause in the agreement is seen as a victory by PWAWU because of the widespread firings and selective rehires in the Wadeville area, aimed at rooting out union “agitators”

Pavilion for Home

A new pavilion at St George’s Home for Boys in Bedfordview was officially opened on Sunday.

The pavilion has been built and paid for by the school’s Old Boys’ association and will provide facilities for meetings as well as change rooms for sportsmen.

St George’s is a home for underprivileged boys.

The pavilion was opened by the chairman of the school’s executive committee Mr Lance Japhet.
Cops out after Liberty protest

POLICE yesterday patrolled the streets surrounding the Liberty Life Centre in Braamfontein where about 90 sacked strikers had earlier during the week demonstrated with placards.

The workers, who did not go to the centre during lunch hour yesterday as scheduled, held an emotion-charged meeting at a hall yesterday and condemned management for refusing to recognise their union — the Insurance Assurance Workers' Union of SA.

The meeting also resolved to ask all community leaders, including churches, civic associations and pressure groups to persuade management to meet the workers' demands before it was too late.

The union's president, Mr Joe Seoka, yesterday said the police presence at the scene was "regrettable because the workers have united peacefully without any violence." The company's general manager, Mr Mark Winterton, said the police patrolled the area to ensure order was maintained. About 30 workers had indicated to him that they were being intimidated to join the strikers.

Referring to the dismissed workers, Mr Winterton said "The situation is regrettable. The workers have been dismissed and that is all. We have always been willing to talk to unions." During the meeting, two "black executives" were accused of being "sell-outs" for not joining and encouraging the remaining workers to show solidarity with the strikers.

"We want your support because the action..."
Liberty Life stands firm on strike sackings

By STEVEN FRIEDMAN
Labour Correspondent

GIANT insurance company Liberty Life said yesterday it was sticking by its decision to fire 90 workers who struck last week in support of union recognition demands — despite support for the strikers from black consciousness groups and a demonstration outside the company's headquarters yesterday.

And a company spokesman said yesterday Liberty Life was depairing from common employer practice by not rehiring the strikers selectively.

"We believe selective rehiring may well be an unfair labour practice and we therefore wish to avoid it," he said.

Many companies fire strikers and then re-engage all but a few who are believed to be "activists".

But, he added, the company was prepared to listen to representations from fired workers who may not have been involved in the strike.

A group of workers at Liberty Life's Braamfontein head office struck last week in support of demands that the company recognize the Insurance and Assurance Workers Union of SA (IAWSA), which is open to black workers only.

"Liberty Life says it will bargain with non-racial unions only," he said.

Since the strike began, black consciousness groups such as the African People's Organization and African Students Movement, as well as black consciousness-oriented unions, have backed the strikers.

Yesterday, a group of strikers held a demonstration outside Liberty Life head office in which they challenged management statements that Liberty Life was a non-racial company.

Liberty Life's spokesman said the company was approached by IAWSA leaders yesterday who said they did not wish to negotiate with Liberty Life, but merely wanted confirmation that the strikers had been fired "so that they could plan further action."

He charged that Liberty Life workers who did not join the strike had been "intimidated" and subjected to death threats.

"We are concerned about this, particularly as there are now people outside our offices trying to persuade workers not to join the strike who are not employees. They seem to have been brought in from elsewhere," he said.

He also defended the company against charges that it still practised race discrimination. IAWSA's president, Mr Joe Sloka, had charged that blacks started on lower salaries than whites and that the company had two canteens and two training schemes "Salaries are based on merit and have nothing to do with race. There are two canteens, but both are open to all races."

"There are also two training schemes, but one is a black development programme which is a special service to black workers. If blacks want to participate in the general training programme, they are free to do so."

"Since the strike began, black consciousness groups such as the African People's Organization and African Students Movement, as well as black consciousness-oriented unions, have backed the strikers. Yesterday, a group of strikers held a demonstration outside Liberty Life head office in which they challenged management statements that Liberty Life was a non-racial company. Liberty Life's spokesman said the company was approached by IAWSA leaders yesterday who said they did not wish to negotiate with Liberty Life, but merely wanted confirmation that the strikers had been fired "so that they could plan further action." He charged that Liberty Life workers who did not join the strike had been "intimidated" and subjected to death threats. "We are concerned about this, particularly as there are now people outside our offices trying to persuade workers not to join the strike who are not employees. They seem to have been brought in from elsewhere," he said. He also defended the company against charges that it still practised race discrimination. IAWSA's president, Mr Joe Sloka, had charged that blacks started on lower salaries than whites and that the company had two canteens and two training schemes. "Salaries are based on merit and have nothing to do with race. There are two canteens, but both are open to all races. There are also two training schemes, but one is a black development programme which is a special service to black workers. If blacks want to participate in the general training programme, they are free to do so."
Workers’ right to organise

A few days ago a major financial institution fired about a hundred black workers for striking in support of recognition of their trade union.

What makes this industrial dispute so interesting is that the grounds for its refusal to recognise the union are that it is a “non-racial company,” whereas IAWUSA (Insurance & Assurance Workers Union of SA) is only open to black workers.

The whole idea that trade unions are a “good thing” was sold to the country, you will remember, on the basis that it is more efficient for employers to deal with organised labour than with unorganised workers.

The politically progressive, big-business establishment enthusiastically embraced the concept of black unionism because it helped them to don a shining mantle of social responsibility, of caring about the underprivileged, of doing something constructive about advancing South Africa towards the ideal of non-racialism.

The last thing they expected was that some black workers would choose to organise in the way that is traditional in the South African labour movement for many whites and coloureds - on ethnic lines.

The financial institution concerned defended its brutal action in firing its black workers on the grounds that “there is no race discrimination in this company” and “to recognise a blacks-only union would split the company from top to bottom and disturb the relationships we have built up here.”

IAWASU’s spokesman retorted that the issue was not the company’s multiracialism, but “the right of workers to be represented by the union of their choice without management interference.”

It seems clear that the company concerned has embraced a particular political view and is trying to impose it on all its employees.

The irony is that the revolt against its “non-racialism” has not come from its white workers but from its black ones, whom the policy was presumably primarily intended to help.

This is yet another example of white liberals arrogantly assuming that they know what is best for blacks, and seeking to impose their ideals.

The interests of black workers are clearly often quite different from those of white workers, and it takes a particularly obtuse or ideologically obsessed management not to see that.

But whether they see it or not, the important issue here is the right of black workers to organise how they see fit, providing they do so in a legal way, concern themselves with relevant matters of dispute between labour and management, and are truly representative.

It is a fond illusion of white liberals the world over that “reactionary” ethnicity can make way for homogeneous societies, which, just coincidentally, as white liberals tend to be a talented group of people, they will tend to rise to the top of.

The experience has been quite to the contrary.

In the US, where lawmaking and social pressures have been most blatant in this regard, all that has happened as that ethnicity has been enhanced.

Blacks are now fighting to maintain their own churches, social and professional organisations, and political identity.

In South Africa, more than in any other country, you would expect employers to be sensible enough to recognise the reality of ethnicity, and its implications.
A STRIKE by members of the Commercial, Catering and Allied Workers Union (CCAWUSA) at African Sales last week has been resolved, the union's general secretary, Mrs Emma Mashumvu, said yesterday.

"But she added that there had been no progress towards a settlement at Game Discount World in Eastgate, where a group of workers was fired last week after stopping work in support of wage demands.

She said the company was refusing to negotiate with CCAWUSA because it was not recognised at the store.

Mr Alec Rogoff, managing director of Baines Limited, Game's holding company, confirmed yesterday a group of workers had been dismissed. He said Game was not opposed to contact with CCAWUSA, but believed it was not representative at the Eastgate store.

At African Sales, the company has denied any strike took place last week but CCAWUSA says workers downed tools after the retrenchment of a colleague but returned after the dispute was resolved.

At Game — which was involved in a long-running dispute with CCAWUSA at its Durban stores some years ago — Mrs Mashumvu said 70 workers downed tools late last week after rejecting a 10% wage increase. She said the store would not negotiate, not recognising CCAWUSA.

Mr Rogoff said only about 40 workers had rejected the increase which, he said, ranged between 10% and 15%. They had been given a choice between accepting it or leaving and had "chosen to leave".

He said the company had not resisted contact with CCAWUSA but was unwilling to negotiate with it as it did not represent a majority at the store.
Liberty Life firm on dismissals

By Carolyn Dempster, Labour Reporter

Liberty Life Association is standing firm on the dismissal of the 90 Insurance Assurance Workers’ Union members who went on strike last week, and has rejected union claims that the company carries out racist policies.

In a statement issued today to clarify any misunderstandings, management said that while it accepted the principle of freedom of association and the right of employees to join trade unions, “the company cannot negotiate with a racially based trade union, since this cannot be representative of all employees.”

Letters terminating contracts had been sent to the workers.

In response to claims by IAWUSA that the company carries out discriminatory practices in salaries, food facilities and training facilities, Liberty Life’s executive director of administration, Mr Mark Winterton, said the claims were slanted.

“Salaries are determined by objective testing methods, work content and performance appraisals. All facilities are fully multicultural and training programmes are open to all races.”

Mr Winterton said there might be a “basis for discussion” with management if IAWUSA opened its ranks to whites.

“But we made it quite clear during the course of the last strike that we do not want political issues brought into the company.”

Judging from the number of workers who participated in the strike, IAWUSA represented only a third of the company’s black workers, he added.
SA trade unions get US support

HOLLYWOOD — US trade unionists reaffirmed their support this week for the black trade union movement in South Africa, saying it offered "the best hope for the ultimate dismantling of the odious apartheid system".

Delegates to the biennial conference of the American Federation of Labour-Congress of Industrial Organizations (AFL-CIO) approved a resolution pledging to assist the movement "in its struggle against a government which resorts to brutal measures of repression against opponents of apartheid, including trade unionists".

"We call upon the US government to exert maximum pressure on the South African Government to give full recognition of the right of black workers to bargain collectively without government interference," the resolution said.
Tutu backs sacked strikers

By Carolyn Demeter, Labour Reporter

The South African Council of Churches has lent its support to the Insurance Assurance Workers Union in its fight for recognition at Liberty Life Association.

At a meeting held at Khotso House yesterday, Bishop Desmond Tutu, general secretary of the SACC, pledged the organisation's full support for the "legitimate rights" of all workers and in particular the 90 Iawusa members fired for their part in the recognition strike at the insurance company's head office last week.

Liberty Life is refusing to recognise Iawusa on the basis that it is a racially based union and is politically motivated.

Bishop Tutu told the workers it was a "ridiculous statement" to say that a trade union could or should not be political.

"Politics determines every aspect of our lives. That we live in Soweto and may not live anywhere else is a fact determined by politicians. The jobs we may apply for are politically determined, where we may eat, walk, sit and sleep is political."

"If we are disappointed, if you as a trade union were only concerned with yourselves and how to better your situation," Bishop Tutu said. "We do not live in a cocoon, an ivory tower. The workers are part and parcel of the suffering masses."

Messages of support for the striking workers came from the Azanian People's Organisation, the Azanian Students Movement and the General and Allied Workers Union.

Mr Joe Sloka, president of Iawusa, announced that the union intended to nationalise the struggle for recognition and call for the support of insurance workers in Liberty Life subsidiaries throughout the country.

"Striking is the only weapon we can use to claim our rights," he said.
Strike enters seventh day

ABOUT 70 workers employed at Game Discount yesterday entered the seventh day of a strike in support of wage demands.

The workers, members of the Commercial Catering and Allied Workers' Union, downed tools after management had refused to hold talks with the union.

The workers had earlier made wage demands to the management which had given them a 10 percent wage increase. The workers demanded an extra 10 percent rise after they had claimed that the previous amount was not enough.

According to a spokesman for the union, the workers have said that they will not return to their jobs until management decides to meet their demands.

A spokesman for management confirmed that the workers were on strike.

Meanwhile CCA-WUSA has confirmed that about 50 workers at African Sales have returned to work after their dispute with management was resolved.

The workers had gone on strike in support of a worker who was retrenched. The worker has since been promised severance pay until December on condition she does not find other employment during the period.
BAWU to fight move to bar it from pension board

By STEVEN FRIEDMAN
Labour Correspondent

The Black Allied Workers' Union (BAWU) is to resist attempts to deny it a seat on the board of the biggest pension fund for black workers of its kind in the country.

Although the union has apparently been dropped from the board, it intends to attend a meeting of it tomorrow.

The fund is the Metal Industries Group Pension Fund, which is open to all workers in the giant metal industries below a particular skill level. It has assets of over R30-million.

Four emerging unions recently won seats on the fund's board.

This is the first time mainy black unions have won a direct say in how a fund this size is to be run and also the first time unions have been allowed a say in a key official body in the metal industries whether or not they are members of the metal industrial council.

Which unions would sit on the board was determined by a test in which all were asked to submit audited certificates of their membership in the job grades covered by the fund. The 10 unions with the biggest number of members covered then qualified for a seat.

According to sources on the fund's board, BAWU initially won a seat because it had the 10th biggest membership of unions who submitted certificates.

But two other unions, the Steel Engineering and Allied Workers' Union and the Engineering and Allied Workers' Union, submitted late certificates.

Because both had more members in the fund than BAWU, they were awarded seats and BAWU dropped out.

Yesterday, however, a BAWU spokesman, MR B P Kumalo, said the union had no knowledge of having been removed from the board.

"Nobody has told us about this and we regard ourselves as members. Any attempt to remove us would be unconstitutional," he said.

BAWU intended to attend tomorrow's meeting of the fund's board.

"We will take our seats and anybody who does not want us there will have to remove us," he said.
CAPE TOWN — Representatives of 11 independent trade unions will meet in Johannesburg tomorrow for talks which will pave the way to possibly the most significant trade union federation in South Africa, representing 360,000 workers.

While there have been attempts to unite the independent mainly black trade unions over the past two years, major differences between the unions have made this difficult.

However, there are strong signs that policy differences have been set aside in favour of what most unionists describe as the more important task of uniting workers.

Unionists were tight-lipped about the impending talks, but it is believed that items likely to be discussed are the funding of the new body and the demarcation between unions.
Unity move shows signs of stress

Labour correspondent reports that employers of the country's 200,000 workers are in deep concern over their welfare. The No. 1 issue in the new year is the welfare of workers and their relations with employers.

The employers, in a meeting at the factory, were informed of the latest developments in the expanding union movement. The workers are now in a strong position and the employers are under pressure to make concessions. The union leaders have been working closely with the employers to reach an agreement on working conditions.

The employers have agreed to make certain concessions, but the workers are demanding more. The issue of working hours is a major point of contention. The workers want a reduction to 40 hours per week, while the employers are offering only 35 hours.

The union leaders are confident that they will be able to negotiate a satisfactory agreement. They believe that the employers will eventually give in to their demands, as the workers are now in a strong position.

The workers are determined to press for better conditions and are prepared to strike if necessary. The employers, on the other hand, are under pressure to avoid a strike, as it would severely affect their business.

The situation is tense, and both sides are preparing for a long battle. The workers are confident that they will emerge victorious, as they are well organized and determined.
Poison kills baby, mother

Crime Reporter

A PRINCE ALBERT woman who allegedly administered a fatal dose of ant poison to her seven-month-old son and later swallowed some of the deadly substance herself, died in hospital on Wednesday, two days after her child.

Major Eddie Snyman, police liaison officer for the South Western Districts, said yesterday that the woman, Mrs Anna Claassen, 26, of Cyprus Street, had died soon after being admitted to Prince Albert Hospital.

Mrs Claassen's son, Stephen Albertus Cipido, had allegedly fed the ant poison on Monday, he said.

Stephen was certified dead on arrival at Prince Albert Hospital a short while later.

Streaker's close

Staff Reporter

A STREAKER narrowly missed being hurt by a motorcycle on Thursday night when he stumbled into the Main Road in Mowbray.

A man, part of the group of 20 streakers, knocked against the handlebars as the motorcyclist brought his machine to a halt.

The second man stumbled into it. It was only then that I realized they were naked," a bystander said.

As the motorcyclist pulled off the road, a "whole pack" of naked men jogged past, disappearing into the ground of the University of Cape Town's College House residence.

Deserted by his comrades, the lone streaker was left standing at the road-side where, in the rush of things, he had been hit.

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Retrenchments spark strike at store

Labour Correspondent
WORKERS at Grand Bazaar's Rosettenville store have been on strike since Thursday in protest at the retrenchment of several colleagues, Mrs Emma Mashinni, general secretary of the Commercial, Catering and Allied Workers Union (CCAWUSA), said yesterday.

Mrs Mashinni said the workers allege that those retrenched lost their jobs for raising worker grievances. She said 54 workers were on strike and the company was refusing to hold discussions on the strike with CCAWUSA.

A spokesman for the store referred all queries about the strike to an official at Grand Bazaar's Cape Town head office. But attempts to reach the Cape Town office were unsuccessful yesterday.

CCAWUSA members struck recently at Grand Bazaar to protest at a dismissal. The dispute, however, was settled.

Mrs Mashinni said the retrenchments had occurred after workers had met a member of the store's management to raise grievances.

"He reacted by saying he was going to retrench 12 of the workers immediately. He then fired four and promptly began recruiting new workers to replace them," she said.
Workers want own Cape board union

CAPE TOWN — The works committee of the Western Cape Administration Board (WCAB), representing 934 black workers, has applied for registration as a trade union.

The union, to be known as the Western Cape Administration Board Workers’ Union, is believed to be the first black union representing administration board workers.

Mr. George Ntuli, chairman of the works committee, said the committee had proved powerless in fighting for workers’ rights. The union was being formed to take up issues which the works committee could not.

He said the decision to form a union had been taken by the workers, who were employed in various capacities ranging from supervisors to inspectors used in pass raids and squatter demolitions.

Mr. F. van Eeden, the WCAB’s director of administration, said he frequently liaised with the works committee on behalf of the board.

The WCAB would not lodge objections to the union’s application for registration.

He said the works committee had no power to negotiate wages and there were no statutory minimum wage rates for administration board officials.

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SEE PAGE 18 FOR DETAILS

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**Liblife strikers**

By ZB MOLEFE

MORE than 100 Libertv Life workers will hand over their pay cheques and letters terminating their services on Tuesday as their strike enters the third week.

The workers members of the Assurance Workers Union of SA, took their stand at St Albans Anglican Church in a show of strength after their members received the letters and cheques on Friday.

Union Chairman Mr Joe Seoka said: "We will be handing a letter to management on Tuesday at 9am.

"And at the same time we will be calling on other Liberty Life workers to join us for a meeting at the Concregional Centre in Braamfontein."

He added: "Our interests so far is to limit our struggle to Liberty Life. Though we have called on companies where Liberty Life has a stake to put pressure on Liberty Life to break the deadlock.

In addition to SA Breweries and Sales House, Liberty Life has the backing of the Almagedt Workers Union and the Afrocan and Allied Workers Union.

The meeting was also very critical of Liberty Life which has been accused of bringing police into the deadlock which erupted two weeks ago when management refused to recognise the all-black workers' union.

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**Summons for 'illegal' boss of Kangwane**

By ZB MOLEFE

Mr Mabuza is already involved in another court battle with four chefs who were ditched by him, allegedly because they were in favour of incorporation into Swaziland. The battle commences in court in 10 days time.

Mr David Lukhele, former Kangwane Minister of Community Affairs told City Press that the chefs wanted the Department of Co-operation and Development to run the homeland until the legal wrangle is sorted out.
What’s the union row about?

"Unregistered" trade unions have become an accepted part of South African labour life. What are these unions? Why is the Trade Union Council of South Africa hostile towards them? Labour Correspondent STEVEN FRIEDMAN reports.

They said that to register was to participate in Government-created labour platforms. Thus they would not do unless all discriminatory laws were scrapped. So the registration issue was not one of tactics, but of political principle.

Johannesburg city council strike, remain impalpable in their opposition to registration.

Indeed, the long-standing registered union like the SA Boilermakers Society continues to represent black workers even though the Department of Manpower says the union is not registered with them.

These unions do not make up a cohesive "unregistered union movement" — indeed, several unregistered unions tend to co-operate more closely with registered emerging unions than unregistered ones.

NUM, for example, belongs to Cosatu, most of whose unions are registered. The GWU has clashed with SAWU in Durban, even though both are unregistered.

But most of these unions still guard their unregistered status jealously and steadfastly refuse any move to force them to register.

Some continue to see registration as a political compromise they refuse to make. And other believe that, despite the blurring of distinctions over the past few years, registration still contains important controls.

The most important of these may give some clue to why the TUCSAn unions, some of whom face a loss of black membership to the emerging unions, are so keen to see registration made compulsory.

When a union applies for registration, all other registered unions who claim membership in its industry can object to the registrar. If he upholds the objection, the new union is not registered.

Indeed, some registered unions have opposed Fosatu registration application on racial grounds by arguing that Fosatu unions should not be allowed to represent white workers, and the registrar upheld their complaints (Fosatu has since appealed successfully to the Supreme Court against this).

So the present system enables registered unions to "protect their turf" against newcomers simply by appealing to Government and the Boilermakers all registered unions, believe the system now serves to protect the interests of established unions and prevent competition from newer rivals.

This is not that crucial an issue while registration remains voluntary. If a union applies and is turned down, it carries on as an unregistered union.

But if registration were made compulsory, and the present system remained, it would mean an existing union could cease to exist, or become illegal organisations, if they were refused registration.

It is thus, in fact, which the TUCSAn unions are seeking — a system in which they can exist official aid to prevent the emergence of emerging unions operating.

But both the Government and many employers have been able to live with the existence of unregistered unions. So TUCSAn's pleas may well fail on deaf ears and unregistered unions will continue to be part of the labour scene.
Crackdown on unions forecast

Staff Reporter

THE banning of Sasa in Ciskei and the recommendation by Tuseo that unregistered trade unions be closed down were a forerunner to government action against the labour movement, said the president of the Media Workers Association of South Africa (MWASA), Mr Zwelakhe Sisulu, at the weekend.

Addressing Mwasa's third national congress in Cape Town at the weekend, Mr Sisulu said: "South Africa Government and its instruments have embarked on a pogrom against the labour movement in the country".

Mr Sisulu said that what might today seem uncoordinated actions by the government and its proxies were a planned systematic process that sought to confuse the masses and neutralize the revolutionary effort.

"Some of these actions seem isolated and unconnected, but they are in fact part of a higher strategy of oppression".

"The banning of Sasa in Ciskei is the prime example of this pogrom, masterminded by the South African security police and their cousins, the NIS, that is about to be unleashed against our organizations".

"It is as a consequence of this, that today we have the notorious constitutional proposals and the Black Local Authorities Act. What are the constitutional proposals worth? What is the Black Local Authorities Act worth? These are worth nothing and we reject them out of hand".

"Excluded"

"There are those who say we must reject the constitutional proposals because they exclude Africans. The constitutional proposals do not exclude Africans only. They exclude everybody of whatever colour except PW Botha and the NP".

"Those who advance the[line omitted]

Children hurt by falling post

Staff Reporter

THREE Manenberg children were injured yesterday afternoon when a post of bricks and concrete fell on them while they were playing at the construction site of a new maisonette.

The children, Denzi Jacobs, 10, Jena Anders, 13, and Charlie Morris, 10, were all taken to Groote Schuur Hospital with slight injuries.

Denzi's mother, Mrs Sandra Jacobs, said there had been similar cases in the past at construction sites around Manenberg.

She said the children had nowhere else to play and were forced to play in the buildings.

UK Go

From IAN HOBBS

LONDON — Mrs Margaret Thatcher's Conservative government was shaken yesterday by a report claiming that the party had been infiltrated by extreme right-wing, racist and anti-Semitic groups.

The Young Conservatives, the youth wing of the party, have spent more than a year investigating the infiltration of the party.

Their report expresses concern that a number of Nationalists MPs are closely linked to racist groups, particularly the pro-apartheid and neo-Nazi National Front.

The report claims that a number of MPs, officials and parliamentarians are involved in racist activities.

The report, which was leaked to the press, states that a number of Conservative MPs are linked to racist groups.

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Staff Reporter

THREE Manenberg children were injured yesterday afternoon when a post of bricks and concrete fell on them while they were playing at the construction site of a new maisonette.

The children, Denzi Jacobs, 10, Jena Anders, 13, and Charlie Morris, 10, were all taken to Groote Schuur Hospital with slight injuries.

Denzi's mother, Mrs Sandra Jacobs, said there had been similar cases in the past at construction sites around Manenberg.

She said the children had nowhere else to play and were forced to play in the buildings.

Mugabe threat to seize farms

English cricket "rebels" Graham yesterday for their second season.

DF Malan Airport were wives' babies Hannah and Clare. Gooch at
cup match at N-

Koevoet: C of fighters’

RUNDU — Field operations of the special police counter-insurgency units Koevoet were extremely loyal to one an-
ANOTHER development came about partly as a result of the Liberty Life strike.

LAWUSA was formed as a result of seminars organised by the Azanian People's Organisation, the chief vehicle of the black consciousness (BC) philosophy.

Two other new unions also seem committed to the BC approach — the Black Allied Mining and Construction Workers Union and the Black Electronics and Electrical Workers Union.

So it does seem that Azapo, and BC supporters in general, are stepping up efforts to organise workers into BC-supporting unions.

BY the time this article appears, emerging unions will have met for a new round of unity talks.

The talks are taking place under something of a cloud. Fosatu, the biggest emerging union group, is to meet shortly to review its participation in the unity drive.

This follows the last unity meeting at which the Food and Canning Workers Union spelled out certain conditions for joining the new federation. The unity moves are designed to create.

Fosatu unionists say obstacles are being placed in the way of unity by setting conditions and that there is frustration over the progress of the talks.

Other emerging unionists say Fosatu itself has set conditions and believe the obstacles to unity are more imagined than real.

Some are also suspicious of informal talks between Fosatu and Cusa, the second biggest grouping, seeing this as a threat to broader unity. Although there have been moves towards a rapprochement between Fosatu and Cusa, participants in the discussions deny they are a substitute for the unity move.

The unity meeting was also expected to discuss serious tensions between the General Workers Union and SA Allied Workers Union in Durban.

But it would be as well not to draw hasty conclusions from all of this.

There are sound reasons why major emerging unions have no option but to get together now and the unions are still likely to decide at the end of the day that these over-ride any politicking which may accompany the unity move.

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YET another new union for black workers has been formed — and its sphere of interest may come as a surprise to many.

It seeks to represent black employees of the West Cape Administration Board and its formation is inspired by the WCAB's black members committed to human rights and its application for Government registration.

Its formation does not seem to worry WCAB overmuch and appears to have been prompted by the fact that the workers committee cannot negotiate wages.

The union appears to be the first set up at an administration board, and is thus the first black union to boast as members officials who assist in pass raids and the demolition of squatter homes.

This factor would seem to rule out an early welcome for the new union at unity talks.
Mwasa rejects new deal

Staff Reporter

RESOLUTIONS passed at the third national congress of the Media Workers' Association of South Africa (Mwasa) in the City at the weekend rejected the constitutional proposals and condemned the banning of the South African Allied Workers' Union in Ciskei.

A resolution was also passed condemning the clash between East Rand Administration Board officials and squatters, clergymen and journalists last Tuesday.

In a statement released yesterday, Mwasa said:

"Whereas Mwasa believes the establishment of a democratic system would be the best political solution for South Africa, that such a system would pave the way for a progressive government for the country, and that Mwasa believes that the National Party government policy propogates a system which frustrates all efforts designed to achieve the equality of all citizens in South Africa, and that whereas the New Constitution Bill and the Koornhof Bills seek to entrench the National Party government's policy of racial separation based on a Population Registration Act, therefore we present at the third annual congress of Mwasa rejeclct in toto and will actively oppose the Constitution and Koornhof Bills of the National Party."

The congress passed a further resolution. "Having noted with anger and dismay the recent actions of the officials of the East Rand Administration Board (ERAB) . . . we hereby resolve to condemn the savagery of the assaults on squatters, clergymen and journalists by officials of Erab, condemn the system of forced removal which led to the 'squatter problem' in the first instance.

"We further resolve to continue with our work undaunted by intimidation action by government officials and also to assist in the squatter problem."

'Salute the people'

"This third national congress of Mwasa noting that our people in the Border region are suffering continuous harassment under the so-called Ciskeian government, that this government does not have the support of the people, that the true representative organization of the workers, SAASU, has been banned by the Sebe regime, hereby resolve to salute the people of the border region: on their courageous stand against Sebe's puppet regime."

(Report by R.L. Morris, 71 Burg Street, Cape Town)
Mwasa rejects Nat reform plan

THE Media Workers’ Association of South Africa (Mwasa) rejected the new constitutional dispensation and the “Koornhof Bills” at the association’s national congress in Cape Town at the weekend.

A statement issued on behalf of the president, Mr Zwelakhe Sisulu, said Mwasa also condemned the banning of the South African Allied Workers’ Union in the Ciskei and the East Rand Administration Board’s brutal attack on squatters, a priest and newsmen last week.

It offered moral and material support for the 209 workers sacked by The Star in a labour dispute this year.

Mwasa adopted a new local organisational structure to streamline its activities and engender more worker participation. Further constitutional proposals and changes are to be discussed and adopted at a special congress scheduled for the end of January.

A new national executive to serve the organisation and facilitate the changes was elected. It consists of Mr Sisulu (president), Mr Thami Mazwai (national secretary), Mr Tyrone August (treasurer), Mr Mz Fuzile (senior, vice-president), Mr Jonas Lesoalo (Transvaal vice-president), Mr Mike Robertson (Natal vice-president) and Mr A Sale (Western Cape vice-president).

The congress was attended by about 200 delegates from the Eastern Cape, Western Cape, Natal, southern and northern Transvaal. — Sapa.
300 workers down tools over pay rise

Labour Correspondent

ABOUT 300 workers at Preteris motor components firm Poole Industries downed tools yesterday in protest at wage and other grievances, the general secretary of the National General Workers Union, Mr Domnic Kumalo, said yesterday.

The stoppage is seen as an important test for the recently-formed NGWU as Poole Industries is its biggest factory. The union has been engaged in a recognition dispute with the company for some time.

Poole Industries has decided not to comment to the Press on its dispute with NGWU.

Mr Kumalo said workers struck yesterday morning in reaction to wage increases they received on Friday. He said there had been sharp disparities between the raises different workers had received and the workforce had reacted against this.

He added that workers were also demanding that the company stop deducting money from their pay packets for the pension fund run by the motor industry's industrial council.

Poole has refused to recognise NGWU because it is not registered and does not belong to the motor industry's industrial council.
Black, white unite in strike

Labour Correspondent

ABOUT 50 black and white workers at Checkers' Erumrose store struck yesterday in protest at the alleged dismissal of a white worker.

It is believed that this is the first time in recent labour history black and white workers have struck jointly and the first time black workers have taken strike action in support of a white colleague.

However, a Checkers representative said yesterday the worker whose "dismissal" sparked the strike had not been fired.

"She was merely transferred to another department in the store. She was not at work this morning and workers appear to have got the impression that she had been sacked," she said.

She added Checkers was attempting to "get to the bottom" of the dispute.

She confirmed that white workers were taking part in the strike.

Mrs Emma Mashinini, general secretary of the Commercial, Catering and Allied Workers Union, which is negotiating on behalf of the strikers, said yesterday that a union official was still attempting to settle the strike and full details were not available.

She said, however, that coloured workers at the store had not joined their white and black colleagues in stopping work.

"I have been contacted by management to say that there is a misunderstanding and that the worker has not been fired.

"If this is the case, it is interesting to note that there appear to be communication problems between Checkers management and its white workers, as well as between it and black workers," she said.
AT LEAST 1 300 workers went out on strike yesterday as labour disputes continued to rock industries countrywide.

More than 900 workers employed by Union Carriage and Wagons in Nquleni yesterday downed tools in support of several of their colleagues who have been retrenched by management.

The workers, all members of the Fosatu-affiliated Metal and Allied Workers' Union (Mawu), claim that their union was not informed about the retrenchments which management alleged were necessitated by the recession.

The company's public relations officer confirmed the strike, but declined to comment on the issues involved.

About 300 workers at Pool Industries in Rossllyn went on strike yesterday morning over pay demands.

The employees, all members of the National General Workers' Union, also demanded that the company stop deducting R3 per week from their wages which goes towards their pension fund, Mr Domse Khumalo, secretary of the union, said yesterday. He said the workers who went on strike at 7.30 am a few minutes after reporting for work, also demanded that the company cease deducting about 40 cents from the respective salaries for the washing of their overalls every week.

A source close to the workers said the strike was sparked off by the company's general increase last Friday which had a lot of disparity and varied between 2 cents and 22 cents per hour.

"The increases were very unfair and all the workers felt there should be a uniform increment for all employees," the source said.

A spokesman for the company, a Mr Pool, yesterday declined to comment on the strike and promised to release a press statement soon.

At Checkers Stores in Primrose, about 50 black and white workers went on strike after a white member of staff was dismissed without the workers' knowledge.

A company spokesman said that the worker had been transferred to another plant.

The whole thing was a misunderstanding and the matter would be resolved soon.

At Grand Bazaar in Rosettenville, 54 workers stopped work after management retrenched workers and engaged others.

About 70 workers at Discount Game yesterday entered their ninth day of a strike over wages. Management has said that the workers have been dismissed.

The 90 workers at Liberty Life Insurance who are demanding the recognition of their union, the Insurance and Assurance Workers' Union, were still on strike yesterday.
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Union attacks Liberty Life for letter ‘ploy’

By Carolyn Dempster
Labour Reporter

The Insurance Assurance Workers Union of South Africa (Iawusa) has attacked Liberty Life for using a letter “ploy” to selectively re-hire some of the 86 strikers fired by the insurance company two weeks ago.

The company has denied the allegations.

A union spokesman said some strikers had received letters of dismissal indicating that, because they had taken an unauthorized two days off, they were fired. Several others got telegrams telling them to resume work, others received letters asking them to explain their absence to management as soon as possible.

The workers decided to send back the letters and cheques because their demand was union recognition, not selective re-employment or a pay-off,” the spokesman said.

Liberty Life Assurance’s managing director, Mr. Monty Hikowitz, said no attempt had been made to selectively re-employ the strikers.

“Seven workers, who did not strike, were sent away so we sent them telegrams asking them to explain their absence.

“Nobody who took part in the strike has been reinstated or will be. However there are different circumstances and each one will have to be dealt with separately,” he said.

The company was handling the situation carefully and would not employ the type of measures Iawusa had suggested.

Iawusa has sent letters to a number of top companies urging them to publically denounce Liberty Life’s “racist policy” of refusing to negotiate with a democratically elected union.

The companies include Anglo American, the Premier Group, Johannesburg Consolidated Investments and SA Breweries.

“Iawusa wanted to tell these people of the action the union will take if the dispute with Liberty is not resolved,” the union spokesman said.

Iawusa has had messages of support from local and international union groups, the most recent from the Banking Insurance Financial Union in London.
Moves to end firm’s two-day wage stoppage

By STEVEN FRIEDMAN
Labour Correspondent

MANAGEMENT at Pretoria motor components firm Poole Industries was due to meet worker and union representatives late yesterday in an attempt to settle the two-day wage strike by 300 workers at the plant.

It is understood the meeting was to be attended by elected worker representatives as well as by officials of the National General Workers’ Union, which is demanding recognition at the plant.

A company spokesman, Mr Peter Poole, said yesterday none of the company’s black workers had returned to work yesterday morning.

Meanwhile, Sapa reports that about 200 workers at another Pretoria firm, York Timbers, had been fired after a three-day strike over wage demands.

The workers ignored a call by the company’s management to return to work yesterday or be fired.

Mr Zollie Msheshwele, the Pretoria branch organiser of the SA Allied Workers’ Union, said workers downed tools last Friday when they did not receive wage increments. They asked SAAWU to negotiate on their behalf, he said.

At Poole Industries’ Roslyn plant, workers are striking in protest against differential wage increases granted to them last Friday, according to the NGWU general secretary, Mr Donnie Kuma.

He said workers had raised other grievances, but the company says it is not aware of these.

Poole is the biggest factory in which the NGWU is active and the union is pressing for recognition at the plant. Poole initially refused to recognize the union because it is unregistered and is not a member of the motor industry industrial council.

But Mr Poole said yesterday the company was now negotiating on recognition with the NGWU and had submitted a statement of intent to the union on future relations between the two sides. It was still awaiting a reply, he added.

He said yesterday’s meeting was to be attended by workers elected to negotiate with management on the strike and added that the company understood that worker representatives would bring the NGWU officials with them to the talks.

The company had no objection to union officials being present, he said.
Black, white workers at store settle dispute

Labour Correspondent

THE strike by about fifty black and white workers at Checkers' Primrose store was settled yesterday afternoon and workers are to return to work today.

The stoppage was seen as significant because black workers downed tools in protest at the transfer of a white woman worker and because both white and black workers joined the strike.

A spokesman for the Commercial, Catering and Allied Workers Union (CCAWUSA), which negotiated on behalf of workers, yesterday hailed this development.

"It is good to see all workers co-operating regardless of race and we hope that this will set a pattern for the future," he said.

Workers originally said the worker whose alleged dismissal sparked the strike had been fired.

She had, however, been transferred to another job. According to CCAWUSA, this was seen by workers as a "demotion".

A CCAWUSA spokesman said yesterday management had agreed to reinstate the worker in her previous job.

He said she had originally been transferred because management said she was unable to "do her previous job properly".

But he added that a settlement had been delayed because workers had demanded the dismissal of the store's manager as well.

This issue was eventually resolved, he said, when the manager apologised for "certain incidents for which he had been responsible in the past" and agreed to "work at improving his attitude to workers and his relationship with the workforce".

Workers had agreed to return on the basis of this assurance, he said.

The spokesman added that Checkers had agreed to conduct an investigation into allegations about management's attitude to workers at the store and would report back on November 1.

This is the second strike at the Primrose store in the past few weeks. The first was prompted by allegations that workers were forced to work overtime.

A Checkers representative confirmed the strike had been settled.
Unions to continue talks on federation

Labour Reporter

TALKS to establish a federation of independent trade unions are to continue in November.

This was announced after a meeting in Johannesburg at the weekend between representatives of 11 trade unions representing about 300 000 workers.

Unions represented at the meeting were the Commercial Catering and Allied Workers' Union, the Federation of South African Trade Unions, General Workers' Union, Food and Canning Workers' Union and African Food and Canning Workers' Union, the Cape Town Municipal Workers' Association, South African Allied Workers' Union, the Council of South African Unions, the General and Allied Workers' Union, the Motor Assembly and Component Workers' Union and the General Workers' Union of SA.

Although few unions were prepared to comment on the talks, it is believed much of the meeting was taken up with a discussion on demarcation.

Unions organised along industrial lines and those with strong shop-floor structures are keen to settle on some form of demarcation to prevent overlapping and poaching of members by other unions.

However, the general unions such as Sasawu and Gwusu — often labelled as the more "political" — tend to organise workers regionally and are reluctant to give up factories to other unions.

An important exception to this is the Cape Town-based General Workers' Union, which, in spite of its name, agreed to restrict itself to organising in certain sectors at its 1982 national conference.

It is also believed that the larger, more industrially based unions insisted on audited membership figures from all unions at the Johannesburg meeting — something some of the general unions were unable to produce to the satisfaction of the meeting.
Contestation over workers' safety

LISTENING to the differing views aired on the government's new safety legislation - the Machinery and Occupational Safety Act - it is difficult to believe that people are talking about the same thing.

The National Occupational Safety Association (Nosa) believes the Act, which is to replace sections of the Factories Act, is a major breakthrough, providing for the safety protection of almost every worker in the country.

But a visiting American safety expert, Mr Barry Castleman, said several weeks ago that the Act provided little protection for workers, that local health and safety standards were "primitive".

It seems likely that the new legislation will emerge as a major point of contention between employers and trade unions, which are increasingly taking up health and safety issues on the shop floor.

On strike

In August workers at an AECl plant after several colleagues had died in an explosion, and last month the National Union of Mineworkers charged management at the Hlobane mine with negligence after the death of 65 workers in a methane-gas explosion.

Thousands of workers

From the Bible

"Christ's message in all its richness must live in your hearts Teach and instruct each other with all wisdom."

(Colossians 3:16)

Inscribed tools for half an hour in sympathy

With the evolution of shop-floor organization of workers, there have been attempts to set up representative, union-based health and safety committees at factories.

This could be the main area of dispute over the new Act, which provides for safety representatives and safety committees - but provides that they be appointed by management.

According to an article in the latest South African Labour Bulletin, by Dr Jonathan Myers and Mr Malcolm Steinberg, the new law is totally out of line with the spirit of reforms ushered in in the wake of the Wielahan commission report in 1979.

They state that the Act makes no provision for real participation by workers or their unions in health and safety matters and the rights of the safety representatives and safety committees will be severely circumscribed.

Safety committees are likened to the old liaison committees, which were regarded as unrepresentative bodies appointed as a substitute to genuine worker organization.

Myers and Steinberg hold that the interests of workers in most workplaces would best be served by ensuring that safety representatives were elected democratically.

Disaffiliation

- The departure of the 54,000-strong S A Boilermakers' Society from the Trade Union Council of South Africa (Tusca) last week casts further doubt on the future of the council.

Boilermakers have been one of the few affiliates of Tusca who have maintained a measure of credibility with the emerging unions. Their decision to disaffiliate further confirms Tusca's drift to the right and their distance from the majority of black unions.

In a letter to the council, the boilermakers said they were leaving because of two decisions at Tusca's recent conference in Port Elizabeth: a call to the government to outlaw unregistered unions and the defeat of a resolution calling for workers to be free to belong to the union of their choice.

Taken together, the two resolutions showed that most Tusca unions were "prepared to place what they conceive as their vested interests above the interests of their members and the labour movement as a whole". The boilermakers' aim was to work towards trade union unity, a task which could no longer be performed while they remained within the ranks of Tusca.

While they are unlikely to be party to the unity move among emerging unions at this stage, the boilermakers are centrally involved in the local council of the International Metalworkers' Federation where unions from Tusca, the Federation of South African Trade Unions (Fosatu) and the Council of Unions of South Africa (Cusa) are already working together.

Call condemned

- Tusca's call for a ban on unregistered unions has been predictably condemned by emerging unions, both registered and unregistered.

One of the strongest responses has come from Mr Zwelakhe Sisulu, the president of the Media Workers' Association of South Africa (Mawa), who held their annual conference in Cape Town at the weekend.

Mr Sisulu said Tusca's call, seen together with the banning of Sasawu in the Ciskei, was a "fore-runner to government action against the labour movements". He warned against a government "pogrom" about to be unleashed against the unions.

And while Mr Arthur Grobelaar, the general secretary of Tusca, believes Tusca's stand has been misunderstood, there is no doubt the resolution lays them wide open to such interpretation.
500 workers get the sack

Labour Reporter

The entire black workforce of a Pretoria firm has been dismissed after a work stoppage over a pay dispute, bringing to 500 the number of striking workers fired this week.

At Poole Industries (Pty) Ltd in Rosslyn yesterday, management fired 300 workers who went on strike on Tuesday over uniform wage increments.

Their dismissal came a few hours after York Timbers Ltd had fired 200 workers who were also on strike over a pay rise.

In a statement, the management at Poole said it could not comply with the workers' wage demands.

Increments granted last Friday had been reviewed and no further adjustments could be justified on economic grounds, the statement said.

Those seeking re-employment by the end of October would be interviewed and offered jobs where possible, without losing any benefits.

The decision to fire the 300 workers was conveyed to representatives of the National General Workers' Union, which is currently negotiating for a recognition agreement with the motor industries firms.
Motor parts firm fires entire black workforce

By STEVEN FRIEDMAN
PRETORIA motor components firm Poole Industries yesterday announced that it had fired its 300-strong workforce, which had been striking for the past three days in support of wage and other demands.

It added that fired strikers had until the end of October to re-apply for their jobs, but none had done so. The company charges that the strike was "illegal" and that workers were demanding increases of R4 an hour.

The general secretary of the National General Workers Union, Mr Dennis Kumalo, reacted angrily to the company's decision and said the union was considering an application to the Industrial Court to overturn the sackings.

He said the dismissals followed a meeting on Wednesday afternoon at which the company refused to negotiate on worker demands with the union and revealed that it planned to fire the strikers.

The strikers stopped work on Monday in reaction to a wage increase granted last Friday. Workers objected to the fact that they were given different increases and demanded that all receive the same raise.

Mr Kumalo said they were also demanding that the company stop deducting money from their pay on behalf of the motor industry's pension fund and objected to a company decision to have their overalls cleaned by an outside firm and to deduct money to pay for this from their pay.

In a statement, Poole's managing director, Mr N F Lehne, said the company could not agree to workers' wage demands.

He said the strike was "illegal" and strikers had breached their work contracts.

He said the pension issue had been referred to the Motor Industrial Council although no black workers had reported for work, production was continuing.

A statement by the Pretoria firm York Timbers, which was reported to have fired nearly 200 workers who struck over a wage dispute, said yesterday that only 43 had been fired.

It said 132 workers had struck, but that all but 43 had returned to work. These workers were expected to re-employ over the next few days.
progress towards the creation of a new body was made at a meeting of union leaders last weekend.

Indeed, according to some union sources, an air of pessimism hangs over the future of the unity efforts. For more than a year, the concept of establishing a powerful co-ordinating body — with a total membership of some 300,000 workers — has been supported by many unionists in the emerging union camp. Earlier this year they decided to form a committee to discuss details of the new federation.

But when they met in Johannesburg last weekend, it became painfully obvious that the search for unity is probably going to be a slow, and possibly futile, process. The main topic under discussion was demarcation between unions. This is a thorny issue because several emerging unions are vigorously competing with each other in the same industries. But it is obviously vital that unions belonging to a new federation respect each others’ areas of interest and do not become rivals.

“We did not achieve anything,” one union source told the FM after the meeting. Another meeting will be held next month, but there does not appear to be much optimism about consensus being achieved at that gathering.

An important division exists between the community-based unions and the more professionally administered, essentially industry-based emerging unions. Some observers believe it may be possible for unions in the latter category to combine in a new co-ordinating body, despite the fact that there are substantial ideological differences between them. In this category are unions such as those affiliated to the Federation of SA Trade Unions (Fosatu), the Council of Unions of SA (Cusa), as well as the General Workers’ Union, the Food and Canning and African Food and Canning Workers’ unions, and the Commercial, Catering and Allied Workers’ Union of SA.

But, as one participant in last weekend’s talks says: “I don’t think anyone now believes that the road to unity is going to be an easy one.”
Support flows in for ninety Liberty strikers

SEVERAL messages from local and overseas organisations pledging solidarity with the 90 sacked striking workers at Liberty Life were read at an emotion charged meeting of the workers in Johannesburg yesterday.

Police patrolled the area where the president of the Insurance Assurance and Allied Workers' Union, Mr Joe Seoka, read the messages from London and Switzerland amid shouting of black power slogans.

Mr Seoka said that the workers had been getting support from various organisations and that workers at Liberty Life had arranged a meeting with these groups today.

The union has also requested several companies which are associated with Liberty Life to pressure management to try and resolve the matter as quickly as possible.

The workers are demanding that management recognise their union, but management has rejected their demands saying they want a non-racial union for all workers.

At the meeting workers carried placards condemning management for not recognising their union and for paying them "starvation salaries."

Mr Seoka said that if management did not want to resolve the matter they would be forced to seek legal advice about taking them to the Industrial Court.

The union also condemned the action of the police in patrolling the area. Management had earlier claimed that certain workers were being intimidated into joining the strikers and police were called in to see that law and order was maintained in the area.

The workers have resolved to pelt against their company at centres in the city and Soweto.
Store takes back fired employees

By JOSHUA RABOROKO

SIX women employees of Pep Stores in Vereeniging, who were sacked after refusing to strip naked so that their manageress could search them, have been reinstated.

The workers, all of whom are members of the Commercial, Catering and Allied Workers Union (CCAWUSA), have been paid for the time they were unemployed after an agreement between management and the union.

They claimed that a white manageress at the company forced them to strip almost naked in an attempt to recover goods stolen from the shop floor.

They had also contended that they could no longer tolerate this being stripped and searched as they found this degrading.

"Thinking about the whole exercise, we felt human and raised the matter with the top management officials, who did not give us a hearing. We were then sacked from our jobs for refusing to strip," the workers said.

A CCAWUSA spokesman said that after hearing the grievances of the workers, the union asked for an audience with the company's head office in Cape Town.

The union stressed to management that workers would not tolerate this dehumanising process as it humiliated and caused them embarrassment whenever they were to go off duty.

After discussions, management eventually agreed that the workers had been unfairly treated and that they should all be reinstated and be paid for the time they were out of work.

The union welcomed the management's stance that they would in future stop the searching of workers until a more suitable policy was found in securing that property was not stolen from the premises.

A company spokesman confirmed the reinstatement and said the practice was no longer being pursued.
THREE hundred striking workers at a Pretoria factory have been fired after a wage dispute with management.

Donsi Khumalo, National General Workers Union secretary, said management at Poole Industries Ltd told workers they had lost their jobs.

The workers would be allowed to re-apply for their jobs.

The workers, dissatisfied with pay increases and pension deductions, went on strike on Tuesday.

Mr Khumalo said the workers were not prepared to go back to work until their grievances had been resolved.

Their dismissal comes soon after another Pretoria firm, York Timbers, fired 200 workers also striking since Friday.

The workers continued to strike despite a management warning that they would be fired.

Deacon Mathe, organiser for the South African Allied Workers Union, said the company's employees would not return until they received a wage increase.
TOUGH disciplinary rules over students – and their parents – have been instituted at the new Vista University campus around Pretoria.

This provision could prevent "no student or student organisation shall issue any press statement or grant any interview which involves the bodies or persons in charge of the university".
To BC or not to BC...

IN 90 days time the Media Workers’ Association of South Africa (Mwasa) — one of the few remaining bastions of black consciousness in the trade union movement — will decide whether to open its ranks to media workers of all races.

An extra-ordinary congress will be held in East London in January to discuss a new constitution for the union, and there are strong calls from within to scrap the bar on white members.

Mwasa’s third national congress — held in Cape Town last weekend — was called to specifically discuss and adopt a constitution, but it appears this could not be finalised.

For this reason, Mwasa president Zwelake Seulu told the congress, the matter would be deferred for 90 days.

The congress did, however, adopt a new organisational structure to streamline its activities and allow for more worker participation.

Mr Seulu told City Press the new structure — which includes a secretary and a paid secretary, national and regional organisers — would strengthen the democratic process within Mwasa. He also felt it would allow for better organisation and increased membership, predicting there would be 10,000 members by next June.

There have long been calls from Mwasa members for the union to open its ranks to all races, and these were expressed publically by the then president, Charles Ngakula, at last year’s annual conference.

Mr Ngakula warned the rank and file against isolation, saying there had been a strong call from certain Mwasa regions to open the union to all media workers.

Particularly strong on this is the Western Province region, which has affiliated to the United Democratic Front.

Mwasa already has as members a large spectrum of media workers, including drivers, sales supervisors, vendors and journalists.

The Cape Town congress rejected the new constitution, including the Koornhof Bills, and condemned the Censors ban on the South African Allied Workers’ Union.

It also repeated its opposition to the proposed Media Council and stressed its belief in trade union unity.

By MONO BADELA

SISULU: Decision deferred for three months.
Liblife pressure mounts

INTERNATIONAL and local pressure is being mobilised against the giant Liberty Life insurance company which sacked 90 black strikers recently over their demands for company recognition of their union.

"Time is running out," said Insurance and Assurance Workers Union (IAWUSA) president Joe Seoka this week.

He said the union was seeking the assistance of employees in their Liberty Life subsidiaries and a variety of trade unions in an attempt to force Liberty Life to recognise its union and reinstate the sacked workers.

"We have reached a deadlock and will use our influence to get management to reverse its decision," said Mr Seoka.

He revealed that the Swiss-based insurance and finance Workers Union is pressuring a big London company with shares in Liberty Life to negotiate with IAWUSA.

And in London this week, the End Loans to SA pressure group was combing the records of the London office of Liberty Life to establish if there were any links with the SA company.

The group plans to take action if it can establish a link which the company denies.

City Press has also learned that a Liberty Life-sponsored dinner for black brokers collapsed this week when the brokers declined to attend the dinner because of the strike.

Meanwhile, it is understood that the Anglo American Corporation has invited the union to brief it on Monday about the strike. Anglo has a big stake in Liberty Life.

ANGRY GARDENERS STRIKE OVER DISMISSALS

The Black Allied Workers Union has briefed its legal representatives after 20 members employed by Gordon Smith Landscape Gardeners were dismissed this week following a week-long strike.

The strike was sparked off last week when two shop stewards were dismissed from the firm. This led to the strike when management refused to talk about their dismissal or consider their reinstatement.
EMERGING trade unions have lodged an official complaint with Pretoria about the recent Ciskei ban on the South African Allied Workers Union.

The unions sent the protest memorandum to Manpower Minister Fanie Botha after unity talks at Khotso House, Johannesburg, at the weekend.

The move is the progressive labour movement’s first official attempt to take up the issue with Pretoria.

Last month, ten unions formed an ADHOC committee with the United Democratic Front (UDF) and Detainees Support Committee (Descom). The committee condemned the Ciskei ban and the “reign of terror” in Ciskei, and pledged solidarity with the people of Ciskei.

The unions involved are Cusa, Fosatu, Cawusa, Saawu, Gawu, Gwu, MGwu, and AFCwu.

Saawu has already declared that it intends fighting the Ciskei ban in court.

Another round of talks will be held in Johannesburg on November 13, where two delegates from each union will form a co-ordinating committee to speed up the establishment of a federation for all trade unions.

Meanwhile, Saawu secretary-general Sam Kikunee told City Press that the union’s affiliate, the Metal Iron and Steel Workers Union, concluded historic recognition agreement with the giant Defy Corporation in Newcastle for more than 1,500 workers. The agreement is the first to be signed by a progressive union in Newcastle.

Mr Kikunee said another Saawu affiliate, the Baking and Allied Workers Union, would conclude another agreement involving more than 1,000 workers with Union Flower Mills in Durban. His organisation has also made deep inroads into the giant Iscor Corporation.

SEGEBE WARNS: DON’T TAKE MY NAME IN VAIN!

“DO NOT take my name in vain...” — that was the message from Ciskei leader Lennox Sebe this week after numerous reports of people using his name to get favours from homeland civil servants.

Presidential advisor T C De Vries issued a circular this week saying the president would take legal action against anyone using his name without authority.

Mr De Vries said this was because of the mounting frequency with which members of the public used the president’s name “when they wanted matters speeded up or wanted certain favours.”

“The president views this as outrageous, and will no longer tolerate it,” he told City Press.

“It must be clearly understood that any transgression will be severely disciplined.”

Mr De Vries also expressed concern that the circular had been leaked to City Press.

DETAINED SEBE’S SON IN HOSPITAL

DETAINED Ciskei ex-Cabinet Minister, Namiba Sebe’s son, Kama, 17, was detained last week.

SERVIC TO MARK 17 BANNINGS

A COMMEMORATION service to mark the official clampdown of 17 blacks organisations including the banning of two newspapers — World and Weekend World — will be held at the DOCC, YWCA centre in Orlando East on Wednesday starting at 6.30 p.m. This time, ac-
THE emerging unions' unity talks seem to have reached the crossroads.

Reaction to the most recent talks from key unions was universally negative and the biggest emerging union group, Fosatu, met at the weekend to discuss whether to continue taking part in the present talks.

But unions' pessimism could be misplaced. Paradoxically, the current impasse could just break the logjam and lead to a more concerted effort to forge greater unity among emerging unions.

At the talks, differences between the older unions and their "community union" rivals came to a head — at least as far as the older unions are concerned.

Prior to the meeting, there were differences between Fosatu and the Food and Canning Workers' Union, both older unions But these paled into insignificance at the meeting.

Instead, traditional tension between older and newer unions reached such heights that the future of the current initiative is in the balance.

Out of the unions say they want concrete talks on details of a new union federation.

They say the "community" unions respond to this with rhetoric only.

Tension is heightened by what unionists see as a bitter campaign by the SA Allied Workers' Union against unions like the General Workers' Union in Durban.

On the other hand, the "community" unions seem to believe their older rivals are not sufficiently committed to broader political objectives.

The schism may well boil down to this: that the two groups are at different stages of development and have little common ground.

The differences are complex. But the older group, which has most members and recognition agreements, is established in key areas and sees unity as a practical matter — a means to continue building factory muscle.

The second group isn't as established and doesn't face the same priorities. It has devoted much time to links with community groups and may see this as a greater priority than union unity.

So if Fosatu decided to make direct contact with "like-minded" unions outside the framework of the present talks, it could prompt a realignment in which unity talks will indeed take place — but between the older unions only (this might, in turn, 'prompt a separate initiative by "community" unions).

The older unions still have important differences to thrash out and this could take time. But these unions would have much more common ground to begin with and a formidable new federation could well result.

A STRIKE by about 50 workers usually doesn't make headlines

But in this country, the fact that most strikers are black and are striking in support of a white worker is an event of moment. Particularly when some of the strikers are white.

This was what happened at Checkers' Primrose store last week and, to add rarity, the dispute was settled after talks between management and a black union (Cathusa).

The incident may well have been isolated.

But there are unconfirmed suggestions that this is the second such incident in a store and handfuls of white workers have shown interest in joining "black" unions — in industry and commerce.

And the incident does show that inter-racial worker action, though rare here, is not an impossibility.
Liberty Life workers join
90 striking colleagues

By JOSHUA RABOROKO

Some of the remaining workers at Liberty Life Insurance Company have joined the 90 sacked strikers amid several messages calling on management to resolve the labour dispute.

The workers, all members of the Insurance Assurance Workers' Union, have stood on strike in support of their colleagues who are fighting for the recognition of their union.

Several messages from London Switzerland, Brussels as well as various local organisations were received by union officials at the weekend, according to a union representative, who said that the messages all pledged solidarity with the workers.

The messages also called on management to withdraw the dismissal of the workers and to heed other issues involving the workers' grievances. They pleaded with Liberty to observe the Freedom of Association Act which allows every worker to be a member of any union of his/her choice.

The spokesman said that another employee who was asked by management to come back to work in view of the staff shortage had been dismissed because she was accused of being recalcitrant.

We condemn management's attempts to try to rehire workers selectively. We want to assure them that we are united in our actions and no form of bungling will affect us, the spokesman said.

The union spokesman further said that they regarded as "intimidation" the company's attempts to stifle our actions by calling on the police to watch our movements.

Liberty Life's manager, Mr Winterton, said when the dispute started they had received messages which attempted to pressure them into changing their stance, but for the past two weeks we have not received anything.

He was not aware of any workers who had joined the strikers and said "We have not suffered any shortage in staff.

He denied that there was any police harassment of the striking workers.

The company had not induced any of the workers to return to work by offering them anything, he said.

Meanwhile the strike by 50 workers at Game Discount Store and Coalfire is still on the go. The workers were sacked after downing tools in support of retrenched and dismissed workers.

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Mr. Arthur Goldberg, the General Secretary of the American Federation of Labor, has been a strong advocate of dual control and has called for the introduction of a new law to control unions. This law would allow for the registration of unregistered unions and would provide for the registration of unions that are not under the control of the NLRB. He has also called for a law that would allow for the registration of unregistered unions and would provide for the registration of unions that are not under the control of the NLRB.

But suggestions that legislation to control unions should be introduced will be subject to a major change in the near future. The existing law, as it stands, does not provide for the registration of unregistered unions. However, the new law would allow for the registration of unregistered unions and would provide for the registration of unions that are not under the control of the NLRB.

The change would be introduced at the next Parliamentary session and would be implemented by the NLRB. However, the change would not be implemented until the necessary legislation is passed and the necessary regulations are drawn up.
Group to attend unity talks

Labour Correspondent

The Federation of SA Trade Unions is likely to attend the next round of emerging union unity talks in November — despite earlier suggestions that it would quit the present talks. This emerged yesterday after a meeting of FOSATU's central committee at the weekend discussed whether to remain part of the current unity initiative. FOSATU is the biggest of the emerging union groups.

Its president, Mr. Chris Dlamini, said yesterday that the central committee had taken no firm decision on the unity issue, although he confirmed that the issue had been discussed. Asked whether this meant FOSATU would attend the November meeting, Mr. Dlamini said "It seems we will be there." Union sources have reported "growing frustration" within FOSATU's ranks on the progress of the unity talks, which aim to weld emerging unions representing more than 250,000 workers into a powerful new federation.

As a result of this, FOSATU convened a seminar late last week to discuss the unity issue and its recommendations were conveyed to the central committee at its weekend meeting.

Although there have been differences of opinion between FOSATU and the Food and Canning Workers Union at previous unity talks, the key source of the federation's frustration appears to be continuing differences between the older and newer emerging unions.

Older unions like those in FOSATU charge that the newer unions are unwilling to discuss details of the new federation and have instead engaged in "rhetoric" at unity meetings. They allege that this has led to "little progress" being made.

The newer unions, however, deny suggestions that they are not fully committed to launching a new federation.
Strike 'sparked by managers' racism'

ABOUT 50 workers at Checkers' Virginia store went on strike yesterday, demanding that three women in the store's management be dismissed, a union spokesman said yesterday.

The spokesman, Mr Mongezi Ndlovu of the Commercial, Catering and Allied Workers Union, said workers alleged the three women managers had addressed workers in racially insulting terms.

Representatives of Checkers' Johannesburg head office had reacted to the dispute by offering to give the three a final written warning, but workers insisted that this was inadequate, he said.

Mr Ndlovu said the workers downed tools in protest at what they alleged was the three women's habit of calling them "baboons" and "k**rs".
GWU unlikely to join UDF

Labour Reporter
THE General Workers' Union (GWU) is prepared to campaign alongside but unlikely to ever join up with the United Democratic Front (UDF), according to a policy statement by the GWU's general secretary, Mr David Lewis.

The statement, contained in an interview in the latest issue of the publication Work in Progress, is the first detailed public explanation of why many emerging unions have opted not to affiliate with the new anti-apartheid and anti-the new constitution organizations such as the UDF.

Apart from the GWU, union groupings such as the Federation of South African Trade Unions (Fostu) and the Food and Canning Workers' Union have not affiliated, while others such as the South African Allied Workers' Union (Sawwu) and the Council of Unions of SA (Cusa) have done so.

The relationship of unions to the UDF and the National Forum has become a key political issue.

Mr Lewis said that while the GWU supported any opposition to the constitution and the Koornhof Bills, it was difficult for unions to slot into a national front with organizations which had a completely different structure.

He said the second difficulty was that unions represented only workers, whereas the other organizations represented a broad range of classes.

He queried whether the style, tone, language spoken and sophisticated structures of the UDF made it easy for workers to play a role.

"In 10 years of existence as a union we've never found the need to set up a single sub-committee, let alone a highly-sophisticated and complex structure."

Working class organization in South Africa had developed to the stage where workers insisted on the right to participate fully in the structures of any organization of which they were part.

Mr Lewis foresaw the possibility of a future relationship between a national trade union movement, which was still in the making, and a national political movement.

(Report by P van Niekerk, 77 Burg St, Cape Town.)
Gold workers to strike

JOHANNESBURG. — Members of the National Union of Mineworkers (Num) at the Chamber of Mines, Rand refinery, have decided to stage a strike after rejecting a "final" wage offer of nine percent from the Chamber.

At a meeting late on Monday afternoon, the members decided to notify the Department of Manpower that the NUM's dispute with the Chamber had not been settled and that they would strike after the 30-day period required by law.

The strike could have serious implications for the gold mines.

Although the refinery, which is in Germiston, employs only about 250 workers, it refines all gold produced by the Chamber's mines.

The Chamber raised its wage offer from eight percent after talks with the Union were deadlocked in August.

Num, which demanded a 40 percent rise, declared a formal dispute with the Chamber and an official conciliation board has been meeting in an attempt to resolve the dispute.

Late last week, the Chamber made an offer of nine percent, which it described as "final." — Sapa
310 remain out on strike

By JOSHUA RABOROKO

ABOUT 310 workers at Kleenam Brush Works Company in Newclare, who recently downed tools over wage demands and recognition of their trade unions, will not return to their posts until their demands are met.

At a meeting at Khotso House yesterday, the workers, all of whom are members of the African Allied Workers Union, said they were unhappy with their R30 they earned weekly and demanded a 50 percent increase.

The workers went on strike on Tuesday after a deadlock was reached between their works committee and management over their demands.

After the deadlock, the workers told The SOWETAN that they "saw a number of police around the plant", and that they were ordered to leave the premises if they "did not want trouble".

The workers said that they were not earning "decent wages" and complained of being exploited by their employers for "far too long".

The union's acting president, Mr Reggie Noko, said that they tried to convince the management on the importance of a trade union, but the manager, Mr L'Bérat, told them that he did not want to have dealings with any union.

Speaker after speaker at the meeting charged the meeting, which was interrupted by shouts of black power slogans and the chanting of freedom songs, expressed dissatisfaction with their pay and what they described as "starvation wages".
UNION STRATEGIES

Hitting the associates

The dispute between Liberty Life and the Insurance and Assurance Workers' Union (Iawusa) may culminate in one of the most ambitious consumer boycott campaigns in SA's history.

One of the latest developments in the dispute is an effort by the union to mobilise both local black community and union support, as well as aid from international unions to put pressure on Liberty Life and its associated companies. The union can put relatively little black consumer pressure on Liberty, but it obviously believes that some companies with financial links may be more vulnerable.

The union says it has already written to companies it believes are closely associated with Liberty, asking them to intervene in the dispute. It warns that failure to do so may result in "more drastic action" being taken — not only against Liberty, but the associated companies as well.

The dispute has its origins in an impasse between Iawusa and Liberty over recognition (Current affairs, July 29). The union says it represents a majority of black workers at Liberty's headquarters in Johannesburg.

The company says the union has yet to provide proof to support this, and points out that only about a third of the black employees at its head office took part in a recent strike over union recognition.

But perhaps more importantly, Liberty is also taking a strong stand against recognising a racially-based union — saying it is more than willing to recognise a multi-racial one. The company says that is an equal opportunity employer, and employees of all races enjoy the same conditions of employment and get the same pay on the basis of their performance. It charges that Iawusa has political motives and says that recognition of a racially exclusive union could provoke tensions between employees of different races.

Iawusa argues, however, that the company cannot define how black workers should exercise their right of free association. It questions Liberty's claim to be an equal opportunity employer and says black workers' needs and interests are different to those of whites — and that it therefore makes sense for them to have their own union.

Late last month 93 black employees were dismissed after taking part in a strike over recognition — the second within three months. Iawusa has not revealed any plans it may have to launch an action through the Industrial Court to challenge Liberty's refusal to recognise it. The union says its members have rejected legal action because it is a time-consuming process, but it is still considering possible legal action over alleged efforts by the company to selectively rehouse some of the strikers.

Strong denials

The company strongly denies such allegations. It expresses extreme concern about the intimidation of non-strikers and says a number have been seriously assaulted in recent weeks. The union denies any involvement in any attacks and says it has tried to prevent friction developing between the strikers and blacks still employed by the company.

Iawusa is now attempting to gain as much support as possible to put pressure on the company to reinstate the dismissed employees and to recognise the union.

It is claiming to have the support of virtually all major community organisations — including the United Democratic Front (UDF), the National Forum Committee (NPC), the Azanian Peoples' Organisation (Azapo), the Azanian Students Movement (Azasm), the Congress of South African Students (Cosas), the Committee of 10, the SA Council of Churches, and a variety of civic associations. It claims that messages of support have come from a number of foreign unions, including Britain's influential Banking, Insurance, and Finance Union An International Labour Organisation (ILO) subcommittee is also investigating the dispute, it says.

Several local unions have indicated their support. The Food and Beverage Workers' Union, an affiliate of the Council of Unions of SA (Cusa), has already written a letter to one Liberty associate, asking it to use its influence to resolve the dispute.

An Iawusa spokesman says no deadline has been given to Liberty Life or its associated companies to heed the call for recognition, and the reinstatement of the dismissed employees. But, he adds: "The fight is on and it will only end when someone wins."

Liberty does not appear to be alarmed by these developments. A company spokesman says it was perhaps inevitable that the union should seek wider publicity for its cause. One company with financial links with Liberty which has made inquiries about the dispute, has supported Liberty's stand since all the issues have been explained to it.

Consumer boycotts have, of course yielded decidedly mixed results in SA. While a few have had a measure of success, many have failed — often due to unions' inability...
Mwasa loses its appeal over workers’ sackings

The Media Workers Association of South Africa’s application against The Star for reinstatement of more than 100 former employees has been dismissed by the Industrial Court.

No order for costs was made and the written judgment – which is expected to set out important guidelines about employers’ rights to fire workers en masse for striking – will be made available later.

The Star dismissed 209 workers in March after they refused to stop striking in protest over a colleague who was sacked.

Mwasa took the newspaper to court in June to try to win reinstatement under Section 43 of the Labour Relations Act.

During the two-day hearing, Mwasa alleged that The Star had ignored disciplinary procedures in the man’s dismissal and wanted to “smash” the union by sacking most of its members.

The Star denied that proper disciplinary procedures had not been followed and said there was no bias against union members.

Counsel said the workers’ failure to respond to management’s call to return to work was cause for dismissal and management had suggested that the man appeal against his dismissal.

Mr C Thompson appeared for Mwasa and Mr J V Lazarus, SC, assisted by Mr A T Trollip, appeared for The Star.
Court action in offing

Union takes on 3 more employers

By Carolyn Dempster, Labour Reporter

The United African Motor Workers Union has challenged three separate employers with industrial court action over unfair labour practices.

After its recent success in the industrial court case against Fodens, the union has instituted proceedings against Auto Industrial Pty Ltd, Rand Rubber Products, Johannesburg, and Minibus in Rosslyn, Pretoria.

"At Auto Industrial, eight union shop stewards were dismissed by management on October 7," UAMWU general secretary Mrs Dora Nowatha said management's reason for the dismissals was "internal re-organisation."

Mrs Nowatha said she was told by one of the dismissed men that the company had replaced the fired workers within five days.

Management has not replied to a union letter requesting talks on the issue. Now the union plans to fight the dismissals in court on the basis of unfair labour practice.

A company spokesman would not comment on the dismissals or the allegation that additional workers had been taken on.

A refusal by Rand Rubber to recognise the union as representative of the workforce has also led to a threat of industrial action.

Mrs Nowatha said although more than 50 of the 92 workers there were union members, all representations to management for recognition had been thwarted.

"The managing director has said he doesn't have time for trade unions and he will never recognise a trade union in his company. He is not even prepared to look at our constitution," she said.

Rand Rubber's managing director Mr A Cosman was not available to comment.

At Minibus, the union is clamoring an unfair labour practice after workers were not paid for two days after a work stoppage. The workers claim they were told to leave the premises by management after they stopped work to query wage increases, but that is disputed by the company.
METRO BRIEFS

Union may fight on

The Media Workers Association of South Africa is contemplating further legal action to 'seek the reinstatement of striking union members fired by The Star in March.'

Mr Zweikhe Sekela, Mwasa president, confirmed today that the union's national executive would be meeting lawyers to discuss the options open to the union if they were to take the case further.

On Friday, the Industrial Court dismissed the union's case for the reinstatement of the more than 100 workers, without awarding costs.

The order came after three months of deliberation.

Mwasa has refused management's offers to settle out of court.
— Labour Reporter.
wage offer accepted

Numi accepts wage offer.

The acceptance of a wage offer by the NUMI Union last night was accepted by the Chamber of Mines on Friday. The agreement that was reached is that the existing 8 per cent wage increase shall be increased by 9 per cent for the next 12 months.

The improvements, according to the NUMI, are in line with the 1933 agreement on the basic wage for coal miners.

Service increments for coal miners are as follows:

- 1 year: 2 per cent
- 2 years: 4 per cent
- 3 years: 6 per cent
- 4 years: 8 per cent
- 5 years: 10 per cent
- 6 years: 12 per cent
- 7 years: 14 per cent
- 8 years: 16 per cent
- 9 years: 18 per cent
- 10 years: 20 per cent
- 11 years: 22 per cent
- 12 years: 24 per cent

The NUMI Union has called for a referendum to be held on the new agreement, which will be implemented in September. The agreement will be signed on 1 August 1933.
THE National Executive Committee of the Media Workers' Association of South Africa (Mwasa) will hold a meeting tomorrow with The Star newspaper management concerning the case of the 209 sacked workers.

This was confirmed to SOWETAN by the union's president, Mr Zwelakhe Sulu, who said the union had asked for an audience with the newspaper management following last week's Industrial Court ruling.

The 209 workers, members of Mwasa, took the company to the Industrial Court on grounds that their dismissal was unfair after they had gone on strike.

But the Industrial Court president rejected their application for reinstatement.

Mr Sulu also announced that the union's southern Transvaal region would hold a meeting at the DOCC on Sunday starting at 8 am. All members are requested to attend.
NUM secretary now a very public figure

By MARTINE BARKER

JUST OVER a year ago Mr Cyril Ramaphosa was a newly-qualified attorney working behind the scenes on the legal problems that faced the Council of Unions of South Africa (CuSa).

But since last August, when the national conference of the council decided to form a National Union of Mineworkers (NUM) under its umbrella, Mr Ramaphosa has become a very public figure.

The NUM, of which he is general secretary, made South African history earlier this year by becoming the first unregistered trade union recognized by the Chamber of Mines as representative of black workers on the mines — traditionally an industry very firmly controlled by right-wing white unions.

The union, which situates itself among the emerging progressive trade unions, has recruited a startling 40 000 members in its first year.

This week the NUM accepted a pay offer from the Chamber for its Rand refinery, bringing to an end their first round of wage negotiations. After a two-month dispute the union last week declared it would stage a strike, but eventually accepted an improved offer from the employers.

Yesterday Mr Ramaphosa said his involvement in union work came about because he had become disillusioned with the "mercenary aspects" of private legal practice, and felt he could serve more people as a legal adviser to CuSa.

Numerous appeals were received from mineworkers for the formation of a union. "Something had to be done in the way of representing them. Their wages are miserably low, conditions of work are appalling, living conditions in the hostels are just like concentration camps."

The union's members were contract workers whose living conditions were determined not only by the wages they earned, but also by the mine hostel accommodation in which they were forced to live, he said.

One of the union's primary challenges was to improve these.

The union's long-term aim was to become effective in industrial issues and in issues beyond the workplace. To do that the union's structure and membership would have to be consolidated, said Mr Ramaphosa.

He is not always proud being a public figure. "People tend to associate the union with me and me with the union. I am merely the spokesman for its decisions," he said.

While the workers had accepted the Chamber's pay offer last week because it would improve long-service increments, they were "getting impatient" for better wages "and not without reason," he warned.
Workers Return After Two-Day Stoppage
LABOUR RELATIONS

Trade unions and race

When a company declares itself against racism, it would seem on the surface, to have a morally irrefutable position. Or does it? What happens if some of its employees decide to set their own criteria for association — must they be forced to comply with management's guidelines? These issues lie at the heart of the confrontation between Liberty Life and the Insurance and Assurance Workers' Union of SA (Iawusa).

Iawusa limits its membership to blacks, coloureds and Asians — and Liberty finds this unacceptable and is refusing to recognise the union. So who's right? The question is a tricky one — and there is much disagreement among employers and unions over whether it is legitimate for a union to use race as a criterion for membership, or for management to refuse to recognise a racially-based union. Given the growing strength of a right-wing white union such as the Mineworkers' Union (MWU), and the proliferation of black unions with links to the black consciousness movement, it is important to provide some perspective on the debate.

Since the early days of trade unions in the Western world, a variety of bonds have bound employees together in workers' organisations. Craft unions have organised workers in a variety of industries who hold common trade skills obtained through apprenticeship. Industrial unions have sought to represent all workers in a given industry. Workers have also organised themselves according to the place where they work, and have established enterprise unions. For their part, general unions have traditionally tried to provide a bargaining base for unskilled workers, irrespective of occupation or industry.

Skilled jobs

All these types of unions have developed in SA. However, when trade unionism became established in SA about a century ago, race overshadowed everything. Craft unions formed by whites demanded that entry into skilled jobs should be barred to blacks through legislation. Industrial unions, established from 1930 onwards, could not escape the impact of racism because the Industrial Conciliation Act prevented blacks from belonging to registered unions.

In 1978, government granted trade union rights to black workers, and since then appears to have largely revised its opposition to multiracial unions. In recent years there has been a slow, but distinct, trend towards multiracial unionism. In 1978 there were 41 registered unions representing whites, blacks, Asians and coloureds. By the end of last year, this figure had risen to 56. It is significant, too, that between 1978 and 1982 the number of registered white unions dropped from 84 to 71.

But there has certainly not been a stampede towards multiracial unionism. Even some black and white "parallel" unions, with a long history of close co-operation, have found it difficult to find enough common ground to achieve a merger. Most of the new generation of black unions established during the past decade accept members of all races, but in fact, few whites have joined them.

If the common interest of workers is the most effective basis on which a union can be established, then it is hardly surprising that the trend towards multiracial unionism in SA has not been a rapid one.

Past discriminatory legislation has retarded black education, training and job advancement. Until recently, blacks lacked effective collective bargaining power, while skilled whites had, over a long period of time, negotiated themselves into the status of a privileged labour elite, enjoying high pay and labour mobility.

The needs, interests and priorities of an unskilled worker earning R1 an hour are obviously very different from those of a skilled white earning R8 an hour, or more. How much do such employees have in common? Indeed, there is the obvious danger that they would perceive each other to have conflicting interests. The recent rapid growth of the MWU outside the mining industry testifies to white workers' opposition to blacks moving into skilled jobs.

Many employers have accepted unracial unions as an inevitable fact of life in SA. They have recognised them if the unions have been able to demonstrate that they represent a significant proportion of relevant groups of employees.

Liberty, however, has decided to take a stand against such unions and has presented a number of important arguments in favour of its refusal to recognise Iawusa. The company is proud of its record of being an equal opportunity employer and says most of its black employees are clerical workers who get the same pay, on the basis of merit, as whites. Therefore, says Liberty, its black and white employees do not have differing needs in the workplace.

Bargaining unit

It believes groups who constitute a bargaining unit should be linked by a common work content — they should share common responsibilities or skills. The company wants bargaining units "which are consistent with our organisational structure in the interests of efficiency and control, and to prevent fragmentation of the workplace."

The company is also troubled by what it perceives to be a strong political message being propagated by the union, and fears that recognition of Iawusa could cause tensions between employees of different race groups.

Iawusa insists that black employees have different needs to their white colleagues and that there cannot be a "unity of unequals." More importantly, the union argues that the company cannot prescribe how employees should exercise their right to freedom of association.

The dispute has come to a head when the Industrial Court appears to have placed an obligation on an employer to bargain in good faith with a "representative union." Is a union representative in a company if it has the support of most employees of a par-
ticular race group? Until fairly recently, lawusa was considering getting an answer to this question through the Industrial Court, but now says this would be a cumbersome process. Instead, it may launch a consumer boycott against Liberty and its associated companies.

There is no mistake about the leaders of some emerging unions are about lawusa's decision not to go to court. The reason for this lies in a victory gained by the Federation of SA Trade Unions (Fosatun in the Natal Supreme Court earlier this year. It successfully challenged Manpower Minister Fanne Botha's support for the decision of the Industrial Registrar to register several Fosatu affiliates on a racial basis. Fosatu's view was that while the Registrar has the right to register unions for a specific "interest," race should not be regarded as such an interest.

The court ruled that there are cases in which race can be regarded as an interest in the process of registration, but it rejected the argument of counsel for the minister that different races automatically have different interests. The court said because no evidence was provided to show that special circumstances allowing race to be taken into account existed in the case of the Fosatu unions, they should never have been registered on a racial basis.

The victory was a setback to some established unions who have tried to use the registration process to prevent emerging unions from representing workers of all races. And emerging unions who favour "non-racialism" have feared that if the Industrial Court ruled in lawusa's favour, this would considerably modify the gains made by Fosatu in the Natal Supreme Court.

But if there is a distinct lack of sympathy for lawusa from somequarters of the emerging union movement, there is, perhaps, even less sympathy for Liberty from some industrial relations practitioners.

They argue that Liberty has made the fatal error of trying to curtail its employees' right of freedom of association. Liberty may be doing this on moral grounds but they say that past efforts by employers to curtail this freedom by refusing to recognize unregistered unions, or forcing employees to join enterprise unions, have not only often backfired, but have diminished the credibility of any employer efforts to lay down such guidelines.

No violation

Liberty counters that it is not violating this freedom at all — and that it is merely exercising its right to decide whether or not to recognize a particular union. In the case of lawusa, says Liberty, the union has not even been able to demonstrate that it represents most blacks employed in the company's head office.

Some of Liberty's critics also believe the company is over-emphasizing the threat of inter-racial strife resulting from recognition of a black union. They say it is inevitable that black workers in industries such as insurance, where whites constitute a majority of the workforce, should want their own unions. They theorize that once the black workforce in such an industry grows — and the union representing it develops — capable leadership — race will begin to decline as an issue. They also claim that Liberty is placing too much emphasis on lawusa being a "political" union All unions, they argue, are political.

Some believe that Liberty should have been more flexible and should have tried to establish a relationship with the union. The company could have then adopted the same approach that certain other employers have formulated towards minority unions.

It could, for example, agree to discuss procedural matters (such as discipline, dismissal and grievances), but refuse to negotiate substantive issues, such as pay.

Liberty says it considered this option, but decided it was not viable. It says wage bargaining appears to be one of lawusa's main goals. Liberty executive director Mark Winterton believes the company's critics have themselves become inflexible.

"Liberty makes no apologies for being an innovative company — either in life assurance or industrial relations," he says. "Most racially-based unions in SA are built around job protection or political ambition. In the longer term they are likely to create strife between black and white and not reduce it. The black and white members of a single multi-racial union will have to come to terms instead of confronting each other. Ultimately, black and white alike have a lot to lose by confrontation in the political arena. Do we have to repeat apartheid in the workplace at the behest of those who say it is 'naive' or 'arrogant' to have an independent point of view?"

Indeed, Liberty may deserve some sympathy for its principled stand against the racial divisions found in the wider SA society that are now being played out in the workplace. But it has certainly discovered that taking such a stand carries great risks — and it may find in future that in such matters discretion may just be the better part of unshakable principle.

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MONEY SUPPLY CONTROL

Better luck next time

In 1980, Finance Minister Owen Horwood took the unusual step of setting a money supply target in his annual budget speech. He hedged his bets, of course, in an uncharted area, by not specifying a chosen growth rate — saying merely that "a rate of increase somewhat below that of the rate of inflation would not seem unreasonable." But a year later, when describing just how wide of the mark the monetary arrow had flown, he suggested that a 10% to 13% growth rate for M2 was what he had in mind.

As it happened, the average rate of quarterly annualised growth in M2 during the 1980-81 fiscal year was almost 35%. In one quarter, it hit 49%. Something had gone terribly wrong.

Three years later, it's still going terribly wrong. Take a look at the table with this article. It shows the quarterly changes in M2 since mid-1979 as seasonally adjusted annualised percentages. The swings, ranging from 9% to 49%, are very large. One could say that a declining average, from 31% over the first eight quarters to 20% over the last eight, is an improvement. But bear in mind that the second eight quarters straddle the most intense economic recession since World War 2, and that a 20% growth rate remains dangerously high.

Take a look at the graphs. They show the behaviour of money supply (M1) in SA and in the US over the last 10 years. You could argue that there is little to choose between them. They both show extraordinary volatility. But you'll notice that the range in which the US aggregate moves is 3.5% to 13%. The SA aggregate's range is 1% to 52%.

The truth is that the Reserve Bank is not in control of the supply of money in SA. This remains true even when a quarterly growth rate of 50% is followed by one of 10%. Both are testimony to the failure of a self-appointed aim, a failure which the Bank itself admits even as it displays a steady professional optimism. The question is "Why?"

Economists offer a double answer to this single question. The Bank doesn't have the tools, they say, and even if it did, it doesn't have the autonomy to use them properly in an environment fraught with political obstacles.

The sharpest tools are the ones that control bank lending. As the table shows, bank credit to the private sector has been the
Workers at Roslyn Company continued a strike today over the expulsion of a colleague. Management and the company's General Manager, Mr. Frank Harris, have held discussions with the workers, but no satisfactory agreement was reached. The workers want an acknowledgment of their employees' union and an end to the striking condition that the strike ended immediately.

More than 250 workers at Nathan's Pretoria West ended their two-day strike in protest against the company's refusal to accept the workers' demands. The workers have been demanding a pay increase and better working conditions.

More than 300 workers at Goldsmith Cycles plan a strike after they have been denied overtime. The workers have been working long hours and demanding a pay increase.

Management of the company, Johannesburg, has refused to negotiate with the workers and has threatened to sack any worker who goes on strike. The workers have been working without compensation for several days.
To be Charged

BY JOSUA RABORO

KLEENEX WORKERS CONFLICT WITH AMERICAN SITKERS

SA STRIKE BARRIERS FACE NEW BAR

Police Bargains Plan to Fine

By ZWALTAKANE

POLICE BARGAINS PLAN TO FINE
Strikers call for boycott of Liberty and interests

By Jon Qwelane

The sacked employees of Liberty Life, an overseas conglomerate of companies with substantial business connections in South Africa, are to launch a campaign at the weekend aimed at Sowetanos to get them to boycott the huge insurance and assurance organisation.

A spokesman for the workers who were dismissed after a protracted strike said two other major business concerns would be affected by the boycott campaign. They are the United Building Society and Sales House, a subsidiary of Edgars stores, which is mainly patronised by blacks.

The spokesman said the boycott of UBS stemmed from the fact that the chairman of Liberty Life, Mr Donald Gordon, is also on the board of the building society.

Sales House would be boycotted, the spokesman said, because of the links Liberty Life had with the clothing store.

The managing director of Liberty Life, Mr Monty Hlakwitz, confirmed yesterday that Mr Gordon was a director of UBS, and also that Sales House had ties with Liberty Life.

Regarding the planned action against the three companies Mr Hlakwitz said: "We do not believe it (the boycott) will solve any problems. We disagree with the motivation but it is their prerogative."

In August this year workers at Liberty Life went on strike over the salary increases they had been given, and also demanded that their union -- Insurance Assurance Workers Union of South Africa -- be recognised by their management.

Accord reached between workers and their employers proved to be but a lull before another storm, because towards the end of last month another strike was declared.

This time the grievance of the workers was union recognition.

Liberty Life has consistently said it would not tolerate any union whose membership was based exclusively on race as that would split the company right down the middle.

When the strike started last month 90 workers were involved, and the number rose to 95. Management declared that all the striking workers had dismissed themselves.

A mass meeting of workers, students and other members of the community has been called for Sunday afternoon at St Hilda’s Church in Soweto.

One of the striking workers, Mr Petrus Molefe, was allegedly arrested in Diepkloof on Tuesday. Union officials said attempts to trace where he was being held had proved futile.

Striking workers said this would not deter them.
Garlick's wage levels slated

Labour Correspondent

WAGE LEVELS at Garlick's department store in Johannesburg have come under fire from the Commercial, Catering and Allied Workers Union (CCA-WUSA).

The union's general secretary, Mrs. Emma Mashumi, said she had been approached by a former Garlick's worker, Mr. Lena Fiska, who was dismissed this month after working for the company for 13 years. At the time she was fired, Mr. Fiska was earning R200 a month, Mrs. Mashumi said.

She said this wage was well below the minimum pay rate set out in the wage determination for the commercial distributive trade.

In most job categories, the determination, which is legally binding, sets out higher minimum rates for long-serving workers, and Mrs. Mashumi said that Mr. Fiska's wage was below that prescribed for a worker with 13 years' service.

A Garlick's representative confirmed yesterday that Mr. Fiska had been receiving R200 a month, but denied that this was below the minimum in the determination.

She said Mr. Fiska had been working as a "general assistant" for which the minimum is R100 a month, regardless of length of service, unlike other categories where rates rose with the length of service.

"We were therefore paying Mr. Fiska above the minimum for this rate," she added.

Mrs. Mashumi charged that, regardless of the legal minimum set out in the wage determination, "R200 a month for a worker who has served a company for 13 years is simply not morally justifiable."
MACWUSA HEAD JAILED

Mr. Dumile Dennis Makanda, 32, unionist, was sentenced to 14 days in jail by a Port Elizabeth magistrate this week for breaking his banning order which restricts him to KwaZulu-Natal township.

Mr. Makanda, the president of both Motor Assemblers and Component Workers' Union (MACWUSA) and its sister union, General Workers' Union of South Africa (GWUSA), was acquitted on the second charge of being in possession of a banned publication.

According to evidence, Mr. Makanda had been found in his brother's house in Zwide township on November 8, last year.
Ex-Mwasa head detained

Argus Bureau 21/0/43

He would appear in court for remand tomorrow, Colonel van der Merwe said.

Mr Nqakula, a prohibited immigrant in South Africa, had been detained for entering the country from Ciskei without a visa.

Head of security Colonel A P van der Merwe, confirmed the detention of Mr Nqakula at Leach's Bay near here yesterday.

APPEAR TOMORROW

Mr Nqakula had been lecturing matric pupils at a weekend camp organised by the Masazane Open School.

From Pretoria Sapa reports that the general secretary of the South African Catholic Bishops Conference, Father Mangaliso Mkhathwe, was detained by Ciskei security police at Fort Hare University yesterday, according to the associate general secretary of the conference, Sister Brigitte Slanagal.
Strikers protest at new deal

Mercury Reporter

FIVE hundred mill workers at the Umfolozi Co-operative Sugar Planters Ltd, in Mlambu, went on strike yesterday as a protest against the exclusion of blacks from the new constitutional proposals.

Mr Selby Nsibande, general secretary of the National Union of Sugar Manufacturing and Refinery Employees which has a majority membership at the mill, said yesterday that the protest was also staged against the company's refusal to recognise their union.

Rival

He said the blacks were very much concerned about being denied their birthright as citizens of South Africa by being completely left out of the new political dispensation.

He feared that it would endanger the sound relationship which presently existed between blacks, coloureds and Indians in the labour field.

About union recognition, he said the workers were upset that management appeared to assist a rival Fruitu-affiliated union, Sweet, Food and Allied Workers' Union, to recruit members at the mill.

Mr Ian Bales-Smith, general manager of the co-operative, said the work stoppage was due partly to 'some political implications' but the workers' bone of contention was over union recognition.

There appeared to be conflict between the union and other unions striving for membership.

Talks were being held with the union to resolve the problem, he added.

(Report by M Vengas, 12 Devonshire Place, Durban)
Unions clash over strike

Labour Correspondent
INTER-UNION strife has broken out over a strike at the Umbolumo sugar mill at Mthubathi, sparked by workers' rejection of the Government's proposed constitution, says a union official. An statement by another union denies this.

According to Mr Selby Nisande, general secretary of the National Union of Sugar Manufacturing and Refining Employees (NUMRE), 500 workers at the mill downed tools in protest at the Government's plan and in support of demands for union recognition.

A spokesman for the mill said the strike "had political implications" and concerned union recognition.

Yesterday, however, the Sweet, Food and Allied Workers Union (SFAWU) issued an angry statement which gave a different explanation and accused NUMRE of "immisda- tory" tactics.

It alleged the strike had been "provoked" by NUMRE's demand that certain members of the Federation of South African Trade Unions (FOSATU), of which SFAWU is a member, be dismissed.

The statement alleged that nearly 300 of the mill's workers had resigned from NUMRE. It said NUMRE's representatives saw this as "a massive switch of workers to SFAWU."

As a result, NUMRE had demanded the dismissal of "certain active SFAWU members" at the mill and "provoked" the strike.

"If a union fails to present the interests of its members, then those workers have a democratic right to join a union of their choice," the statement added.

It said workers at another mill, Umzumkulu, had resigned to join SFAWU.
Fired workers allowed to return

Labour Correspondent

THREE workers at Gallo Africa's Bedfordview warehouse, whose dismissal prompted a strike last week, have been reinstated.

And other workers, who were served with final written disciplinary warnings, have had these rescinded.

Announcing the new developments yesterday, the general secretary of the Commercial, Catering and Allied Workers Union, Mrs Emma Mashum said the company had taken this decision after talks between it and the union.

A company spokesman, Mr Malcolm James, said the firings and warnings had been rescinded after the workers concerned had successfully made use of the appeal procedure set out in Gallo's discipline procedure.

"They were reinstated on a technicality," Mr James said.

About 75 workers at the warehouse downed tools last week, demanding the reinstatement of the fired workers, two of whom were union shop stewards.

The union charged that both their firing and written warnings issued to other workers, had not followed the discipline procedure laid down by the company, a charge which Gallo disputed.
Union set for lab breakthrough

By STEVEN FRIEDMAN
Labour Correspondent
IN WHAT is believed to be a unique development, a central Johannesburg pathologists' laboratory has said it is willing to recognize a black trade union which has been recruiting its workers.

The laboratory's decision follows a recent work stoppage. A second pathologists' laboratory was also hit by a stoppage, but refused to negotiate with the union because it is unregistered.

The union is the Black Health and Allied Workers Union of SA (BHAWUSA). A spokesman for the laboratory yesterday requested that it be named for fear of contravening SA Medical and Dental Council regulations.

The laboratory employs around 100 workers and the other laboratory to be hit by a stoppage employs about 70.

In a statement released by the union and signed by a representative of the laboratory yesterday, BHAWUSA's president, Mr Theo Komape, announced that an agreement had been reached between the laboratory and the union's shop stewards in talks following the stoppage.

As part of this settlement, the statement said, the laboratory had said it was prepared to recognize the union and further negotiations would take place 'in due course'.

The laboratory also agreed to reinstate eight retrenched workers at the same rate of pay as they were receiving before their dismissal, the statement added.

"The management will endeavour to retrain workers in the same or similar position to those which they occupied before, as from Monday, October 31," the statement said.

BHAWUSA is a union which was formed spontaneously by workers at a Johannesburg drug company earlier this year.

It has no links with any existing union federation and has no full-time officials — all officials are full-time workers.

Recently it extended its operations and began recruiting workers at laboratories to which the drug company supplies its products.

A representative of the laboratory said yesterday management had not yet recognized the union, but had indicated that it was willing to do so.

This is believed to be the first time that union recognition talks have been held between doctors and workers employed by the medical profession.
Boycott call after Liberty Life sackings

By STEVEN FRIEDMAN
Labour Correspondent

THE black consciousness-oriented Insurance and Assur-
ance Workers Union of SA (IAWUSA) yesterday re-
vealed it had called on black consumers to boycott two as-
soicate companies of insurance giant Liberty Life, United
ed Building Society and Sales House, as well as Liberty it-
self.

The boycott call is a reaction to recent events at Li-
berity's Braamfontein head office when 200 workers were
dismissed after striking in support of demands for recog-
nition of the union.

Liberty says it is not pre-
pared to recognize the union because it is will deal with
nonracial unions only. It also
questions IAWUSA's claim to
represent a majority of black
workers at its head office.

The union revealed yester-
day that three of its mem-
bers Mr Petrus Moleko, Mr
Simon Dube and Mr Kenneth
Gumedze, are to appear in
court today on charges flow-
ing from the campaign
against Liberty, which has
followed the dismissals.

IAWUSA condemned the
arrest of the three men as
dalae intervention in "what is
essentially a struggle be-
tween employer and employ-
ee."

Since the dismissals,
IAWUSA has been issuing
stickers and pamphlets urg-
ing consumers to boycott Li-
berity. It has also been backed
by the Azanian People's Or-
ganisation and some unions.

Yesterday, however, the
union's spokesman said that
besides urging consumers to
cancel their policies with Li-
berity, it was also urging
them to withdraw deposits
from the UBS and to boycott
Sales House.

He said a meeting was to
be held at a church in Soweto
on Sunday "to involve the
community in solidarity" with
the dismissed workers.

The theme of the meeting
would be "worker-student-
community solidarity."

He also charged that there
had been a "heavy police
presence" at meetings of
strikers.

"SA labour disputes have
one factor in common: the
involvement of police."
Stayaway halts sugar mills

Mercury Reporter

Production at two Zululand sugar mills ground to a halt yesterday after 1 400 workers staged a stayaway in protest against the exclusion of blacks from the new constitutional proposals.

The mills are the Felixton Sugar Mill and the Amatikulu Sugar Mill, both of the Tongaat-Hulett group, of which 'Yes' vote supporter Mr Chris Saunders is chairman.

A spokesman for the National Union of Sugar Manufacturing and Refinery Employees said the workers were protesting about the three-chamber parliament for whites, coloureds and Indians from which the blacks, who are in the majority, had been effectively left out.

'The workers made it clear that they had no grievances with the management. They were merely demonstrating their dissatisfaction with the new dispensation in the hope that white voters would make the right decision when they voted in the referendum yesterday,' he said.

No violence

Mr Ron Phillips, the group's public relations director, confirmed that 1 400 workers at the Amatikulu and Felixton mills had stopped work 'for political reasons'.

He said the striking workers had been 'well behaved' and there had been no violence. Production had come to a standstill and the management had assisted in shutting down the mills.

Mr Phillips said the management understood the feelings of the workers, who had been subjected to extreme pressure.

The 500 mill workers at the Umfolosi Co-operative Sugar Planters Ltd, in Mtabatuba, who downed tools on Tuesday to protest against the exclusion of blacks from the new constitution, returned to work yesterday.
New union in rag trade

IN a major development in the giant clothing industry in the Western Cape, a new trade union, the Clothing Workers Union (Clowu), has been established.

Workers in this industry are currently obliged, by virtue of a closed shop agreement, to belong to the 65,000-member Garment Workers Union.

The Clothing Workers Union was established out of disillusionment with the manner in which the Garment Workers Union represented the interests of its members, according to a Clowu spokesman, who asked not to be named for fear of losing her job.

In opposing the Garment Workers Union, Clowu has a massive task on its hands.

SUFFERING

Affiliated to the Trade Union Council of South Africa, the Garment Workers Union is by far the biggest in the Western Cape and one of the largest in the country.

According to the spokesman: "The workers involved in starting the new union realise the task facing them is a difficult one. But after many years of suffering they decided to take this step.

"Clowu is a union that will fight for higher wages and better conditions. Prices go up daily and workers don't earn enough to feed their families.

"Bosses must realise that we want a say in what happens at the factory."

The new union has already run into major problems at one factory, where it alleges workers were fired for belonging to Clowu.

"In many other industries today, bosses prefer to work with unions chosen by the workers themselves; unions which have the respect of the workers."

RESPOND

"We see some bosses respond in the old way by intimidating workers. Others are realising that they should give workers an opportunity to decide."

Clowu is presently concentrating on the Diep River industrial complex where there are a number of clothing factories virtually on each other's doorsteps.

Most of the workers in these factories reside in adjacent townships — Lavender Hill, Retreat and Steenberg.

The union has put out a number of pamphlets and claim that there is widespread interest among workers.
Boycott warnings

TWO major trade unions have condemned their managements for hiring scabs.

The Insurance Assurance Workers Union of South Africa has called for a boycott of two associate companies of Liberty Life Insurance - the United Building Society and Sales and the company itself.

The African Allied Workers Union has also condemned Kleenem Brush Works Company for hiring scabs to replace the over 300 striking workers at its plant in Newclare Industrial West.
SCORES of actors in South Africa, whose income is variable at the best of times, are still owed fees for work done on films that "bombed" — or made a lot of cash. These range from thousands of rand owed to lead players to small amounts due to amateur actors and members of the public who were extras and walk-ons. Some of these debts date back to 1980, and these concerned have given up all hope of being paid.

The South African Film and Theatre Union, Safu — the local actors' trade union — has good working arrangements with the SABC and most theatre management, but the real problem is in the field of feature films. It has been magnified with the trend for overseas producers to make international movies in South Africa, where the weather is good, there is a pool of trained film technicians and no shortage of professional actors and spare-time "hopefuls.

Yet some of the biggest projects have resulted in financial dissatisfaction. The epic "Zulu Dawn" had severe cash-flow problems in 1978 and the South African production "The Second Mile", starring Cameron Mitchell, was never released — leaving everybody in the red.

On the other hand, South Africa has produced strikingly successful movies like "Kill and Kill Again", which netted more than $7-million (about R8 240 000) in "rentals" to the American distributors and grossed about $25-million (about R29,5-million) at cinemas.

Yet its leading actor, karate star James Ryan, says he is still owed his percentage of the profits.

"All the actors were paid their fees and bonuses," he said this week, "but I am still R8 000 down on the percentage. "As for the 'Second Mile', my immediate salary was to be R5 000 and I was to receive another R2 500 on acceptance of the distribution rights, plus 5% of profits. "I received nothing as the project collapsed. It's a sore point with all of us."

An even bigger loss on "The Second Mile" was incurred by the post-production house Panorama Sound. Mr. Felix Myburgh said on behalf of that company this week: "We wrote off about R20 000 on that one."

"Still, that's the nature of our business — high risk, I'd say our ratio of gains to losses is about 60 to 40."

At the other end of the payment scale, extras in these and other films and TV productions lost their money largely because of a defaulting agent.

In 1980 some of them formed the Union of Film Extras (UFE) in an attempt to achieve solidarity among part-time film actors. Ten of them obtained a court order against the agent for a total of R1 215 in outstanding fees. Despite this, they received nothing because lawyers could not trace the agent to serve the order. A year later the UFE was disbanded.

"Saifu has gone along way in opening up negotiations and we have a standing committee with the SA Association of Theatre Management, Things are going well as far as these are concerned. But if actors sign a bad contract, that's their lookout."

"As to agents, we have a meeting with the Personnel Managers Association on November 8."

"With films, the main problem is slow payments. There is not enough control and I think this has to be worked out right from the top."
Scribe launches attack on Tutu

THE general secretary of the South African Council of Churches (SACC), Bishop Desmond Tutu, has been accused of encouraging teachers to depart from the syllabus and to present children with "heroines" such as Beyer seria. The accusation is one of several others levied against the bishop in a newsletter produced by a well-known white journalist, Ms Andrea Parker, who also says that Bishop Tutu makes a little effort to disguise his sympathies for the ANC.

She expresses the view that Bishop Tutu and the SACC have been considerably damaged by the recent fraud case proving misappropriation of international funds allocated to the SACC.

Ms Parker was herself formerly employed by the SACC, and the Specimen, to have been a Government front funded with taxpayers' money.

Ms Parker also describes SACC as the most radical pressure group legally recognised in South Africa and which carries out political and sociological warfare and political indoctrination.

She questions the Government's decision to give Bishop Tutu his passport, "after all the damage he has done to us."

As an answer to the Government's decision to allow Bishop Tutu to travel, Ms Parker cites the fact that the John Rees fraud case has considerably damaged Bishop Tutu and the SACC.

On her alleged Tutu sympathies towards the ANC, she says Bishop Tutu has been reported as saying that most of the times when he went abroad, he met Mr Oliver Tambo, president of the ANC, and that he has never ceased to call for the release of Nelson Mandela whom she describes as a Marxist terrorist leader.

She goes on to say that when the SADF staged a 'clean-up' raid on ANC headquarters in Maputo, the bishop held a memorial service in Soweto to mourn the ANC martyr.

She also says that Bishop Tutu wrote a letter to President Samora Machel of Mozambique thanking him for his kind hospitalities towards the ANC.

She says Bishop Tutu also provides moral and material support for conscientious objectors.

Referring to the bishop as the gnu of international power politics, Ms Parker says Bishop Tutu was quoted by a Soviet correspondent as denouncing the Reagan policy of so-called constructive engagement with South Africa as an open support of a vicious racist and criminal system.

She says Bishop Tutu demanded the cutting of all relations with South Africa and that what emerged from all that is that the bishop is calling on radical US groups to increase the heat on SA while providing Moscow with some ready disinformation.

Sacked workers get jobs back

ABOUT 850 workers who went on strike at two companies in Pietermaritzburg, over wages and other job-related grievances last month, were reinstated at both companies last week.

The 300 dismissed workers at Poole Industries were reinstated on Friday after a strike lasting almost four weeks. The black and coloured workers, all of whom are members of the National General Workers Union went on strike on October 11 demanding a uniform wage increase of R4 an hour each.

The workers had also demanded that management stop deducting certain amounts from their salaries, which were for the washing of their overalls and the R3 deducted towards their pension funds.

Mr Solomon Maluleke, national organiser of the union, told The SATWETAN that after meeting with management on Friday, it was agreed that the workers would be reinstated with immediate effect while the wage dispute was being negotiated.

However, the two other issues concerning deductions from their salaries, Mr Maluleke said, would be settled in court.

Meanwhile about 550 workers at the Asia Electrical Cable Company who went on strike on October 24 in solidarity with their colleagues, who were fired for allegedly refusing to call a white man 'baas', have also been reinstated.

About 650 workers all of whom are members of the Metal and Allied Workers Union were dismissed when they downed tools demanding the reinstatement of their colleague.

A union spokesman said negotiations were continuing with management for the reinstatement of the other 80.

THE CITIZEN, 7/11/83

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Robot waiter invented

TOKYO - At last - a chance to get rid of those surly waiters and waitresses who won't take your order.

A Japanese company has developed a robot waiter, who cheerfully serves customers among the restaurant tables to take orders, deliver and clear away dishes and bow with utmost politeness to the customer.

Looking very much like a fatter version of 'ET' of Hollywood fame, the "Robo mark one" is remotely operated by radio and is propelled by a flat car under its feet.

Its developer says it can perform eight different movements, carry three trays at once and converse with customers through a limited programmed vocabulary.

An infra-red ray detector enables it to avoid any obstacles in its way.

And it doesn't expect tips.

BISHOP TUTU Under attack
social wants are these wants measures etc. The benefit rec
if this is the case most people
govt (budgetary policy) will
everyone is paying for bene
for private wants, if a person
forced to pay to the person
remuneration. This is know
main problem is how to

IS THERE a doctor in the house? This is a phrase rarely used by labour journa
ists in the course of their duties. Until last week
The cause of the query was the settle
ment of a dispute between a Johannesburg pathologists’ laboratory and the
new Black Health and Allied Workers’

The lab, which employs about 100, has
resigned eight workers after a recent
strike and says it is willing to recognise
BHAWUSA.
If it does, this will surely be the first
time the employer side to a recogni
tion agreement has been a partnership

The story behind the formation of the
union is interesting. BHAWUSA is a rare
example of a union formed by spontane
ous combustion rather than by an organ
ising campaign run by unions.

Workers at a Johannesburg drug com
pany got together and decided to form
the union. Presumably, because the drug
company supplies laboratories, its
workers organised those in a couple of
city labs into BHAWUSA.
There has been one other strike by
BHAWUSA members at a Johannesburg
lab, but there the doctors/managers re
fused to negotiate with the union be
cause it is unregistered.

Whether BHAWUSA can turn its
members’ enthusiasm into a permanent
union presence remains to be seen.
Sacked workers' severance pay may be forfeited

Mercury Reporter

DISMISSED Umhlanga municipal workers, who have refused to collect their severance pay from the Chief Commissioner at Verulam, are likely to lose their money through forfeiture, according to a spokesman for the Umhlanga Town Council.

Mr J W McIntosh, deputy Town Clerk of Umhlanga, said the money had been handed to Mr Brian du Randt, the Chief Commissioner, for 'safekeeping'. It was up to the former employees to go to Verulam to collect their pay.

A total of 120 workers were dismissed in September after striking in support of their demands for more pay. They asked for their minimum pay of R42 a week to be increased to R55 a week.

After refusing to end their strike, they were sacked by the council.

Later, 92 of them were charged with trespassing on the council's property. In addition they were told to collect their severance pay from Mr du Randt.

Decision

Mr McIntosh said the matter was out of the hands of his council, and the chief commissioner would have to decide the fate of the funds if the pay was still unclaimed after a certain period.

'If assume it will be forfeited like all other unclaimed funds if it is still not collected after the necessary steps have been taken,' he said.

Mr Magwaza Mapalahla, a spokesman for the National Municipal Workers' Union, yesterday confirmed that the sacked workers had not collected their severance pay.

He said they were angry and wanted to know why they should go to Verulam to collect money owed to them by the Umhlanga Town Council.

They were also awaiting the outcome of their trial on November 25 in which they are being charged with trespassing, before deciding whether to collect their money.

Mr du Randt declined to comment yesterday.
Wage dispute at OK

JOHANNESBURG — The Commercial, Catering and Allied Workers Union (Ccawusa) has declared a formal dispute with the giant OK Bazaars chain over wages — the first time the union has ever made use of the country's official disputes machinery.

The union’s declaration means it has applied for a conciliation board to settle the matter, and the first step to a legal strike.

The OK dispute, which follows a recent wage-tariff breakdown, affects the pay of 20,000 workers nationally.

The white and coloured shop workers union, the National Union of Distributive and Allied Workers (Nudaw), also plans to declare a dispute with OK on the same issue.

Although Ccawusa represents only black workers, increases negotiated by it are passed on to all workers Nudaw argues that its members are directly affected by the dispute.

Ccawusa declared the dispute late last week, and Department of Manpower officials visited its offices yesterday to verify the union’s membership.

OK, which is not opposing Ccawusa’s request for a conciliation board, yesterday submitted its reply to the department.

The company’s industrial relations director, Mr Roger Blackwell, said yesterday that Ccawusa’s demands exceeded OK’s profits over the past year.

Ccawusa’s general secretary, Mrs Emma Mushinini, said the union had demanded a R50-a-month increase.

OK had responded with an offer of R20 a month from December and a further R15 from February. She said the minimum wage at OK was R240 a month.

Mr Blackwell said OK was also offering the union new negotiations in March, which could lead to further increases.

“We want to have annual negotiations, so that we can budget accordingly,” he said.

Handicapped given ‘kars’

TEN Cape Town children who care for their parents have experienced the joy of movement yesterday when they were presented with the first of 100 “Ro-kars” — four-wheeled cars propelled by hand.

The cars were presented on behalf of the Rotary Club of Constantia by the Mayor, Mr Sol Kreamer, at a function in the Civic Centre.

The idea was set in motion by a similar vehicle in Australia and has been developed by the Rotary Club over the past four years.

The Ro-kars have a single-crank back axle with two rowing levers.

Apart from the enjoyment, the children also teach handi capped children co-ordination and perspective, and give them a sense of independence.

Gerhard van Niekerk, 9, of St Joseph’s Home in Philippolis, enjoys his first try on a hand-propelled “Ro-car”. The first ten of 100 cars were presented to homes and institutions yesterday for use by children who do not have the use of their legs.

IN GOD’S NAME
Sacked workers sing freedom songs

Police end protest

By JOSHUA RABOROKO

POLICE yesterday dispersed over 30 placard-carrying and freedom song chanting sacked workers from Crown Reef Restaurant after the workers had packed outside the Chamber of Mines building in Johannesburg.

The workers, all members of the Hotel, Liquor and Catering Allied Workers Union (Hotelica), staged the demonstration in protest against wages at Gold Mine Museum, owned by the Chamber of Mines.

The lunch-hour meeting outside the Chamber was disrupted when police ordered the workers to disperse because their gathering was unlawful. The workers, who displayed placards, some reading "Chamber Cannot Feed a Black Family," "We Demand Our Annual Increase" and "Recognise Our Union," subsequently left the premises without any incident.

Crown Reef’s president, Mr. Hamilton Makedema, said the dispute with management arose after management had refused to pay workers their annual increase at the end of October.

Management later told them they had dismissed themselves by going on an illegal strike and the union intervened on their behalf.

Both parties refused to give in and the company fired 90 strikers of recognition," Mr. Makedema told The SOWETAN yesterday.

He also condemned police involvement in labour disputes and said that the police were apparently asked by management for the company refused to comment on the police involvement.

The spokesman said that the workers had been told that they would get their annual wage increase next February when the relevant Industrial Council will be sitting to review salaries.

Another meeting is to be held between the union and management at 8 am today.

Meanwhile Sapa reports that about 400 workers went on strike for an hour at the Shatterprufe Safety Glass Company in Port Elizabeth yesterday.

The action followed a report-back meeting with their union which is currently involved in negotiations with management. The union is the Chemical Workers Industrial Union, which is an affiliate of Fosatu.

Call to fight milk price increase

By ALIYAH DUBE

A mother of three, Mrs. Nono Mphuthi, said it was high time black women organised themselves to fight the increases.

She was up to women's struggle, she said, to the extent that the nation did not starve.

When the milk price was to be controlled in June this year, an appeal was made by the Minister of Agriculture, Mr. Greyling Wentzel, for dairies to be moderate with increases.

Out of United off the ground

By THAMI MAZWA

increase in the number of accounts being closed by any race group.

The statement further said the UBS had no involvement in the dispute between Liberty Life and the union.

A spokesman for the union, secretary Mr. Joseph Rakoagti, said the week saw his organisation had embarked on a campaign to restrain the black community from conducting any business with institutions linked to Liberty Life.

"On Saturday our members manned most branches of the UBS, where we called on blacks to discontinue any business with the organisation. This week we are intensifying our campaign with meetings in Soweto. Our next targets are a giant clothing company that has special outlets for blacks and a banking group.

Details of these campaigns will soon be announced," Mr. Rakoagti said.

The Liberty Life dispute started when the company refused to recognise the union because, according to Liberty Life, it is a racial IAWU only allows for black members.

The union also complained of a number of labour malpractices.

Both parties refused to give in and the company fired 90 strikers.

HOUSEWIVES in Pretoria's black townships yesterday criticised the move by local-dairies to increase the milk price by 2 cents a litre from next Monday.

They were reacting to an announcement that an independent costs investigation had revealed that dairies were forced to cope with a loss of 4 cents a litre which had resulted in the price hike.

The announcement was made by Mr. Edwan Morganrood, chairman of the Pretoria milk distributors, who said the decision was made following the investigation.

A nursing sister, Mrs. S. Lotwaba, said she foresaw a time when many people would suffer from various diseases because of the unavailability of vital food.

"It amazes me why authorities always take upon themselves to carry out investigations to find out how much...they lose when nothing is being done to help the needy get balanced food," she said.
Boycott of United gets off the ground

MEMBERS of the black community at the weekend responded to a call by the sacked Liberty Life workers to withdraw their accounts from branches of the United Building Society.

This is the latest development in the month-old battle between Liberty Life and the Insurance and Assurance Workers' Union (IAWU).

The branches checked were at the Tony Factor In-Town Centre, Bree Street and Eloff Street.

The people interviewed expressed solidarity with the sacked workers and called on other blacks to support the strikers.

A Lenasia resident, Mr Ahmed Vaula, said he had withdrawn his account.

An Orlando East teacher told us he had changed his intention to get a housing loan from the society.

But a statement from the UBS this week said it was "unaware of any increase in the number of accounts being closed by any race group."

The statement further said the UBS had no involvement in the dispute between Liberty Life and the union.

A spokesman for the union, secretary Mr J. Rakgoadi, said this week that his organisation had embossed a campaign to restrain the black community from conducting any business with institutions linked to Liberty Life.

"On Saturday our members manned most branches of the UBS where we called on blacks to discontinue any business with the organisation.

"This week we are intensifying our campaign with meetings in Soweto. Our next target is a giant clothing concern that has special outlets for blacks and a banking group. Details of these campaigns will soon be announced," Mr Rakgoadi said.

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IAWU only allows for black members. The union also complained of a number of labour malpractices.

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Call to fight milk p

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The announcement was made by Mr Edw Morgenrood, chairman of the Pretoria milk distributors, who said the decision was made following the investigation.

A nursing sister, Miss S. L. Rabie, said she foresaw many families being forced to cut back on milk due to the hike.

"If it happens in our house, we will cut back on the milk," she said.

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For all your fencing requirements and for corrugated iron, doors and windows, guttering, downpipes, verandah posts, water piping, etc. AFGATE IS THE NAME TO REMEMBER.

By ALINAH CU

Opening Tonight

A story of stunning beauties, each with talent that astounds you like a buzzing steam. Put them together and you get the sound song and dance show in town this fall...
Union declares dispute with OK

By STEVEN FRIEDMAN

THE Commercial, Catering and Allied Workers' Union (CCAWUSA) has declared a formal dispute with the giant OK Bazaars chainm stores over wages — the first time the union has ever made use of the country's official disputes machinery.

The declaration of a dispute means the union has applied for a conciliation board to settle the matter and is the first step on the way to a legal strike.

The OK dispute, which follows a recent breakdown in wage talks between the two sides, affects the pay of 20,000 workers nationally.

It was also learnt yesterday that the white and coloured shop workers' union, the National Union of Distributive and Allied Workers (NUDAW), also plans to declare a dispute with OK on the same issue.

Although CCAWUSA represents only black workers, increases negotiated by it are passed on to all workers and the NUDAW therefore argues that its members are directly affected by the dispute.

CCAWUSA declared the dispute late last week and Department of Manpower officials visited its offices yesterday to verify the union's membership.

At the same time, OK, which is not opposing CCAWUSA's request for a conciliation board, yesterday submitted its reply to the department on points raised by CCAWUSA in its application for a board.

The company's industrial relations director, Mr Roger Blackwell, said yesterday that CCAWUSA's demands added up to more than our profits over the past year — they would literally put us into the red.

CCAWUSA's general secretary, Mrs Emma Mashumi, said the union had demanded a R5.00 a month increase to come into effect from last month.

OK had responded with an offer of R20 a month from December and a further R15 from February, she said. The minimum wage at OK was R240 a month and the offer was unacceptable to workers.

Mr Blackwell said that, besides offering two raises, OK was also offering the union new negotiations in March, which could lead to further increases.

He added that the offer applied only to workers earning below R350 a month — those earning above it would receive R35 a month from April, he said.

Mr Blackwell said OK had no knowledge of a dispute with the NUDAW. "We have not negotiated wages with them for as long as I can remember, so it is unclear what grounds they would have for a dispute," he said.

But the union's general secretary, Miss Dulce Hartwell, confirmed that it planned to declare a dispute. OK were due to be informed of this yesterday.

"Although we have not negotiated with OK on CCAWUSA's demands, they affect our members and we also want a conciliation board," she said.

Labour Correspondent

ATTEMPTS to weld emerging trade unions representing more than 250,000 workers into a powerful new federation may face a "make or break" test at the weekend, according to union sources.

The unions are due to meet in Johannesburg to continue unity talks and assurances yesterday they believed the meeting could be a watershed.

They believe long-existing tensions between older and newer unions may well come to a head at the meeting.

A unity meeting last month ended in acrimony and only last-minute intervention by delegates from the Council of Unions of SA assured that the unions would meet again.

'Unions, said yesterday that there had been little or no change in the relationship between the two camps since
Groups in 'make or break' bid for unity

The last meeting. The divisions remained deep.

A key issue which has prompted disagreement between the two camps has been the demand of older unions that voting strength in the new federation be based on unions' paid-up membership.

They argue that many newer unions quote membership figures which they cannot back up and that they should not be allowed to claim voting strength on the basis of these.

However, the newer unions want claims about their membership to be accepted "on trust".

There have also been differences about the structure of the proposed federation and about demarcation between unions.

Older unions believed the attitude of the newer unions was holding up the unity initiative and delaying discussion on the details of a new federation.

The older unions may, therefore, demand at the weekend that discussions on a new federation begin in earnest.

This would bring to a head the differences and determine whether the two groups are to continue taking part in the unity drive together.
Further call for boycott of Liberty Life interests

By Andrew Beattie

A further call for a total boycott by blacks of Liberty Life and also the United Building Society and Sales House was made by a black trade union yesterday.

The Black Allied Mining and Construction Workers' Union (BAMCU) called for the boycott "in response to Liberty Life management's intransigence in dealing with workers' problems and the arrogance they displayed in demanding a multi-racial union and later saying they didn't want a union at all."

Mr Tandelani Nefolovhodwe, regional organiser of BAmcuw, said "in support of workers at Liberty Life and in keeping with our belief that it is the inalienable right of workers to join the union of their choice, we have decided to call for a boycott of Sales House as it is directly linked to Liberty Life."

Sales House, a subsidiary of Edgars Stores, depended on black customers for profits and viability, he said.

"Mr Donald Gordon, chairman of Liberty Life, is a director of the United Building Society and we therefore call on all members to withdraw their accounts with the UBS. We call on black workers to do the same and pledge solidarity with Liberty Life workers," said the union spokesman.

The managing director of Liberty Life, Mr Monty Hilkowitz, confirmed that Mr Gordon was a director of the UBS, and also that Sales House had links with Liberty Life.

 Calls for the boycott come in the wake of Liberty Life's dismissal of 50 workers more than a month ago and the company's refusal to recognise the blacks-only Insurance Assurance Workers' Union of SA.

Liberty Life refused to recognise the union as its black and white employees did not have differing needs in the workplace, it said.
Mercury Reporter

The wages paid to domestic workers by Durban home owners are more often than not below the wage recommended by the South African Domestic Workers' Association, and in some cases below reasonable subsistence level.

If an extensive, random telephone survey of white employers in the Durban and surrounding areas is representative, full-time live-in domestic workers are fast becoming a thing of the past.

Part-time employers said in most cases domestics had two or three, and on occasion, as many as four jobs. Only in this way was it possible for them to earn a living wage.

Less than 20 percent of the families interviewed could afford the luxury of a full-time servant, and in every case where a full-time worker was kept, she was paid well below the recommended level. All provided meals for the workers, some by allowance and others directly.

Among those who employed part-time workers, the pay-rate was better, but the provision of meals was scarce.

A new list guiding employers on what is considered a fair wage has been published by the association. It says that in view of soaring inflation, which hits domestic workers harder than most, the rates should be adhered to.

The recommended wage for a daily worker: R1.10 - about R1.40 an hour. For overtime pay, the rate is R1.50 an hour.

A full-time servant's employment time varied between one hour a day, two or three times a week, to eight hours, three or four times a week.

The lowest rate paid was 86c an hour, less than half the recommended level, and the highest was R1.66. The average was R1.20.

When employers who paid less than the recommended wage were questioned, they said they were not aware of the level. But most said they would have to consider meeting the wage.

Two women slammed down their telephones.

For full-time employers, the highest wage was R100 a month, R20 short of the recommended minimum, and the lowest R75. The average was about R80.

Guidelines concerning leave, provision of meals, accommodation, legal rights, dismissal and abductions are included in the association's list.

They recommend that domestic workers be given at least one full day off a week, and one afternoon during the weekend. Annual leave should be four weeks at full pay, and workers should be given a month's notice, or a month's pay in lieu of notice, if they were to be fired on the spot.

The association reminds employers that it is illegal to deduct money from workers' pay for articles damaged in the course of duty.
By ANEEZ SALIE

THREE Cape Town clothing workers are to take their former boss to court over alleged unfair dismissals, signalling the first shots in a battle royal between a new, independent trade union, factory management and the giant Garment Workers' Union.

According to the three workers, they have been victimised for belonging to the recently formed Clothing Workers' Union (Clowu) and they will now take their case to the Industrial Court.

The three are Vanessa Beulken, Vanessa Mathews and Delia Wandel. They said they had been employed for a number of years at Park Avenue Lingerie in Deep River.

There had not been any problems with their work and they were surprised when they were suddenly called to their manager's office, Miss Mathews said. "The manager questioned us about the distribution of Clowu's pamphlets at the factory and about our membership of the union. It was rather frightening. After the questioning we were given a minute's notice," said Miss Mathews.

CONSULTED

"We had a No 2 entered on our unemployment card which indicates we lost our jobs because of a reduction of staff. That is untrue. We were sacked because of our membership of Clowu."

"But we will not let the matter rest there. We will now have it out in court," Miss Mathews said that they had approached the Legal Resource Centre for assistance.

Mr Geoff Buelender of the centre, confirmed that they had been consulted by the three workers.

He said they had been instructed to institute legal proceedings. They will charge that Park Avenue Lingerie had committed an unfair labour practice by dismissing the three women.

The managing director of the company, Mr J. Reindhardt, denied that the three had been dismissed for their union affiliation. He said they had been asked to go because they had broken the company's disciplinary code.

"We refused to disclose what these breaches of discipline had been."

The Clothing Workers' Union was established to break the stranglehold which the conservative 65,000-member Garment Workers' Union had on the industry, according to Miss Ruth van der Veldt, a spokeswoman for the new union.

Workers are forced, by virtue of a closed shop agreement, to belong to the Garment Workers' Union, said Miss van der Veldt.

She charged that the Garment Workers' Union, the largest trade union in the Western Cape, had not seen to workers' grievances and had become management's "sweetheart" union.

They had expected factory bosses to resist Clowu, said Miss van der Veldt, and they viewed the dismissal of the three as "the first shots in a protracted war for the hearts and minds of the clothing workers."
Top black union is likely to be mixed

By STEVEN FRIEDMAN
Labour Correspondent

The fast-growing Commercial, Catering and Allied Workers' Union of South Africa (CCAWUSA), which has thus far been open to black workers only, is likely to open its doors to all races next year.

"The union's general secretary, Mrs Emina Mashumul, said yesterday that it was possible CCAWUSA would become a non-racial union by March of next year."

This move would bring CCAWUSA's constitution in line with those of most other major emerging unions whose constitutions are non-racial, although the majority of their members are black.

The issue of amending CCAWUSA's constitution to admit other races was to have been debated at the union's congress in Soweto over the past weekend. But Mrs Mashumul said yesterday the question had not been debated formally.

She added, however, that most of the union's branches had submitted resolutions to the congress advocating a change to a non-racial constitution.

"Only one major branch did not submit such a resolution and, even in this branch, there is support for the idea," she said.

Mrs Mashumul said the resolutions indicated there was strong support within CCAWUSA for a non-racial approach. Although last weekend's congress had not formally adopted a change in the constitution, the union would not have to wait for its next congress to admit all races, she added.

Other mechanisms in the union's constitution meant that the change could be made by March of next year if the union's members wanted this.

It is understood that support for a change in the constitution has been growing within CCAWUSA for some time.

A change in CCAWUSA's constitution could, however, bring the union into competition with the National Union of Distributive and Allied Workers, which represents white and coloured workers, and with which CCAWUSA has co-operated in the past.
Two in court for pamphlets

Two members of the Insurance Assurance Workers' Union (IAWU) appeared before a Johannesburg magistrate yesterday on allegations of unlawful distribution of pamphlets.

The two men charged with contravening sections of the Johannesburg municipality regulations are Mr Simon Dube (28), address given as Mophunyeng Street, Mmakgapo, Soweto, and Mr Kenneth Gumede (22), address given as Diamini Two, Soweto.

They are allegedly linked to the distribution of pamphlets early last month in connection with sacked workers' strike. Life, Johannesburg.
All is not so OK

The Commercial Catering and Allied Workers Union of SA (Ceawusa) has applied for a conciliation board hearing to settle a dispute with the giant OK chainstore group which employs 20,000 workers nationally.

This was confirmed by the union's secretary Mrs Emnia Mashimbi who also said that officials from the Department of Manpower had visited the union offices to check on their membership.

And in another major move the white and coloured shop workers' union, the National Union of Distributive and Allied Workers, plans to declare a dispute with the same company.

The dispute by Ceawusa follows a deadlock in wage talks, and it is the first time that the union has made use of the country's official dispute machinery since the parties signed a re-recognition agreement earlier.
Now union support for strikers

THE Black Allied Mining and Construction Workers Union has agreed to support a call by the sacked Liberty Life strikers to withdraw accounts at a building society and boycott a clothing shop.

The union has called for the boycott in response to Liberty Life's intransigence in dealing with workers' problems and the arrogance they displayed in demanding a multi-racial union.

In a statement to The SOWETAN yesterday (Bamcnu) said that it fully believed that it was the workers' inalienable right to choose their own union.

"We hereby take a firm resolution in supporting workers for a total boycott of Liberty Life. We have also undertaken to boycott Sales House as it has direct links with Liberty Life," the statement says. The stalemate continued.

"Sales House, a subsidiary of Edgars Stores, depends on black consumer for profits and viability. We are going to withdraw from buying there for they refuse to meet the needs of our fellow blacks.

"Mr Donald Gordon, chairman of Liberty Life is a director of the United Building Society and therefore we call on all members to withdraw their accounts with UBS."

The union has also called on the community to pledge solidarity with the sacked workers by not supporting the two institutions until the workers' demands are met.

A Liberty Life spokesman confirmed that Mr. Gordon was a director of the UBS and that Sales House had links with Liberty Life.
New-look local govt: Blessing or a curse?

Argus Correspondent
JOHANNESBURG
— There are no city halls and plush civic centres in any urban black areas, although most of these satellite dormitories hold more people than the white towns and cities that spawned them.

They are shoved off from the centres of business activity and wealth where their residents spend their most productive time and their money.

They have not had the resources, the facilities nor the official permission for real urban development. Yet they accommodate well over 6 million people, double the number housed in white urban areas.

Now they are being cut loose to create their own futures.

Disappear

This is the effect of the Black Local Authorities Act of 1963, under which elections in 29 of the main urban black areas throughout South Africa are being held between November 25 and December 7.

On one hand it is fuel to the bitter opposition of some community leaders and organisations to the new dispensation, while on the other it is grasped as a new and welcome challenge by at least some of those who have poured their colours to this new mast.

Under this new legislation the old black community councils will disappear to be replaced by one of two types of local authority — fully autonomous town councils with the same powers as white municipalities, or village councils with whatever powers the Minister of Co-operation and Development grants them, according to Mr John Hinde, director of black local government.

Of the 29 new local authorities, 25 will be town councils and five village councils, he added.

‘Whatever way you look at it, the fact is that these new councils will be a vast improvement,’ said Mr Steve Kgama, chairman of the Urban Councils Association of South Africa (an umbrella body of community councils) and a candidate in the Dobsonville elections on December 3.

‘From the advisory boards of old through the bantu councils and community councils, we have graduated into full municipal authorities where we will make our own by-laws’

Finance

Mr Joseph Mahumushia, chairman of the present Diep Meadow Council, and Mr Isaac Masho, Dobsonville Council chairman, are both going into the new dispensation with optimism.

“We will now be able to make our own decisions without any interference and without having some official or agent between us and the Government,” said Mr Masho.

Both men also believe being able to appoint and direct their own professional staff will be a big improvement.

But the queries hang over all their heads: is the question of finance and how these new councils will get development off the ground with their notoriously poor resource base.

It is the vagueness over this aspect which has drawn the most virulent criticism from people such as Dr Nthato Motlana, chairman of Soweto’s Committee of 10. He has labelled the elections a ‘fraud’ and referred to the prospective councillors as ‘puppets of useless wares’.

Like some other community leaders who will have nothing to do with the new councils, he believes they will push the financial burden of the black areas (many of which struggle under annual deficits made worse by the backlog in development) on to the residents in the form of drastically increased rents and service charges.

Mr L E Moeketsi, chairman of the Kagiso Council who has been returned unopposed, hints that an increase in rentals will be one of the ways to raise necessary finance. But, he added, there were several other plans under consideration to raise funds.

Relief

Other council candidates saw this as a last resort and believed short-term relief would come via the Crosser Committee (a permanent finance liaison committee set up under senior Treasurer official, Mr Gerhard Crosser, to advise the Government on the financing of black and white local authorities)

There continually have been hints that some extra forms of finance will be made available to these new councils which the Government is more than keen to see work.

A good turnout of voters — the usual six percent poll for the Soweto Council elections in 1978 remains the spectre in the background — is considered of vital importance and councillors interviewed were confident more than 40 per cent of voters would go to the polls.

But, as Mr Kgama said, “only when you press the button and see, how the new councils actually work will we really see if this new set-up is going to work properly.”
Call to Boycott Stores 'Unfair'

By STEVEN FRIEDMAN
Labour Correspondent

Attempts by a union to call a boycott of Sales House stores because of the sacking of strikers at Liberty Life were 'unfair' since the stores have only a "limited" relationship with the insurance company, said Edgar Stores, which owns Sales House, yesterday.

The Insurance and Assurance Workers' Union of SA (IAWUSA), 90 of whose members were fired by Liberty-for striking, recently announced it was calling for a boycott of Sales House as part of its campaign against Liberty.

It described Sales House as an "associate company" of Liberty and implied that a boycott of the stores would put pressure on Liberty to settle the dispute.

Yesterday, however, Edgars rejected attempts to involve Sales House.

Edgars said it "wishes it to be understood" that it is "incorrect to describe Edgars Stores Limited or its division, Sales House, as an associate company of Liberty Life."

The company said it was "generally known" that Liberty had an investment in the Premier Group, which in turn had a minority shareholding in SA Breweries, which controls Edgars.

"Such an extended and immaterial investment relationship between Sales House and Liberty Life cannot in no way be construed as an associate company relationship," the company said.

It said neither Sales House nor any other Edgars Division had been a party to the dispute between Liberty and IAWUSA.
Racial union ‘leans on’ Liberty associate

BY STEVEN FRIEDMAN

Labour Correspondent

THE Insurance and Assurance Workers Union of SA (IAWUSA) says it launched a campaign to boycott the chainstore, Sales House, yesterday and will continue the boycott—despite a company statement charging that a boycott would be unfair.

The union says it launched its campaign against Sales House because of its anti-black policies.

The union said the boycott is aimed at driving Sales House out of business.

The union said Sales House is an associated company of Liberty Life and has also called a boycott of the United Building Society and Liberty itself.

On Tuesday, Edgar Edgars told the Free State branch yesterday, and by urging consumers not to buy there. It was satisfied with the results.

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The union said it launched its campaign against Sales House because of its anti-black policies.

The boycott was called after the union alleged that Sales House had been dealing "amuckly" with a black union for two years.

IAWUSA yesterday rejected this argument and vowed to continue the boycott. It also said it planned to "force the union to recognize worker freedom of association."

IAWUSA claimed it was busy "nationalising" its campaign against Sales House and UBS and said that, if it was not satisfied by the end of the month, it would campaign against the two companies "as long as they are in business."
Nationwide boycott threatened

The Insurance and Assurance Workers Union of South Africa is preparing for a nationwide boycott of the United Building Society and Edgars' Sales House stores in a bid for recognition by Liberty Life Association.

This arises from the dismissal of 90 black workers by Liberty Life after they refused to end a strike over recognition demands. Liberty Life said the group was unwilling to grant recognition to any union which represented only one race group.

A statement released by the union said, "The union decided to launch a campaign against these associate companies to pressure them to change Liberty Life's attitude to our demands.

"We are not interested in the extent of the tie or whether the links between these companies are limited or extensive. If Edgars and its subsidiary, Sales House, cannot exert the necessary pressure, they must cut links with Liberty Life as a symbolic rejection of its racist practices in refusing to recognize workers' rights in the choice of a union."

NOVEMBER DEADLINE

"If the dispute is not resolved by the end of November we will make our boycott of the UBS and Sales House stores nationwide," a spokesman for the union added.

But Edgars has reiterated that it is in no position to influence Liberty Life.

"The boycott is unfair and likely to be ineffective," said Mr G G Barnett, group public affairs director.

"The association between Liberty Life and Edgars is tenuous. Liberty Life has an investment in the Premier Group which has a minority shareholding in S A Breweries which, in turn, controls Edgars Stores. Thus Liberty Life has no say in what we do -- nor have we any influence over what they do," he emphasised.

Despite these protestations, the union went ahead with its local boycott of Sales House Stores in central Johannesburg yesterday.

This followed the same pattern as the launch of the boycott against the United Building Society two weeks ago, with workers speaking to prospective customers and handing out pamphlets in front of the stores.
Liberty boycott gathers force

By THAMI MAZWAI and JOSHUA RABOROKO

The boycott against Liberty Life "associates" intensified this week with the distribution of pamphlets calling for a boycott of Sales House, a major clothing shop dealing with the black community.

The pamphlets also repeated a call for the boycott of the United Building Society, a campaign which has been going on for the past two weeks.

In an interview this week a spokesman for the Insurance and Assurance Workers Union of South Africa (IAWUSA) claimed his organisation had successfully mobilised a number of account holders at the Dube branch, Soweto, of the UBS to withdraw their accounts.

A spokesman for the UBS yesterday denied the claims. Sales House, a member of the Edgars Group, has also reacted to the campaign by stating that it is not an associate of Liberty Life. A statement issued by the company said: "Neither Sales House nor any member of the Edgars Group is in any way a party to the dispute between Liberty Life and IAWUSA or any other union."

In its pamphlets IAWUSA states that Liberty Life workers have been on strike for the past two months because of a demand that their union be recognised. "It is our belief that the exploitation, degradation and discrimination we experience at work can be ended through a union of our own choice," it states.
Sacked women back at work

THE first round in the battle between the recently established Clothing Workers Union (Clow) and clothing bosses ended amicably last week with the reinstatement of three dismissed workers and an assurance that employees were free to join a union of their choice.

The three, Vanessa van Beulen, Vanessa Mathews and Delia Windvogel, were sacked by Park Avenue Lingerie in Diep River for allegedly being members of Clow and they responded by instructing lawyers to take the matter to court.

But before legal steps could be taken they were called to a meeting on Friday with the managing director of the company, Mr. J. Reinhart, and given their jobs back, with full pay.

All the workers at the factory were given written notices of the reinstatement in which they were told, in part, by Mr. Reinhart: "You are aware that three employees of the company were dismissed last week and there have been claims that they were unfairly dismissed."

"Having consulted with various employer bodies and certain labour experts, we understand that there is some doubt whether their dismissal could be entirely justified on legal grounds."

"DIFFICULT."

"In the circumstances we believe that we should not prejudice the futures of the employees concerned, particularly where there is doubt, and in these difficult economic times."

"We have therefore offered to reinstate them in their jobs."

"You are also aware that a union, the Clothing Workers Union, has been active in our area."

"The company believes that every employee has a right to join a union of his or her choice. No employee should be victimised or in any way prejudiced for joining or supporting a union."

SUPPORT

Miss Ruth van der Vindt of the Clothing Workers Union said the reinstatement of the three workers showed that "we can get through our problems with the support of all the workers."

She said the union was very encouraged by the attitude of the Park Avenue management.

"In giving letters to all their employees explaining their position in regard to the union's activities, they have made a very serious attempt to forge proper channels of communication for workers to belong to the union of their choice and that will contribute towards industrial peace," Miss van der Vindt said.

The reinstatement is a significant breakthrough for Clow in what is expected to be a protracted struggle between it and the new Garment Workers Union, which it has set out to break.

In terms of a closed shop agreement, clothing workers are forced to join the Garment Workers Union.

However, throughout the country, in many industries, closed shop agreements have been successfully and legally broken.
Picket action against Liberty Life

By STEVÉN FRIEDMAN
Labour Correspondent

The boycott of Liberty Life, United Building Society and Sales House called by the Insurance and Assurance Workers Union of SA (IAWUSA), was "gathering momentum," the union's president said yesterday.

In an interview after union members had staged a picket outside the Standard Bank building, Mr Seoka charged that a Johannesburg company had cancelled a R100,000 deal with Liberty because of the boycott, a claim denied by Liberty.

The boycott is a reaction to the sacking of 96 Liberty Life workers who were fired for demanding union recognition.

Mr Seoka also said some Liberty policy holders were planning to withdraw their policies and that union action at a UBS branch in Soweto had persuaded many depositors to place their money elsewhere.

A group of black brokers were also boycotting Liberty and UBS, he said.

Mr Seoka also implied that IAWUSA would call a boycott of Standard Bank soon because of Liberty's investments in the bank.

But claims that the boycott is proving effective were denied yesterday by a senior Liberty spokesman, who also denied any knowledge of a firm cancelling a deal with the company.

The spokesman added that the boycott appeared to be "ineffective".

They have had no impact on Liberty itself although the boycotts against UBS and Sales House concern us because they must embarrass those companies, the link between us and those companies is not as great as the union seems to believe," he said.

He added that "the union is mistaken if it believes pressure on other companies will pressure us into changing our stance".

The union also had "considerable manpower" at its disposal and "we are determined to carry this on until we win".

He said IAWUSA planned more pickets against Liberty because "they refuse to speak to us now, so the only way we have of communicating is through pickets.

Mr Seoka also charged there had been considerable "harrassment" of Liberty strikers by police.

Liberty's spokesman denied that the company refused "to speak to IAWUSA."
Sacked Liberty workers hold lunch-hour picket

Labour Correspondent

HUNDREDS of onlookers watched as about 45 strikers fired by the insurance giant Liberty Life staged a lunch-hour picket outside the Standard Bank in Simmonds Street, Johannesburg yesterday.

The pickets said they were protesting because they believed Liberty's chairman, Mr. Donald Gordon, was attending a luncheon in the building and because Liberty has a substantial investment in the bank.

It is unclear, however, whether Mr. Gordon was in the building at the time. A Liberty spokesman said afterwards he was not aware that Mr. Gordon had been due to attend a meeting or function at the building.

The picket is part of a campaign by the Insurance and Assurance Workers' Union of SA (IAWUSA) to win the reinstatement of strikers and recognition at Liberty.

About 90 workers were fired after they struck in support of demands that Liberty recognize IAWUSA. The company says it will not recognize the union because it is open to blacks only.

A key element in the campaign is a boycott of Liberty, the United Building Society and chainstore Sales House.

Pickets displayed placards sharply criticizing Liberty's labour practices, accusing it of paying "ugly salaries" and of denying workers freedom of association. Several pickets accused Liberty of being "racist."

Other placards criticized Mr. Gordon himself, one poster describing him as "an embarrassment in business life", while others attacked Standard's links with Liberty.

Police arrived on the scene about 20 minutes before the picket ended, but did not order the pickets to disperse. They made no arrests.

A plainclothes policeman took the name of one picket and questioned him briefly on the purpose of the protest, saying the police needed to keep records of "incidents, boycotts, and so on."

• Liberty Life has said throughout the dispute that it is a nonracial company and blacks and whites work in the same jobs at its Braamfontein head office.
Union threat to call boycott of Champion of Champions

By JOSHUA KABOROKO
THE Sales House Champion of Champions Competition may be boycotted following a decision to nationalise the workers.

The management of the giant Liberty Life Insurance Company announced at a conference yesterday that the company had removed certain group insurance policies from Liberty and had placed these with another company which "we feel is more compatible with our policy."

Speaking at the conference in Johannesburg yesterday, he said that several trade unions, including the Zimbabwean Associated Mineworkers' Union, the Stop Loans to South Africa Organisation in London and the Union Federation in the United States, had pledged solidarity with the workers.

The boycott against the "Champion of Champions" competition has been called because the company that sponsors the competition has links with Liberty Life although Sales House has denied this claim, according to Mr Seoka.
Retail boycott threat against ‘wrong’ man

By STEVEN FRIEDMAN
Labour Correspondent

A SOWETO store to be opened by Mr Richard Maponya faces a boycott because of its links with chainstore Grand Bazaars.

The boycott call has been threatened by shop stewards of the Commercial, Catering and Allied Workers’ Union.

About 40 CCAWUSA members were fired after a strike at Grand Bazaars, Rosettenville, recently and the union is demanding their reinstatement at either Grand Bazaars or Mr Maponya’s store.

CCAWUSA says the shop stewards will call a boycott of the store — due to open on December 1 — unless the workers are placed in jobs when there were vacancies.

The workers were fired after striking in protest at four lay-offs. CCAWUSA says the four were victimised.

Mr Maponya said on the union was campaigning against “the wrong man” because he, not Grand Bazaars, was the sole owner of the store.

Grand Bazaars’ chairman, Mr Manny Sachar, rejected union charges that the workers had not been reinstated because of the company’s attitude.

He said the company was prepared to place them in jobs when there were vacancies.

The workers were fired after striking in protest at four lay-offs. CCAWUSA says the four were victimised. The four were later rehired but not the strikers.

CCAWUSA’s general secretary, Mrs Emma Mashabane, said all attempts to negotiate the workers’ reinstatement with Grand Bazaars had failed.

When stewards learned that Grand Bazaars was to launch a “joint venture” with Mr Maponya they asked him to intervene. As a result, she said, the company offered to reinstate “only” 21 workers temporarily.

This was unacceptable and stewards had decided that, if all the workers were not placed permanently in either Grand Bazaars or Mr Maponya’s store, they would urge a boycott.

Mr Sachar said Grand Bazaars was not worried about a boycott. “But these things are always unpleasant and we feel we should set the record straight,” he added.

He said Grand Bazaars had a management contract with Mr Maponya at the store but that Mr Maponya was sole owner and shareholder.

Mr Sachar said, Grand Bazaars had told CCAWUSA it was willing to place the workers in jobs when these became available. But it could not fire the workers who had replaced them.

“The union is working against its own interests if it expects us to fire people to make way for strikers,” he added.

If they agreed to our proposal, they would have their jobs back soon,” he added.
By Angus Macmillan
ANV Yan with Liberty Life directors on its board is fair game for the boycott
campaign of the militant Insur-ance and Assurance Work-
ers Union of South Africa (Lawusa), says union leader
Joe Seoko.

Lawusa members were fired by Liberty for striking after Liberty refused to recognise the all-black union.
Since then Lawusa has plastered central Johannesburg
with thousands of “Boycott racist Liberty Life” stickers,
and has urged boycotts of Liberty-associated companies
Sales House and the United Building Society.
On Friday the union staged a picket protest outside Stad-
dard Bank’s head office in Simmonds Street, Johannes-
burg.

Mr Seoko’s latest state-
ment means that Premier
Group and SA Breweries
could also be singled out for
protest treatment
He told Business Times that, if it came to it, the union
would boycott SAB’s beer
products and jeopardise the
Sales House-sponsored
Champion of Champions soc-
cer tournament next year.
The union demands the reinstatement of the 106 dis-
missed Liberty employees
and unconditional acceptance
from management.

“We are not campaigning
against companies with Lib-
erty Life links, but merely
putting pressure on Donald
Gordon to recognise us and
give back jobs to the workers
who were fired,” he says.
The insurance giant has in-
stalled that the union be multi-
racial, but Mr Seoko claims
that this would lead to whites’
eventually watering down its
efforts to further the cause of
non-white employees.

Liberty executive director
Mark Winterton is adamant
that the group will not change
its stance and says that the
matter is over.

“We have riled and are
still of the opinion that a mu-
triracial union is essential to
an integrated organisation
like ours,”

Critics of the two sides say it is Lawusa that is being rac-
ist in the matter, but that Lib-
erty “should have known
better than to have trampled
on the pride of the union.”
UNIONS JOIN COUNCIL BOYCOTT

400,000 workers urged to boycott elections

FIVE emerging trade unions — representing more than 400,000 workers — this week joined the anti-community councils campaign, calling on all their members to stay away from the polls.

The unions, most of them affiliates of the United Democratic Front (UDF), are the Council of Unions of South Africa (Cuasa), SA Allied Workers’ Union (Sawu), General and Allied Workers’ Union (Gawu), Motor Assembly and Components Workers’ Union (Macwusa) and the Commercial, Catering and Allied Workers’ Union (Cawausa).

The call has added impetus to existing active opposition to the Government-created township bodies, which got underway earlier this month when several meetings were held in the townships urging voters not to vote on December 3.

The heavens wept

A Catholic nun Sister Theodora (above) and Sister Bernard (left) were among the more than 20 churchwomen who took to the rain-soaked streets of Johannesburg this week to protest against the continued detention by the Cape Security Police of Father S austus Mkhathwana, General secretary of the Catholic Bishops’ Conference.

The Roman Catholic Bishop of Johannesburg, Bishop Reginald O’Connor, led the lunch-hour pocket, which called for the immediate release of Father Mkhathwana who has been held for three weeks.

NOMINATIONS CONTESTED

THE nomination of candidates for Witbank’s local authority elections are to be challenged in the Pretoria Supreme Court today.

Khanya People’s Party (KPP) leader Simon Masango claims there were certain irregularities in the nominations for the elections in Witbank’s three townships.

Mr Masango said residents of the township had raised money to take the matter to court.

“We believe we have a strong case,” he told City Press.

Meanwhile the assistant electoral officer for the area, Mr W S Serfontein, has confirmed that complaints has also been received about the nomination of candidates in Middelburg.

(Report by M Nkosi, 62 Eloff St Ext, JHB.)

Catholic nun Sister Theodora (above) and Sister Bernard (left) were among the more than 20 churchwomen who took to the rain-soaked streets of Johannesburg this week to protest against the continued detention by the Cape Security Police of Father Austus Mkhathwana, General secretary of the Catholic Bishops’ Conference.

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(Report by M Nkosi, 62 Eloff St Ext, JHB.)
Just as union-called consumer boycotts seemed to have become a thing of the past, the Liberty Life boycott was called. Now another one could be on the way.

This time the boycott, if it happens, will be centred on a store in Soweto which businessman Mr Richard Maponya is to open soon.

It might be recalled that about 40 Commercial, Catering and Allied Workers Union strikers were fired from a "Grand Bazaar" (GB) store a while back. Union attempts to win their reinstatement have failed.

Recently, shop stewards representing the strikers got wind that Mr Maponya was undertaking his new venture in association with GB.

They approached Mr Maponya and said they wanted reinstatement at GB — or the hiring of the strikers by the Soweto store. Otherwise, they would urge a boycott of the Soweto store.

Mr Maponya took the matter up with GB, which then offered to hire 21 strikers as temporary staff only — which workers turned down.

There has been no further movement and CCAwusa says the stewards are now planning a boycott.

Both Mr Maponya and GB say the store is an inappropriate target because Mr Maponya is the sole owner. He simply has a management contract with GB to run the store, and to train and select staff, they say.

CCAwusa seems unimpressed with this argument.

GB's chairman Mr Manny Sachar doesn't believe the boycott will harm his company GB. But, he says, it is willing to take back the strikers — but only when vacancies arise because it won't fire the workers who replaced them.

A boycott would be CCAwusa's first and would test whether it can organise enough consumer muscle in Soweto to make a boycott stick.
Call to boycott elections

By MONK NKOMO

THE National General Workers' Union has condemned the Black Local Authorities Act and called for Pretoria residents to boycott the forthcoming council elections.

In a statement released in Pretoria the union warned that participating in the elections was a way of supporting the apartheid regime.

"The very same people who were serving on the community councils are the ones who are campaigning for the elections and their past records have been a dismal failure," the union said.

The statement added "They have lied to the community of Pretoria that they would improve their lives but we experienced the contrary. Nothing has improved as far as housing is concerned. Services and rents have gone up, despite the fact that they told the people they would improve their lives in the townships."
es' linking raid to SA

Raymond was under police protection, the speaker replied "He is not in the country. He is living with friends." The killer left no clue as to their identity, the speaker said.

Mr Nyanga, who came from Soweto, is the brother of Mr Sophoe Nyanga, a military unit of the ANC. Some observers believe Mr Sophoe Nyanga was the true target of the assassins.

The ANC presence in Swaziland has become increasingly precarious. The Swazi Government has adopted a tough attitude towards ANC expatriates and key exiles have proved to be vulnerable to assassination.

In June last year, Mr Petros Nkaba, of the ANC, and his wife, Jabi, were killed by a car bomb.

In December, 1982, two ANC cadres were killed by gunmen just inside the Swazi border with South Africa. It was at about the same time the senior ANC representative in Swaziland, Mr Stanley Mambela, was withdrawn, reportedly

'gangster sentenced to 15 years' jail

Blatt, 50, of Park Germiston, pleaded guilty to the charge of housebreaking and four counts of theft committed between July and August last year. He told the court he and other members of the gang, went around in a car, stopped at some houses and knocked at doors to check whether the owners were in. His request to be examined by a psychiatrist was rejected by the court. He said "I want to be examined because I feel there is something wrong with me".

By STEVEN FRIEDMAN
Labour Correspondent

Boycott shuts UBS doors

ACTION by boyotters prompted the closing of two United Building Society (UBS) branches - in Lenasia and Soweto - for the day on Saturday, according to the Insurance and Assurance Workers Union of SA (IAWSA).

Spokesmen for the UBS were not available for comment yesterday.

The union has called a boycott of UBS as part of its campaign against insurance giant Liberty Life, which recently fired 90 workers at its Braamfontein head office after they struck in support of demands that IAWSA be recognised by the company. Liberty says it will not recognise the union because it is open to blacks only.

According to IAWSA, groups of boyotters, accompanied by fired Liberty workers, arrived at UBS's Soweto and Lenasia branches on Saturday to withdraw their savings - as IAWSA had urged.

"At both branches, they approached the manager and informed him of their intention to withdraw their savings. At both branches, the managers reacted by closing the branches for the day," a union spokesman said.

IAWSA, which is also urging a boycott of Liberty itself and the Sales House group of stores, claims that the boycott is "gathering momentum".

The union also claims that plans are underway to "nationalise" the boycott.

However, Liberty Life insists that the boycott is having no effect on it.

While IAWSA has launched its boycott against UBS and Sales House because it says these are "associate companies" of Liberty, a spokesman for the company says these two companies have no power to influence Liberty's stance.

"Our investment links with them are not as central as IAWSA seem to think they are," a company spokesman said.

Where you save more on GOLD CHAINS RINGS AND EARRINGS

Available at CITY STORE, SANDBURG.
Call to shun Soweto shop

By STEVEN FRIEDMAN
Labour Correspondent
COMMERCIAL, Catering and Allied Workers Union members have begun distrib-
uting pamphlets in Soweto calling for a boycott of a shop to be opened soon by Mr
Richard Maponya.
The 57 workers, who were fired recently after a strike at Grand Bazaar's (GB) Ro-
settienville, have called a boycott because GB is in-
volved with Mr Maponya in the shop's launching.
They are demanding their jobs back at either the GB Ro-
settienville or Soweto outlets.
Shop stewards representing the fired workers say they have also held talks with
church and community groups, traders and tax asso-
ciations in Soweto — and they have agreed to support
the boycott.
They also challenged state-
ments by both GB and Mr
Maponya, who say GB has no
financial stake in the new
shop but simply has a con-
tract to manage it.
 GB's chairman, Mr M S,
Sachar, this week revealed the
company was shortly to begin its own leaflet cam-
paign in Soweto on behalf of
the new shop.
Besides offering various
promotions, the leaflet — to be distributed in Soweto — would state that the new shop was "in no way whatsoever a
part of the GB group.

The company says it is
willing to take the strikers back, but only if vacancies arise.
It says there are no
vacancies at present, and
that it is not prepared to fire
workers hired in place of the

However, shop stewards have claimed there are still
vacancies at GB in Rosettien-
ville.
Stewards also charged that
application forms for work-
ers wishing to work at the
Soweto shop had GB's name
on them and that a GB man-
ger had told workers that it
was owned by GB.
"They are hiding behind
Mr Maponya — so the boy-
cott goes on," they said.
Mr Sachar denied this. He
said the application forms bore only the name of Ma-
ponya's Retail Discount
Store and reiterated an ear-
lier statement that the com-
pany was merely being paid
by Mr Maponya to manage
the shop.
If its planned leaflet, GB
will tell Soweto householders
that the new shop is "100% owned" by Mr Maponya and
that GB will merely "train
staff and provide manage-
with benign contempt. "Dig a hole, you fall down the shaft," he says.

Although the white/black 49%/51% system is new territory for SA entrepreneurs, Katz has a savvy for black trading — developed from a wealth of experience in the field which few others can match.

"I am a self-taught man," says the heavily-accented Litvak, whose parents arrived in SA when he was eight. "My experiences when I myself was a small trader enable me to understand my customers today, to help them overcome the problems which beset the corner cafe competing with the supers and the hyperd."

Now 61, Katz left school in 1939 and started work in a mine store for £5/month.

"I had half a crown left after paying board, lodging and clothing. And from that half crown I paid 1/6d for my train fare and a ticket to park my bicycle at the station."

His parents, with help from a relative, bought a store in Kliptown. Coal and luerene were the main lines Katz filled coal sacks from trucks at Kliptown station and hawked them around the streets in a handbarrow.
The Katz store went into mealie meal wholesaling, changing its name from Kliptown Supply Store to Kliptown Wholesalers Katz became manager.

He spotted the cash-and-carry trend emerging overseas and noted that "the traditional wholesaler was becoming a banker and a cartage contractor."

Needing more warehousing, he took over Leiserowitz Bros, thus acquiring a JSE-listing. Expansion in the eastern Cape and OPF followed and Metro emerged.

But the really big take-off came in 1974 with Metro's merger with Neeta Kashi's Moshal Gewisser, once a traditional wholesaler, then a modern cash-and-carry operation. By the end of 1974, with Katz MD and Kirsh as chairman, Metro had 51 branches across the country (today it has 136, plus 16 Cashbuild builders' supplies outlets, six Bingo hardware cash-and-carry and Cabela, a catering equipment outlet).

With boycott threats dismissed, the Katz team smiles a lot these days — something Katz has done all his life, say friends, even when lugging his coal barrow.

There's no sense in dividing material conditions from the spiritual; the first affects the second and vice versa."

While still a seminarian in the early Seventies, Seoka was a member of the now-defunct SA Students' and Orphans' Association, pathfinder of BC. After experience in the trucking industry as part of the Industrial mission programme, he pressed for the formation of the Black Allied Workers' Union (Bawu). As Bawu got underway he became one of the first BC unionists to be trained by a Dutch industrial relations expert. In 1977 and 1981, he underwent trade union training in Holland and Germany.

"The German model of worker participation in management at policy and board level can't be translated directly to SA; and it has its weaknesses," he says. "For example, you often find shop stewards operating more as management than worker representatives."

Upon returning to SA he was posted to St Hilda's and began holding "labour clinics" using the church as a training base. Iawusa and other BC organisations were launched from it.

Seoka does not see Iawusa's BC orientation leading to clashes with other labour organisations with a different, non-racial orientation. He stresses also that Iawusa doesn't see its organisational stamping ground being confined to the insurance industry. He says: "We're also getting underfoot among other financial institutions like building societies and banks."

As he sees it, Liberty's intranessence has forced Iawusa to put pressure on its management — specifically in the person of Gordon — by calls for boycotts. Whether they win or not, the boycott strategy will be changed for good and all by their tactic of harassing affiliates to get at a central monolith.

Mild-mannered Rakgoadi resigned this year as an SA Eagle insurance clerk, after seven years' service, to take on the general secretary's job full-time. He became acquainted with unionism while on the company's liaison committee.

"I found solving problems through management's own mechanisms wasn't enough. We had no power. At St Hilda's I began to raise the question of a union for insurance employees. We called a general meeting of a number of insurance workers from different companies and elected an interim committee to draft a constitution and preside over the birth of the union," he explains.

Both Seoka and Rakgoadi were elected to the committee. Some months later, in August 1982, a properly constituted executive was formed and Rakgoadi began his term as general secretary.

The Liberty campaign is Iawusa's first major confrontation. Rakgoadi won't say whether it's a make or break venture, but stresses that credibility among their constituents and community is their guarantee of survival. That, and professionalism, he adds.
LABOUR DISPUTES

Going for Gordon

Given the failure of many consumer boycotts in the past, the chances of the current campaign against Liberty Life and its associated companies succeeding would appear slim. However, there is little doubt that in the months ahead the Insurance and Assurance Workers' Union of SA (Iawusa) may make life extremely uncomfortable for some of them. In particular, the union is focusing much of its ire on Liberty chairman Donald Gordon.

Nearly two months have passed since Liberty dismissed 89 black workers who struck in a dispute over the company's refusal to recognise Iawusa because it is a blacks-only union. Iawusa maintains that it is undeterred by Liberty's refusal to re-employ the strikers or change its stand on union recognition. The union insists that the boycott campaign is gaining momentum and says that it will be waged throughout the country.

Says Iawusa president, Joe Seoka, "Liberty Life believes the campaign will not be successful, but we are convinced that victory is ours because we have the resources and the manpower."

Iawusa knows that a black consumer boycott against Liberty itself would have extremely limited impact. However, it says that any company which has links with Liberty should regard itself as a potential target. So it is carefully selecting companies which regard its actions as potentially vulnerable to pressure because they cater for the black market.

The United Building Society, of whose board Gordon is a member, has already felt the effects of the campaign. Last Saturday, Iawusa members staged demonstrations which resulted in two UBS branches — one in Dube, Soweto, and the other in Lenasia — being closed for the day. The union claims it is achieving significant support for its call on blacks to close their UBS accounts. UBS strongly denies that this call has had any noticeable effect.

Edgar's Group

Iawusa's identification of Sales House, a division of the Edgar's Group, as a target has prompted Edgar's to issue a public statement. It says that the "extended and immaterial investment relationship" between Sales House and Liberty can in no way be construed as an associate company relationship. Ironically, Edgar's has an agreement with a black union — the Commercial, Catering and Allied Workers' Union of SA (Cawusa) — with which it says it has worked amicably and constructively for over two years. Edgar's says it is as anxious as its employees are to protect

Liberty's Gordon . . . target of union's ire

bound Gordon in public through the staging of demonstrations at any gatherings he attends in the months ahead.

"The union, together with the community, will spare no effort in following him wherever he goes. We will try to find out where he will be and will embarrass him."

Whether this will have any effect remains to be seen. A spokesman for Liberty says the company's labour relations policies were developed by management — and not Gordon alone.

Liberty is, however, becoming increasingly concerned by what it sees as the emergence of a sustained campaign of intimidation against black employees who did not take part in the strike. Iawusa strongly denies any involvement in such intimidation and says it has actively counselled its members to avoid confrontations with Liberty employees. The union says that for many black workers, their jobs are their only real form of property — and they can be expected to be very bitter about their dismissals.

Although the union tries to calm tempers, fights can still take place — especially when strikers and non-strikers meet in shebeens.

However, a company spokesman says the employees have become so fearful of attacks that they have formed voluntary groups which patrol the townships to provide protection to their households. This week, one employee had to be taken to hospital after being assaulted. The spokesman says Liberty has been reluctant to approach the police in the past, but it now feels that the scale of the intimidation has become so great that police action is needed.
UNIONS GET THE BOOT

By JOSHUA RABOROKO

MORE than 10 black trade unions who have offices in Vereeniging town have been thrown out, furniture and all, by officials of the Department of Community Development.

Officials of the unions involved, told The SOWETAN that no reasons were given to them, but indications were that they were evicted in terms of the Group Areas Act.

“We were given up to the end of December to remain in the buildings. Suddenly this promise was reversed when we were told to vacate the building on November 30. We were still awaiting a reply for the extension when this happened,” a union spokesman said.

The unions involved include the Council of Unions of South Africa, and its affiliates, the South African Chemical Workers Union, National Union of Mine Workers, Food, Beverage Workers Union, Steel and Engineering Workers Union, South African Municipal and Allied Workers Union, and the independent Orange-Vaal General Workers Union.

Two white officials from the Department of Community development arrived at the offices and ordered everybody out.

An official of the Orange-Vaal General Workers Union said that the closing of the offices was to be condemned.

“No amount of intimidation will deter us from fighting for workers’ rights,” the official said.

Marley’s ‘heir’ coming

PETER TOSH

By KAIZER NOWENYA

THE Swaziland Government has approved the Peter Tosh show to be held at Somhlolo Stadium in Mbabane on December 17.

“The Swazi Government has given us permission to stage the show on December 17 only. We appeal to people to start making arrangements now” said Sam Mhangwani, one of the promoters who telephoned The SOWETAN from Swaziland.

The show will also feature Carlos Dyde and the Nation, Baby Mlungu, VVa Afrika and two Swazi groups.

Peter Tosh will be one of the major artists and voices of reggae music to perform in Southern Africa.

UDF on alert

By SAM MABE

THE United Democratic Front (UDF) has filed a case with the South African Police in Mafeking about the alleged incitement to violence.

Mafebe said that the UDF has been following the events in Mafeking closely and has received reports of attempts to disrupt the election process.

He said that the UDF was concerned about the situation and would continue to monitor it closely.

Mafebe added that the UDF had been working closely with other political parties to ensure that the election process was free and fair.

He said that the UDF would not hesitate to take action if necessary to protect the interests of the people of Mafeking.

Mafebe concluded that the UDF was committed to ensuring that the election process was transparent and free from any form of intimidation.
Pickets delay store opening

By Carolyn Dempster, Labour Reporter

The opening of the R2 million discount store owned by Soweto businessman Mr Richard Maponya was postponed for a week as picketers gathered outside the Dube complex today.

The picketers were members of the Commercial Catering and Allied Workers Union which had called for a boycott of the store because of Mr Maponya's business links with Grand Bazaar.

The boycott is the sequel to the dismissal of 59 union members who went on strike at Grand Bazaar's Rosettenville store on October 6.

RETRENCHED

Four employees were retrenched by the store and, when the 59 workers went on strike to secure their reinstatement, they were also dismissed.

Negotiations between union representatives and management subsequently broke down.

One of the dismissed shop stewards said that Grand Bazaar had a management contract with Mr Maponya and was training and supplying the staff for the Dube store.

"Our demands are for the reinstatement of the 59 workers and recognition of our union. We demand full negotiations with Grand Bazaar," read the picketers' placards.

Mr Maponya has denied these claims but was not available today for comment.
Union official 'harassed'

AN OFFICIAL of a newly formed trade union in the retail sector has claimed she was harassed by authorities while organising shop workers outside a branch of a major retail store.

Miss Justine Quence, the Retail and Allied Workers' Union said she was talking to workers outside the store in Bellville this week when two Railways policemen arrived and asked her what she was doing.

According to Miss Quence, the policemen told her a member of the public had complained that she was "talking to non-Europeans in the parking lot."

She agreed to accompany them to the nearby Bellville Railway Police charge office.

"But there was no member of the public there. I was questioned by the police about political matters for some time and then they asked me to wait until Security Police from Cape Town arrived," Miss Quence said.

"Two Security policemen arrived. I told them I was a trade union official and I was eventually released after one and a half hours," Miss Quence said.

A spokesman for the South African Transport Services in Johannesburg has promised to investigate the incident. He confirmed that a formal complaint had been made.
Good-looking, babyfaced Lengane puts issues most concisely: "This is supposed to be a free enterprise economy," he says, "and Gordon tries to curtail freedom of association by controlling which union his employees can join. But I wish we could just get to speak to the man in person. I'd bet that what we're saying is getting distorted on the way up through his organisation."

Lengane grew up on the reef and went to school at Orlando West. He subsequently obtained a general certificate of education and four O-levels through correspondence. He was a member of the Soweto Students' Representative Council during 1972-77 and in June 1977 was detained and charged with sedition. After a total of 23 months in detention or on trial, he was found guilty and given a suspended sentence.

"I came out to find that all the BC organisations I knew had been banned. I joined Azapo in 1981 and served as head of the national labour secretariat until last year."

At about the same time he held a temporary job with an insurance company where, he says, "I came face to face with exploitation of the black working class, in the form of meagre and unequal wages and non-recognition of black skills for promotion purposes."

Of the Azapo link, he says, "Both Iawusa and Azapo are organisations that have spun off from BC - it's not the case that Iawusa is an extension of Azapo."

All are married. Secka and Lengane each have two children, Kangabe speaks for all of them on the subject of spare time activities: "What spare time?"

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**MURRAY GRINDROD**

**Changing tack**

Precision and drive are integral to Unicorn Lines' (UL) Murray Grindrod. His Springbok golf cap - he was winner of the SA Amateur in 1960 and later played for SA in the Eisenhower Cup - testifies to that.

Nor is he the emotional sort. But the pride he takes in celebrating his company's 50th anniversary is poorly concealed. Understandably, as Grindrod, who has been MD of UL for the past 18 years - and latterly chairman as well - has had much to do with the firm's success.

Last year, UL, which lists Gencor and Safmarine as well as the Grindrod and Renaud families among its shareholders, reached the R100m turnover mark for the first time. And this year a similar performance is expected - despite the depressed shipping climate.

The company was formed by Leon Renaud in 1933 as African Coasters (Pty) Ltd and absorbed an earlier joint venture between the Grindrod and Renaud families in 1937. The operations of Smith's Coasters and Theens Steamship Co were absorbed in 1966 and the name was changed to Unicorn Lines in 1975.

With 16 ships now flying the Unicorn flag and several others under charter, the company has come a long way: "It's worth recording," Grindrod says, "with some satisfaction, that although 45 to 50 South African ship-owning companies have been started in the past 50 years, Unicorn Lines is the only one to have traded for all that time."

But that doesn't mean the next 50 years will be plain sailing - especially in a market characterised by serious over- tonnage, accelerating competition and shrinking world trade. UL hasn't gone unscathed, as Grindrod freely admits.

On international routes, it's been exposed to merciless rate-cutting. Coastal trade, on the other hand, has held up reasonably well, although some tonnage has been lost to road hauliers, a development shipowners view as disturbing. But in the long term, Grindrod believes, the answer lies in a revival in world trade, an accelerated rate of scrapping and fewer new vessels on the shipway.

He doesn't expect an improvement in foreign trade until Third World importers get their current accounts back into the black. Given the size of their debt burden and the International Monetary Fund's tough stance, chances don't look good. The best the industry can hope for, he says, is that it will "move off the bottom slightly next year."

Not a particularly promising outlook. But Grindrod assures UL is in good shape to meet the future. It's not short of ships, for example, having embarked on major re-equipping during the Seventies. Further, he says UL is looking hard at entering the road transportation business which seems to be creating more and more cargo off the sea routes. Entry will almost certainly be by way of acquisition.

"It's an area we haven't been into before, despite our heavy involvement in container services." Other options could be some form of participation in to growing ocean cruise business. Grindrod admits that a "limited role" is possible, though he doubts if the local market is big enough to keep a cruise vessel fully employed.

Though Grindrod appointed a deputy MD this year to handle day-to-day operational matters, strategy clearly remains his responsibility.

"I'm consulted before any major decisions are taken," he confirms. Any speculation that he is about to retire to concentrate on his other business interests or improve his golfing backsaw is probably premature. At 48 he feels he's far too young to consider retiring.

Frequently, his name, fair complexion and aristocratic bearing have led to the suggestion that his passion for the sea stems from a Nordic lineage. Rather defensively, however, he points out that his ancestry is English. His grandfather, a crusty Liverpoolman, was a ship's master.

Grindrod joined the family business in 1957 after completing an engineering degree at Cambridge. His initial responsibilities were menial - supervising the loading and canvassing for freight. But they served as a thorough grounding for the responsibilities that were to come later. He was appointed MD shortly after Gencor bought in during 1964.

And what of his children - two completing university degrees and two still at school? Will they, too, succumb to the call of the sea? Grindrod is non-committal. "I've enjoyed it," he says, "and they would probably enjoy it too."

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Lengane... a graduate of '76

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Grindrod... flying the 50-year flag

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Financial Mail November 25 1983
Threat of tension after Pretoria workers fired

By STEVEN FRIEDMAN

Labour Correspondent

TENSION threatens the Oli-
fanstfontein industrial area
outside Pretoria as a result
of the dismissal of strikers at
Cullinan Industrial Porcelain
(CIP) — a firm in the area —
and several incidents have
already occurred.

Fired workers have de-
monstrated outside the plant
twice, police have raided
twice, their hostels in Tembisa
township and arrested over
100 workers, and manage-
ment charges there have
been incidents in which
workers who replaced the
fired men were "beaten up."

Workers at three other
plants organized by the
Building, Construction and
Allied Workers Union
(BCAWU) have backed the
fired workers and a brief
stoppage at one of them this
week may be linked to the
dispute at CIP.

Workers say there is a
threat of turmoil and man-
agement says the incidents
are the result of a "militant"
campaign by BCAWU to gain
recognition at CIP.

According to a worker
spokesman, the tension be-
gan over three weeks ago
when more than 350 CIP
workers — some of whom be-
long to BCAWU — struck, de-
manding that management
negotiate wages with them.

The workers were dis-
missed and the plant closed
for three weeks.

During this period the
striker staged a march
through Olifanstfontein
At the same time workers
at three other BCAWU fac-
tories — Cullinan Refractori-
es, Johnson Tile, and Arma-
tage Shanks — wrote to CIP
management demanding the
fired workers' reinstatement.

According to the worker
spokesman, workers at these
companies also asked their
managements to intervene
on behalf of CIP workers.

On Monday, the spokesman
said, the plant reopened and
"mod" strikers were not tak-
en back. That evening man-
agement told workers who
had been rehired not to re-
turn to their hostel, but to
sleep on the premises.

The next morning, fired
workers demonstrated out-
side the plant and that even-
ing police raided their hostel.

"Some of us might have
beaten up police now," he said.

This week Johnson Tile
workers went on a brief
strike. The spokesman said
while this was ostensibly
over other issues, "it came
after workers asked the com-
pany to intervene at CIP."

Mr Ray Tyler, chairman of
Cullinan Holdings' electrical
division, yesterday con-
ferred the demonstrations
and that CIP had received
letters from workers at the
three other plants.

He denied, however, that
most of the strikers were not
taken back. "Over 500 were
released and about 100 others
were replaced," he said.

Mr Tyler said the arrests
by police had nothing to do
with the company but were
related to "reports of intimi-
dation at the hostel."

In one incident, TIP work-
ers had been "pulled off a bus
and beaten up."

But a police spokesman de-
emed that any of the arrests
were connected with the strike. More than 100 work-
ers were arrested in the raid
for being "illegal" residents
of the hostel, he said.

Mr Tyler said BCAWU re-
presented only about 25% of
CIP workers.

"We have nothing against
unions and would deal with
them if they represented a
majority," he said.
Strike shuts down 15 food chain outlets

Labour Correspondent

STRIKE action closed 15 outlets of the Kentucky Fried Chicken chain in the Johannesburg area yesterday, a Commercial Catering and Allied Workers’ Union (Crawwa) spokesman said.

At the chain’s Orange Grove outlet, the company’s regional manager had told workers they were dismissed and had also said he was calling the police, the spokesman said.

The union had tried to contact the company for talks to settle the strike, but had been unsuccessful, he said.

The workers’ chief demand was for a basic wage rather than an hourly rate-for-time worked, he said.

Repeated attempts to contact Kentucky Fried Chicken management were unsuccessful yesterday. The Rand Daily Mail was told the company official dealing with the strike was not available, but a company source said “not all” Kentucky’s branches were on strike.

A co-ordinated strike at branches of a chain like Kentucky, which employs only a few workers at each outlet, is a rarity.

According to Crawwa, the strike has hit Kentucky outlets in Johannesburg, Randburg, Randfontein, Alexandra township and various parts of the West Rand. Johannesburg stores affected include those at Orange Grove, Joubert Park, Melville, Jeppestown and Victory Park.
Two unions join forces

Staff Reporter

IN what is seen as a significant development within the trade union movement, two unions, the Electrical and Allied Trade Union (EATU) and the Electrical Allied Workers Union (EAWU), have decided to amalgamate and form one body.

The decision to amalgamate was taken in Johannesburg on Saturday at a meeting called by the Federation of Trade Unions of South Africa (Fetusa).

A third union, the South African Electrical Workers Association (SAEWA), present at the weekend meeting, indicated that they were not prepared to amalgamate with the other two without first consulting their membership.

EATU and EAWU have, respectively, a predominantly coloured and black membership while the SAEWA is mainly white.

A spokesman for the amalgamated unions, Mr Brian Williams, who is also the chairman of the Western Cape branch of the EATU, said the two unions had decided to form one democratic worker-controlled, non-racial trade union.

This stemmed from the desire to form a united front to promote and protect the interests of union members.

He believed this would have a tremendous impact on the future of all workers.

A constitutional committee to work out a mechanism and structure for the new union was formed after the Fetusa meeting.
Union changes stance on legal recourse

The registered National General Workers' Union has decided to make use of the Government's official dispute-settling machinery for the first time, its general secretary, Mr. Dennis Kumalo, said yesterday.

Mr. Kumalo said this represented a change of policy as the union had been against using the official machinery in the past. Union leaders' new stance would be put to members at a general meeting at the weekend for ratification.

He said the change was being made for "tactical reasons" and would involve referring disputes to industrial councils and the industrial court.

According to Mr. Kumalo, the new stance would enable NGWU to declare disputes with two companies in the Pretoria area, MM Steel Construction and Bold Stone, who he accused of refusing to recognize the union.
Five placard carriers held for questioning

By JIMMY MATYU

A TRADE unionist and four members of a youth organisation were picked up by security police in Kwanobuhle and MacNaughton townships in Uitenhage today while carrying placards demonstrating against the elections of the first black town council for the town.

They are Mr Tembani Shidla, Mr Mongameli Madaki, Miss Nopelene Spayi, Mr Norman Kona, all members of the Uitenhage Youth Congress and the Uitenhage Black Civic Organisation, and Mr Aubrey Mali, the organiser of the Uitenhage branches of the Motor Assemblers and Components Workers' Union of Africa (Macwusa) and the General Workers Union of South Africa (Gwusa).

The message on the placards was "Akawothiwa!" ("We don't vote!").

Colonel G Erasmus, head of the security police in the Eastern Cape, said the people were hindering people at bus stops. They were released after they were questioned.

There were no elections in Uitenhage today because all members who were serving in the Community Council were re-elected unopposed to the new black Town Council.

The four congress members were demonstrating at the bus terminus in Bantam Street, Kwanobuhle, at 6am, while Mr Madaki was at Maduna Street bus terminus in MacNaughton township.

Mr Fikile Kobese, an executive member of Macwusa and Gwusa, said the security police photographed the demonstrators with the placards before picking them up and confiscating the placards.

(Report by Jimmy Matyu, 19 Baskins Street, Port Elizabeth)
Business must stave off ‘political’ unions

Financial Reporter

SOUTH African businessmen were warned this week that a developing black trade union movement may assume a purely political role instead of working in partnership with industry.

Mr Walter Goldsmith, director-general of the UK Institute of Directors, told the SA division of the institute in Johannesburg that company directors should give a clear lead to forestall the emergence of politicised unions.

"In a well-led company, trade unions will often be irrelevant. A company will be far better served by a clear strategy to maximise effective communication with the entire workforce; proper consultation in legitimate areas; involvement of employees beyond their particular daily tasks; identification with the company and, wherever possible, a direct financial link with the company's success."

A clear lead from company directors would help to remove the risk of SA being confronted by politicised trade unions, and would ensure more harmonious industrial relations, greater productivity and competitiveness.

Mr Goldsmith said that if there was one lesson from the UK’s recent economic past, it was that government intervention in the economy, central planning and action based on government forecasting almost invariably did more harm than good.

"In fact, all wealth creators could well send a message to all governments of all descriptions about the effects of their attempts to interfere in the economic process."

He spells out the indictment of governments:

- In times of plenty, you are unable to resist the temptations to interfere in the distribution of the rewards of success. You have taxed the successful relentlessly;
- You have taxed wealth — or capital — and so attacked the basis of the capitalist system itself;
- In times of difficulty, you have taken unsuccessful industries into so-called public ownership in a futile attempt to keep them going;
- Above all, by substituting your judgement in economic matters for that of individual workers and customers, you have given them lower standards of living;
- You have therefore condemned some to enforced idleness while denying others the incentives which would allow them to fulfill themselves.

Mr Goldsmith said the challenge facing SA business leaders was to ensure the success of the free enterprise system.

"Your government may have made steps forward in reducing the burden on industry. But there is still a great deal more to be accomplished — I am sure you feel the level of taxation could be lower and that government bureaucracy is too great."

"It is up to you to lobby for less restraint so as to ensure that the creation of wealth can flourish, fostered and not impeded by Government — so that wealth can be created to support the caring society that businessmen in SA and throughout the world are seeking."

BRISTOL INDUSTRIAL CORPORATION LIMITED ("BRISTOL")

INTERIM REPORT FOR THE SIX MONTHS ENDED 31 AUGUST 1983

Financial Results

The unaudited consolidated results for the six months ended 31 August 1983 compared with the six months ended 31 August 1982 and the year ended 28 February 1983, are as follows:

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<th>Year ended 28 February 1983</th>
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<td>Total</td>
<td>2 739</td>
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Fried Chicken staff still out on strike

Labour Correspondent

THE strike at Kentucky Fried Chicken outlets in Johannesburg and on the West Rand continued yesterday as the company and the Commercial, Catering and Allied Workers Union attempted to negotiate a settlement, according to the general secretary of the union, Mrs Emma Mashinini.

Mrs Mashinini said the key obstacle to a settlement was the dismissal of a worker at a Kentucky outlet in Ontdekker Park. Workers had said they would not return to work unless the worker was reinstated.

The workers' major demand — that they receive a basic wage instead of a varying hourly rate — had been settled temporarily, she said.

The company, which is American-owned, had said it would refer the workers' demand to its American head office for a decision.

Despite earlier reports that workers at one branch had been dismissed, Mrs Mashinini said talks with management had indicated that none of the strikers had been fired so far.

Attempts to obtain comment from Kentucky were unsuccessful for the second successive day yesterday.

The strike, which the union says affects 16 outlets, began on Monday, when workers downed tools in support of demands for a set wage and in protest at the dismissal of a worker.

Negotiations had begun between the union and company and these were still in progress late yesterday afternoon.
Blacks to cut off links with white union

By STEVEN FRIEDMAN
Labour Correspondent

TWO trade unions — one for black, the other for coloured electrical workers — plan to form a new nonracial union to avoid the “stigma” of being racially based “parallel” unions under the control of white unionsists, a spokesman for the two unions said yesterday.

The two unions' decision also means that one of the last major experiments in “parallel” unionism — whereby white unions set up racially separate unions for other races under the direction of a white unionist — is about to end.

The decision of the unions — the Electrical and Allied Trades Union of SA and the Electrical and Allied Workers' Union of SA — to amalgamate and open to all races was announced at the weekend.

Until now the two unions have been linked to the white SA Electrical Workers' Association in a Federation of Electrical Trade Unions.

Mr Ben Nicholson, general secretary of the white union, also acted as general secretary of the other unions.

A spokesman for the two unions who plan to amalgamate, Mr Jimmy Olifant, said yesterday the idea behind forming the federation three years ago had been to pave the way for an amalgamation of the three unions.

The black and coloured unions now believed the time was ripe for such a move, but the white union — had said some of its members were still opposed to amalgamation with unions representing other races.

But, Mr Olifant said, the black and coloured unions had decided to go ahead with amalgamation anyway.

He said this meant the new union — which will be formed in January — would become “independent” of the white union.

A new general secretary would be elected and members of the two unions felt that the federation was no longer needed.

“We will now have the same relationship with the white union as we have with any other union — we may co-operate with them at negotiation time, but in all other respects we will be independent unions,” Mr Olifant said.

The two unions had made their move because of criticisms by rival unions.

Mr Nicholson was not available for comment.
A battle rages over liberty and life for a union

By Carolyn Dempster

Strikers outside the Liberty Life head office in October. The battle rages on.

STATEMENT RELEASED IN MARCH, LIBERTY LIFE REINSTATE ITS BLACK EMPLOYEES, DESPITE BOYCOTT.

A statement released in March, Liberty Life reiterated that the company was not prepared to negotiate with a racially-based union, neither was it prepared to recognize an independent union.

"Liberty Life accepts the principle of freedom of association and accordingly accepts the right of its employees to join trade unions. The company, however, is firmly committed to the furtherance of equality and is proud of its totally multi-racial work environment and conditions," said the policy statement.

Iawusa membership is open only to blacks, coloured people and Indians, but the union's chairman, the Reverend Joe Seoka, sees no problem in this.

"The interests of the black and white workers are really very different. It would be impossible to be representative on a multi-racial basis," he said.

In any event, why should Liberty Life decide to workers which union they should or should not join if they truly believe in freedom of association, he argues.

On September 29, 95 Iawusa members went on strike in a bid to force the company to recognize and negotiate with their union. The next day, Liberty fired the workers when they refused to return to work. Letters of dismissal were sent to 89 of the strikers.

Over the past two months the union has tried in several ways to reinstate the sacked workers and gain union recognition.

The strikers have staged placard demonstrations outside the Liberty Life head office, solicited the support of fellow unions and sympathetic overseas bodies, and finally resorted to the boycott tactic.

Realising that a boycott of Liberty itself would achieve very little, the union has chosen "soft targets" among Liberty Life associates where they are convinced they will achieve some success.

The boycott plan involves the United Building Society because Mr. Gordon is a director of the building society and Sales House, a company with predominantly black customers.

"The boycott tactic has so far caused at least two UBS branches to be closed for a couple of hours and has prompted the union to spread the plan to the rest of the country.

The campaign turned into something of a personal vendetta this month when Mr. Gordon was chosen as a target because of his position as chairman of the group.

Liberty Life is riding out the storm.

"We have been labelled racists for holding a multi-racial view," said Mr. M. Jackson, the company's deputy general manager of human resources.

"We have presented our case and once the issues have been understood, we have received support from Mr. Gordon. It is not at all perturbed by the personal campaign and is prepared to take legal action if it judgmentally adopts what he considers to be a just stand," Mr. Jackson said.

The company believes the boycott will have minimal financial impact and other pressure to associate companies — where links with the insurance giant are tenuous — and are not likely to sway Liberty's industrial relations policy, Mr. Jackson said.

Liberty Life argues from its moral base, pointing out that Iawusa is overtly "political" and unrepresentative of the black staff.

While Iawusa has steered clear of the industrial court for fear of creating a precedent which would be as much to the advantage of right-wing white unions as it would to black, it is an avenue which remains to be explored, said Mr. Seoka.

Liberty would willingly accept an industrial court ruling on the matter, said Mr. Jackson.
Strikers go back to work

The strike by workers at 16 Kentucky Fried Chicken outlets on the Reef ended yesterday afternoon after negotiations between management and the Commercial Catering and Allied Workers’ Union.

A Kentucky spokesman said the strikers had returned to work but would not comment on the discussions.

A CCWUSA spokesman said the two-day strike was sparked by a wage dispute and workers had complained that they had to ask permission to go to the toilet.

Outlets affected were at Randburg, Randfontein, Alexandra township, various parts of the West Rand, Orange Grove, Joubert Park, Melville, Jeppe Station and Victory Park.

CCWUSA said it was negotiating for a basic wage for employees and was also trying to resolve other work grievances.
Chicken is frying again.

Labour Correspondent

The strike at Kentucky Fried Chicken outlets in Johannesburg and on the West Rand has been settled.

Workers returned to work late on Tuesday, the general secretary of the Commercial, Catering and Allied Workers Union (Cawusa), Mrs Emma Masimane, said yesterday.

She said the company had agreed to reinstate a fired worker and that workers had returned on the strength of this.

A further worker demand — that they receive a basic wage instead of a varying hourly rate — is awaiting a decision by Kentucky's American parent company.

A Kentucky representative yesterday confirmed that the strike had ended.

And, in another development, the Minister of Manpower has approved the appointment of an official conciliation board to attempt to settle the dispute between the union and OK Bazaars.

The dispute centres around a wage deadlock, and the white and coloured National Union of Distributive and Allied Workers has joined Cawusa in declaring a dispute with the company.

If the board fails to settle the dispute, union members will be entitled to hold a legal strike ballot.
By Barry Streep

A RELATIVELY new trade-union, the Insurance and Assurance Workers' Union (Lawusa), has undertaken one of the most ambitious consumer boycotts in South African history.

Not only is it calling for a boycott of the firm in dispute — Liberty Life — but it is also slowly extending the campaign to the companies with which Liberty's chairman, Donald Gordon, is a director.

These companies include South African Breweries, United Building Society, Edgars Stores, Sales House, the Premier Group and Standard Bank.

The union accepts that a consumer boycott, particularly a black boycott, of Liberty Life, an insurance and finance group, is unlikely to have much effect on the company in the short term.

But it believes that a consumer boycott of Liberty's associated companies, particularly those with significant black trade, could be effective.

In view of the experience with consumer boycotts in the past, few observers give Lawusa much chance of success and, without exception, they do not believe that many other unions will join the campaign.

EXTEND

Lawusa, however, is undeterred and is trying to extend the campaign outside Johannesburg to other centres, including Cape Town.

'It seems to be going very well. We have been able to close down two branches of UBS in Soweto,' the union's president, Joe Seoka, said in an interview.

The two branches closed for the day after a large number of clients came to close their accounts.

Pickets have also been held outside Sales House outlets as well as the Liberty Life headquarters.

Mr Seoka says the aim is to show how effective consumer power can be used to put time as "Liberty Life understands trade unionism."

He also hopes that if the boycott is extended country-wide "we will get people to understand the issues".

Liberty, however, is unmoved by the potential consumer threat — so far.

NON-RACIAL

It says it will not recognize a black-only union like Lawusa, nor deal with it. It will only negotiate with non-racial unions and says un-racial organisations are counter to its policy of being an equal opportunity organisation.

Liberty Life believes it has been at the forefront of encouraging racial harmony within the business sector, although Mr Seoka argues that this is not reflected in its own internal policies.

"We are being accused of racism by this union but, ironically, in our view, the issue arises from the company-adopting a non-racial attitude," Mr Monty Hilkowitz, managing director of Liberty, says.

The union, on the other hand, wants the reinstatement of 105 workers fired by Liberty earlier this year for going on a wildcat strike to gain recognition.

ORGANISATION

Meanwhile labour analysts believe that, regardless of blacks-only membership, workers should be able to decide which union they want to represent them. They have also been surprised that Lawusa has been able to generate such support but they argue that consumer boycotts, if they are to be successful, involve a considerable degree of organisation and energy.

They say that although there have been some successful boycotts — Fattis and Monis was one — many have floundered because the organisation and support has not been there. It is for this reason, they say, that many unions are wary of getting involved in consumer boycotts.

And the divisions in the trade unions — between the non-racial unions and those aligned with black consciousness movement — could limit solidarity action.

They also argue that an unsuccessful boycott is frequently a defeat, or at least a setback, for the union concerned. Lawusa is, nevertheless, determined to push ahead. Mr Seoka says daily strategy meetings are held to discuss tactics.

But for all the enthusiasm and publicity, as well as the potential long-term damage to Liberty Life and Mr Gordon's companies, Mr Meyer Kahn, now head of SA Breweries, said last year "No one needs a boycott, on that you can take possum" - Lawusa could, in the end, be the big sufferer if the campaign persists without winning its demands.

Indeed, the outcome of the Liberty Life boycott could be significant in the development of the trade union movement in South Africa.
30 picket Maponya supermarket

BY STEVEN FRIEDMAN
Labour Correspondent

ABOUT 30 workers who were fired from Grand Bazaars'
Rosettenville store recently, yesterday picketed the open-
ing of a new Soweto supermarket owned by business-
man Mr Richard Maponya as part of a campaign to urge a
boycott of the shop — but failed to prevent a large
crowd of shoppers buying at the store.

The workers are urging a boycott because, they claim,
the store has links with Grand Bazaars which, they
say, refuses to reinstate them.

However, Mr Maponya said yesterday the picket had
had no effect on business at the store. He said thousands
of Soweto residents had visited the store yesterday
and the opening had been "a great success".

Some shoppers had wanted to take action against the
boycotters, but he had advised them not to, Mr Ma-
ponya said.

Pickets conceded that large crowds visited the
store yesterday, but claimed

that Maponya's had been forced to offer "massive dis-
counts" in an attempt to "break the boycott."

The workers, who belong to the Commercial, Catering
and Allied Workers' Union, called the boycott after talks
aimed at winning their reinstatement had deadlocked.

Mr Maponya and Grand Bazaars say that Mr Ma-
ponya is the sole owner of the
Soweto store, but that he and
Grand Bazaars have signed a
management contract em-
powering Grand Bazaars to run the store.

However, the workers claim that Grand Bazaars
has a stake in the store. They say they want reinstatement
either at the Grand Bazaars store or at the Soweto store.

Yesterday's picket lasted
from 7am until 6pm and an
six thousand people had
counting of police arrived
been waiting outside the
store yesterday morning and
that "the queue of those who
could not get in stretched
around the block."

Some of the thousands of bargain-seekers who flocked to the opening of Soweto's first discount store — owned by Mr Richard Maponya — yesterday.

Picture: ROBERT THEBAHLALA

...being sold in the store bore the label "Grandware", which they say is used only on
Grand Bazaars stores. Mr Maponya denied this.

They also claimed the store had opened late be-
cause of the picket.

Mr Maponya said, "about
six thousand" people had
counting of police arrived
been waiting outside the
store yesterday morning and
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store yesterday morning and
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could not get in stretched
around the block."
DURBAN — The Minister of Manpower has appointed a conciliation board to resolve a wage dispute between workers and management of OK Bazaars.

The Commercial, Catering and Allied Workers Union of South Africa (CCAWUSA), representing black workers, and the National Union of Distributive and Allied Workers (NUD&AW), representing Indian, coloured and white workers, declared a dispute with the company recently.

The workers are demanding an increase of R50 across the board, but the company offered R20 at the end of this month and R15 in February to all workers earning less than R500.

A spokesman for CCAWUSA said workers had rejected the offer and were sticking to their demand.
Dispute over labour status

Labour Correspondent

AN UNUSUAL point of law may be at stake in a dispute between the Commercial, Catering and Allied Workers Union and SA Cultural Investments.

The union alleges that the company, which sells a well-known encyclopedia, fired 20 sales workers because they are Ccawusa members.

It says the Department of Manpower is now investigating the dispute and that it plans to bring an industrial court action against the company.

However, the company argues, according to a Ccawusa spokesman, that the 20 workers are not "employees" but freelance workers and that they are therefore not covered by labour law. Only "employees" can take action against their employers in the industrial court.

Attempts to contact SA Cultural Investments for comment were unsuccessful yesterday.

According to a Ccawusa spokesman, the 20 workers were paid a commission by the company on each encyclopedia they sold.

However, workers said they had to report for work daily and to work set hours and that they were therefore entitled to a basic wage rather than commission.

The union, he said, had taken the matter up with the company and, at talks last Friday, management had agreed to investigate the complaint.

However, 20 sales workers had been dismissed on Monday -- because, the union alleges, they had joined Ccawusa.

The union had unsuccessfully tried to negotiate the fixed workers' reinstatement and had reported the dispute to the Department of Manpower, but, there was now a dispute over whether the workers were "employees".

The Department of Manpower was now investigating whether the workers were, in fact, covered by labour law. Further action by the union will depend on the outcome of the inquiry.
Bikers sick of their 'red' union

A REBEL faction of the SA Scooter Drivers' Union threatened to pull out of the organisation this week "because unions go with communism and are full of whites".

Members of the 3,000-strong Johannesburg Scooter Drivers' Association confronted Sasdu chairman Lucky Mhlasyana, and demanded that he give them the association's typewriter, cash contributions and financial statements.

"We are not prepared for a union. Scooter drivers don't need a union. All Mr Mhlasyana did was hijack our association and form his union," said a member of the delegation.

"We want the union to keep away from us".

The confrontation was a sequel to last weekend's stormy Soweto meeting called by the Johannesburg bikers, where Mr Mhlasyana was apparently unable to satisfy some members.

Union steward Vusi Luvuno told City Press he had been confronted by the angry Johannesburg bikers while on his rounds.

"They said they didn't like unions because they go with communism and are full of whites. They were in a real ugly mood," he said.

Mr Mhlasyana said the bikers had agreed in 1980 on the need for a union.

"Only a handful of Johannesburg guys objected because they feared the word 'union'," he said.

The two groups have called a "crisis meeting" at Soweto's YWCA on December 11.

● The rebel bikers... white ISN'T right for them.

● LUCKY MHLASYANA "most bikers agreed to a union"
THE STAGE is set for black urban townships to be supported to the bantustans through one of the three Koornhof bills, the Black Local Authorities Act, Media Workers’ Association leader Zwelakhe Sisulu warned this week.

Sisulu, whose father, former ANC secretary-general Walter Sisulu, is serving a life sentence on Robben Island, said this had already happened with Lamontville, KwaMashu, Mdantsane, Zwelethsha and Siyabuswa.

Speaking at a United Democratic Front rally at Regina Mundi, Sisulu said these bills would “complete a process of oppression for all times so that we will no longer claim – as we used to – that we are part of oppression but its victims.”

He called upon residents to register their resistance to the Koornhof bills by staying away from the polls tomorrow.

He warned that those who will be voting for Mr David Thebehlali tomorrow would be registering a No Vote for Nelson Mandela, the ANC leader serving life imprisonment on Robben Island.

[Report by M. Badgera, 62 Eloff St, East JHB]
Employers get tough with trade unions

Business Day

By STEVEN FREEMAN

In this week's economy, companies are increasingly resorting to the use of non-unionized workers. This has led to a decrease in union membership and power. The trend is likely to continue as companies strive to remain competitive.

The key factor here is that the companies are able to control the work environment and the workers' wages. This is achieved through the use of non-unionized workers, who are often paid less and have fewer benefits.

Despite these challenges, unions are still a vital part of the economy. They provide a voice for workers and help to ensure fair wages and working conditions.

As the economy continues to evolve, it will be important for unions to adapt and remain relevant.

Image: A black and white photo of a ship.
The company has offered to rehist the employees on a free collective bargaining basis only, and is offering new conditions of employment less than collective bargaining.

A spokesman for the union has also taken the same line of argument. "The new terms offered by the company are far below what we have been bargaining for," said the spokesman.

The union has also alleged that the company has taken advantage of a recent strike by a group of workers to impose new conditions of employment.

The company has denied these allegations, saying that it has been trying to negotiate new terms with the union for some time.

The union has threatened to strike if the company does not agree to its demands.

The company has said that it will not negotiate with the union until the strike is over.

The strike has been going on for two weeks, and there is no indication that it will end anytime soon.

The company has also said that it will not hire any more workers until the strike is resolved.

The union has countered this by saying that it is not possible to hire more workers while the strike is ongoing.

The company has also threatened to go to court to try to get the strike stopped.

The union has said that it will fight any such action by the company.
A dispute at

By JOSHUA RABOROKO

The Minister of Manpower has appointed a conciliation board to resolve the dispute between the Commercial Catering and Allied Workers Union of SA (CC Awusa) and the giant OK Bazaars which employs over 20,000 people.

This was confirmed by the union's general secretary, Mrs Emma Mashinini, who told SOWETAN that the conciliation board would sit this week.

The dispute by CC Awusa follows a deadlock in wage talks. This is the first time that the union has made use of the official dispute machinery since the parties signed a recognition agreement earlier.

Mrs Mashinini said that officials from the Department of Manpower had visited the union's offices to check on their membership.

The union represents 6,000 of the 20,000 workers at all stores in the country.

The union has demanded a R50 a month increase to come into effect as from October and the company has come with an offer of R20 a month from December and a further R15 from next February.

Mrs Mashinini said that the minimum wage at the store was R240 a month and the offer had not been accepted by the workers.

The declaration of a dispute means that the union has to apply for a conciliation board to settle the matter and is the first step on the way to a legal strike. Failure by the board to settle a dispute can open the door to a legal strike, according to Manpower officials.

OK management has said that they intend to offer another salary increase next year, despite the two other offers.

Meanwhile it is understood that the white and coloured shop workers' union, the National Union of Distributive and Allied Workers has plans to declare a dispute with OK Bazaars.
THE Reverend Leon Sullivan, author of "Guideline Principles for American Companies Operating in South Africa," is investigating ways of allowing black trade unions to monitor the code.

The Sullivan Code, drawn up seven years ago, spells out principles of equal pay, equal opportunity and improved facilities for black workers in South Africa.

According to a recent report issued by the United States Information Service (USIS), Mr. Sullivan told a Washington Press conference that black trade unions were "the most important force emerging in South Africa for peaceful change."

Mr. Sullivan, head of the Opportunities Industrialization Center, has been invited to explain his principles at the International Confederation of Free Trade Unions (ICFTU) meeting in Germany next year, specially convened to "evaluate ICFTU's support of the black unions in South Africa."

The USIS report quotes Patrick O'Farrell, director of the African American Labor Centre, as saying he "strongly believes that companies should not be the sole arbiters of compliance or employee involvement with the Sullivan Code."
Mwasas v The Star

Right to fire workers is clarified

By Carolyn Dempster, Labour Reporter

An important legal precedent regarding the right of employers to dismiss striking workers has been set by the Industrial Court in the case brought by the Media Workers Association of South Africa against The Star.

The application by Mwasas for the reinstatement of 209 workers was turned down by the court on the basis that the applicants had failed to establish a prima facie right to strike.

The significance of the judgment is that:
- In view of the vague definition of an unfair labour practice, it clarifies the right of an employer to fire striking workers.
- It is likely to boost the confidence of employers who seek to dismiss workers from now on.
- The only way unions will be able to protect their members is through negotiating contracts preventing employers from dismissing striking workers for a stated period of time.

It is one of the few cases taken to the industrial court by a union to be won by an employer.

The application, in terms of section 43 of the Industrial Relations Act, was made by Mwasas in June after The Star fired 209 workers.

The workers went on strike over the dismissal of one of their colleagues, Mr Oupa Maimang.

In his finding, Mr D R van Schalkwyk said that, in view of the disciplinary history of Mr Maimang, “the respondent... revealed unsurpassed leniency towards him, rendering his dismissal totally justified.”

Mwasas alleged that The Star management ignored disciplinary procedures in Mr Maimang’s dismissal.

The court made two important rulings in this regard:
- That the “protection” in a system of procedures is not unilateral protection for the benefit of the employee only, but is bilateral and affords protection to the employer as well.
- That the action by the 209 workers constituted a strike and not a work stoppage as argued by the union, and that even if a final agreement on disciplinary procedures has not been reached by the parties, “it does not imply that anarchy is to reign in the interim.”

Severance payments accepted

Labour Reporter

The Media Workers Association of South Africa has accepted the R100 000 severance settlement offered to the 209 workers dismissed by The Star earlier this year.

The union was given until November 30 to accept the offer. After receiving the Industrial Court judgment on the application for the reinstatement of the workers, the union decided not to take the matter further and to accept the severance offer.

Payments were pegged to the length of service of the individual employees dismissed and ranged from R250 to R2 000.
Recognition victory at Foschini stores

Labour Correspondent

THE Foschini chainstore has signed a recognition agreement with the Commercial, Catering and Allied Workers Union (Cawusa) — the fifth chainstore to recognize the union.

The agreement gives Cawusa bargaining rights at Foschini stores, and at Marks and Spencer and American Swiss stores which are also owned by the company.

A noteworthy feature is that Foschini, together with a relatively small labour force spread over a wide geographical area, has become a factor which usually makes union recruitment difficult.

A company statement yesterday said the agreement and that wage talks were due to start soon.

Meanwhile, a conciliation board called to attempt to settle a wage dispute between Cawusa and OK Bazaars will meet in Johannesburg today.

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Problems solved

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PAGE 11

East London

For the east of Cape town and environs.

Problem solved

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PAGE 10

For the east of Cape town and environs.

Problem solved

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PAGE 9

For the east of Cape town and environs.

Problem solved

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PAGE 8

For the east of Cape town and environs.

Problem solved

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PAGE 7

For the east of Cape town and environs.

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PAGE 6

For the east of Cape town and environs.

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For the east of Cape town and environs.

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PAGE 4

For the east of Cape town and environs.

Problem solved

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PAGE 3

For the east of Cape town and environs.

Problem solved

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PAGE 2

For the east of Cape town and environs.

Problem solved

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PAGE 1

For the east of Cape town and environs.

Problem solved

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Durban - Durban messengers who use motorcycles and bicycles at work have formed the Durban Motorcycle Worker's Association.

The union hopes, among other things, to win compensation for riders injured on duty.
Labour Correspondent

ABOUT 20 sales workers, recently fired from SA Cultural Investments, staged a lunch-hour protest packet outside the company's branch in Eloff Street, Johannesburg, yesterday.

The company distributes a well-known encyclopedia which the fired workers had been selling. This is the first time it has opened a black sales office.

Police arrived at the protest and confiscated posters, but there were no other incidents.

A company spokesman yesterday denied claims by the Commercial, Catering and Allied Workers Union (Cawusa) that management had called the police.

The union alleges the workers were sacked because they joined Cawusa. It says they were fired after the union held talks with the company over workers' demands for a basic wage instead of the commission they had been receiving.

But the company says they are freelance workers. It adds that they were hired for not bringing in sufficient orders, not for joining—the union.
Big strides by black workforce

Labour Reporter

The position of black workers has improved greatly, Mr Harry Oppenheimer, chancellor of the University of Cape Town, said at a graduation ceremony today.

He said the rapid growth and official recognition of black trade unions was an almost revolutionary change which would have effects not only in industry but throughout the social and political system.

"Over the last 16 years there have been major improvements in the earnings of blacks in industry," he said.

Real wages had increased by about 23 percent for whites and by about 67 percent for blacks since 1968.

MINING

"In the mining industry, on account of extremely low levels of black wages in the past, the figures are much more spectacular."

Real wages for blacks had risen by 278 percent and for whites by eight percent since 1968.

"Average white earnings in the mines are now just over five times the average of black earnings, as compared with 19 times in 1968."

"There has also been a great intangible change in the attitude of management and white workers towards black workers, and much has been done to equalise and humanise conditions of employment for all workers," he said.

However, this did not mean that nothing more need be done to bring racial discrimination in industry to an end.
BOYCOTTS

Little impact yet

The Insurance and Associated Workers' Union of SA's (Iawusa) boycott against Liberty Life and its associated companies appears to be getting off to a slow start. But given the union's determination to continue with the campaign it may be premature to pronounce it a failure.

Iawusa's battle with Liberty started some two-and-a-half months ago when the company dismissed 89 workers who had struck over its refusal to recognise the union Liberty, which prides itself on being a multi-union company, objects to recognising the union because of its provision for blacks-only membership. The union, on the other hand, claims the company is violating the principle of freedom of association that the choice of which union to join is an issue which should be left entirely up to workers themselves.

In organising the boycott, Iawusa, recognising that it would probably have little impact on the company itself, since it has very few black policyholders, concentrated on Liberty's associated companies. The main targets so far have been the United Building Society (UBS) and Sales House, the black clothing retailer forming part of the Edgars group. The union says once it has made inroads with these companies it intends broadening its scope to include Standard Bank, the Premier group and SA Breweries. Iawusa has also vowed to hound Liberty chairman Donald Gordon to stage pickets whenever it can find out where he is.

By the union's own admission, little progress has been made. Iawusa national organiser Jefferson Lengane, while stressing that it has been extremely difficult to verify how many people have been persuaded to close their UBS accounts, tells the FM that some 80-90 people have actually taken the step. Lengane claims progress has been made with the Sales House boycott. But it is difficult to gauge what the impact has been.
Redressing the balance

Employers who have become nervous about the rising number of union victories at the Industrial Court will be comforted by the outcome of the court battle between the Media Workers' Association of SA (Mwasa) and The Star newspaper.

In March this year, 209 black workers were dismissed by The Star for taking part in a strike. They had refused to work unless a fellow union member — Oupa Msmang — was reinstated, pending an appeal against his dismissal for allegedly threatening the life of a supervisor. After failing to persuade the newspaper’s management to re-employ the strikers, the union sought their reinstatement through a court application under Section 43 of the Labour Relations Act.

This court action was significant because it raised important questions about the application of disciplinary and grievance procedures — and the ability of an employer to dismiss striking workers en masse. In October, the court announced that it had rejected the union’s reinstatement application. But it has only been during the past week that copies of the full, written judgment have finally become available.

The reasoning will soothe many employers who have begun to argue that they are hamstrung by unions’ increasingly effective use of Section 43 status quo orders.

The union had claimed that management had precipitated a work stoppage by an irregular manner in which it dismissed Msmang. But the court has determined that the workers did, indeed, take part in a strike, as defined by the Labour Relations Act. Further, according to some observers, it seems to have endorsed the traditional view that the existence of an alleged unfair labour practice is not necessarily a protection against dismissal of employees who take part in a strike.

An important issue at stake in this case was the legal status of the newspaper’s disciplinary policy and procedure and its grievance procedure. Long before the dispute, the newspaper’s management had submitted copies of these to Mwasa, but got no response beyond an indication that they had been referred to the union’s lawyers. The court found that this therefore made the formal implementation of the policy and the procedures by management “a unilateral and subsequently futile operation.”

However, the court found that there had, indeed, been informal adherence to the procedures and that this had no way prejudiced Msmang. On the contrary, the court says, in dealing with offences committed by Msmang, management “revealed unsurpassed leniency towards him, rendering his dismissal totally unjustified.”

An important feature of the judgment is the court’s forthright criticism of the union’s behaviour. It refers to Mwasa members’ insistence that Msmang — “a potentially dangerous character” — should be reinstated as a condition for their return to work. Says the judgment: “The court finds it difficult to perceive why the applicants (the Mwasa members) under the prevailing circumstances did not reveal a compromising approach in an effort to restore the status quo.” Later in the judgment, the court refers to their “defiant and unreasonable attitude.”

It also says that if they truly believed that Msmang had been unfairly dismissed, it was “incomprehensible” why his case was not referred to the court in the manner prescribed by the Labour Relations Act.
The Insurance Assurance Workers Union has nationalised the Liberty Life Insurance Company, boycott and has formed a support committee in Durban, according to a union official yesterday.

The officials said that they intend to establish other boycott committees against management in Cape Town, Port Elizabeth and other major cities in the country.

The boycott campaign has been launched by the sacked 106 workers in an attempt to pressurise Liberty to recognise the union. Liberty has maintained that it wants a non-racial union because of the structure of its workers — black and white.

The officials said the boycott against the company and its associates was gaining momentum with more messages being received from overseas and elsewhere in recent days.

Some of the associates of Liberty the union was looking at were the United Building Society, Sales House and Standard Bank, and they were now intending to stretch their arms to the Premier Group.

The officials said several British firms have interests in Liberty Life, including Guardian Royal Exchange Assurance and Standard Bank. A British company had written to Guardian Royal Exchange and Standard asking them to intervene to protect the democratic rights of trade unionists to form the union of their choice.
Rev Begbie to address MWASA on the Press

The Reverend Cecil Begbie, vice-president of the Witwatersrand Council of Churches (WCC), will speak on the role of the Press in South Africa's squatting problem at the regional congress of the Metal Workers Association of South Africa (MWASA) to be held next week.

The congress will be at the Dube YWCA in Soweto on December 17 and 18 and is expected to start at 9am on Saturday.

**CONSTITUTION**

Among other things, the congress will prepare its members for MWASA's special national constitutional congress to be held in Port Elizabeth at the end of January next year.

**GROWTH**

A spokesman for MWASA said the recruiting campaign and mobilisation of workers in this industry has been intensified and it has gained more members by the day.

"We have actually gained more members than the 209 we lost," the spokesman said.

The theme of the regional congress will be "The New Deal — whether the black worker."
OK and unions in key meeting

By STEVEN FRIEDMAN

The OK Bazaars and two shop workers' unions yesterday met at an official conciliation board in an attempt to avert a legal strike at the chainstore, but the meeting failed to settle the wage dispute between the two sides.

However, OK and the unions have agreed to meet again on Tuesday to continue discussions, and another meeting will be held on Thursday if necessary.

OK's industrial relations director, Mr Richard Blackwell, said neither side had made new offers at the meeting but added: "We are still talking."

The fact that further meetings have been arranged is seen as a sign that the two sides believe a settlement of the dispute is still possible.

The dispute centres around wage demands by the Commercial, Catering and Allied Workers Union (Cowausa) which OK alleges would cost the company more than its total profits for this year.

Cowausa argues that OK can pay more than it has offered union members.

As a result of this deadlock, the union declared a dispute with OK — the first time it has used the country's official disputes machinery.

If the conciliation board fails to settle the dispute, union members can strike legally if they vote to do so in a secret ballot.

The National Union of Distributive and Allied Workers, which represents white and coloured workers, has also declared a dispute with OK on the wage issue.
THREE Port Elizabeth men facing charges of public violence this week accused members of the Security Police of assaulting them.

Eleven men — members of the Congress of South African Students, the Motor Assemblers and Component Workers' Union (MACWUSA) and the PE Black Civic Organisation — appeared in connection with the alleged stoning of buses in August.

A 17-year-old youth told the Port Elizabeth regional court that Captain C J Roodloof and Mr Marx said they did not believe him when he denied any involvement in the stonings.

They demanded a statement admitting his participation, and when he refused, he said he was punched in the chest — once by Capt Roodloof and twice by Mr Marx.

He said that on the day in question he had gone to a soccer match and only returned after

By KOOS COETZEE:

the alleged stonings took place.

Cosas member Mr Bonsie Mnkanye, 22, told the court Capt Roodloof and Lt D Niewoudt had punched him when he was arrested, telling him to "admit his involvement in the stonings.

Another accused, Mr Weman Jawukka, 25, said he was slapped in the face when he denied involvement in the stonings and forced to make a written statement admitting his involvement.

UDF KNocks ON PW'S DOOR — AGAIN

By MONO BADELA

THE UNITED Democratic Front
The Law

of the people

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conditions are

existing ones at

Mr Johannes

the agricultural

-ai is better

Mogopa was

a bedrock to moving to the

- Pachadraal

interests are

foremost in the dispute.

Those at Pachadraal most en-

thusiastic about the removals ap-

pear to be the tribal elders and

the more affluent subsistence

farmers.

The clan leaders are given

15ha of arable ground each while

higher status inhabitants get

allotted land on a sliding scale.

But for the less affluent it ap-

pears that Mogopa with its easier

access to major employment

opportunities in the bigger towns

is a better prospect.

For most of those interviewed

the removals were inevitable be-

cause "The Law" had said they

must go.

For many, the comparison is

between what Mogopa is at pre-

sent and what Pachadraal prom-

ises to be. Comparisons between

what Mogopa would be like had

the same development resources

been pumped into it as at Pach-

adroal and the existing Pach-

adroal drew blank expressions.

Johannes Andrews summed up

the situation perilously when he

observed "The Government

must be obeyed, it is the father

and the mother. It is the giver of

things!"

ice move

-ual - have been
dismissed in diplo-
circles by Western Contact

was composed of the

western countries serv-

on the Security Council in

and 1978 when United

as Resolution 435 was

Motive

while France's with-

drawal from further meet-

ings of the contact group has

little response in Pre-

ce where the general im-

pact is that it will have

no effect on settlement ef-

orts in SWA-Namibia.

The possible motive for the

action is that they

intend to make their own diplo-

matic efforts to resolve the

civil war in view of

increasingly cordial rela-

tions that have sprung up

between France and Cuba.

France has long been a

strong opponent of the US's

decision to withdraw

from Angola to a settlement

SWA-Namibia.

Mr Pik Botha... influence could be far-reaching

Protest halts human rights group

A FUNCTION to commemorate the signing of

the Universal Declaration of Human Rights was dis-

rupted yesterday by a union protest.

When Mr Tony Bloom, chairman of Premier Muling

and a director of South African Breweries, stood up to

speak on "The Right to Trade", 14 poster-bearing

protesters from the Insurance and Allied Workers' Unions burst into the Wesley Hall in Smal Street, Johan-

nesburg.

They held up the posters at the front of the hall.

One of the protesters cried, "I have been

Mr Bloom had been

party to the killing of 106

workers in denial of their

right to the freedom of associa-

tion."

I disagree with everything they say but would defer to the death their right to say it," quipped Mr Bloom, quoting Voltaire.

After his speech, he said he was prepared to meet the unionists' leader "at any time", and had written a let-

ter to this effect.

The protest lasted only a

minute, and most of the pro-

testers took seats in the 50-

strong audience afterwards.

Incident

Mr Bloom proposed that

amounts and management

should work together for the

removal of restrictions pre-

venting black businessmen

from trading in white areas.

Two other speakers later referred to the protest inci-

dent.

Mr Philo Camay, general secretary of the Council of Unions of South Africa, said "the rights of workers to pursue their

claims non-violently, as the

protesters did this morning, should not be interfered with.

Mrs Lundy Myesa, a teacher

and community worker, said "picketing" such as that

which took place at the meet-

ing "needs to happen, and we

need to discuss it!"

Mr Jules Browde, the

chairman of Lawyers for Hu-

man Rights who chaired the

meeting, said the issue would

be discussed, but the fa
Mr Pik Botha... influence could be far-reaching
FOR reasons which are not clear, poster demonstrations by workers sacked in labour disputes have suddenly emerged as a union tactic.

Sacked Liberty Life employees have staged two or three pickets; Hotel Liquor and Catering Workers Union members fired at the Crown Reef restaurant have staged a couple; and Cawusa members have been involved in three — two in two days last week. In all cases, the workers were in offices or shops, usually in white-collar work.

The only demo in a factory dispute has been at Callinan Industrial Porcelain at Olifantsfontein by members of the Building, Construction and Allied Workers Union. Police have kept a relatively low profile, acting against demos only once.

Demos are a tactic which is likely only when workers have little other recourse — when they have been sacked and are unable to use collective muscle to persuade the employer to reinstate them.

In two cases, they have been coupled with attempted consumer boycotts.

The object of the exercise is, presumably, to embarrass the employer into settling. In this sense it is a harking back to the 1970s when black unions had little factory muscle and in many cases pinned their hopes on embarrassing employers on moral grounds.
Pick 'n Pay workers go on strike over pay

Labour Correspondent

ABOUT 200 workers at Pick 'n Pay's Bedworth Park store in Vereeniging went on strike for more pay yesterday, a spokesman for the Commercial, Catering and Allied Workers' Union (Cawuma) said yesterday.

According to the spokesman, Mr. Ntongeni Radebe, this is the second strike by Vereeniging shop workers in the past three days.

He said about 120 workers at OK Bazaars' store in the town struck briefly on Saturday after an altercation between a white and a black worker.

He said workers demanded the dismissal of the white worker, who had allegedly used racially insulting language, and returned to work when management agreed to this.

Mr. Radebe said, however, that management had also wanted to give a disciplinary warning to the black worker involved in the incident — who apparently swore at the white worker — but the workers were opposed to it.

At Pick 'n Pay's store, workers are demanding that their present pay of R35-R56 a week be raised to R80, according to Mr. Radebe.

But he said the store's management replied it could only afford to pay workers R56 a week.

Workers stopped work yesterday morning and talks between the union and management had taken place yesterday, Mr. Radebe said.

However, the store's management had said it could not make a decision on workers' demands without a mandate from Pick 'n Pay's head office and talks between the union and head office management would take place today, according to Mr. Radebe.

Pick 'n Pay's head office yesterday referred inquiries about the strike to Mr. Mike van der Merwe, general manager of the Bedworth Park store. However, Mr. Van der Merwe was not available yesterday.
700 walk out at PE plant

On Monday, workers on the Sierras' trim and chamfering lines refused to start work until management had assured them their colleague's case would be reviewed.

"The workers believed their colleague had been victimized and gave the company a deadline to reply by 10am yesterday," said Mr Neer. "However, management told the shop stewards it had changed its mind about the fired worker who had now, instead, been suspended for five days, effective from Friday."

The workers felt this was unacceptable and left the assembly line. They felt this was purely a worker problem and between 700 and 800 decided to walk out yesterday. The workers met at a church hall in KwaZakhele. The matter was being dealt with at shop-steward level.

This view of Sossusvlei in SWA.

UN asked to act on SA

NEW YORK — Angola yesterday revived efforts to have the United Nations Security Council act against South African border incursions.

The sudden move brought the United States acting assistant secretary of state, Mr Chester Crocker, to UN headquarters. Both he and the Angolan ambassador, Mr Elicio de Figueiredo, separately said the UN must act to safeguard General Mr Javier Perez de Cuellar.

UN sources predicted a Security Council meeting within days, though Angola's strategy was not immediately clear. It is well over two years since the US stood alone in vetoing a Security Council condemnation of South African operations in Angola, a move that splintered the Western contact group.

The UN General Assembly non-probably approved a resolution recently condemning South Africa.

Trial tapes: 2 acquitted

A WOODSTOCK shopkeeper and his son, who allegedly tried to destroy the tape recordings of a trial, were yesterday acquitted in the Regional Court on a charge of defeating the ends of justice.

Mr Hoosain Jaffer, 44, and his son Hussain Jaffer, 21, both of Gymsie Street, had pleaded not guilty to the charge and to a further charge of fraud, relating to an alleged attempt to evade hire purchase payments on a car.

It was alleged that between May and July this year they had sold illegal access to magnetic tapes on which the trial of Ibrahim Hoosain was recorded, and attempted to destroy them. Mr Jaffer had noted an appeal against a 12-year sentence.

Mr Frederick van Rensburg, a family friend, said he had spoken to Mr Hoosain Jaffer in May and offered to obtain the trial tapes in return for R10,000 from Mr Hoosain.

Mr van Rensburg, a self-confessed drug dealer and police informer, said he immediately informed the Narcotics Bureau of the situation.

Major George Potgieter and Captain Leonard Knipe then planned to hand over the tapes to Mr Jaffer. Mr Van Rensburg was given 11 cassettes.

Before he left for Mr Jaffer's shop, a tape recorder was attached to his person by Captain Knipe.

As part of the deception, he was arrested with Mr Jaffer, his son and another man.

Under cross-examination by Mr N J Treurnicht, for both accused, Mr Van Rensburg admitted that he and Mr Jaffer had wanted to double-cross Hoosain. They had wanted to duplicate the trial tapes, replace them, and present the copies to Hoosain as the originals.

Mr Jaffer said he had merely wanted to help Mr Van Rensburg recover R10,000 he had lent Mr Hoosain. The shop was not to destroy the tapes.

Kerzner to crack down in casinos

OWN CORRESPONDENT

JOHANNESBURG — Casino king Mr Sol Kerzner has ordered a crackdown in his R100-million a year gambling empire to prevent frauds similar to the one which was allegedly perpetrated at Sun City "during the past few months".

Yesterday he confirmed that his Sun International company was fully aware of the nature of the fraud at Sun City which allegedly involved "several hundred thousand rand", and knew how it was operated.

He has ordered security checks at the other casinos he controls.

Eight women and four men appeared in the Mogwase Magistrate's Court yesterday charged with the theft of R129,000 from the Sun City casino.
Workers strike for R85 increase

By Yenzinge Bureau

About 600 black workers at the Pick 'n Pay Hypermarket here are on strike for the third day over a demand of a wage increase of R85 a week.

A Commercial Catering and Allied Workers' Union organiser, Mr Mongezi Radèbe, said most general workers were paid less than R50 a week.

While casual workers were being paid more for working two days than black permanent staff working a week.

He also said “white personalities” were being invited to give performances or make appearances at the store every week for large sums of money.

Management and union negotiations came to a deadlock yesterday on the issue.

A director, Mr J de Wet, told workers and union officials that the company was going to increase the wages of all the workers on January 11, but that it was impossible to meet the demands for R135 a week.

Mr de Wet said the store was not doing well because of the opening of a similar store in Three Rivers.

Mr Radebe said the company was offering “nothing to the workers and not meeting their wage demands, therefore the strike will continue until the company comes up with something”.

"The company is making a monthly turn-over of R4 million, so it is impossible for it to meet our demands”.

Mr de Wet said he would be holding a meeting with the workers at 3pm today to try to end the strike but it was impossible to meet a request that the chairman, Mr Raymond Ackerman, attend the meeting.

The workers told Mr de Wet that if Mr Ackerman did not attend they would not go back to work.

The store’s general manager, Mr Mike van der Merwe, tried to persuade the workers to return yesterday so the matter could be settled “peacefully”.

He said the R85 wage demand would be considered during negotiations.
OK wage talks limp on

OK BAZAARS and two shop workers' unions met again yesterday with an official conciliation board in an attempt to avert a legal strike at the store — but made "little progress", according to the general secretary of the Commercial, Catering and Allied Workers Union (CCAWUSA), Mrs Emma Mashumi.

She added, however, that both sides had made new proposals in an attempt to end their wage dispute and that they were due to meet again tomorrow to continue talks.

Yesterday's meeting was the second between OK and the unions since a conciliation board was appointed to attempt to settle the dispute.

The board's appointment follows CCAWUSA's decision to declare a formal dispute with OK after the two sides deadlock over wages.

The National Union of Distributive and Allied Workers, which represents white and coloured workers, also declared a dispute with OK, arguing that its members were affected by the dispute between CCAWUSA and the company.

Yesterday, Mrs Mashumi said that OK had made a new wage offer to the union, which proposed increases over an 18-month period.

However, she added, CCAWUSA was insisting that the agreement cover a six-month period only, as this had already been agreed between the two sides in previous negotiations.

She said CCAWUSA had also made new proposals at yesterday's meeting, but was pessimistic about the prospects for a settlement.
Work stoppage by 700 at Ford set to continue

By CLAIRE PICKARD-CAMBRIDGE

NEARLY 700 workers — about 200 more than yesterday — stayed away from work at Ford's Struandale plant today. They plan to return tomorrow only to collect their pay before the annual shutdown.

The workers downed tools when management informed them that an employee in the man-line section had been suspended for five days because "his work was behind schedule".

A shop steward at the plant, who did not wish to be named, said only a few workers returned today.

"The number who had left the paint shop, body shop, trim, chassis and main line sections had swelled from about 500 yesterday to nearly 700 today," he said.

"Official dispute procedures had not been invoked because workers had been waiting on management for a decision about the National Automobile and Allied Workers' Union (Naawu) worker who had been fired. Management yesterday decided to suspend him instead.

He said workers involved in the stoppage would meet tomorrow to collect their pay packets at 10am because that was when the suspended man had been told to turn up for his pay.

"But workers do not intend to do any work tomorrow," he said.

"They will be meeting again at the Holy Spirit Church Hall in KwaZulu on January 7 to discuss the situation before the plant re-opens on January 9."

He said he hoped that the 10-man workers' committee would be able to meet with management to discuss the situation when the plant re-opened.

He reiterated that yesterday's work stoppage and worker stay-away had not been initiated by Naawu or the Motor and Allied Component Workers' Union of South Africa (Macwusa), but had resulted from a general dissatisfaction on the part of all workers.

It had been a grass-roots decision by sympathetic workers.

The director of industrial relations at Ford, Mr Fred Ferreira, could not be reached for comment.
400 striking workers offered 10% pay rise

BY STEVEN FRIEDMAN
Labour Correspondent

PICK 'N PAY yesterday offered 400 workers at its Bedworth Park, Vereeniging, Hypermarket, who have been on strike for three days, a 10% wage increase and appealed to them to return to work today.

In an unusual move, the offer was communicated to workers personally by Pick 'n Pay chief, Mr Raymond Ackerman, who flew to the store in an attempt to settle the dispute.

The company's move came as about 150 workers at its Kroonstad store also downed tools in support of wage demands.

Workers at Bedworth Park are demanding that minimum pay be raised from R36 a week — it is presently R40 — and those at Kroonstad want it raised to R50.

Yesterday a company spokesman, Mr J de Wet, said Pick 'n Pay also offered to pay Bedworth Park workers for two of the three days they had been on strike.

He said it was not clear yet whether workers would return to work today, but the company was hopeful Kroonstad workers would return.

At both stores, strikers belong to the Commercial, Catering and Allied Workers Union (CCAWU).

Before yesterday's meeting at which Pick 'n Pay proposed a 10% increase, union spokesman Mr Mongezi Radebe said the union had been negotiating with the company on the dispute, but settlement had been hampered because company negotiators said they needed a mandate on wages from the company's head office.

He said management had also argued that, by seeking to negotiate wages at a single store, the union was not negotiating "at the right level".

Mr de Wet said yesterday the 10% offered by the company came on top of a 9% rise granted in July. It was "not so much a wage offer as a statement of what the company can afford to pay, he said.

Mr de Wet said Mr Ackerman — whose intervention followed a worker demand that he be present at the store — had intervened "not to negotiate, but to explain the company's position to workers".

The offer to pay strikers had been made as a gesture to workers, he added.

Meanwhile, about 70 workers at a General Tyre depot in Booyens have been on strike since last Friday, a General and Allied Workers Union spokesman said yesterday. He said they were protesting against the dismissal of two colleagues.
DOMESTIC workers' trade unionist Maggie Oeyes was arrested at a farewell party in Green Point on Saturday night after a policeman had fired tear gas to disperse a crowd.

Ms Oeyes said this week that the party had been a farewell for the chairlady of the Sea Point branch of the Domestic Workers' Union, Mrs Alice Jannie.

"There were about 180 domestic workers upstairs at the Cape Town Art Centre and 50 committee members downstairs."

"Shortly after 11 pm, I saw two chaps in plain clothes getting out of a car.

TEARGAS

"I went downstairs and one of the men started to spray tear gas all over the place. I spoke to the other one and he said that we had to clear the place within three minutes.

"I saw two other uniformed policemen and asked them who had authorised the plain clothes men to act as they had. They evaded my question.

"The same policeman who had sprayed the tear gas smashed the window of a door with his baton and emptied another canister on top of two men. He only stopped when one man fainted."

"When Ms Oeyes intervened, she said, a policeman almost clouted her."

"He wanted to smack me and I stepped forward. In his rage he hesitated and fented a smack."

"The police left and we gave some of the workers first aid and arranged for others to be taken to hospital. After 20 minutes, the police returned and said they had been authorized to arrest me."

"I was taken to the Sea Point police station where they ratted out the Rughty Assemblies Act to me and I was accused of aggravating them."

WARNING

"No charges were laid against me and they gave me a final warning."

"For the past five years we have worked on getting that venue, which is far from the residents, and look what happens!"

Police harbinger Cap-
Newspaper workers get pay increases

The Media Workers Association of South Africa and the two major English-language newspaper groups in the country, Saan and the Argus Company, have concluded a wage and salary agreement for 1983.

The agreement includes increases ranging from 11.5 percent to 23 percent.

A five-day, 40-hour week has also been agreed upon for all employees, except security workers.

Mwasa members who are monthly-paid will be compensated in certain circumstances for overtime and public holidays worked.

Negotiations on the inclusion of June 18 as a paid public holiday will take place early next year.

Salary scales for junior reporters, photographers, and photographic and library assistants have been improved.

All increases come into effect on January 1, and are based on wages and salaries as at December 31, 1982.

Weekly-paid employees in the Argus Company have received an additional two percent on their basic pay backdated to July 1, 1982.

In terms of the agreement, weekly-paid, unskilled workers will receive an increase of R17, or 12.5 percent, whichever is greater, and semiskilled workers R25.

The salary bill for senior journalists and other monthly-paid employees will increase by 15.5 percent of which 11.5 percent will be across-the-board and the remaining two percent allocated at the discretion of the employers.

Mwasa, Argus, and Saan will meet some time next year to review their wage bargaining machinery as well as the recognition agreement between them.

OK Bazaars pay rise agreement has averted strike

By Carolyn Dempster, Labour Reporter

A nationwide wage agreement reached late yesterday between OK Bazaars Ltd and two unions representative of workers in the trade has averted a legal strike in the store chain.

It will also mean that about 20 000 workers countrywide will receive across-the-board increases effective from December 7.

The agreement was reached after the third meeting of the conciliation board on disputes between OK Bazaars, the largely black Commercial Catering and Allied Workers Union (CCAWUSA) and the mainly white and coloured National Union of Allied and Distributive Workers (NUDAW).

Disputes were declared by both unions when wage talks earlier in the year deadlocked CCAWUSA workers demanded an immediate R50 increase, and NUDAW's wage talks with the company broke down when it was argued that any agreement reached with CCAWUSA would have an impact on a wage agreement with NUDAW.

A legal strike seemed imminent after the conciliation board met for the second time without resolving the dispute last week.

In a joint statement released by both unions and the OK yesterday, it was stated that workers "in respect of whom the dispute arose" will receive increases from R25 a month backdated to December 7 until March 1984, and an additional R10 from April 1984 to September 1984.

Negotiations for the next wage agreement have been set for July 16 next year to cover the period October 7 1984 to October 7 1985.
All OK's workers to get pay rise

Mercury Reporter
ABOUT 20 000 workers at the OK Bazaars chain stores throughout the country are to be given an across-the-board wage increase of R35 a month with immediate effect and a further R10 increase in April next year, it was announced yesterday.

The wage increase comes after lengthy negotiations between two shop workers' unions — the Commercial, Catering and Allied Workers' Union of South Africa and the National Union of Distributive and Allied Workers — and OK management at a conciliation board meeting.

The increases also marked the end of a dispute between management and workers, some of whom had threatened 'legal strike action' against the company in support of their demand for a wage increase.

Dispute

The Commercial, Catering and Allied Workers' Union, representing black workers, and the National Union of Distributive and Allied Workers, representing white, coloured and Indian workers, declared a dispute after OK management refused to accept their demands for a R60 a month across-the-board pay rise for all workers.

However, the two unions later reduced their demand to R50, which was rejected by the company, but in a settlement offered R45.

A joint statement released yesterday said that a 'nationwide agreement' had been reached on wage increases for all employees in respect of whom the dispute arose.

Welcoming the increases, Mrs Emma Mashinini, CCAWUSA's general secretary, said she was pleased that all workers, irrespective of their race, would benefit.

Negotiations for the next wage agreement for the period October 7 next year to October 6, 1985, would begin not later than July 6, the statement added.
Strike is averted as OK and unions agree on pay

By STEVEN FRIEDMAN
Labour Correspondent

A LEGAL strike at OK Bazaars has been averted by a wage agreement between the company and two shop workers' unions which will raise pay for around 20,000 OK workers throughout the country.

A key feature of the agreement is that workers in country areas will receive the same increases as those in the towns and cities.

Country workers usually receive lower rates than those in the cities and it is believed that OK is the first major chainstore to agree to give both groups the same increase.

The agreement was reached between OK on the one hand and the (black) Commercial, Catering and Allied Workers' Union (Cawusa) and the (white and coloured) National Union of Distributive and Allied Workers (Nudaw) on the other.

The OK board met three times after Cawusa declared a formal dispute with the OK over pay when wage talks between the two deadlocked. The Nudaw later also declared a dispute, arguing that its members would be affected by any wage agreement between OK and Cawusa.

Had the two sides failed to settle the dispute, the unions would have been able to hold a legal strike ballot.

According to a joint statement by the two sides, the settlement means workers affected by the dispute will receive an increase of R$5 a month backdated to December 1 and a further R10 in April next year.

The new agreement will apply until the end of next September and negotiations for an increase to be effective from October 7, 1984, to October 6, 1985, will commence not later than July next year, according to the statement.

Cawusa claims that minimum pay at OK is around R20 a month.

The joint statement stresses that only workers "in respect of whom the dispute arose" will receive these increases. This means union members, and all workers in the same job grades as them, will receive them.

The wage deadlock arose after Cawusa demanded a R50 increase with immediate effect.

OK countered with an offer of R20 in December and a further R15 in February. This would have applied to workers earning less than R50 a month only. The company also suggested that fresh negotiations on a possible further increase take place early next year.
Store told to reinstate staff

Mercury Reporter 21/11/83

Miss Richardson said the dismissals were unlawful.

Mr David Dennis, managing director of the supermarket, said the company's attorneys had been instructed to take the Industrial Court ruling on appeal to the Supreme Court.

He said the company had valid reasons for dismissing the workers and denied allegations that it was an act of victimisation because of their trade union involvement.

A HILLCREST supermarket, Richdems Foodliner, which holds the Spar franchise, has been ordered by the Industrial Court to immediately reinstate four workers who were retrenched recently.

Miss Colleen Richardson, of the Legal Resources Centre which made the application on behalf of the Commercial, Catering and Allied Workers' Union of South Africa, said yesterday that the reinstatement order was retrospective to the date of their dismissals.

The four workers, Mr Ernest Gumede, Mavis Vezi, Angeline Ngweme and Winnie Phews — all members of CCAWUSA — were laid off during September and October.

The Legal Resources Centre was approached and the matter was referred to the Industrial Court.
Sacked workers win case

Mail correspondent

DURBAN - A Hillcrest supermarket, Richdons Foodliner, has been ordered by the industrial court to immediately reinstate four workers retrenched recently.

Miss Colleen Richardson, of the Legal Resources Centre, which made the application on behalf of the Commercial, Catering and Allied Workers' Union of SA, said yesterday that the reinstatement order was retrospective to the date of their dismissals.

The four workers, Mr Ernest Gumede, Ms Mavis Vez, Ms Angelene Ngwane and Ms Winnie Phewa - all members of Ceawusa - were laid off during September and October.

The union took up their case with management, but they were refused reinstatement.

"Miss Richardson said the dismissals amounted to unfair labour practice in terms of the Labour Relations Act."

Mr David Dennis, managing director of the supermarket, said yesterday the company's attorneys had been instructed to take the industrial court ruling on appeal to the Supreme Court.
Gallo agrees to equal pay for women

By STEVEN FRIEDMAN
Labour Correspondent

The Commercial, Catering, and Allied Workers' Union (Ccuwusa) has signed an agreement with Gallo (Africa) which will ensure that women doing the same work as men receive the same pay.

The union also described wage increases negotiated between it and employers as "perhaps the best this year".

Ccuwusa also said yesterday it had reached an agreement with wholesalers Makro which would increase pay for all workers at three of the company's outlets by R50 a month.

At Gallo, a Ccuwusa spokesman said an agreement signed yesterday would raise the pay of workers earning R100 a week or less by R5,25 a week. Those earning between R100 and R150 would receive an R11-a-week raise and those earning above R150 would get R13,50 extra.

He said the agreement was valid for six months. The two sides would negotiate a further increase in mid-year.

The spokesman said pay discrimination between men and women workers would now be eliminated.

Before the agreement, the minimum for women had been R2 a week lower than that for men, and women earning the minimum would therefore receive a R10,50 a week increase, he said.

A company spokesman, Mr Malcolm James, confirmed the agreement and said about 300 workers were covered by it.

He added that the difference between men and women's pay had, in the past, been much greater than R2 a week, but the company had been moving towards pay equality between the sexes for some time.

"The agreement therefore completes this process, which was initiated by the company", Mr James said. He added that about 5% of the company's women workers were doing the same jobs as men.

At Makro, the R50 increase will apply for the whole of next year and is the result of a verbal agreement between the company and the union. A formal wage agreement is due to be signed soon.

The increase covers the company's outlets at Pretoria, Amalgam (Industries) and Germiston. It is understood that minimum wages will rise by about 22%.

A company spokesman has confirmed the agreement.
Union aids 157 white worker

22/12/89

The National General Workers' Union will apply for the reinstatement of its sole white member, fired from the Witbank branch of Pick 'n Pay last week.

Union general secretary Mr Donnie Khumalo said negotiations had proved fruitless so a reinstatement order would be applied for.
Gold mines aim to cut job reservation

DURBAN — South Africa's gold mining industry is committed to abolishing racial discrimination in jobs in the industry.

And for the first time representatives of black workers participated in the annual wage determination process, according to the annual reviews by the chairmen of some of the country's top gold mining companies, controlled by the giant Anglo American Corporation.

The minimum increases in black miners' wages agreed between the Federated Mining Union and the National Union of Mineworkers and the Chamber of Mines amounted to 14.4 percent of the minimum "surface wage" and 19 percent of the minimum "underground wage.

White miners and officials received an effective increase of nine percent on their basic salaries.

A major step forward in industrial relations was the agreement with the Underground Officials Association (UGOA) to the scrapping of Job Reservation Determination No 27.

"This legislation, which reserved jobs falling within the ambit of the UOGA for whites only, has been withdrawn by the Minister of Manpower and training for posts in sampling, survey and ventilation are now selected on a non-racial basis," the report said.

On the other hand little progress had been made in the negotiations between the Chamber of Mines and the white unions to remove the racially discriminating definition of "scheduled 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 equal opportunity in the industry," the report said.

The government's White Paper following the Witwatersrand Commission report recommended that the parties involved agree on guarantees in regard to the job security of white employees before replacing the definition of "scheduled person" with the non-discriminating definition of "competent person" in the Act.

"Negotiations to this end began some two years ago and as yet there has been no significant advance on this issue.

"It would now seem appropriate, therefore, to remove this discrimination by legislation since the "reasonable period of time" as specified in the White Paper must be running out.

The report said there was notable achievement in labour and industrial relations in the mining industry during the past year. The most significant was the recognition by the Chamber of Mines of two black trade unions, the Federated Mining Union and the National Union of Mineworkers.

"Although representing only a small proportion of the total workforce, these unions are now actively engaged in discussions with the chamber on a variety of issues," the report stated — DDC.
Mail Correspondent
CAPE TOWN — Almost 20,000 dock workers will receive an average of £3.25 a week increase in their wages, as the result of a decision of the Industrial Court. The dockers, mostly employed at the Cape Town Docks, voted overwhelmingly in favor of the wage increase.

In announcing the wage rise, the Court said that the present rate of wages was not sufficient to maintain the workers in the region and that the improvements provided for were urgently needed. The Court's decision, however, was not the result of a sudden change of heart on the part of the employers. They had already submitted a proposal for the increases and the Court had accepted it as a fair and equitable solution to the problem.

The rise in wages will come into effect on January 1 and it is expected to benefit all workers in the region. The Court's decision has been welcomed by the workers who have been working under difficult conditions for many years. They are hopeful that this increase will improve their standard of living and provide them with better opportunities for advancement.

The dock workers have long been struggling to improve their working conditions and to demand a fair wage. They have been supported by various labor organizations and trade unions who have been active in promoting their cause. The recent increase in wages is a victory for the dock workers and a step towards their goal of improving their overall well-being.

The Court's decision is a significant one and it has been hailed as a landmark in the history of labor relations in the region. It is hoped that this will set a precedent for future negotiations and that the workers will continue to receive fair treatment and reasonable compensation for their labor.
Worker power grew in ’83
Unions break new ground

By Carolyn Dempster, Labour Reporter

Against a backdrop of recession and massive retrenchments, the mining industry moved to centre stage in labour relations in 1983 with the spotlight on the fast-growing black unions.

The Chamber of Mines opened the door to black unionisation and black miners were handed the key to collective bargaining.

Of the three black unions granted access to organise on the mines in 1983, the National Union of Mineworkers has emerged as the most formidable force.

NUM, recruiting members at the rate of 5,000 a month, is poised to become the largest union here with 60,000 signed-up members. It is already the biggest union in the mining industry.

The emergence of the black unions continues to pose problems for the white mining unions. The desire for an Industrial Council in the mining industry was manifested in the formation of a Confederation of Associate Associations, Miners’ Unions, but the chamber has indicated its reluctance to bargain in any forum which does not include black union representatives.

CHAGRIN

Later in the year, Arrie Pauls’ Mineworkers’ Union changed gear, adopted an overtly political stance and began organising workers in other areas to consolidate its base — much to the chagrin of the Amalgamated Engineering Union, which also accused the MU of poaching.

The white Mine Surface Officials Association, which has denied black miners access to its ranks for virtually its entire existence, now looks to be thwarted by NUM’s decision to establish a black mine surface officials union.

These, with a potential 300,000 miners still to be organised and with migrant workforce problems, the seeds of black unionism, now planted, have yet to take root.

The year started with the slide into a deepening recession, and retrenchments continued apace — by September the figure had topped 15,000.

That did not seem to affect the rapid growth rate among unions and while strike activity dropped off in the first six months, workers showed they were willing to go out in strike in support of colleagues they thought were mistreated or unfairly dismissed by management.

Strikes towards the latter half of the year targeted mainly on wages and grievances.

Recent Department of Manpower statistics show 170 strikes up until October, as opposed to 328 strikes during the same time in 1982.

There is also the view that the contract with the increased unionisation of black workers, strategies and tactics employed by the unions have become more sophisticated. This is borne out by the actions of union leaders who perceived 1983 as a time of consolidation rather than expansion.

Another trend was a tendency by unions to resort to legal machinery to try to win battles — another reason for the drop in strikes.

In the case of unions affiliated to the Federation of South African Trade Unions (Fosatru) the route proved to be a double-edged sword — particularly in the case of the Metal and Allied Workers Union, the National Union of Textile Workers and the National Automobile and Allied Workers Union.

The Industrial Court, regarded with scepticism at its inception, proved to be the definitive voice on the question of unfair labour practices this year.

Much to the consternation of employers, the court was used extensively by the unions and largely to their advantage.

Cases which set the tone on the ULP front were the Metal and Allied Workers Union versus Stobart Reinforcing, the United African Motor and Allied Workers Union versus Floorers (SA) and the Media Workers Association of SA versus The Star.

The courts found in the first two set up several warning signals for employers. Employers should have reasonable grounds for dismissal, must be investigated with due regard to allegations made by a worker. They must have investigated any complaint to present their side, must not use words that are derogatory, must bargain in good faith with unions.

The Star/Mwasa finding, in favour of management, virtually gave the go-ahead to employers to fire striking workers. This approach was followed in all cases.

At a summit meeting of the country’s 164 industrial councils, it was agreed that the vague definition of who constitutes an unfair labour practice was the biggest problem facing unions and employers, but amending legislation is not likely to be introduced before 1985.

Manpower Director-General Dr Piet van der Merwe said: “The struggle for recognition and rights was not waged solely on the shop floor and in the industrial court in 1983.”

The historic Appeal Court judgement in June, which re-instated a migrant worker Mr Melbind Tum Rikhotso won the right to permanent urban residence, opened the way for permanent urban residence rights for at least a third of the country’s 80,000 contract workers.

New labour legislation was scant in comparison to previous years but worth a mention is the new Machinery and Occupational Safety Act, covering all workers and due to be implemented in April/May.

The Human Sciences Research Centre report on training, and focus by the Department of Manpower on the need for skills training and greater expertise in the labour relations field also pursuant government concern.

Politics entered the labour arena with the formation of the United Democratic Front in August and National Forum in April.

In probably the most politically significant development within the worker movement this year, while individual trade unions and a sample of trade unions indicated their support for one or other organisation, there was no direct affiliation.

Instead, the feeling among POGZ and to a lesser extent the Council of Unions of South Africa (Cusa) has been that there is little motivation at present for the worker movement to bow to the lead taken by such opposition groups.

However that did not prevent the unions from giving their support to the UDF over popular and community issues, and standing with it on the same protest platforms.

The road to union unity hit more rocky ground after a steering committee was formed to discuss proposals for a new federation of independent trade unions in April. But whatever the problems encountered by the unions party to the talks, they were tacitly behind closed doors and attempts to reconcile inter-union differences are continuing.

State interference in labour matters continued to follow the repressive trend established in recent years, with the Ciskei government emerging as the arch villain.

CONTENT

Not content with the repeated detention and harassment of South African Allied Workers’ Union and General and Allied Workers’ Union officials at the start of the year, Ciskei banned SAAWU outright in September.

Finally, South Africa’s oldest and largest union federation, the Trade Union Council of South Africa, Tusa, moved away from the centre stage during 1983 to take up a position in the wings of labour relations.

PRAISE

The council’s annual conference in Port Elizabeth highlighted a reluctance by affiliate unions to re-appraise Tusa’s relevance in the face of the changing labour scenario, and an unwillingness to make concessions to the emergent unions.

This was primarily the reason for the withdrawal of the largest union in the country, the South African Boilermakers’ from Tusa in November.
The union wants court action following a labour dispute at the plant. This was confirmed by Mr Amos Masondo, who said that this will be the first time such action is taken since the union was formed in 1980.

The workers were sacked after they had demanded the reinstatement of two colleagues dismissed for allegedly stealing company property early this month.

The workers, members of GAWU, had earlier staged a demonstration on the company's premises following management's refusal to negotiate with them.

Mr Masondo said that police arrived at the scene and held discussions with their employers. Thereafter, the workers left the area after leaving the company's premises on the matter.
Union wants six reinstated

African Affairs Reporter

SAAWU, had approached Mr R Teal, the manager for the firm. He refused to negotiate with them on the grounds that he did not recognise their trade union.

Mr Gumbi said they had reported the matter to the Industrial Court to have them reinstated and paid retrospectively. No date had been fixed for the hearing.

Mr Teal told the Mercury yesterday that there were not sufficient workers to form a trade union and he was not prepared to recognise them. Everything was back to normal as the workers had returned to work.

But Mr Gumbi pointed out that they had returned to work on the understanding that the court matter was still pending.