INDUSTRIAL RELATIONS - Workers' Organizations - African Unions.

1984

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Mine unions fight for unity

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

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

The multiplicity of these unions is causing concern as it weakens the solidarity of black miners, according to trade union leaders.

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

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

There are several other unions trying to recruit black mineworkers, but more than any other Num has been able to match the retreating whites only Mine Workers' Union led by Mr Arnie Pauls.

The Federated Mining Union (FMU) formerly named the Federated Mining, Explosives and Chemical Employees Union has made substantial gains. It was originally formed to cater for coloureds but it has begun recruiting black miners to the South African Boilermakers Society which recently broke off from the Trade Union Council of South Africa (Tucsa).

RIGHTS

Three other unions have also been granted access to recruit workers employed at Chamber Affiliated Mines, but by August last year they had not made a formal approach for recognition.

They are the Black Mineworkers Union, which has not made headway despite the fact that they were the first to be granted recognition, the Black Allied Mining and Tunnel Workers Union. This last mentioned union is being watched with great interest by some employers who bewail that it does have some potential. Its leader, Mr Lesetsha Mosala, is also a member of the African People's Organisation (Apo).

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

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

The growth of black unions in the industry has largely been prompted by radical revisions made in the chamber by its previous tough stance as far as recognition is concerned.

But there has also been strong opposition from Arnie Pauls' unions which have threatened to take industrial action and again as blacks get more recognition in the industry.

GROWTH

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

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

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

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

RELATIONS

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

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

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

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

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

"A major step forward was the agreement with the Underground Office Association (UOA) on the scrapping of the job reservation determination No 27. This legislation reserved occupations falling within the ambit of the UOA for whites only. Tramess for positions in sampling, survey and ventilation are now selected on a non-racial basis, according to them.

NEGOTIATIONS

On the other hand, very little progress has been made in negotiations between the Chamber of Mines and white unions to remove the racially discriminative definition of "scheduled person" from the Mines and Works Act.

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The chamber states it seemed appropriate to remove discrimination in the mines by legislation because "the reasonable period of time" as specified in the white paper following the Wieland Commission report "must be running out."

Some of the gold mines administrated by Anglo American Corporation indentation their first black apprentices during the year. Although there number only 18, this represents an important advancement, say the chairmen.

However, the right-wing Mineworkers Union led by Arne Poulos has continued to oppose changes and threatened that black be allowed to hold blasting certificates.

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

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

Num's success has been the effective recruiting strategies, it has captured secure recruitment groups within the black workforce and machine operators — men who are difficult to replace in a hurry.

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

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

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

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

He said that the union had not yet agreed and would probably decade at their national congress.
THE Bishop of Johannesburg East, Bishop Simon Nkoane, will speak on The Role of the Press in Freeing Blacks from Oppression at the Southern Transvaal regional congress of the Media Workers' Association of South Africa (Mwasa) at the weekend.

The two-day congress, scheduled for January 7 and 8, 1984, will be held at the Methodist Youth Centre in Central Western Jabavu near Morris Isaacson High School and is to start on Saturday at 8.30am.

Bishop Nkoane, president of the Witwatersrand Council of Churches (WCC), is also former Anglican Dean of Johannesburg.

The highlights of the Mwasa congress will be the reviewing of its constitution, which is to be amended later at Mwasa's national congress to be held in East London at the end of January.

The new constitution aims among others, at engendering collective leadership within the organisation and giving Mwasa a trade union outlook.
Growing militancy

1984 will mean more hard work for the Commercial, Catering and Allied Workers Union if Mrs Emma Mashinini's New Year message is anything to go by.

Her message is: "Workers stand up and fight for your rights in the new year."

The Commercial, Catering and Allied Workers Union (Cawusa) is one of the fastest growing black trade unions in South Africa. Since its formation in 1975 the union has developed rapidly — from 150 members in 1975 to over 40,000 this year.

It has branches in Johannesburg, Vereeniging, Durban and Cape Town.

The upsurge in Cawusa's rise has been its general secretary, Mrs Emma Mashinini, whom before starting the union was an active member of the Garment Workers Union then led by Mrs Lucy Mulabela.

Mrs Mashinini was previously detained without trial in terms of the country's security legislation but this has not dampened her spirits as leader of the union.

"I am not worried about my previous detention because it is not an isolated incident. Many trade unionists have been held and harassed under the law," she said.

"What is encouraging about these detentions," she added, "is that workers will still unite and fight for their rights despite state harassment and intervention."

A feature of industrial relations in South Africa in the past year has been the growing militancy of black workers in the retail trade.

This factor is explained by Mrs Mashinini as the growing awareness and willingness of workers to organise themselves and to stand up for their rights.

"Workers make life easy for the union by organising themselves and this is the crux of what must be ahead for us in the new year," Mrs Mashinini said.

Cawusa's aim is to struggle for and achieve many rights where there was labour unrest.

The union has a recognition agreement with CNA, Makro, Foschini, OK Bazaars, Woolworths, Edgars, Allied Publishing and is negotiating with Checkers, Southern Sun, SM, Metro, Top Centre and Pick 'n Pay.

The significant agreement is the one with OK Bazaars which has a clause on maternity leave that is among the most important clauses negotiated by an emerging union.

In many companies, workers who leave to have a baby must resign and are not guaranteed re-employment.

The maternity agreement has been described as a key advance for women's rights. A feature of the agreement is that it applies to all women working for OK of all races.

The union also experienced a number of strikes caused by unfair dismissals, retrenchment, management's attitude and above all, wages.

An unusual strike was as at Checkers in Primrose where black and white workers downed tools over the dismissal of a white supervisor.

The union was also involved in a row with Pep Stores, Vereeniging branch, over the searching of employees. As a result the six union members who had been dismissed for refusing to be searched were reinstated.

Six members who faced charges of intimidation were acquitted in the Johannesburg Magistrate's Court after a labour dispute at Teltron Electronics.

Shop stewards have been harassed and questioned about the union's activities this year and assistant secretary Ms Joyce Mokhesa was detained without trial, according to Mrs Mashinini.

Members picketed the newly opened Maponya store in Soweto and Mrs Mashinini says that with the "mushrooming" of chainstores in Soweto "we are going to organise" most workers there.
Moving towards unity

FORTS to establish a broadly-based federation of emerging black trade unions are to be strengthened this year.

Previous efforts have been highlighted by the differences between the more mature unions, professionally organised unions and the recently established, mainly community-based unions.

This year it may be possible for the more mature unions, such as the Federation of South African Trade Unions (Fosatu), Councils of Unions of South Africa (Cusa), and other independent unions, to move towards some kind of federal structure.

Union leaders say that even if this unity is not achieved in the new year, it seems that there will be growing co-operation between them.

The Media Workers' Association of South Africa (Mwasa), then the Writers' Association of South Africa (Wasa), was one of the first organisations to moot the idea of a federation of unions at its congress in Wilgespruit in 1979.

Problems

At that congress Wasa decided that a symposium of all black unions should be convened to discuss the issue. Though the symposium never materialised, the idea of trade union unity did not die.

In 1981 several trade unions met in Port Elizabeth where many attempts were made towards unity, but problems arose at the time when some expressed their dissatisfaction about registration and participation in the industrial councils.

Unregistered unions' contention was that they would not like to unite with registered unions which preferred to bargain for workers' rights on the industrial councils in their form at the time.

The meeting resolved to form a committee to look into the various facets that could facilitate such a united trade union front.

Walk-out

At a subsequent summit in Wilgespruit several trade unions, including the Motor Assemblies and Components Workers Union (Macwusa) staged a walk-out after the issue of registration had again become the bone of contention.

On the weekend of April 9 and 10 last year another meeting involving 11 union organisations was held in Cape Town. Many delegates at the meeting felt that it was high time the unions united to present a strong front to bosses and the Government.

At the congress seven of the organisations agreed to form a new federation of unions representing a total of about 220 000 workers.

The committee met again in Cape Town on July 1 and 2 and discussed structures, financing of the federation, a statement of general principles and demarcation between unions.

Unity talks

It was agreed that if unions were going to work together in one federation, they should stop competing with each other for membership.

The committee consisted of the following: General Workers' Union, SA Allied Workers' Union, Commercial Catering and Allied Workers' Union, Food Canning Workers' Union and African Food and Canning Workers' Union, Fosatu, Cape Town Municipal Workers' Union, and the General and Allied Workers' Union.

Four other unions organisations who attended the talks have not yet decided whether or not they will join the new federation, the largest of these being Cusa.

Doubts about whether some unions will take part in future unity talks arose out of the "very little progress" that has been reported so far in achieving the main aim.

It is also apparent, according to some sources, that Fosatu had different views with the Food Canning Workers' Union, although others say the real problem seems to be coming from differences between older and newer emerging unions.
Black Admin Board union is registered

By BARRY STREEP

A TRADE union for Western Cape Administration Board (WCAB) workers in the Western Cape has been granted registration.

It is the first union for black administration board workers registered in South Africa.

The Assistant Industrial Registrar, Mr N D de Kock, has given formal notice in the Government Gazette that the union's application for registration has been approved.

It has been registered for black workers employed in the Administration Board's Undertaking, as undertaken by the Administration Board for the Western Cape, in the magisterial districts of Goodwood and Wynberg.
Workers at Pick 'n Pay stores strike over pay

By STEVEN FRIEDMAN
Labour Correspondent

TWO Pick 'n Pay stores on the Witwatersrand have been hit by strikes over wages — and workers at a third have also rejected their end-of-year increases.

At Pick 'n Pay's Bedfordview store, a group of workers walked off the job on Wednesday after rejecting a 10% end-of-year rise.

A company spokesman, Mr Gordon Houtl, said yesterday workers had been given until 9am today to return, failing which they would have "dismissed themselves."

This ultimatum was contained in a letter which most strikers refused to accept. However, Mr Houtl said some had responded to it by returning.

The Commercial, Catering and Allied Workers' Union (Ccausa) says about 80% of the store's 150 workers are on strike, but Mr Houtl said only a third took part.

Most of the strikers were shelf packers, he said. These workers were men who "as bread winners, feel the economic pinch more keenly."

At the company's Ormonde store, Mr Houtl said, between 40 and 50 workers struck yesterday — also in protest against the 10% rise.

Appeals to them to return had failed so far, he said.

At the Florida store, workers have rejected the 10% and demanded a R18 across the board increase, Mr Houtl said. However, they have not downed tools.

At Bedfordview, the company held talks with Ccausa yesterday, but told it it could not negotiate wages with it until it was recognised by Pick 'n Pay.

Recognition talks between Ccausa and Pick 'n Pay are due to start soon.

Mr Houtl said the wage unrest was "clearly cause for concern." He added, however, that the 10% increase came after an 8% rise in the mid-year rise.

"This means workers have received at least 18% this year — well above the inflation rate," he added.

Pick 'n Pay's board had met to discuss the wage question after a recent strike at its hypermarket in Bedford Park, Verempung, and had decided that this was "the most we could afford this year," he said.

The demand for a R18 rise would "almost bankrupt the company," he added.

Mr Houtl said Pick 'n Pay was committed to upgrading wages.

Although most workers earned more than R18 a week, the minimum was around R60 and "we believe this is not enough."

The company therefore hoped it could begin negotiating a wage agreement with Ccausa as soon as the union was recognised, he said.

The decision not to negotiate on wages until the union was recognised was taken "in accordance with the law," he said.
Staff unhappy over 10% rise

7 Pik ‘n Pay stores on Reef hit by strikes

By STEVEN FRIEDMAN
Labour Correspondent

WAGE unrest hit at least seven Pik ‘n Pay stores on the Witwatersrand yesterday — and in Pretoria a union representing the company’s workers has also asked for negotiations on workers pay demands.

According to a company representative, Ms Jill Grassak, only two stores were on strike by late yesterday — those at Steeldale, where about 300 workers were on strike, and at Florida, where about 80 struck. Strikers at Bedfordview, Eltham and Ormonde had returned to work, she added.

She said management was holding talks with workers at Hasketh and Randburg, where there had been “rumblings” over wages, but no strikes.

Strikers at Steeldale had been told to return to work by 8am today or face dismissal, she said.

But Mrs Emma Mashini, general secretary of the Commercial, Catering and Allied Workers’ Union, said eight stores were on strike by yesterday afternoon.

All the stores named by the company were still affected, she said, as was the Benmore store. At all, most black workers had downed tools, she added.

The unrest has been prompted by a 10% end-of-year wage increase.

According to both the company and the union, worker dissatisfaction was prompted by an internal video broadcast in which Pik ‘n Pay chairman Mr Raymond Ackerman told workers they would be receiving a 20% increase.

According to the company, Mr Ackerman spelled out that this included a mid-year increase of between 8% and 9% granted by the company, but workers misunderstood this and assumed they were getting 20% at the end of the year.

Mrs Mashini said workers claimed there had been no mention of the mid-year increase in the video message. “Clearly, Mr Ackerman failed to convey his message with clarity,” she said.

She said the company was talking to union stewards in an attempt to settle the unrest.

Strike action began at the Bedfordview store on Wednesday and spread to the Ormonde store later. At Bedfordview, workers were given an ultimatum to return this morning or face dismissal.

According to Ms Grassak, senior Pik ‘n Pay management visited the stores yesterday to “resolve grievances and clarify the misunderstanding arising out of the video broadcast.” At both Steeldale and Florida, the company would meet union officials today, she said.

Meanwhile, the general secretary of the National General Workers’ Union, Mr Donnie Kumalo, has met Pik ‘n Pay officials to discuss worker dissatisfaction at nine hypermarkets and stores in the Northern Transvaal about the wage increase.
STRIKING WORKERS at Ford's Struandale Assembly plant near Port Elizabeth will hold a meeting in KwaZakhele tomorrow to decide what strategy to adopt when the factory reopens on Monday after a three week shutdown.

The workers, who are members of the National Automobile and Allied Workers' Union (Naawu) and the Motor Assemblers and Component Workers' Union of South Africa (Macwusa), have been off work since December 13.

The 700 workers downed tools in sympathy with a suspended worker. When the plant shut down for the Christmas period, the workers collected their pay and bonuses.

Ford industrial relations director Mr Fred Ferreira was not available for comment this week whether the suspended workers would be reinstated on Monday.

However, it is learnt from sources close to the two unions that the workers will report back on Monday, but will not take up their positions if the suspended worker at the Sierra plant has not been reinstated.

The striking workers have received the backing of the Port Elizabeth Civic Organisation (Pebco).
1,000 on
strike at
4 branches
of store

By Carolyn Dempster,
Labour Reporter

A total of at least 1,000 workers were still out on strike at four Pick 'n Pay stores in the Johannesburg area this morning.

The personnel director for the group, Mr Rene de Wet confirmed that staff had not turned up for work at the Norwood and Steeleidale hypermarkets and employees at the Florida and Brixton supermarkets had refused to start work.

"The operation of the stores has not been unduly affected. We are using casual people, relatives and some members of staff who do not want to get involved," he said.

Management is holding meetings with Mrs Emma Mashim, general secretary of the Commercial, Catering and Allied Workers Union, later today in an attempt to resolve the issue.

A union spokesman said many workers were unhappy with the 10 percent end-of-year raise in December and wanted the union to negotiate higher wages.

VIDEO

An in-house video transmission by Pick 'n Pay chairman Mr Raymond Ackerman led workers to believe they would receive a 20 percent increase at the end of the year.

The misunderstanding, a spokesman said, occurred because Mr Ackerman had coupled the mid-year and end-of-year increases in his statement.

The strikes are the latest in a series of stoppages which began last week at the Bedfordview Pick 'n Pay when 50 workers left the store and demanded immediate increases and that management should negotiate these with CCAWUSA.

As the union is not recognised by Pick 'n Pay, management refused and told strikers to either return or sever their contracts.

The workers, who represented a third of the Bedfordview workforce, returned but dissatisfaction with the 10 percent increase was widespread.

Staff at other stores demanded to speak to senior management personnel, either stopped work for a few hours or went out on strike in earnest.

By Friday seven stores had been affected.
Pick 'n Pay outlets hit by strike

By Carolyn Dempster, Labour Reporter

The spreading strike by Pick 'n Pay staff has brought out 1,600 at 11 of the chain store's outlets in the Witwatersrand area.

Supermarkets as far afield as Witpoortjie in Roodepoort and in Krugersdorp and Carletonville were affected by the strike, with staff at Norwood and Steeldale hypermarkets refusing to return to work.

While management met representatives from the Commercial, Catering and Allied Workers' Union in an attempt to resolve the wage dispute, a crowd of 1,500 strikers gathered in and outside Khotso House in Johannesburg to hear what the senior Pick 'n Pay personnel had to say.

A Pick 'n Pay spokesman, Mr Gordon Houlit, said workers were dissatisfied with their 10 percent end-of-year increase and were demanding an additional 10 percent rise.

The union then made a counter-offer, suggesting that workers would forgo their mid-year increase in July if they received the increase now.

Management has offered, in light of this, to bring the July increase forward to be made effective from April 1.

Mrs Emma Mashinini, general secretary of CCAWUSA, said workers had demanded the increases immediately and not in April. She added the union would be meeting management again today to attempt to resolve the dispute.

"The workers feel very strongly that they have compromised enough."

STILL OPEN

"They do not think that management cannot afford a further increase and they have indicated they will not return to work until the matter has been negotiated," she said.

Stores which have been partially or completely demobilised of staff because of the strike are still open, but are not functioning at their best, Mr Houlit said.

Casual workers and relatives are being used.

Stores affected so far also include Bedfordview, Florida, Bramley and Ormonde.
1 600 workers out in Pick 'n Pay strike

By STEVEN FRIEDMAN
Labour Correspondent

The wage strikes which have hit supermarket Pick 'n Pay over the past week escalated dramatically yesterday as at least 1 600 workers at two hypermarkets and seven stores stopped work.

Strikers gathered at the Johannesburg offices of the Commercial, Catering and Allied Workers' Union (Cawusa) yesterday. A Pick 'n Pay management team was locked in talks at Cawusa's offices for much of yesterday with a negotiating team elected by the workers.

By late yesterday afternoon, however, there was no sign of a settlement as workers rejected a new offer made by the company.

According to Cawusa, at least 1 600 strikers from 17 stores - most in Johannesburg but including stores at Carletonville, Krugersdorp, Florida and Witbank - gathered at the offices yesterday.

However, a Pick 'n Pay spokesman, Mr Rene de Wet, said two hypermarkets - at Norwood and Stellenbosch - and seven stores were affected. He estimated that about 1 600 workers were involved.

The dispute began with a strike at the company's Bedfordview store early last week. Workers at other stores have been on strike for varying periods since then.

Yesterday, however, saw the sharpest escalation of the dispute thus far.

The strikes have been prompted by a video broadcast to workers by Pick 'n Pay chairman, Mr Raymond Ackerman, in which he said workers would receive a 10% pay rise.

According to the company, Mr Ackerman had made it clear that this would consist of a 10% rise in January and a further 10% in July. However, workers claim this was not spelled out and they are demanding the full 20% now.

At yesterday's meeting, the company offered to bring the July rise forward to April. They left the meeting and worker leaders put this to workers.

The union's general secretary, Mrs Emma Mashinni, said later that workers had rejected this offer and that the strike was likely to continue today.

Mr De Wet confirmed yesterday that this offer had been made and added that the company was "taking a flexible attitude" towards the strike.

"We do not want to dismiss workers and have not so far threatened to do so. We are seeking an amicable solution to the problem," he said.

He said the company was "coping" with running the stores during the strike and added: "There has been no loss of sales or problems in serving customers yet. But there is a cost in terms of relations within the company and we are seeking a solution."
1,600 store workers still out on strike

BETWEEN 1,600 and 2,000 Pick 'n Pay workers were still on strike yesterday after more than 1,600 stopped work on Monday, spokesmen for the company and the Commercial Catering and Allied Workers' Union (CCAWUSA) confirmed.

The workers, who said they were led to believe they would get 20% pay increases, went on strike when they received 10%.

Management said it had offered to bring forward July increases to April in negotiations on Monday afternoon. The offer was rejected by CCAWUSA officials.

The general secretary of CCAWUSA, Mrs Emma Mashinini, said more workers joined the strike yesterday and estimated that about 2,000 were out on strike. Mr Rene du Wet, the Pick 'n Pay personnel manager, put the figure at about 1,600.

Mrs Mashinini said the workers wanted a 20% increase, effective immediately, and were prepared to waive July increases.

The workers claim the chairman of the company, Mr Raymond Ackerman, told them to understand they would receive a 20% pay increase when he appeared on SABC TV recently.

Meanwhile, the managing director of African Cables, Mr P Muller, said about 20% of the day shift had arrived for work at the Vereeniging plant yesterday after a walkout by 1,000 workers on Monday.

Members of the Engineering and Allied Workers' Union downed tools after demanding that management meet them to hear their grievances.

Police were called in when they refused to disperse. Mr Muller said the men who arrived for work had signed an agreement that they would not take part in illegal strike activities.

"Of the 500 workers who are on the day shift about 110 signed the form and are back at work today," Mr Muller said. — Sapa.
150 strike at Airport Hotel

About 150 Southern Sun employees went on a brief strike at the hotel chain's Airport Hotel yesterday.

The workers, all of whom belong to the Commercial, Catering and Allied Workers Union (CCawusa), complained of long working shifts, having to wait for a couple of hours in between shifts, and of having to sleep in an area near the dustbins because few rest facilities were provided.

The workers went on strike yesterday morning and returned to work in the afternoon.

Management called CCawusa to inform it that the workers were out on strike and, according to general secretary Mrs Emma Mashumi, offered to discuss the grievances.

"We attended to the grievances surrounding the working conditions and the workers went back in the afternoon," she said.

Grievances over salary would be discussed at a later date in negotiations with management, added Mrs Mashumi. The union is currently also negotiating a recognition agreement with Southern Sun.

Miss Gillian Goldman, Southern Sun's group public relations manager, described the strike as a "small dispute which should not be blown out of proportion."

She declined to comment on the causes of the strike, saying only that grievances were being resolved.

Miss Goldman was not prepared to discuss salary negotiations with the Press.
Pick 'n Pay workers 'dismiss themselves'  

By Carolyn Dempster, Labour Reporter

The 2,000 striking Pick 'n Pay workers have "dismissed themselves" by not returning to work and stores will start re-employing staff from 8 am tomorrow morning, a senior spokesman for Pick 'n Pay said today.

When the striking staff had not returned to work by 9 am today, a letter was drafted to officials of the Commercial Catering and Allied Workers' Union informing them that the striking workers had dismissed themselves, said Mr Gordon Hoult, general manager for Pick 'n Pay Johannesburg.

"Our present staff will get guaranteed employment should they re-apply for their jobs by 5 pm tomorrow. However, on Friday it will be an open-selection process and first come, first served," he added.

Certified letters containing the terms of dismissal have been sent to each of the striking Pick 'n Pay employees and they have been informed when and where they may collect their pay packets.

Mr Hoult said the situation at the nine supermarkets and two hypermarkets remained unchanged. "However some of the remaining workers have been exhorted into joining their colleagues in a show of solidarity. Other than that, the number of staff coming and going has not been sufficient to change the picture significantly," he added.

A union spokesman said Pick 'n Pay supermarket staff in Klerksdorp joined the striking workers late yesterday afternoon, pushing the number of strikers over the 2,000 mark.

The meeting between the union and management reached deadlock late yesterday afternoon with neither party budging.

Pick 'n Pay offered the staff a 10 percent increase as from April 1. Workers said they accepted the increase but wanted the full 20 percent — including the 10 percent end-of-year increase — backdated to January 1.

Mrs Emma Mashimini, general secretary of the union, claimed the personnel director, Mr R de Wet, had said jobs would be kept open for striking staff until Thursday evening.

"Nothing was mentioned about re-applying for jobs. We are still waiting for management representatives to come down and read the contents of the letter to the workers gathered in our offices," she added.
Strike by Durban Post Office Workers

DURBAN — More than 100 employees at the Central Post Office went on strike today.

The organiser of the National Post Office and Allied Workers' Union, which represents the workers, Mr Magwaza Maphalala, said workers had three major grievances:

- They were forced to take time off in the middle of the month instead of at the end.
- No liaison structures existed between management and workers.

Durban's Postmaster, Mr P. Neeth, would not comment on the stoppage.

He referred inquiries to the Post Office's public relations officer, Mr Tom Callis, who was not available for comment — Sapa.
DURBAN — More than 100 employees at the Durban central post office went on strike yesterday in protest against their working conditions.

Soon after the stoppage, workers quietly waited at one of the post office entrances in Pine Street.

The organiser of the National Post Office and Allied Workers' union, which represents the workers, Mr Magwaza Maphalala, said workers had three major grievances which management had promised to respond. These were:

1. Workers rejected a six-day week, opting instead to work a 40-hour, five-day work week.
2. They alleged that management had forbidden them to take holidays at the end of the month and forced them to take time off in the middle of the month.
3. No liaison structures existed between management and workers.

Durban's postmaster, Mr P Noeth, would not comment.

Meanwhile, in Johannesburg, a strike by Pick 'n Pay staff entered its third day yesterday with between 1,600 and 2,000 workers out, a Pick 'n Pay spokesman said.

He said talks were held yesterday with the Commercial Catering and Allied Workers' Union of South Africa but ended in a "stalemate.

SAPA
Pick 'n Pay workers begin trickling back

By Carolyn Dempster, Labour Reporter

Striking Pick 'n Pay workers were trickling back to their jobs today but most had remained steadfast, a spokesman for the supermarket chainstore said.

"The situation is in a state of flux with one or two workers reapplying for jobs at some stores and as many as 10 returning at others," said Mr Gordon Hoult, general manager for Pick 'n Pay Johannesburg.

"Shop stewards from the union have been going from store to store to persuade the staff to join their colleagues in a show of solidarity, but quite a few of our workers have refused," he said.

Until midday today there were still more than 1,000 workers on strike at 11 outlets in the Witwatersrand area, despite a letter from management informing workers that they had "dismissed themselves" by breaking contracts.

The strikers, all members of the Commercial, Catering and Allied Workers' Union, have up until 5 pm today to reapply for jobs. From tomorrow new recruits will be taken on.

At a meeting at the union's offices in Khotso House, Johannesburg, yesterday, the workers refused to allow two management spokesmen to address them. They demanded that Mr Raymond Ackerman, the Pick 'n Pay chairman, address them and reveal why the company could not afford an immediate 10 percent wage increase.

Mr Hoult said that Mr Ackerman was on a business trip to Switzerland, so the demand of the workers was "something we simply cannot comply with."

Most strikers believe that Mr Ackerman is still in South Africa but has refused to talk to them.
STRIKES
Hyper trouble

Last year witnessed a marked decline in the number of strikes. But observers have taken pains to point out that wage disputes could become a larger cause of worker action as the economy recovers. The strike involving members of the Commercial Catering and Allied Workers Union of SA (CCAWUSA) at the profitable Pick 'n Pay (P'n P) chain appears to confirm this.

The numbers involved and the widespread nature of the strike—involve workers from stores throughout the Transvaal—is an important illustration of an increasing ability of workers to mobilise support in conflict situations.

Wages, which are set each year by management, are central to the issue. Discontent about pay became apparent in mid-December when employees at P'n P's Bedworth Hypermarket staged a strike.

According to CCAWUSA General Secretary Emma Mashum, a video featuring P'n P chairman Raymond Ackerman was screened to workers last year in which he said that a 20% wage increase would become effective from January 1. P'n P management denies this.

Conflict

Mashum says that when work resumed in the new year employees were told that the increase would be staggered: 10% in January and a further 10% in July. This sparked the conflict which began at P'n P's Bedfordview branch on Wednesday last week.

Since then the strike has spread. Union estimates put the number of employees on strike at 2,000 in 17 outlets. P'n P personnel director, René de Wet, says the figure is somewhat lower—around 1,600 in 14 outlets.

In negotiations between the union and management, P'n P's offer to bring the timing of the second 10% increase forward to April was rejected by the workers. At the time the FM went to press, the union was awaiting a letter from the company reaffirming the April wage increase offer and setting a deadline for the strikers to return to work by midweek or face dismissal. In the interim, the stores are being run with casual labour.

The question of the union's recognition by management, although not part of the current dispute, appears to be a significant background factor. CCAWUSA and P'n P have had a relationship since 1977 but have not signed a formal recognition agreement. At the end of last year the stage was set for recognition negotiations in the new year.
Pick 'n Pay workers decide to end Reef strike

By PHILLIP VAN NIEKERK

MORE than 1 700 Pick 'n Pay workers have elected to end their four-day strike and will be returning to work today.

The workers made their decision after a stormy two-and-a-half hour meeting at the offices of the Commercial, Catering and Allied Workers' Union of South Africa (CCAWUSA) yesterday afternoon.

Their decision to go back in unity came half-an-hour after the expiry of a company return-to-work deadline. Few workers heeded management's ultimatum to return to work by 5pm yesterday or be fired.

Pick 'n Pay spokesmen were unavailable for comment last night but union spokesmen said they did not believe management would dupe the workers who returned to work today.

Mrs Emma Mashumi, the general secretary of CCAWUSA, said workers had changed their minds about going back after management had offered to meet two of their conditions.

At a meeting with union officials and shop stewards yesterday, two senior Pick 'n Pay executives reaffirmed the company's offer not to victimise striking workers who returned to their jobs.

And Mr Rene de Wet, Pick 'n Pay's personnel director, agreed to convey to the company's board of directors a worker request that the board consider improving the 10% increase due in April should company profits for the year ending February 1984 be above expectations.

Most of the workers have been on strike since Monday. They demanded an immediate 20% increase which they were believed was due from the beginning of January.

At yesterday's meeting there were divisions between those workers who accepted management's offer and those who insisted that they should stay out until the 20% pay rise was met.

It was clear, however, that the majority of strikers favoured a return to work, all the workers would return to avoid division.

Mrs Mashumi said last night that the most important aspect of the strike was that workers had gone out in unity and were going back in unity.
Unions are adopting a more professional approach, says

By Mike Peirson

A MORE pragmatic approach by the new union movement is forecast for the coming year by the vice-chairman of the Industrial Relations Practitioners' Association of South Africa (Irpas), Paddy Allen.

Objections to structures, merely as a matter of principle, were proving increasingly irrelevant, he told me this week. The new trade unions had not only become more confident of their power and position, but also more aware of the complementary power of management. They were, consequently, displaying an increasing flexibility of approach which "bodes well for the process of accommodation".

Established unions, too, had learned from the "successes" of the new unions. Imperceptibly, some of these older unions were adopting a more "aggressive" stand, particularly on such issues as wages, and retrenchments.

Although they would not become as militant as their new counterparts, Mr Allen said the indications were that these bodies might not be as "pliable" as in the past.

He explained that despite strike waves from time to time, last year had seen less of an anti-system and more of a disciplined professional approach by the more prominent newer unions. Instead of the erratic and over-emotive action of the past they had concentrated more on specific issues and concerted action.

"They appear to have realised their strength lies in building up firm representivity and establishing sound relationships rather than taking up arms merely for the sake of battle," Mr Allen went on. "This can only, in time, result in sounder and more predictable labour relations."

It did not necessarily mean that unions would become less militant, merely that there would be a greater direction and perhaps rationality in their militancy.

The unions and their officials were becoming increasingly sophisticated, conducting more detailed and better negotiations, resulting in more advantageous and workable agreements. They were also resorting to alternative means of settling disputes, such as court action and even mediation or arbitration.

"Gradually, too, realisation is dawning that ultra-democratic decision-making not only confounds discipline, but also results in long delays in the negotiating process," Mr Allen added, "so that a strong union, if it wishes to maintain sound relationships, will have to exercise greater discipline and control over its members."

Grey areas continued to exist, however, with unions at times still using spontaneous emotive issues to gain worker support or establish presence. Yet the more established the relationship with management and the stronger the union, the less the likelihood of irrational, unpredictable action.

Mr Allen explained that 1982 had been the testing and training ground of the new union movement. During 1981 and 1982 they had enjoyed a virtually unfeathered power-base.

Black workers had found, in present circumstances, and past industrial inequities unique to South Africa, a ready lashing with which to whip the conscience of the employer and drum up foreign disparagement of the "white exploiter".

"In management there were many who wished, in the light of this situation, to make the new system work, even in some cases to the extent of bending over backwards."

"The recession, which began in 1982, has, to some extent, restored the power balance and re-established a more practical perception of the situation. Some unions have learned that power balancing is a delicate matter and that the swing of the pendulum may result in severe repercussions."

"Management on the other hand, has regained confidence and negotiations may, therefore, be tougher but more reasoned."

But Mr Allen gave this warning: "Employers would do well, however, to guard against over-confidence, as the power-base of the unions has hardly been eroded at all, but merely laid dormant until better times."

He said it spoke for the strength and impetus of new worker awareness that last year, despite the recession, the trade union movement continued to grow.

However, although strike action might not be a preferable weapon at present, and union growth might settle, there was no prospect that the wave of new unionism would recede. Present circumstances would be used to tighten up organisation and consolidate.
JOHANNESBURG - A black union member who is suing a policeman for calling him a "kaffir" told the Randburg magistrate's court that the term made him feel humiliated.

Mr. William Mataboge, of Rustenburg, is suing Sergeant Geoffrey Lemmer, a detective in the Randburg branch of the South African Police for R1,500 for defamation, alternatively criminal injury.

Mr. Mataboge is a shop steward and a member of the executive of the Commercial, Catering and Allied Workers Union of South Africa (CCAWUSA).

He has alleged that in May 1982 Sgt. Lemmer came to the Randburg supermarket where Mr. Mataboge was employed, in connection with his car registration papers.

He told the court that during their conversation he told Sgt. Lemmer he lived in Randburg and Sgt. Lemmer had said, "You can't live in Randburg, that's a white people's suburb. Kaffirs live in Soweto."

Mr. Mataboge also alleged that he asked Sgt. Lemmer what he meant by "kaffir" to which Sgt. Lemmer had allegedly replied, "I' kaffir."

He said Sgt. Lemmer had behaved aggressively towards him without provocation and would have "possibly grabbed me" if they had not been in the office.

He said the term "kaffir" was humiliating. "It is not regarding me as a human being."

Mr. Malcolm van den Bergh, Mr. Mataboge's supervisor at the time, said although he was not in the office, he had clearly heard Sgt. Lemmer calling Mr. Mataboge a "kaffir."

He said he later told Sgt. Lemmer to be careful what he said as Mr. Mataboge was a union member.

The case was postponed to a later date.

Mr. David Levinson of Chernin and Partners and Mr. Tim Chomaly are appearing for Mr. Mataboge and Sgt. Lemmer is being defended by Mr. A. T. Koeke of the State Attorney's Office.

DDC
Mwasa man’s sentence set aside

By Phil Mtumkulu

The conviction and sentence of Mr Joe Thloloe, an executive member of the Media Workers’ Association of South Africa (Mwasa) and three other men on charges of being in possession of banned literature have been set aside by the Pretoria Supreme Court. They are now free men.

This has been confirmed by Mr Solly Makena, the instructing attorney for one of the appellants, Mr Nhlangamso Sibanda.

Mr Thloloe arrived at Jan Smuts Airport from Cape Town at 11 pm on Friday. There to meet him were his wife Joyce and children.

Mr Makena said he was informed of the outcome of the appeal on Thursday but was not yet acquainted with the full judgment.

Mr Thloloe, Mr Sibanda, Mr Sipho Mzolo and Mr Sipho Ngcobo were found guilty of being in possession of banned literature by Mr T. Kleinbams in the Johannesburg Magistrate’s Court in April last year.

They had pleaded not guilty to a charge under the Internal Security Act but guilty to a charge of possessing banned literature.

Mr Thloloe and Mr Mzolo were each sentenced to two-and-a half years’ imprisonment while Mr Mzolo and Mr Sibanda were each sentenced to three years.

Mr Thloloe’s father, Mr J. Thloloe, said he was informed of the success of the appeal by his son’s colleagues on Thursday.

“We are absolutely delighted about the outcome. We are happy that they are free,” Mr Thloloe said.
A few months ago, a senior executive at a chain store whose workers were out on strike wrung his hands in despair and asked: “Why doesn’t this happen to Raymond?”

Till last week, labour unrest in the retail industry had largely bypassed Pick ‘n Pay. The company’s chairman, Mr. Raymond Ackerman, is a celebrity figure heading a high profile corporation with a reputation for enlightened labour relations.

But Pick ‘n Pay’s track record was altered last week by some 2,000 workers who struck at more than 10 Pick ‘n Pay outlets on the Reef.

Why did this form of unrest affect a public relations-conscious company where the chairman and his wife make a two-month tour of branches at the end of the year shaking hands and speaking to all their employees? One management labour expert who followed the strike closely commented: “They still think Raymond Ackerman can fly in and shake a few hands because he’s got charisma. Charisma means nothing when it comes to cutting the cake.”

And cutting the cake was what the strike was all about.

Workers demanded an immediate 20% increase. Pick ‘n Pay’s offer was 10% now and 10% in July, the second 10% subsequently being moved forward to April 1.

Workers said the strike was sparked by an internal company video in which Mr. Ackerman had informed his staff that they would get a 20% increase.

When they saw their increases were not 20%, they were dissatisfied.

The company denied this.

Mr. Rene de Wet, personnel director of Pick ‘n Pay said: “Mr. Ackerman had never mentioned this year’s increases during the video.

Whatever the video actually said (and whatever the workers’ perception of the video was) they were not satisfied with their increases.

Two factors magnified this discontent.

The first was the image of a highly profitable company able to set up branches in Australia, donate money to charity and sponsor such causes as the Gerrie Coetzee fight.

Pick ‘n Pay’s public reputation of being a successful company had not escaped the attention of the workers, who felt they should have a stake in the dividends as well—certainly before Gerrie Coetzee.

The second factor was that the increases were not negotiated with the Commercial, Catering and Allied Workers’ Union (Cowawa).

Pick ‘n Pay workers are regarded as being relatively well looked after, but important decisions—such as wage increases—have been made unilaterally by the company.

This, along with Mr. Ackerman’s personal concern with his staff, have contributed to an image of paternalism.

One worker interviewed during the strike said: “Pick ‘n Pay spends money like peanuts. They give money to white pensioners and open branches in Australia while their own workers are starving.”

Another common perception among workers was that the company seemed to be devoting more money to bringing in white than black customers and that they had done nothing for the black community.

Mr. De Wet said, however, that the company’s policy was to attract customers from all sections of the community.

Money spent on charity and sponsorship, which promote the company’s image in the community, were a small proportion of the total budget.

The other factor was that no matter how well the company felt the workers were looked after, the workers did not feel they had obtained the increases themselves but that they had been handed down. The increases have little credibility.

This problem was exacerbated by the fact that many of the workers had not received full 19% increases because the 10% granted was not across the board but taken from the total wage bill.

One labour expert said the problem was that, while the company saw itself as “looking after its people,” they had not yet formulated a relationship in which the workers were regarded as equals—a fundamental principle of the collective bargaining system.

Secondly, the practice of granting differentiated increases on the basis of subjective productivity measurements was open to abuse.

The suspicion would always be that the workers who carried things to the boss’ car during lunchtime would be favoured with higher increases.

“I think they have found that you cannot kill the workers with kindness.”

“If the company is prepared to learn from this experience, there is vast potential. If not, it will be a case for the workers that the struggle continues,” said the expert.

Mr. De Wet conceded that in the past important decisions had been taken unilaterally, though in consultation with the workers’ representatives.

He said the company now recognised that there was an inherent conflict between management and workers.

“We were already working on a formal recognition agreement with Cowawa and we are prepared to alter our wage policy if that is what our employees demand.

“Such dispute has merely magnified our belief that agreements with the workers must be negotiated.”
business in jail, says Tholoe

BY MONTSHIWA MOROKO

A SENIOR Johannesburg journalist, Mr Joe Nqom Tholoe, who was released from Robben Island at the weekend after the Pretoria Supreme Court set aside his conviction, says he should never have gone to jail in the first place.

Now reunited with his wife and two children, Mr Tholoe, 41, of Soweto, was detained by Security Police in June 1982.

Mr Justice C S Margo, with Mr Acting Justice R H Zalman concurring, set aside the conviction and sentence of Mr Tholoe, Mr Sipho Ngcoba, 30, of Mofolo, Mr Ntlanga Sibanda, 27, of Alexandra and Mr Sipho Mzolo, 23, of Tembisa, because they were sent to jail for an existent offence.

Mr Tholoe and Mr Ngcoba were each sentenced to 30 months' imprisonment and Mr Sibanda and Mr Mzolo for three years under the Internal Security Act for distributing literature of the banned Pan-Africanist Congress.

Speaking from his home yesterday, Mr Tholoe said there was no cause to celebrate. However, it was a relief he was no longer banned.

"I'm not happy because I had no business to go to jail in the first place, or to have been banned for that matter," he said.

Mr Tholoe, a former president of the banned Union of Black Journalists, and former vice-president of the Media Workers Association of SA, said his release had not come as a complete surprise. All along he had hoped the appeal would be successful.

"At 2pm on Friday we were told to pack our belongings because we were going home. When that kind of thing happens, you are not sure whether you are dreaming. Then comes the pain of having to leave behind the people you have come to know and respect," Mr Tholoe said, in part of a typewriter
Did two jobs for the price of one, dismissed workers say

EIGHT workers who claim they were dismissed unfairly from a Weton garment factory, allege they were doing two jobs for the price of one.

One of the dismissed women, Mrs Elizabeth Jacobs of Lotus River, said she and her colleagues had been employed as cleaners, but were also examining finished garments.

"We cleaned the products and did the final examination on them. But I was paid only R39 a week."

She said when they complained on January 5, they were dismissed.

The manager of the factory, Mr Burn, said "The matter is being handled by the Garment Workers' Union and the Industrial Council."

However, workers who spoke to The Argus at the factory said they were not members of the Garment Workers' Union.

Officials from the union were not available for comment.
Three unions argue over worker loyalty

Labour Reporter

THREE Cape Town trade unions are arguing over the loyalty of workers at a Wetton canvas and garment factory.

The argument follows workers downing tools for two hours yesterday.

In what could be a significant demarcation dispute, the SA Canvas and Rope Workers’ Union plans to contest a recent reclassification of Three Spears (Ltd) under the clothing industry.

However, the recently formed and unregistered Clothing Workers’ Union (Clowu) claims majority support at the factory.

“One of the workers’ demands when they stopped work was that Clowu should be recognised,” said a Clowu spokesman.

The Garment Workers’ Union has said management will begin deducting subscriptions from workers’ pay packets this week.

Workers told reporters this week they had elected a committee to take grievances over alleged unfair dismissals to the manager of the factory.

After the manager refused to meet the committee, the workers stopped work between 8.45am and 11am, according to sources inside the factory.

The GWU and the Canvas and Rope Workers’ Union, both Tusca affiliates, were called to the factory by the management in an bid to settle the dispute.

The secretary of the Canvas Union, Mr Jack Heeger, said the workers were members of his union until recently, when the company had applied to the Industrial Council to be classified under the garment industry.

"The workers would like to stay with us. Our wage agreement is much better than the clothing industry agreement."

Workers at the factory said they were being paid less than R40 a week for cleaning and examining products. Under the canvas industry agreement, the lowest-paid workers got R50.
Thumbs down to black union

WHITES, coloured and Indian employees at Liberty Life Company are not prepared to join the Insurance Assurance Workers' Union of South Africa (Lawusa) — despite management's dispute with the union that it must open ranks to other races.

The SOWETAN yesterday had a snap check with workers — and not one of the white employees was prepared to join the union.

Nearly five months have passed since Liberty dismissed about 89 black workers who went on strike in a dispute over the company's refusal to recognise Lawusa because it is a blacks-only union.

One worker who claimed that he was from Britain and had lots of experience about unions, said: "My experience is that unions can wreck the company's strength. I am here to work and have nothing to do with any union — whether black or white."

Another worker said she was not interested in trade unions — whatever their affiliations.

Two women who are typists said that they had never heard of a trade union within the company's ranks. It was the first time they heard about it when the black workers went on strike. "Listen, if we want pay increases and have grievances we shall always go to the manager to complain. What is wrong with that? The manager has always said his doors are open so why can't the blacks do the same?"

"There is just no way we can belong to the same union as blacks. We have different interests — politically, socially, morally and even culturally — so why should we belong to the same union," a worker said.

Lawusa's president, Mr Joe Seoka, said that they were considering calling for a boycott of all companies associated with Liberty.

The SOWETAN will meet a top official of Liberty today who will comment on the issue.

MR JOE SEOKA Boycott will be intensified.
The National General Workers' Union has appealed to the Industrial Council to intervene in their claim for hundreds of rands from Poole Industries in Rosslyn which deducted the money without the permission of their member workers.

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

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

Mr Khumalo said the amounts ran into hundreds of rands.
A Blanket of Grievances

Workers at Ford have raised several workers' grievances and a large number of them were referred to the company's position.

Mr. Bob Kennedy, director of the National Automobile and Allied Workers Union (Technology), said that the grievance was filed because the management had not returned to negotiations. Mr. Kennedy declared that he would be available for the meeting.
ABOUT 140 workers employed by the Allied Publishing Company have been retrenched following South African Associated Newspapers' withdrawal from Allied.

This was confirmed to The SOWETAN yesterday by the company's managing director, Mr R Mitchell, who said less than 14 of the workers have found other jobs after negotiation with the Commercial, Catering and Allied Workers' Union (Cawusa).

By JOSHUA RABOROKO

The retrenchment of the workers follows SAAN's termination of its contract with the publishing company at the end of last year. Allied distributed SAAN papers the Sunday Times, Sunday Express, Rand Daily Mail and Financial Mail.

After the termination SAAN announced that it has introduced an innovative method of distributing its newspapers. This method was modelled on a system used by prominent American dailies.

Allied's Mr Mitchell has stated the company held meetings with Cawusa and shop stewards on the monitoring of the retrenchment and other relevant issues.

The workers were given their retrenchment notices/letters and the whole exercise was effective from January 13.
Strike by 8,650 still on as AECI and union talk

By PHILLIP VAN NIEKERK

THE national legal strike by about 8,650 workers at African Explosives and Chemical Industries (AECI) is still on — despite a lengthy meeting yesterday between management and shop stewards of the South African Chemical Workers' Union (Sacwu).

The strike is the largest in the wave of industrial unrest which has hit the Transvaal and Natal over the past two weeks. At the last estimate more than 20,000 workers had downed tools in that period.

At AECI neither management nor Sacwu officials would comment on yesterday's talks and it is not known at this stage whether an improved offer has been made.

The strike — which has affected the company's Modderfontein, Umbogintwane, Sasolburg and Somerset West plants — came after three months of talks between the union and the company.

In another development, the Commercial, Catering and Allied Workers' Union (Cawusa) is considering legal action against OK Bazaar for the dismissal of about 190 workers who have been on strike at the Sandton Hyperama for four days.

A statement by the company yesterday said they had fired the workers when they did not meet a midday deadline to return to work or be dismissed. They are protesting against the dismissal of a Cawusa shop steward.

Mr Keith Harthorne, OK's industrial relations controller, said that in accordance with warnings issued to the strikers, they would not be re-employed.

He said the strikers had not only rejected using the procedure for complaints negotiated with their union but were also acting illegally in terms of the Labour Relations Act.

A union organiser said the workers believed the shop steward had been victimised.
Ford lay-offs bring new model plant to standstill

By PHILIP VAN NIERKIRK

THE Ford Sierra plant in Port Elizabeth was closed down early yesterday after hundreds of workers downed tools in protest against the retrenchment of 650 colleagues.

A company statement from Port Elizabeth said the retrenchments had been decided on because vehicle markets, which were quiet in 1983, were expected to remain at low levels in 1984.

The retrenchments follow close on the heels of the laying off of 850 workers by auto manufacturers Sigma in Pretoria on Thursday.

However, officials of both the National Automobile and Allied Workers' Union (NAAWU) and the Motor Assembly and Components Workers' Union (MACWUSA) accused the company of using the retrenchments to weaken the unions.

A few hundred workers in several sections at the Sierra plant, formerly the Cortina plant, stopped work in protest against the retrenchments, after which the company closed the plant and paid the entire workforce of 1 500 early.

Mr Fred Ferreira, the company's industrial relations director, said Ford had made no reductions in personnel in 1983, despite difficult market conditions.

Replying to the union allegations, Mr Ferreira said: "We have considered a number of alternatives in order to prevent the retrenchments, including working extended short time at the end of last year. We have now reached the point where we can no longer absorb these penalties."

Mr Ferreira said unions had been advised of the move and had confirmed that retrenched workers would be given preference when positions become vacant.

This was denied by Mr Fred Sauls, NAAWU's general secretary. In response to Mr Ferreira's assertions, Mr Sauls said the union had been advised of the impending retrenchments at the last moment.

He said the union had been told there was no possibility of deferring them until the union had been able to report back to their members.

Both Mr Sauls and Mr Denis Nair, general secretary of MACWUSA, said the retrenchments had come soon after a strike by about 1 500 workers at the Sierra plant in December.

They claimed that by the current retrenchments the company was "hitting back" at the unions.

The last time Ford retrenched workers was in August 1983. At that time there were widespread strikes in the Port Elizabeth motor industry.

Mr Nair said "Ford has a new approach as far as communication with the workers is concerned. In the past it was agreed that if there were retrenchments pending we should be informed but now they spring this on us at the last moment."
Ford workers hit at 'lack of consultation'

By JIMMY MATYU

RETRENCHED Ford workers today strongly criticised the company's management for "failure to consult with their unions" before they were laid off on Friday.

Some 750 African and coloured workers attended a meeting in KwaZulu today.

It was organised by the Ford Workers' Committee.

The workers rejected their retrenchment, speakers saying it was especially unfair as it coincided with parents having to pay school fees and for school books.

They said in times of recession it was always the black workers who suffered most, they being the most prone to retrenchment.

Reports were presented by the different Ford plants and workers claimed they were told of their retrenchment two days beforehand.

They expressed shock that the National Automobile and Allied Workers' Union (Natwau) and the Motor Assemblers' and Components Workers' Union of South Africa (Macwusa) were kept in the dark by management.

The committee's chairman, Mr R Bucwa, told the meeting workers were angry because management did not adhere to agreements it had reached with the unions.

Instead it had bypassed the two unions.

He said workers felt management had been trying to create distrust and disunity among its workers and towards the end of last year this resulted in strained relationships between workers and management, especially at the Serra plant.

He said in this time discussions between management and the unions were held in an effort to avert a retrenchment of workers. “Because of the situation (car sales) not improving, workers usually accepted retrenchment although not wholeheartedly,” Mr Bucwa said.

He said this time there was no such communication between the unions and the management. Instead retrenchment was first heard of by way of rumour.
Homeland slams the door on SA unions

By Carolyn Dempster, Labour Reporter

In terms of labour legislation to be promulgated later this month the Bophutatswana Government has warned South African trade unions to keep out of the homeland.

The warning, which was contained in letters addressed to the unions now organizing in the homeland, amounts to an effective ban.

The new Industrial Conciliation Act, due to go before the Bophutatswana Parliament at the end of this month, provides that South African trade unions
• May not hold meetings of workers who live in Bophutatswana but work in South Africa
• May not operate in Bophutatswana

The letter from the Bophutatswana secretary of labour, Mr P G M Maleke, to the South African Allied Workers Union reads "This is to inform you that neither SAAWU nor any other trade union or employers organisation of another country is permitted to operate in Bophutatswana.

"The Government of Bophutatswana appreciates the need for workers to enjoy the benefits of collective bargaining with employers to negotiate wages and conditions of service and the new Industrial Conciliation Act will legalise, for the first time, trade unions and employers associations in Bophutatswana.

"Closed shop agreements will not be permitted and workers will have freedom to join a trade union of their choice — or not to join a trade union at all.

"Other requirements of the legislation are that trade unions must have their governing bodies in Bophutatswana and that no person may be appointed a union official unless he is normally employed in Bophutatswana."
Blind spot on recession

By Angus Macmillan

BLACK unions are flexing their muscles "without looking at the recession", says Professor Johan Pienaar of Union's Business School.

It was widely believed last year that industrial unrest would increase this year as recovery got under way. But way ahead of the recovery, blacks have adopted a militant attitude.

Professor Pienaar says: "Young black unions receive their mandate from shop-floor workers who want to see considerable increases in their take-home pay." This explains why high demands are being made in the recession - action which would not be taken in industrialised countries where decisions often come from union hierarchy. Black unions have nurtured and their organisational and bargaining expertise is effective.

P-E Corporate Services Eddie Nicholson says that January pay increases leave blacks behind inflation for the first time since 1978.

Professor Roux van der Merwe, who heads the University of Port Elizabeth's industrial relations department, says the combination of recession and inflation is a major cause of labour unrest. "The employee is struggling as his pay is eroded by inflation and, the employer is battling with turnover levels and profitability."

Workers want generous increases, but companies cannot afford to come up with much more than 10%. Expectation of economic recovery makes the unions' role critical and the dilemma is that both workers and employers are genuinely suffering.

Andre Malherbe, an industrial relations adviser at Assoreum, says: "The fact that strikes have occurred in January does not mean anything. They were conceived last year and simply came to a head." Economic revival as a strike factor depends on which economist's predictions are followed.

A union which sees the economy improving soon may use that belief to spurt action as opposed to one that expects a later recovery."
COPS FIRE
TEARGAS
AT STRIKERS

TEARGAS was used to disperse about 30 workers at Les Marais Hardware and Timber store in Pretoria this week after they demanded the recognition of their union and proper wages.

The Commercial, Catering, and Allied Workers Union members were taken to a police station and warned about their actions before being allowed to go home.

A police spokesperson in Pretoria confirmed that teargas was used, saying they warned workers to move after management complained about the protest.

Company manager E. van Zyl was not prepared to talk to the Press.

Get London Dry Gin and a smoother, drier gin.

GILBEY'S London Dry GIN
Union to seek meeting over retrenchment

By SHIRLEY PRESSLY

Officials from the Motor Assemblers and Component Workers' Union (Macwusa) are to seek an urgent appointment with Ford management and have also received a mandate to meet the other union representing Ford workers, the National Automobile and Allied Workers' Union (Nasawu).

The Macwusa general secretary, Mr Dennis Neer, said today that an appointment would be sought with Ford management.

Mr Neer confirmed that workers feared further retrenchments.

On Friday, Ford management announced that 480 hourly paid workers would be axed.

At Saturday's meeting of 1,500 Ford workers, there was a strong undercurrent and speculation among workers that further retrenchments might follow.

In a statement issued after the meeting, Mr Neer said the Macwusa officials had also been instructed to discuss the issue of Ford management having informed the unions of the retrenchments "at the 11th hour".

A second resolution asked that Ford management should reconsider the retrenchments within 14 days.

Mr Neer said the workers refused to accept the announced retrenchment and saw it as a form of retaliation emanating from the stoppage before the holiday shutdown last year.

Mr Bob Kehoe, press relations manager for Ford, said this afternoon that Ford's Neave plant was working a four-day week and was closed today. Production at Struandale was normal. He declined further comment.
Union pledges to fight on

BLACK workers shall not face another 100 years of victimisation and harassment while the minority in this country go to their homes daily with smiles all over their faces.

This was said by Mr Mbulelo Rakwena, president of the Black Electronics and Electrical Workers' Union, addressing a gathering of over 350 workers during an inaugural meeting of the Black General Workers' Union in Sebeleho near Pietersburg on Saturday.

He said millions of blacks with hungry stomachs and with no place to live in will make sure that black unions are fortified and made strong to meet the challenges of the day.

"We are here to make sure that what rightly belongs to us is not given but is worked for tirelessly through our own created trade unions.

"This union inaugurated here in Pietersburg shall remain black in all form and it shall not seek a savour to build unity amongst the ranks of the black exploited workers as this yoke we shall remove ourselves," Mr Rakwena said.

Mr Sefako Nyaka, secretary-general of Azapo, told the gathering that the struggle should not end at factory floor demand. It should go beyond that to demanding our land back and our demands should be made within our communities.

"The struggle is not over and it cannot be ended at the factory floor. We are here to make sure that our demands are met and that our rights are protected," Mr Nyaka said.
OK workers end sympathy strike
24/11/84

Striking workers at three branches of the OK Bazaars decided at a meeting in Johannesburg late yesterday afternoon to return to work rather than face dismissal in terms of a management ultimatum, a union spokesman said today.

The workers, members of the Commercial, Catering and Allied Workers Union (Cawusa), are employed at the Randburg, Blairgowrie and Brixton branches of the chain.

Their stoppage, which began yesterday morning, was in sympathy with 180 OK workers at the Sandton Hyperama who were fired last week after striking over the dismissal of a shop steward.

The Cawusa spokesman said workers were told at 10.30 am yesterday they had 24 hours in which to return to work, or face dismissal.

Mr Keith Hartshorne, industrial relations manager for the chain, confirmed the strike had been triggered by the firing of the Sandton workers "who acted in breach of the agreement" between union and management.

"The stoppage was expected and natural under the circumstances and we are confident it will be resolved," he said, adding "We are not holding talks with the union but are leaving it to handle matters."

Residents urge crowd control at public parks

Municipal Reporter

The Parkview Residents Association is demanding that the Johannesburg City Council introduce crowd control at public parks.

In a letter to the council, the association calls for an end to the violence which plagued Zoo Lake during the festive season.

"Crowd control must be introduced however unpalatable this may be," the letter states.

Local residents were bearing the brunt of the violence which occurred at city parks, it says.

The council should give urgent attention to alleviating the problems of traffic control at public parks.

Liquor consumption was the greatest problem at parks and the council should set up patrols to prevent this, the letter adds.

D-Dig N Bible without the slog

Bible Reporter

In South Africa now is a representative of the Reader's Digest in Britain, Mr David Blomfield, who said yesterday that since the condensed Bible was published in Britain in September last year, only about half a dozen letters were received from people upset by the new version.

"The Reader's Bible is in no way intended as a substitute for the Bible — we do not see it being used in church, for example.

"The Bible has always been known as the great unread best-seller. With this version we hope to attract the 39 percent of all Christians who could not bring themselves to read it in the traditional form," he said.

The Reader's Bible, which looks like any hefty novel, has been endorsed by church leaders throughout the Western world.
A considerable salary as head of Ciskei's security force but like most of us today has also had extensive outings.

General Sebe's only source of income at present is a nominal amount from a farm being run by his wife.

Mr Kirk said a London-based representative

Although the Rand did not provide much legal aid it could act as an intermediary to try to raise funds.

Meanwhile a State application for the withdrawal, cancellation and estreatment of the R10 000 bail of Ciskei's former Minister of Transport, Mr Namba Sebe, was made in the Zwelilitha Magistrate's Court yesterday.

BAIL

Advocate P Oosthuizen, SC, argued that Mr Sebe had broken a bail condition by leaving Ciskei and travelling through South Africa to reach his Frankfort farm.

Mr Sebe, who is facing charges of fraud and corruption, was released last week under section 26 of the National Security Act.

Mr J C F Fromeman for Mr Sebe, announced he would apply for a change to the bail conditions to allow Mr Sebe to travel to King William's Town and to his farm.

Add HEALTH & BEAUTY to YOUR HAIR

There are NO BETTER HAIR CONDITIONERS than Medis

Manufactured in South Africa

-Both the above conditioners are available from all chemists and Mr
Unionists due to consult

Post Reporter

OFFICIALS from the Motor Assemblers and Component Workers Union (Macwusa) were due to meet Ford management today.

The organising secretary, Mr Government Zink, was to lead the delegation, which was given several directives at a meeting attended by 1 500 Ford workers at the weekend.

One resolution asked that Ford consider the retrenchments within 14 days.

Mr Dennis Neer, the Macwusa general secretary, said a general meeting would be held tomorrow in the Great Centenary Hall, New Brighton, at 9pm at which the union officials would report back.
TRADE Unions, women's organisations, consumer bodies and political organisations have reacted angrily to the Government announcement that General Sales Tax will be increased from six to seven percent.

- The Retail and Allied Workers' Union said the GST increase would contribute further to the degrading general living standards of the working class.

"We find it unfair that we should foot the bill for the State's miscreations into other sovereign states," they said "Our problems will not be solved outside of South Africa. These problems are caused by a Government which does not represent the majority of South Africans."

CRITICISED

- The United Women's Organisation sharply criticised the Government for making life even harder for the underprivileged and called for the removal of GST on basic foodstuffs and for an increase in food subsidies.

"We are paid poverty wages and cannot feed our children. The government should not consider increasing the price of people's foodstuffs," said UWO Secretary, Nonto Beko.

- Senior vice-president of the Housewives' League, Mrs Lyn Morris, feared that the GST increase would lead to a new round of wage increases and inflation.

IMPOSSIBLE

She said, "The Government should seriously think about taking tax off basic foodstuffs. Although they have repeatedly dismissed this as being administratively impossible, I don't see why Zimbabwe can employ such a system and not us."

- A POSATU spokesperson said, "We strongly oppose this form of taxation since it affects workers the most. Workers do not benefit at all from expenditure like defence. The Government must cut all expenditure created by its apartheid system."
CRUCIAL TALKS

MWASA

Whites and UDF at issue

THE Media Workers’ Association of South Africa (Mwasa) will have its most crucial congress since its inception when delegates from all over the country meet in East London this weekend.

Two contentious issues, likely to split the organisation right down the middle, come up for discussion.

The two are:

1. The opening of the organisation to admit white members, and
2. Affiliation to the United Democratic Front (UDF) by the organisation.

The move to open ranks to whites is motivated by the Western Cape region of the organisation, and this region has unsuccessfully tried

ZWELAKHE SISULU
Mwasa president
in the past to have the organisation admit whites.

This region is also behind attempts to have the organisation affiliate to the UDF, a move completely unacceptable to Mwasa members in Mwasa’s Transvaal branches.

“Having Mwasa remain black is sacred and this cannot be put to a vote. Affiliating to UDF would be a betrayal of our principles,” is another feeling that ran at the recent congress of the Southern Transvaal.
Liberty stand spelled out

LIBERTY Life Insurance Company will only recognise a trade union in which whites are in the majority and blacks in the minority.

This was told to The SOWETAN yesterday by the company's deputy general manager, Mr M J Jackson, who said that the reason behind this was that the majority of the workforce was white.

He was responding to a snap survey which revealed that most white, coloured and Indian employees at the company are not in favour of forming a union nor wish to belong to the Insurance Assurance and Allied Workers' Union (IAAWUSA), which represents black workers at the concern.

He stressed the company's policy for a need to have a trade union which will be fully representative of all workers, irrespective of their race, creed or sex.

It is now four months since Liberty dismissed 89 black workers, members of the blacks-only IAAWUSA, who went on strike in a dispute over the company's refusal to recognise the union.

The union has said that it was deterred by Liberty's refusal to reinstate the workers or change its stance on the recognition, but insists that it will intensify its boycott campaign.

Mr Jackson said that they will only recognise a trade union which fully represents the workers.
Unions must go further than shop floor politics

MUCH excitement has been generated by the growth of the labour movement in this country — growth which has been seen as heralding a new era in our political scene.

As was to be expected, this movement has been greatly influenced by the dominant political thoughts and, as a result, it has developed in two distinctive trends: the "non-racial" trade unions on the one hand and the black consciousness-inspired trade unions on the other.

Those who rally round the banner of non-racialism argue that the instruments of change should be embodied in the envisaged change, whereas those under the Black Consciousness banner believe instruments of change need not necessarily be embodied in the envisaged change.

In Black Consciousness, we believe in taking into cognisance the material conditions. Racism in this country is not just an attitude, but it exists in structures and institutions we have to contend with on a day-to-day basis.

These structures are built to enhance and foster the false superiority of white people in this country and experience has shown that, in any partnership of blacks and whites, white people feel it is their natural duty to occupy positions of leadership, power and control.

Education and exposure to better facilities and life, are used to justify this position.

The trade union or labour movement has been seen by some as the most revolutionary movement capable of ushering in a new social order, while others have dismissed it as a reactionary product of a capitalist society.

Both views are inaccurate and misleading.

While, on the one hand, it is true that trade unionism introduces workers to democratic processes of accepting joint responsibility and joint decision making, it also sharpens their consciousness to the relationship that exists between them and the means of production and exchange.

This should not be misconstrued as a complete revolutionary process that needs no direction and guidance.

A revolution has been described as "a dilettaic process of historical development" which is "the sum of varied and diverse circumstances, of multiplex elements that together add up and lead to the solution, in a given historical moment, of a crisis that has stubborn and deep economic causes."

With that in mind, the working class as such is not synonymous with a revolutionary phenomenon. If this were true, the picture of the society in our country would have been otherwise.

As many scholars would have it — and we agree with them — the dominant ideas in any given society are those of the ruling class, and sections of the working class in this country have abandoned their fundamental worker responsibilities and embraced the values of the ruling class.

Nay, they have been basting the status quo through the exercise of their bourgeois democratic right — the vote.

We know the rule of one class over another does not necessarily depend on economic or physical power alone, but rather on persuading the ruled to accept the system of beliefs of the ruling class and to share its social, cultural and moral values.

In our country, the labour union movement should be influenced by revolutionary consciousness to transcend its limitations, that straight-jacket it into assuming a "pressure group" character that concerns itself with the amelioration of working conditions.

The movement must discard its reformist character, that is being solely concerned with factory-floor grievances and turning a blind eye to both the existential situations in which the workers find themselves and the material conditions that determine their respective backgrounds.

It should never be divorced from day-to-day rigours and vagaries of living in a racist capitalist society and, for the direction of its programmes, it must draw from the ethos and paths of the workers' experiences at both factory-floor and not work systematise floor level and beyond.

Workers do not cease to be or to exist — as people after downing tools at knock-off time.

As the political writer, Sork, has said, we believe "the working class alone" — by virtue of its being the most downtrodden and oppressed people in our society — has the moral and political conditions necessary to rejuvenate society, and that to perform this mission it must have a faith in itself and in its purposes.

Our duty is to raise its revolutionary consciousness.

In conclusion, on this potential revolutionary phenomenon — the labour movement, Gramsci has warned for any serious activist or student of society to ponder upon when he writes: "To expect that a movement born under such conditions of physical and spiritual slavery, could embody a spontaneous historical development; to expect that it would spontaneously begin and continue an act of revolutionary creation — is an illusion of ideologists."

"To rely on the unique creative capacity of such a call to organise a great army of disciplined and conscious militants, ready for every sacrifice, educated to put their slogans into practice simultaneously, ready to assume effective responsibility for the revolution — ready to be agents of the revolution — not to do this is a real betrayal of the working class and an unconscious counter-revolution in advance."

The Azanian People's Organisation, Azapo's, policy statement on trade unions reads: "Realising the imbalance of power between the owners of capital and black workers, we acknowledge trade unions as instruments that can bring about the redistribution of power."

"In the unique situation that is South Africa, trade unions should go beyond the problems of management and labour.

"We envisage a persistent militancy system of trade unions which will challenge the discriminatory labour laws of the white minority Government and thereby bring about change."

By LYBON Tivi ANI MABASA

President, Azapo
Trade union library opens in city

Labour Reporter

A TRADE union library, claiming to be the first of its kind in South Africa, has been officially launched in Cape Town.

The opening last night, held in the library's offices in Malta House, Salt River, was attended by several Cape Town trade unionists and representatives of some foreign governments.

The chairman of the new library is Cape Town trade unionist Mr. Ted Frazer, general secretary of the Brewery Employees Union, the Jewellers and Goldsmiths Union and the Liquor and Catering Trades Employees Union.

In his opening address, Mr. Frazer said the library was intended as "a resource centre for trade unionists and workers."

PROBLEMS

Mr. Frazer said he understood the problems of workers living in crowded houses where it was difficult to study.

The Bakery Employees Union, the Domestic Workers' Association and Mr. Frazer's three unions are the library's founders, but it is open to all other trade union members and workers.

It stocks a wide range of literature on the international trade union movement, as well as reference material on industrial council and wage agreements in the Western Cape.
RAYMOND ACKERMAN

Climate of distrust?

Pick 'n Pay (P'n P) chairman Raymond Ackerman spoke to the FM about the strike in which between 1 600 and 1 800 members of the Commercial, Catering and Allied Workers' Union (Ccwusa) walked off the job at 10 of his company's Transvaal stores earlier this month.

FM: You take pride in being a good communicator. Yet the strike appears to have arisen because of poor communications between management and the workers. What went wrong?

Ackerman: Last year we decided that in 1984 we would give our staff a minimum 10% wage increase in January and a further 10% in June. The wage announcement was communicated very carefully to our staff. I went on record in a video shown to all employees and our personnel director sent out a circular containing all the details. Every store manager held a general meeting with workers as well as getting together with each and every worker individually to discuss the matter.

The union says I promised a 20% increase in January. This is totally untrue. I have checked the video personally. I rule out the possibility that the message about the wage increase did not get through to the workers. We have a staff of 17,000. A lot of people did not strike. The real cause is that some of the workers were not granted more money than that already granted.

How was the strike settled and what has happened since then?

After they initially refused our offer to bring the June wage increase forward to April, the matter was settled when the workers decided to accept this. We had made it clear that if the workers had not come back to work by last Thursday night, other people would be hired. All the workers have been taken back without being victimised in any way. They have returned to the positions they held prior to the strike and have not lost any benefits. The only thing they lost was pay for the time they were out.

What do you think were the underlying causes?

There are a number of points to be made:

☐ I believe it was partly the object of the union to create a climate of distrust between workers and management. I am totally opposed to this.

☐ Way back in 1977, long before government granted trade union rights to blacks, we were the first retail company in SA to recognise the right of our black workers to join unions. Our white and coloured workers were free to do so and we recognised Ccwusa's right to come into our stores and sign up blacks. As a result, we expected that when there were problems the union would come and talk to us rather than cause wildcat strikes. We were wrong.

☐ I readily admit that there are causes of grievances in any store in the country. Maybe at times someone has not been promoted on merit or, perhaps, overlooked. These grievances will always be looked into if they are brought to our attention. But P'n P is not perfect.

☐ Our wage policy has always been enlightened. But because we are a successful company I feel that the union was inspired to attack us as it felt we could afford to pay more.

☐ Because we used to be the leaders in providing our workers with housing, education and funeral benefits, and in so many other areas, we are being punished. The union says they would rather have us pay higher wages and put less into benefits. We were putting a lot of money into these things. This was used as fodder against us, and

☐ I also believe that, because blacks in SA don't have political representation, unions are used for political purposes as opposed to working purely to benefit workers.

Now that the dust has settled how do you intend to operate in the future?

I firmly want to continue our policy of treating our staff as members of the family. I will not be forced into a position where our relationship with them is turned into a boss-worker fight. We have built this company on consumerism and staff relations. I am not prepared to throw 15 years of work down the drain because of problems with Ccwusa.

However, to be positive, we are going to work out a substantive agreement which includes wage negotiations with Ccwusa, the National Union of Distributive and Allied Workers, and any other union which represents our staff. Ccwusa says it wants a single wage increase each year. We are therefore going to eliminate the twice-yearly increase, even though we were told that the workers wanted it that way.

We will continue to concentrate on giving our staff benefits, with no vindictiveness, because we value our relationship with them. But I hope the unions will act similarly. I am not prepared to accept the claptrap that workers, of necessity, are against management. I will do everything in my power to ensure that our staff are well looked after and we will endeavour to be the best payers in the retail industry.

Labour relations in SA are moving away from the paternalistic system in which management made all the decisions to one in which workers, through their unions, negotiate on all issues. Until now P'n P has decided on wages unilaterally. Is this paternalistic?

I don't accept that what we have done is paternalistic. We are a non-discriminatory company. We established various benefits — but not unilaterally. It was the workers who requested them. We gave our workers housing loans at 3% interest. We promote on merit. I believe in the family approach. P'n P is a group concerned trying to serve consumers. It is paternalistic to build a core of people who have pride in their company. Does the union want me to cut these things out? If the time when management can do such things for its workers has passed, then maybe I'm the wrong guy to run P'n P.

I am prepared to change with the times but not to have a total deterioration of human relations in our company. I respect the right of workers to belong to unions. But I want unions and management to work together for the higher good of the workers and the higher good of the company.
OK BAZAARS workers at five stores and a warehouse in Natal stopped work yesterday.

Their action comes amid an ongoing wrangle between the company and the Commercial, Catering and Allied Workers Union over the dismissal of about 150 workers at the Sandton Hyperama, dismissed more than a week ago when they went on a four-day strike in sympathy with a dismissed Coswusa shop steward.

The company has refused to restate them.

Yesterday's solidarity action in Durban followed strikes in protest against the dismissals, by workers at five stores in Johannesburg this week.

The stores affected by the stoppages were at Punedown, Montclair, Amanzimtoti, Kwa Madu and West Street. The warehouse is in Watford Road.

Several hundred members of the Metal and Allied Workers' Union (Mawu) went on strike at the Vetak co-operative at Isando yesterday, demanding union recognition, stop order deductions and wage increases.

A Mawu spokesman said the strike had come after the company repeatedly refused to recognise the union.
MWASA COULD SPLIT OVER BC

THE Media Workers Association of South Africa (Mwasa) will hold a two-day constitutional congress at Duncan Village in East London from tomorrow.

Former banned Mwasa members Juby Mabey, Pali Mthethwa, Zwelakhe Sisulu, Joe Tholoe and Subrul doctors Msimane will be together again after their banning orders expired.

But two other Mwasa members, Johny Juel and Mathathi Tiedu, will not attend because they are still serving their banning orders.

Vital issues will be discussed at the conference and the question of opening membership to all races is likely to be the most controversial.

A split within regions has been predicted on the issue of opening Mwasa membership to whites.

Regions are also divided on the question of affiliation to either the non-racial United Democratic Front or the black-consciousness-oriented National Forum.
Unions fear black reaction to equal taxation

By Barney Mthombothi

TRADE union leaders fear another fiasco similar to the 1981 pension strikes if the unitary tax system which comes into effect on March 1 is not properly explained to black workers.

And black workers are generally ignorant about how the new tax system will affect them, the Sunday Tribune found in a street poll this week.

The Black Taxation Act, through which black workers are taxed, is to be scrapped on March 1 and all taxpayers, regardless of race, are to be subject to the provisions of the Income Tax Act.

The Federation of South African Trade Unions (Posatu) will meet in Johannesburg today to decide how to handle the issue.

Posatu's Alec Erwin told the Tribune: "We're getting some feedback and we foresee great difficulties. The state claims workers will benefit but that's not automatically clear."

The Trade Union Council says it is difficult enough to sell any form of taxation to full citizens who share in all privileges.

"How much more so is it going to be to put across this potentially explosive issue to a disadvantaged black community?"

Employers, still smarting from the wave of strikes which almost paralysed the country over the pension preservation debate in 1981, are reluctant to communicate this to workers.

"I thought it was a rumour," said Mr Zeblon Mbele, a metal worker.

"Nobody has explained anything to me. I think the whole thing should be scrapped because we pay GST anyway, and it's going up again. This GST means I and all my 11 children pay taxes already."

Mr Enoch Zwane of Umhlanga said: "It's so confusing. You just hear people talking and you don't know what is true and what is not."

"But I think what they should be doing is to increase our wages. What is the use of deducting our money when we get so little?"

And Mr Richard Khumalo said he would rather not talk about it at all.

Mr Joshua Shandu from KwaMashu said the principle of tax equity seemed a good idea. "But there is no equality in every sphere. Why should we pay equal taxes when we're not treated equally?"

A Johannesburg industrial consultant has prepared a 10-minute video film to help employers explain the new structure to their employees.

Alexandra Bungey

Nats on the warpath

'Shamed' party puts pressure on ex-mayor of Johannesburg to resign

A WRATHFUL National Party is determined to bury the political career of a former mayor of Johannesburg and top Nationalist Carel Venter — and his "embarrassing" confrontation with an attractive council employee about their relationship.

They contents of an affidavit about the working and personal relationship pretty Ira Wandrag, personal assistant to the director of the Centenary Festival Committee, had with Mr Venter, as chairman of that committee, reached the ears of the Prime Minister, Mr F W Botha, informed sources said.

This was late last year and top Nationalist sources have since admitted because of the "sensitivity" of the allegations in the affidavit, the leader of the NP in the Transvaal, Mr F W de Klerk, and the executive of the city's Nationalist caucus decided to keep it from the whole caucus.

Fellow from the top...

SUNDAY TRIBUNE, JANUARY 29, 1984
UNIONS TO FIGHT BOP BAN?

SEVERAL leading trade unions may take legal action to block the Bophuthatswana Government's labour law which aims to ban them from organising workers in the "homeland".

The Mangope government could be contravening its own Bill of Rights by trying to ban the unions.

Letters have been sent to the unions warning that the Bop Government will soon introduce legislation banning them.

And Professors John Duquard of the Witwatersrand University Centre for Applied Legal Studies said that the legislation had been "carefully drafted in an apparent attempt to circumvent the Bill of Rights.

In his view, it was "certainly questionable whether or not it is consistent with the Bill of Rights.

Among the unions told to stay out of Bophuthatswana are the SA Allied Workers' Union (Sawu), the National Union of Mineworkers (NUM) and the Commercial, Catering and Allied Workers' Union (Cawusa).

The Bop Government has warned of "consequences" if the unions continue to operate in the homeland after the law comes into effect.

Bop will be the second homeland after Ciskei to ban Sawu.

It is understood that the new legislation will also ban South African trade unions from holding meetings with workers who live in "independent" Bop but work in South Africa.

Doctors despair

THE University of Natal's Medical School has accepted 123 new students and squashed applications from 950.

The "losers" either have to go abroad to study or abandon their medical careers.

BUT ON THE Boycott—Page 4

Priest is helping with Ayco leads

Rev A B Moleleki is the pastor at the local Methodist Church, the venue of bus boycott meetings which have been taking place over the last three weeks.

His detention under the Criminal Procedure Act was confirmed by a police spokesperson who apparently told the ACC that arrests will not be made.

The树叶 of walking and wanted to use the buses They also said the South African Allied Workers Union (Sawu) officials did not care for others.

Mr Mampunyane said it was obvious that whoever tried to burn his house went about it in an "amateurish" way.

"These are definitely not workers. I think they are members of the ruling Ciskei National Independence Party (CNIP) who are trying to intimidate us.

But Mr Mampunyane said, "even if they kill me it will not mean the

AN ALEXANDRA priest is among the latest batch of people picked up by plainclothes police during dawn raids on their homes yesterday.

Cut off in his prime

A MAN paid with his life...
Woman shot dead
Crime Staff

A 37-year-old Bertramshaven woman was shot dead in her home late on Saturday after an argument with her companion.

The woman was found shortly after 6 pm in the lounge. Jeppe police later arrested a man in connection with the killing and took possession of a 9 mm pistol.

Police have not yet released the dead woman's name. It is not known when the arrested man will appear in court.

Horse kills Sandton girl

A 13-year-old Sandton schoolgirl was killed at a Honeydew riding school yesterday morning when the horse she was riding reared and threw her off. Emma Charlotte Haux, a 13-year-old who was riding the pony in the children's pony riding classes at the Drivem Stables in Honeydew, was killed when the accident happened.

She was dead on arrival at the Discovery Hospital.

3 gunmen take R21 000

East Rand Bureau

A Germiston shopowner and his son were held-up by three armed men at the weekend and robbed of R21 000.

A police spokesman said Mr Julius Frank and his son Allan were alone in their store when the men walked in.

Drugs suspect out on bail

Bail of R1 000 was granted today to Mr Essop Lorgat, who pleaded not guilty in the Johannesburg Magistrates' Court to dealing in 43 000 Mandrax tablets.

Mr Lorgat of 1st Avenue, Wynberg, will appear again on February 29.

Angry buffalo c. ranger and tour

By Clyde Johnson, Lowveld Bureau

Mr Davers, chest, lost his r

The wounded Davers's legs at horror.

Then, sudden attention to the Two women it charged the i.

As soon as t Davers recover dead.

The women, as usual, are a to the Louis Trich.

asked not to be bands are they want to be.

Mr Davers, ribs, cuts and after hospital to.
Newspaper union splits over open membership

EAST LONDON — The Media Workers’ Association of South Africa (Mwasa) split when its congress adopted a motion saying membership shall be open to all workers in the newspaper industry.

The Southern Transvaal region, led by Mr Joe Thlole, withdrew from the congress, followed by Natal.

These two regions purported to be “black-consciousness inclined.”

A new constitution and structure for the union was adopted.

The congress decided that the constitution be reviewed at a special congress in two months.

BACKED

The Southern Transvaal and Natal delegations, which claimed that the question of opening Mwasa membership was not negotiable, were backed by the vice-president of the Azanian People’s Organisation, Mr Salie Cooper, who was at the congress as an observer.

New executive council members were elected according to the new structure.

They are President, Mr Mxolisi Pule, deputy-president, Mrs Sandra Naglaal, treasurer, Mr Tyrone August.

Mwasa also decided to affiliate nationally to the United Democratic Front.

Mwasa was the only trade union which had not clearly defined its stand openly about joining the UDF to fight the new constitution and Koornhof Bills.

CONDEMNATION

The motion was adopted unanimously in the absence of Southern Transvaal and Natal.

A resolution was passed at the end of the congress condemning the Ciskei and Bophuthatswana governments for banning the South African Allied Workers’ Union (Saawu).

The Ciskeian Government was also condemned for the detention without trial of two Mwasa members who worked for Invo Zabantsandu.

Mr Bafana Mxeka and Mr Sabelo Ngani were detained after covering Ciskeian affairs. — Sapa
EAST LONDON — The Media Workers Association of South Africa (Mwasa) has been split by internal disputes over political and racial issues.

At a Mwasa conference in East London yesterday, the regions of Southern Transvaal, Northern Transvaal and Natal decided to continue as Mwasa. This was decided after Border and Cape Town decided to open the association to whites and affiliates of the United Democratic Front.

In a statement to Sapa yesterday, Mwasa said affiliation to the UDF was viewed as "a betrayal of workers' interests."

"As a black trade union our responsibility is to the welfare and protection of our workers, rather than coercing them to follow a particular party line," it said.

This does not in any way suggest black workers are removed from politics, but we believe they are able to decide for themselves what political ideology to follow," Mwasa suggested the two "renegade regions" join the Southern African Society of Journalists or the South African Typographical Union, or form their own multiracial organisation — Sapa.

Media workers in split

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Walkout after media union admits whites

EAST LONDON — The Media Workers Association of South Africa (Mwasa) is to open its membership to whites.

A resolution adopted at its congress in Duncan Village at the weekend resulted in a walkout by most members from the Southern and Northern Transvaal regions and the Natal region.

The old constitution restricted membership to black workers. It was also resolved to affiliate to the United Democratic Front (UDF).

The new constitution would be amended where necessary at a special congress to be held in Port Elizabeth in March.

The delegation from Southern Transvaal said it was not prepared to negotiate membership for whites.

After the walkout, congress continued and a new national executive was elected.

The new president, Mr M J Fuzie, of Mdantsane, said the new constitution was designed to meet the requirements of an industrial trade union which Mwasa had evolved into. The union was previously a professional one, catering for journalists only. It now had members virtually in every department in the media, printing and allied industries.

“In keeping with its new industrial nature, Mwasa has decided to open its membership to all workers in the affected industries after previously restricting it to blacks only.

“The union is disturbed at the withdrawal from its congress of the delegates from Southern Transvaal, Northern Transvaal and Natal.” Mwasa was still in operation and was open to consultations with the three affected regions.

A resolution from the Western Cape region that Mwasa affiliate to the UDF was accepted.

A Western Cape delegate, Mr Anees Salie, said the move was in keeping with a resolution taken at the congress of Mwasa in Cape Town last October which committed the union to actively oppose the South African Government’s new constitution and the “Koornhof bills.”

The new vice president is Mrs Sandra Nag, of Cape Town, and treasurer, Mr Tyrone August, from Johannesburg.

The outgoing president, Mr Zwelelhele Sisu, declined nomination.

The congress strongly condemned the banning of the South African Allied Workers Union (Saawu) by the Ciskei and Bophuthatswana Governments.

It also deplored the detention in Ciskei of two journalists, Mr Bafana Mkhala and Mr Sabelo Ngani, who have since been released. — DDR
Mwasa Congress 1984

Split over whites, UDF

In the weekend, when two of its five regions opted for a constitutional amendment allowing whites to be members, Mwasa's biggest and strongest regions with the Southern Transvaal having been the organisation's stronghold from where it has drawn its leadership since its formation in 1979.

At an emotionally charged congress which lasted for less than four hours, proceedings were brought to an abrupt end on Saturday when members of the Southern Transvaal, followed by those of Natal and the Western Cape, staged a walk-out.

The dissident groups, Western Cape and Border regions, also opted for the organisation's affiliation to the United Democratic Front (UDF), a move that was fiercely opposed by the Transvaal Region, and one which has over the past few months fomented tension within the organisation.

The East London meeting was a special constitutional congress called to address itself mainly to the membership clause and that of affiliation to political organisations. The constitution was also to be structured so as to give Mwasa a more pronounced trade union outlook.

The Southern Transvaal maintained from the very outset that Mwasa would remain an exclusively black organisation and that it would not affiliate to either the UDF or the National Forum.

The two clauses were non-negotiable cornerstones of the organisation, on which the Southern Transvaal had resolved during its regional congress held three weeks ago that it would not even discuss or vote on.

The Southern Transvaal and the Western Cape regions are Mwasa's biggest and strongest regions with the Southern Transvaal having been the organisation's stronghold from where it has drawn its leadership since its formation in 1979.

In a joint statement released yesterday, Southern Transvaal, Natal and Northern Transvaal felt that they would continue operating as Mwasa and to maintain the organisation's standpoint on the two controversial clauses.

In a statement, Mwasa said affiliation to the UDF was viewed as "a betrayal of workers' interests".

"As a black trade union, our responsibility is to the welfare and protection of our workers rather than coercing them to follow a particular party line.

"This does not in any way suggest that black workers are removed from politics, but we believe they are able to decide for themselves what political ideology to follow," the statement said.

On the question of opening Mwasa to whites, the statement said Mwasa was made up of black workers who had common problems and a need to identify with each other.

"No whites are part of the working class in this country as they make the laws and are privileged. Whites are haves and blacks are have-nots."

Mwasa suggested the two "renegade regions" join the Southern African Society of Journalists or the South African Typographical Union or form their own multi-racial organisation.

The statement said the three regions would remain as Mwasa and continue to serve the interests of their members, "as this was more important than playing non-white politics."
Domestics call for liberation

By SINNAH KUNENE

The domestic worker has to liberate her mind first if she hopes to be liberated from the oppressive conditions under which she is employed in this country.

This call was met with overwhelming applause by about 700 members of the South African Domestic Workers' Association (Sadwa) reportback meeting held at Immaculata Hall in Rosebank last Thursday.

Addressing the meeting, a Durban-based member, Mrs Mary Mkhwanazi, said the organisation had laid down rules and regulations which will help stop exploitation of domestic servants in "this non-recogosued" industry.

Tabled at the back of the newly introduced membership cards, the rules include among other things, restrictions to all job vacancies which were previously occupied by fellow Sadwa members who were sacked following a dispute over wages.

The meeting strongly warned the members about such practices, as they felt some domestic workers were collaborators in the continuous exploitation of the black workers.

Mrs Mkhwanazi urged for more membership of the organisation, which she believes should outnumber all other organisations' labour unions in the whole country.

She said in Durban alone, statistics for registered domestic workers (which could be more as there are many others who are not registered) released by the Port Natal Administration Board count 28,600 males and 53,960 females, and the Drakensberg Board has recorded 15,746 domestics from Pietermaritzburg.

"In the Transvaal we should be having more than 100,000 domestic workers, adding other branches throughout the country, we are definitely a strong force to be reckoned with," said Mrs Mkhwanazi, amid shouts of "Phambili Sadwa" (forward Sadwa).

Dwep (Domestic Workers' Employment Project), which aims at improving the working conditions of domestic workers, and spearheads the Sadwa, has closed down due to lack of funds. But this did not dampen the spirits of the strong labour force, as already another union office has been established in Johannesburg.

The chairman of the local branch, Mrs Margaret Nhlapo, who recently lost her job as a result of Sadwa commitments, is the full-time adviser. The office is situated at Chester House, 132 Jeppe Street, Johannesburg. The telephone number is 838-6488. The office is open from Monday to Friday during office hours.
at a store in the city downed tools over a union recognition dispute. Management called in the police who used a tear-gas cannister to disperse the workers, rounded them up and took them to the police station where they were released.

Last week an official of the General Workers Union of South Africa (Gwusa), which has organised workers at a small factory called Joe Calafato’s, alleged that workers were being interrogated individually about their union membership by police called in by management.

Mr Joe Calafato, a director of the company, said: “This union has been trying to get our boys to join them against us. So we called in the police and said we were having this problem. Some of the boys admitted it wasn’t even their signatures on the membership forms.

“We’ve got boys who’ve been with us for 40 years and we’ve never had trouble before. We’re one of the victims — I can honestly tell you we’ve never victimised any natives.”

A police spokesman said they had no knowledge of the incident.
Unions face homelands problem

Mr Rowan Cronje, the territory's Minister of Manpower, says it is an independent country. Nowhere else in the world do independent countries allow a foreign country's unions to operate.

The Bophuthatswana Industrial Conciliation Bill, which comes before the territory's parliament next month, provides for the establishment of Bophuthatswana-based unions.

South African-based unions are to be outlawed, says Mr Cronje. At the moment they are illegal because the law makes no provision for them.

Union officials argue that, aside from the fact that they do not recognize Bophuthatswana as separate from South Africa, there are numerous instances of unions operating across international borders.

They say that the amendment of the Industrial Conciliation Act to provide for the registration of black unions, such unions were not illegal — just as unregistered unions like the NUM are not illegal now.

And the treatment of the black unions has received contrasts markedly at the attitude towards the all-white Mine Workers' Union, which has had lengthy discussions and worked out an "arrangement" with the Bophuthatswana Government.

The big fear among unions is that the unions be set up in Bophuthatswana will be tame creations of the government, established to head off high wage demands and the potential political threat they might pose.
SEVERAL trade unions and community-based organisations have pledged solidarity with the three regions of the Media Workers Association of South Africa (Mwasa) which at the weekend rejected an amendment allowing for whites to join Mwasa.

The three regions are Southern Transvaal (Johannesburg), Northern Transvaal and Natal (Durban).

The organisations applauded the three regions' commitment to a black union and said that the involvement of whites within the trade union was "completely irrelevant to the black man's liberation." The union split into two at a congress in East London when two of its five regions opted for a constitutional amendment allowing whites to be members.

The two are Cape Town and East London.

The three traditionalists maintained that Mwasa should remain an exclusively black trade union and that it would not affiliate to either the United Democratic Front or the National Forum.

Azapo, the Black Allied Mining and Construction Workers' Union, Black Electrical Workers' Union, Black General Workers' Union, Azam, Black Women Unite and the Insurance Assurance Allied Workers' Union - have fully supported the blacks only commitment.

Azapo's general secretary, Mr Setako Nyaka, said that the regions have shown a firm commitment to the cause of the oppressed and exploited black masses by refusing to be bent to liberal white influences.

"We call on workers in the media and allied industries to show their commitment to the only one organisation and denounce all refegades," he said.

"We applaud the stance taken by the majority in Mwasa in steadfastly refusing to allow the black organisation from becoming an apologist mouthpiece for non-white liberal political opportunists."
OK may dismiss striking workers

By Carolyn Dempster, Labour Reporter

OK Bazaars has warned that any workers who continue sporadic striking in support of colleagues dismissed from the Sandton Hyperama would be liable to be dismissed.

Eleven branches in Natal and on the Witwatersrand were affected by the one-day or half-day work stoppages last week.

The warning was contained in a letter sent to the Commercial Catering and Allied Workers' Union yesterday afternoon.

CLARIFY

According to Mr Keith Hartshorne, OK Industrial Relations Controller, the purpose of the letter was to clarify management's reading of the recognition agreement signed with CCAWUSA.

A clause in the agreement gives management the option of affording union members 24 hours or a set period of time to remedy any breach.

At Sandton, the 150 workers dismissed for striking in support of a colleague who was fired claimed the agreement had not been followed.

"However, for the purposes of any strike which follows on from the Sandton issue, we may elect not to give any time at all. All we are telling the union is that we reserve the right to take disciplinary action without further reaction," said Mr Hartshorne.

A union spokesman said workers would be informed of this development, after which a decision would be taken over the issue.
‘Pressure’ put on retail group over SA union

By STEVEN FRIEDMAN
Labour Correspondent

THE Bophuthatswana Government has attempt-
ed to prevent retail group Metro Cash and Carry
from recognising a black union at one of its outlets
in the territory.

This is creating tension at the company’s Johannes-
burg head office, a union spokes-
m en said yesterday.

According to a spokesman for the Commercial, Cater-
ing, and Allied Workers’ Union (Cawusa), Metro head
office workers planned to hold a symbolic work stop-
page yesterday to protest against the ban, but it is not
clear whether this took place.

Comment from Metro was not available yesterday. The
Rand Daily Mail was told the executive who deals with in-
dustrial relations was away for a few days and no other
executives were available.

The Metro dispute follows the recent strike at the Ucar
mine in Bophuthatswana. That followed an instruc-
tion from the Bophuthatswana Government to Union Car-
bide, which owns the mine, not to deal with the National
Union of Mineworkers.

Bophuthatswana is due to enact an Industrial Conclu-
sation Act barring South African unions from operating in
the territory and it is known that the SA Allied Workers’
Union has also received a letter from the Bophuthatswana
government warning it not to recruit workers in the terri-
tory.

Cawusa’s spokesman said yesterday the union had been
recruiting workers within the Metro group and, as part of
this drive, had signed on members at one of the group’s outlets in Hebron.

Last year it received a letter from the company saying
Metro had been told by the Bophuthatswana government
not to deal with Cawusa because it is a South
African union. Metro asked the union not to send organ-
isers to Hebron, the spokesman said.

Later, he added, Cawusa received a letter from the
Bophuthatswana government warning it against oper-
ating in the territory and threatening action against it
if it continued to do so.

There had been no develop-
ments since then, but the
Ucar strike and the subse-
quint fiore over the Bophu-
thatswana government’s atti-
dute to unions had rekindled
worker interest in the issue,
he said.

Cawusa is currently nego-
tiating with Metro on recog-
nition.
Ford retrenchment talks continue

Mail Correspondent
PORT ELIZABETH — Talks concerning the recent retrenchment of 400 workers by Ford Motor Company were continuing between management and union representatives, an executive member of the Motor Assemblers and Component Workers' Union of South Africa (MACWUSA), Mr. Thomas Kobese, yesterday.

Mr. Kobese said Monday's informal meeting between officials of the National Automobile and Allied Workers' Union (NAAWU) and MACWUSA did not take place as MACWUSA general secretary, Mr. Dennis Neer, had to attend to other matters.

"Mr. Neer is expected to back in the office today and we have to arrange another date now," said Mr. Kobese.

Representatives of Ford's industrial relations department telephoned MACWUSA's office yesterday asking union representatives to attend another meeting with management as soon as union officials were available, said Mr. Kobese.

"The meeting, which will probably be held next week is a follow-up to the one last week when we asked management to reconsider the retrenchments, aired our other grievances and told management how workers generally felt about the retrenchments," he said.
New leaders for Mwasa in the wake of split

By PHILLIP VAN NIEKERK

The Media Workers’ Association of South Africa (Mwasa) have elected non-journalists as president and vice-president for the first time, in the wake of the split in the organisation’s ranks at the weekend.

Delegates from the Southern Transvaal, Northern Transvaal and Natal regions of the organisation walked out over a move to admit whites as members and to affiliate to the United Democratic Front (UDF). Both groupings are still calling themselves Mwasa.

The northern group did not vote on the white membership issue, on a matter of principle, and walked out of the conference. The southern grouping claims it has a marginally larger membership than the northern region.

A statement yesterday from the reconstituted Mwasa, consisting largely of the southern grouping, said the changes to the constitution were designed to meet the requirements of an industrial trade union which Mwasa had evolved into from being a journalists-only body.

They elected as president of the body — to replace Mr Zwelakhe Shulu, a long-time Mwasa stalwart and a member of the Southern Transvaal region — Mr Mokhoi Fusi of East London, a non-journalist.

Another non-journalist, Mrs Sandra Nagmaal of Cape Town, was elected vice-president with a journalist, Mr Tyrone Augur of Johannesburg, national treasurer.

A spokesman for the three northern groupings refused to comment. However, according to reports in the Sowetan newspaper, the issues of not affiliating to the UDF and remaining an exclusively black organisation were “non-negotiable” cornerstones of the organisation.

Joining the UDF “was a betrayal of workers’ interests”. Black workers had common problems and a need to identify with one another and no whites were members of the working class because they made the laws and were privileged.
THE United Democratic Front (UDF) yesterday called on the Media Workers' Association of South Africa's (Mwasa) two factions to come together and resolve their problems.

Meanwhile the general secretary of the National Union of Mineworkers (Num), Mr Cyril Ramaphosa, said this union supports the Mwasa group that has rejected white membership and affiliation to the UDF. This group consists of Johannesburg, Durban and Pietersburg members. Mr Ramaphosa said black and white workers have different interests.

In its statement, UDF secretary, Mr Popo Molefe, said all the oppressed people of South Africa should unite because "it is when we are armed with unity that we can defeat the government's new dispensation.

"While we welcome the decision by the Border and the Western Cape regions to join us, we are, however, looking forward to a time when Mwasa in its totality will become part of this most significant front since the Congress Alliance."

UDF said this would enable Mwasa to play a historic role in the broad democratic struggle.

The UDF said it learnt with "the deepest regret" that Mwasa had split at their congress held in East London at the weekend on the issues of affiliation to the organisation and on a non-racial position.
UDF urges media men to heal split

By Eugene Saldanha

The United Democratic Front (UDF) has urged the two factions in the Media Workers' Association of South Africa (Mwasas) to reconsider their split "in the interests of unity of the forces of change".

At the Mwasas constitutional congress in East London at the weekend, Southern Transvaal, Natal and Northern Transvaal delegates walked out over a proposal to make it a non-racial UDF affiliate.

Those who walked out had earlier refused to vote on the non-racial issue as a "matter of principle". The Border and Western Cape regions then voted that it go non-racial and become a UDF affiliate.

Yesterday, the UDF said the split "could not have come at a worse time than this, when the unity of all freedom and peace-loving people in South Africa is paramount.

"It is only when we are armed with our unity that we can defeat the Government's new dispensation."

FORWARD

"The UDF looks forward to a time when Mwasas in its totality will be a part of this most significant front since the Congress Alliance."

Mwasas president Mr MJ Fuzile said it had also adopted a constitution which would make it more representative of all media workers. Mrs Sandra Nagmaal (Western Province) was elected deputy president, and Mr Tyrone August (Southern Transvaal) was re-elected treasurer."
How many trade unions applied between 1 January and 31 December 1983 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) 2

(b) None

(c) None

(d) 4
BULLY TACTICS

By ALINAH DUBE
A GROUP of boycotting pupils at the Hofmeyer High School, Atteridgeville, yesterday allegedly assaulted those who wanted to attend lessons and accused them of siding with the authorities. They then ordered them to enter a hall where freedom songs were sung.

Some of the students told The SOWETAN that a group of protesting students arrived at the school as early as 6.30 am yesterday and assembled in the hall. Freedom songs were sung and those who arrived later were ordered to join the boycott.

A female student said: "We made it clear that some of us wanted to carry on with lessons but the protesting students reacted angrily saying we sided with the principal and started beating us up. The principal advised us to go home. He said we should come back today."

A spokesman for the committee which represents the boycotting students said trouble started when the principal refused to re-admit about 50 students when schools reopened recently. He said the students were in Standard 9 and 10 and were refused re-admission because of the age restrictions regulations of the Department of Education and Training (Det).

"We want these students to be accepted because we feel their future will be doomed if they leave school at this level," he said. The spokesman also stated that in their demands they had called for the abolition of corporal punishment and the right to have a representative student body.

The regional director of Det, Mr J P H Feistead, denied that students had protested against the school's refusal to re-admit their colleagues.

"There should be something more to the situation. They complained that there were no books at the school and that teachers were not doing their work and now, they are wandering the streets. My department is, however, still busy with its investigation," he said.

PRETORIA STRIKE ENTERS 12TH DAY

A STRIKE at the Les Marais company in Pretoria yesterday entered its 12th day with management still refusing to talk to the Commercial Catering and Allied Workers' Union of South Africa (Ccsausa).

According to a union official, Ms Popo Magongwa, workers went on strike on January 19 after management's refusal to meet their demands for better pay, improved working conditions and their union's recognition.

He said workers demanded a R10 across the board increase. Workers claim they earn R72 per fortnight.

Ms Magongwa said her union was contemplating taking legal action against the company. "We've already heard that the company has employed new staff in certain posts to replace workers who are on strike. The union is looking into this," she said.

The manager of the company, a Mr van Zyl, refused to discuss the matter with The SOWETAN.

THE DEALER THAT PERFORMS
AS THE CAR IT SELLS.
The workers, who come from Lesotho, Lebowa and Transkei, started their strike on Monday after management had refused to give them a R2-per-hour wage increase.

Meanwhile about 45 workers, members of the African Allied Workers' Union (AAWU), at Potato King, Johannesburg, yesterday downed tools in protest against the sacking of a colleague.

And about 20 migrants employed at Pretoria Coal Company have been ordered to leave the company premises and hostels after they were retrenched. The General Workers' Union representing them is considering taking legal action.

The workers at CMGM were divided over wage demands—some accepted management's stance that they will get no increase while others insisted on their demands. When it seemed imminent that there would be a confrontation between the two factions, management called police to the scene, but nobody was arrested, according to the company's manager, Mr R J Schultz.

The workers were given all their benefits, but refused management's offer to transport them to their homes. They said that they will use their own transport home "After all the company did not fetch us from our homes," the workers said.

The workers told The SOWETAN that they were promised R110 an hour pay and were "shocked" when they found that they were in fact paid 85 cents per hour. They also complained of being dismissed without notice.

Mr Schultz said it was unfortunate that some of the labour force did not accept the settlement offer following discussions between management and work
Lion strikes up a union agreement

Labour Reporter

After less than a month of negotiations, the General Workers' Union of South Africa yesterday signed a recognition agreement with the Lion Match Company.

The agreement covers the union's 220 members in the company's Rosslyn plant.

A joint statement released yesterday said negotiations were conducted in a cordial manner and both parties expected worthwhile discussions in future.

The agreement covers the establishment of a shop steward committee, and draws up guidelines for grievances, appeals and dispute procedures. A disciplinary code has also been set out.

BARRED

In Sehokeng a meeting of 2500 members of the Steel, Engineering, and Allied Workers' Union which was scheduled for the weekend was postponed after members were barred from entering the Mphapalatsane community hall.

Instructions to prevent the workers from holding the meeting allegedly came from the Vaal Triangle Administration Board.

"The caretaker told us the reason was to stop any talk of strikes similar to the AECI strike," said a union spokesman.
The battle against hunger gained a new dimension last week with the launch in Johannesburg of a "Food Bank" to be run by Operation Hunger, a non-profit organisation. Business houses — especially cafes, restaurants, supermarkets and chain stores, as well as wholesalers and manufacturers — are being asked to donate food surpluses which could otherwise go to waste.

The bank will distribute the food donations to the needy — particularly in drought-stricken rural areas.

Ina Perlman, director of Operation Hunger, points out that parts of the country are still drought-stricken despite recent rains. In some areas people have not even been able to grow crops and the threat of hunger remains.

It has been estimated that some 2.8m SA children under the age of 15 suffer from food deficiency diseases or malnutrition. Millions of others don’t have enough to eat, says Perlman.

Mervyn King, director of Checkers and Metro Cash & Carry, who chaired the meeting at which the Food Bank was launched last Thursday, says food is being solicited from production, manufacturing, wholesaling and retailing food organisations.

"Mislabelled products, dented cans, broken cases, and wrong sized produce, fruit, vegetables, damaged cartons or bales and bags, products with an expired ‘sell by’ date but still within the safety period, are all unsaleable. They therefore have little commercial value but are still edible," he says.

Such items would be of considerable value to the Food Bank. The bank will collect them from donors for distribution to the appropriate welfare organisations.

**UNIONS**

**Mwasas’s split**

A doctrinaire stand against opening membership of the all black Media Workers Association of South Africa (Mwasa) has split union into two factions. The split, expected since the western Cape branch affiliated to the non-racial United Democratic Front (UDF), burst into the open at Mwasa’s congress in East London last weekend.

The western Cape region was supported by the Border region in arguing that the union should open its ranks to whites, and in refusing to back down over its affiliation to the UDF.

The southern Transvaal region, which recently decided that its "black consciousness stand is non-negotiable," was supported by Natal and Northern Transvaal in rejecting the proposal to admit whites.

The PM understands that when the western Cape and Border regions called for the issue to be put to a vote, Transvaal and Natal refused. Subsequently some delegates, followed by the national executive, walked out.

Later they issued a statement calling on the western Cape and Border regions to either form a new organisation of their own or join the mixed Southern Africa Society of Journalists or the SA Typographical

**TUCSA**

**More unions resign**

Three more unions have resigned from the Trade Union Council of SA (Tusca), in the wake of the three that disaffiliated last year. This time, ideology is not at stake — money seems to be the major issue.

The SA Footplate Staff Association (Sasa) and the Concession Stores and Allied Trades Assistants’ Union (CSATAU) will leave Tusca at the end of this month while the SA Woodworkers’ Union left at the end of January. All three say an increase in affiliation fees — from 5c to 20c a member — was a factor which influenced their decisions.

The unions say they have a combined membership of 16 200. Sasa is by far the largest with 9 600 members. Tiny CSATAU claims a membership of 1 000, while the Woodworkers’ Union says it has 6 000.

Tusca disputes the figures, although it acknowledges that it only has records of paid-up membership, not actual membership, and these date back to December 1982. On this basis Tusca says the three unions have membership of 9 810, 370, and 1 789 respectively. In total, it says they have a combined membership of 11 969.

Last year the SA Boilermakers’ Society (SABS), the Witwatersrand Liquor and Catering Trade Employees Union, and the Witwatersrand Teacoom, Restaurant and Catering Trade Employees Union left the
Labour Bill
Cusa attacks

The company's decision to introduce the Labour Bill, which is expected to strengthen industrial relations and workers' rights, will be opposed, according to the Trades Union Congress. The bill will impact various industries, including manufacturing, mining, and construction. Workers' groups have expressed concern over the proposed changes, arguing that they will weaken workers' rights and erode the gains made over the years.

BID TO
Low Prices For The People!
Staff strike at Southern Sun hotels

Labour Correspondent

Workers at four main Southern Sun hotels in the Johannesburg area — including the newly-opened Sandton Sun — struck yesterday in protest at the dismissal of a worker and in support of other demands by a Commercial, Catering and Allied Workers' Union spokesman has announced.

The other three hotels affected were the Landrost, Rand International and Sunnynde Park, he said.

Late yesterday, however, a union spokesman said management had agreed to reinstate the dismissed worker and it appeared strikers would now decide to return to work.

According to the union, about 600 workers at the four hotels — their entire black work force — joined the strike.

Attempts to contact Southern Sun managing director Mr Peter Bacon for comment yesterday were unsuccessful. A source at Mr Bacon's office said "nothing has been made public yet" on the strike.

The union's spokesman said that, besides the dismissal, workers had been angered by alleged racial discrimination at the hotels, in particular the Sandton Sun.

"They allege that there is a junior and senior canteen and that the junior one is in effect meant for blacks and the senior one for whites."
UDF welcomes Mwasa

The United Democratic Front has welcomed the "majority decisions" of the Media Workers' Association of South Africa (Mwasa) at its conference last weekend to open its ranks to whites and to affiliate to the UDF.

The conference led to a split when delegates from the Southern and Northern Transvaal and Natal regions walked out in protest.

Mwasa is now divided into two groups, the Northern group and a Southern group consisting of the Border and Cape Town regions.

The Northern group has described affiliation to the UDF as a "betrayal of workers' interests" and has reportedly rejected white membership on the grounds that whites are not working class because they make the laws and are privileged.

'Racial unionism'

In a statement this week Mr Terror Lekota, the UDF publicity secretary, said that in adopting non-racialism, Mwasa had joined the struggle against "Tuscan-type racial unionism.

In joining the UDF it was taking its place alongside 600 other affiliates in the battle against the "so-called new deal".

But it was regrettable that these decisions had led to a section of black media workers pulling out of Mwasa at a time when working-class unity was "extremely urgent".

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By Carolyn Dempster, Labour Reporter

Coordinated stoppages by 900 black staff members at four Southern Sun hotels in Johannesburg brought operations virtually to a halt at 7 am yesterday.

Hotels affected by the strike were the Landdorost, Rand International, Sandton Sun and Sunyade Park.

Grievances set out by the workers included unhygienic canteen conditions, with canteens allegedly located next to the toilets, the dismissal of a colleague at the Landdorost, discriminatory and "bossy" management attitudes and the designation of "junior" and "senior" canteens at the Sandton Sun which has five-star deluxe status.

Shop stewards and representatives of the Commercial, Catering and Allied Workers' Union met with Southern Sun management during the day in an attempt to resolve the grievances.

By 4 pm yesterday afternoon the strikers had returned to work following the reinstatement of the staff member concerned, with an assurance by management that the grievances will be discussed this week.

"The discussions ended on a friendly note. On the whole we have a very good relationship with the union," said Mr B Corte, Southern Sun's group operations director.

Mr Corte confirmed that the running of the hotels had been disrupted by the stoppage.

Southern Sun does not have an agreement with the union.
UDF WELCOMES ALL—RACE MWASA

THE UNITED Democratic Front has declared its readiness to accept the Media Workers' Association of SA (Mwasa) into its fold following the union's controversial decision to open its ranks to all races.

Mwasa's decision — which split the union down the middle at a special congress in East London at the weekend — has also sparked off a battle in the two camps over who actually constitutes the media workers' union.

Technically, the "southern" grouping of Western Cape, Eastern Cape and Border delegates form Mwasa, as they stayed behind when Transvaal, Northern Transvaal and Natal walked out in protest at the call to open Mwasa to all races, and affiliate to the United Democratic Front.

But the Mwasa regions who walked out have described those who remained behind as "renegades" and urged them to join either the SA Society of Journalists or the SA Typographical Union.

Mwasa has elected Border member Mxolisi "MJ" Fuzile as president and is due to meet in Port Elizabeth in March to amend its constitution where necessary.

Explaining Mwasa's stand on the issue, Mr Fuzile said in a statement:

"In keeping with its new industrial nature, Mwasa decided to open its membership to all workers in the affected industries after previously restricting it to blacks only.

"The union is disturbed at the withdrawal from its congress of the delegates from Southern Transvaal, Northern Transvaal and Natal.

"Mwasa is still in operation and is open to consultation with the three regions."

The UDF has already declared it is ready to receive Mwasa in its fold.

UDF publicity secretary "Terror" Lekota told City Press "We wholeheartedly welcome the Mwasa decision. In going non-racial, Mwasa has joined the struggle against the Tuscan-type racial delimitation for trade unions."

Mr Lekota said it was "lamentable" that Mwasa had split on such a crucial issue "at a time when the forces of change are intensifying their opposition to the Government's "new deal."

Border UDF president Steve Tshwete — who was at the Mwasa congress when the "disident" northern members walked out — described the move as a progressive one.

Other organisations to welcome the move include the SA Allied Workers' Union — members of which sang freedom songs at the congress when the "all-race" decision was taken — as well as the General and Allied Workers' Union, PE Youth Congress, Soweto Youth Congress, Azanian Students' Organisation and the Congress of SA Students.
BOP Manpower Minister Rowan Cronje, a former member of Ian Smith’s Rhodesian Front Cabinet, has apparently changed his tune about trade unions.

The homeland’s recent ban on SA-based trade unions is in glaring contrast with Mr Cronje’s utterances at a conference of the Institute of Personnel Management last year.

He said at the time: “Many people regard trade unions as a monster. I believe that a trade union is an essential and a most important part in the process of industrial stability and sound relationships.”

In grand fashion he continued: “In the field of industrial relations the obvious objective ultimately is industrial peace and harmony. However, if ‘peace’ means to an employer a humble, docile labour force, peace could never be a possibility.”

Mr Cronje said that Bop’s new industrial relations legislation would “actively encourage and assist with the establishment and training of these unions.”

Trade unionists might be wondering if he rather meant “assisting in the neutralising and taming” of these unions.

CUSA also alleged that the Bophuthatswana government had come to “a deal with the white mine-workers of the Mine-work’s Union, and warned that this would sow the seeds of discord and suffering among workers.”

It also slammed Mr Cronje for his “pious and sanctimonious utterances” in supporting the homeland ban.

“For some time now we have been expecting the so-called government of Bophuthatswana to take this action,” said CUSA.

“Many of our members daily cross the road to work in so-called Bophuthatswana. CUSA has constantly maintained that this charade will

Ticket inspector ‘told me to strip’

BY BENITO PHILLIPS

A RAILWAYS ticket controller ordered a 14-year-old to strip and then assaulted her after querying her train ticket, an East London magistrate heard this week.

The controller, Carl Albertus van Rensburg, was fined R300 or 50 days for indecent assault.

The girl told the court she had been taken into a second-class compartment by the controller, who said he wanted to speak to her about her ticket.

Don’t come back, Ford boss told

By MONO BADELA

EASTERN Cape trade union leaders in the motor industry slammed the recent visit of Ford’s World-wide Chief Executive Officer Mr Phillip Caldwell of America to Port Elizabeth.

The National Automobile and Allied Workers’ Union (Naawu) and the Motor Assemblers’ and Component Workers’ Union (Macwusa) said they were “not informed of his visit and also condemned the remarks he made.”

Mr Caldwell told reporters Ford could not manage labour affairs from 9 000 kms away, and left these with Ford management in South Africa Naawu regional secretary Les Kettlebaas described this as surprising.

“We believe there are principles which are basic to labour relations all over the world. This includes consultation with trade unions before workers are retrenched,” he said.

“Mr Caldwell’s statement amounts to divorcing Ford’s headquarters from labour issues at its subsidiaries.”
The Mwasa Split

The Media Workers Association of South Africa (Mwasa) January 28 split with two sects emerging - the one consisting of the Southern, Northern and Mwasa, and the Southern consisting of the Port Elizabeth and East London regions of the area.

There have been numerous allegations and accusations of factionalism made by both sides. The SOWETAN has received representatives of the two to mediate for the two factions.

These reasons for the walk-out were clearly stated, but for one reason or another, the reasons have been hindered and distorted. Just for the record, we, the members of the Southern Transvaal with state our case again.

You will note that you are keeping the membership of Mwasa black and that of the affiliation to the United Democratic Front (UDF) no longer valid. When you discuss the matter you must have the other representative of your mind immediately get the full information on both the UDAs or the National Party who are the alienate members who do not support one or the other two bodies.

It should therefore be obvious to anybody interested in the union's unity that as far as the case is concerned, Worker qualify to be Mwasa members because they are employed in the media and allied industries, not because of their political beliefs.

We have therefore left the matter to every member to feel free to belong to political organisations of his own free will be it Inkatha, MKMO, UDF or any other as long as they do not derange the activities of the union.

The union has a line- age stretching from the United Daily Newspapers to the Writers' Association of South Africa. It is not accidental that these two bodies had fought for an exclusively black membership.

Firstly, we were disillusioned with multi-racial unions and after a careful analysis, decided that we should form a union.
20 lose lives as township crime shoots up

By Jon Qwelane

Violent crime in the townships shot up steeply at the weekend when 20 people lost their lives in stab wounds and shootings. Five of the victims were shot in what police believe were revenge murders linked to the faction-fighting which seems to be on the increase.

Two men, both aged 30, were found dead at Nancefield hostel with stab wounds in their chests. Another man was found shot dead in his room at Jabulani hostel.

The divisional head of the Soweto CID, Brigadier J.J. Vilor, said a 29-year-old man, also a victim of the Zulu faction war, was shot in the neck as he walked down a street in Dlamini township.

STAB WOUNDS

The man died while he was being taken to Baragwanath Hospital. Brigadier Vilor said the body of a 25-year-old woman was found with stab wounds in Eldorado Park. The woman’s throat was slit and police suspected she was raped before she was killed.

Two children were among 11 people raped at the weekend. A man in Meadowlands asked a woman to send her two-year-old daughter to his house and when the toddler returned she was bleeding profusely indicating sexual assault. Police are searching for the man.

At Orlando East a man allegedly lured an 11-year-old girl to his house and threatened to stab her with a pair of scissors. He then raped her, police were told.

LIQUOR SQUAD

Thirteen cases of robberies were reported and concerned employers should save for their domestic workers’ retirement, says Mrs Leah Tutu of the Domestic Workers and Employer Project (DWEWP).

"I've seen a lot of Mrs Fumes during my years in DWEWP and they cannot be left to survive on the State pension.

Mrs Tutu for the past seven years has been fighting for the rights of domestic workers including compulsory pension benefits. She says the State pension is far too small to meet today's high cost of living.

The following options are open to employers who are interested in saving for their domestic workers:

1. The Domestic Worker’s Pension Fund is a retirement scheme which was initiated by TV personality Donna Wurzel three years ago. Domestic workers up to the age of 60 can join.

2. Employers can contribute to a fund which would give their domestic workers a lump sum at retirement. Contributions are a set amount every month for up to 30 years and the bulk payment at retirement would depend on the amount contributed.

Information on retirement schemes for domestic workers is obtainable from DWEWP on 29-9259.

Appointments

The following people have been appointed in senior posts at the Human Sciences Research Council with effect from 1 January 1984.

Carletonville dog licence fees jump

After 35 years of work as a domestic, Mrs Sara Fume (69) has no source of income. Her employer did not provide for her old age.

Faithful domestic has no income after 35 years' service

By Maud Motanyane

Mrs Sara Fume is old, sick and frail. For 35 years she served a couple in Faizlomtt, Johannes- burg, as a domestic worker. Now, at the age of 60, she is out in the cold with no income and no pension.

She was young and energetic when she started working as a domestic in 1948. Her employers were young business people.

She cooked their meals and helped to bring up their three children and seven grandchildren. She also helped them move from suburb to suburb in search of better business opportunities.

From Observatory to Germiston, to Cyrildene and Faizlomtt, she was there with them.

As a live-in servant she spent most of her time with her employers visiting her own three children and husband only at weekends.

"I spent half of my life with them and most of those years were pleasant," Mrs Fume says.

The relationship turned sour when she gave up her job after being in hospital for two weeks in June last year.

Bound by no legal agreement, Mrs Fume's employer had not provided for her retirement. She had saved no money from her meagre salary which was R100 a month at the end.

Mrs Fume's case is an example of what many domestic workers experience when they reach the end of their working lives.

Employers of domestic workers are not legally bound to provide pension benefits for their employees. They have to struggle to make ends meet, often depending on the R57 bi-monthly pension provided by the State.
Unions barred, claim

Three trade unions have been barred from holding meetings in a town after a government directive.

Yesterday's statement by the town council said the unions were barred for "circumstances." The unions, backed by the National Union of Labour Workers' Union, have been asked to withdraw their application for a meeting.

The decision comes after a series of meetings by the unions, which have failed to get support from the town council.

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Urgent union call
From 10/27/84

In a significant move, trade unions representing 300,000 workers have banded together to call on government to delay the implementation of the new equal taxation system for blacks and whites. The "harmonisation" of tax is due to come into effect on March 1.

The unions and union federations behind the call are the Federation of SA Trade Unions, the Council of Unions of SA, the Orange-Vaal General Workers' Union, the General Workers' Union of SA, the SA Allied Workers' Union, the Motor Assembly Component Workers' Union of SA and the General and Allied Workers Union.

"We have seriously considered the implications of the new tax system," their joint statement says. "We urgently call on the State, in the short term, to delay the implementation of the system and in the medium term to seriously withdraw the implementation until a just and equitable method is found which will not have the devastating effect as the present system on working incomes."

The unions say they reject the new system for the following reasons:
- It perpetuates the inequities of the apartheid system of taxation without representation.
- It discriminates against married women.
- It places further burdens on migrant workers who may have to pay taxes in SA and also in their own countries.
- It places intolerable burdens on workers originating from the homelands who have to pay additional levies in such areas.

Addressing themselves to employers, the unions say: "We call on employers to lend their protest and delay implementation of this system. We know that the State is not geared to respond to the tremendous administration which will be required to handle implementation."

The unions say they agree that an integrated tax system which benefits all workers should be looked into on condition that it is a just and equitable system.
East Cape maids still underpaid, Dwasa maintains

Weekend Post Reporter

Despite salary improvements, domestic workers in the East Cape are still underpaid, said Mrs Pat Maqna, secretary of the Domestic Workers Association of South Africa (Dwasa).

Referring to the minimum salary structure devised by Dwasa for 1984, Mrs Maqna said the average salary for domestic workers was only R78 a month, which was a long way off from the R110 a month which Dwasa recommended.

It was also disconcerting, she said, that very few people acknowledged Dwasa, which was trying to increase the lines of communication between domestic worker and employer and to inform a largely uninformed workforce that it was entitled to rights.

This was because employers were either not prepared to pay the maximum salary or because they felt Dwasa constituted a threat to them, she said.

Out of the 45,000 households in Port Elizabeth only 1,600 domestic workers belonged to Dwasa, said Mrs Maqna.

Agreements drawn up between employer and employee by Dwasa could only benefit both parties she added.

Salaries recommended by Dwasa were as follows:

- R110 for a sleep in or sleep out maid
- R10 a day for a full-day char
- R5 a day for a half-day char
- Maids per hour that should be paid by the hour should receive a minimum of R2.50 an hour and this was also recommended for overtime rates.
- Bus fares were to be paid separately and could average about R2.90 a week but this could vary depending on how far out of town the employee lived.
- Meals should also be provided.

Mrs Maqna said full-time domestic workers were expected to work eight hours a day. Thereafter, overtime rates should be paid.

Dwasa had appealed to the Minister of Manpower to investigate the plight of domestic workers in 1981 and a reply in 1982 indicated that the matter was being looked into. But since then there had been no further news, said Mrs Maqna.

Dwasa estimated that the actual household subsistence level (HSL) which included the cost of a low-cost, balanced diet, clothing, food, fuel, accommodation and other essentials for a family of three at present added up to R353 a month.

In many cases, said Mrs Maqna, the domestic worker was the sole breadwinner in the family and was not able to survive on a salary of R78 a month. Many employers refused to accept this and they exploited domestics by making them work long hours, firing them without giving them notice and not providing for their old age by paying into a pension fund.

Mrs Maqna highlighted some of the problems which domestic workers encountered. Firstly there was the communication problem where employers did not explain to their maids what was expected of them or how to do a certain chore and then turned on them when things were not done properly.

Another problem was that employers, too, easily fell into the trap of accusing their maids of stealing items which they had misplaced and often threatening to call the police.

This destroyed the maids' security and her spirit, especially when the employer was in the wrong and did not even bother to apologise, said Mrs Maqna.

Employers also made the mistake of giving the maid food they no longer saw fit to eat and of trying to give the maid old clothes instead of money.

Uniforms should also not be given as Christmas presents, for domestic workers should be compared with nurses who were expected to look presentable. The morale of the maid could be lifted if she was given a decent uniform and shoes which fitted properly, she added.

Domestic workers should also be allowed time for meal breaks and the number of working days should be constant, she said.
EYEBROWS may have been raised when this advertisement appeared recently.

But R60 a month for a domestic worker is the rule rather than the exception. Weekend Post enquiries reveal that most employers are not prepared to pay anything near this figure.

When Weekend Post called the first number given in the R60-a-month advertisement, the person answering the telephone said a domestic worker had been appointed at this salary.

There were so many applications that unsuccessful candidates had been referred to friends or neighbours, she said. She said she did not think R60 was a low salary because the domestic worker only "made tea and dusted the office". She received a lunch-break and transport allowance.

Later the head of the company said the advertisement had been placed while he was in Johannesburg and it was incorrect.

He usually paid R26 a week and would check the appointment at R60 a month with his wife.

He rang back to say a woman had been appointed at R60 a week — higher than the usual salary because she also did some telephoning.

The chairman of the Consumer Association in Port Elizabeth, Mrs Thelma Basford, this week condemned R60 a month for a full-time domestic worker as "pure exploitation".

She appealed to employers to look "into

MAID

required from Monday to Saturday

Wanted to work Monday till Saturday from 5am till 6pm

Duties will include making tea, washing, cleaning, and cooking.

Salary R60 per month.

Phone 334248要学会

MAID

WANTED

Domestic mornings

only Monday to Friday.

Lorraine

WANTED

WANTED

Coloured charlady

with 2 children. Would do

bedroom and kitchen.

Phone 321212

MAID

WANTED

Domestic cleaner.

Bedrooms and kitchen.

Phone 311217

This woman told Mrs Maquina that she had been unable to afford the busfare and had, therefore, walked several kilometres to work. This meant that in all kinds of weather she left her home at 5am and only returned after dark.

The survey indicated that most employers were reluctant to pay more than R60 a month but most were willing to pay for transport. In some cases there were employers who were meeting the recommended salary and were aware of DWA SA's recommendations that uniforms and three meals a day be provided.

Some employers said the domestic workers ate the same meals as their families and one woman said that she also bought food for her domestic worker every weekend.

Another woman said that many of her friends were apprehensive of DWA and had refused to have anything to do with contract papers because they felt this would later be used against them.

Few employers were, however, aware of a pension fund and most said they were prepared to subscribe to it only after the domestic worker had worked for them for some time.

Employers felt reliability and honesty were the most important criteria. However, one also expected her domestic worker to be "cheerful, humble and to do whatever she was told without complaining."
UNIONS UNITE AGAINST TAX

SOME of South Africa's strongest union groupings this week called on the Government to delay next month's implementation of the harmonised tax system.

The appeal - which comes amid fears of growing labour unrest - also calls on the Government to withdraw the tax system at a later stage until "a just and equitable method is found which will not have the devastating effect the present system has on worker incomes."

"We also call on employers to lend their protest to delaying the implementation of the system," adds the call, which comes from the Council of SA Trade Unions (Cusa), the Federation of SA Trade Unions (Fosetu), the SA Allied Workers’ Union (Sawu), the Orange-Vaal General Workers’ Union and the General Allied Workers’ Union (Gawu).

The call comes when the Receiver of Revenue has warned of tough action against black people who will not sign tax forms. These blacks will be taxed as single people without dependants.

The labour movement rejection of the harmonised system argues strongly on three crucial points:

- The system perpetuates the inequities of the apartheid system of taxation without representation.
- It discriminates against black married women.
- It places intolerable burdens on migrant workers who may pay additional levies in the homelands.

"We know the State is not geared to respond to the tremendous administrative network required to handle the implementation and the rehates system yet," the labour call said.

There has been harsh criticism of the new tax system from other quarters.

"The mud boggles at the thought of all those personnel officers stressing to workers that their taxes are going to be spent on the development of black communities. This is precisely the cause of anger and distrust," said Black Sash representative Sheena Duncan.

But she pointed out the tax system was a good thing in itself, because blacks at the lower end of the income range would no longer pay more tax than whites receiving the same income.

Evelyn Seloro, general secretary of the Transvaal Textile Workers’ Union, said "We were 'kidnapped' into this harmonised tax."

She was echoing the feeling of some unions who have embarked on series of meetings and seminars in the past two weeks hosted in their offices and factories country-wide to explain the intricacies.

Managements have also embarked on a last-minute campaign to explain the system to their workers.
Unions to attack on new fronts

Business Times Reporter

BLACK trade unions are switching their focus from wages to other fronts this year. Unions are no longer bargaining solely on wages, where they have suffered several defeats, and are concentrating on factors like dismissals, pension funds, health and safety, and maternity benefits.

This view comes from Stellenbosch University's Professor Willie Bendix and Eddie Nicholson of P-E Corporate Services which markets the labour monthly, Industrial Relations Trends.

They say legal strike action may increase this year, but there is likely to be less conflict on the labour front than in 1983.

The publication rates 1983 as possibly the most difficult year in South Africa's labour relations history, because "sophisticated unions and an aware work force" went all out to safeguard their positions under recessionary pressure.

Emergent unions are likely to consolidate this year and the Western Cape will become the new stamping ground for many labour movements.

Professor Bendix and Mr. Nicholson list as other characteristics of this year's labour calendar:

- Widespread wage action
- Spontaneous work stoppages
- Possible Government interference in unofficial labour movements
- The emergence of other forms of bargaining
- Little likelihood of union unity
For decades, Texta unions have monopolised the clothing industry through the "closed shop" which forces workers to belong to them. Now that monopoly is under threat. In Cape Town, a new Clothing Workers' Union is challenging Texta's biggest union, the Garment Workers' Union of the Western Province, but seems to have scant chance of success.

A far more formidable challenge is being launched by Fosatu's National Union of Textile Workers (NUTW).

Its strategy is to organise one factory, seek recognition there, then move on to the next one. It hopes to chip away at the closed shop factory by factory, and to build enough strength to gain entry to the industrial council — there to end the closed shop.

It has succeeded in the Transvaal knitting industry. Now it is taking on a much tougher challenge — the Natal garment industry where the Garment Workers' Industrial Union (GWIU) holds sway.

Here, NUTW chose as its first battle-ground multinational James North Africa. It now has won that battle — the company has recognised it after a ballot in which most workers chose NUTW.

The fight was heated. There is a closed shop, and GWIU has also negotiated at the council a ban on any union besides itself receiving "stop orders."

Applications by the company for exemption from the stop order ban and closed shop were refused.

GWIU also took the novel step of changing its constitution to make any member who joined another union liable to expulsion — and loss of his job.

(Members of a closed shop union can join a rival, but must stay members of the one with the closed shop).

But James North has made a crucial dent in GWIU's hold over the industry — and NUTW now says it is going to organise bigger plants. If it succeeds, it will apply to join the council again (it was refused membership recently). That could mean the end of the closed shop — and GWIU's dominance.

NUTW is also asking the industrial court to overrule the refusal to grant exemption from the closed shop and stop order ban.
Labour Correspondent

Makro

Staff Down

Makro, a large retailer, has been involved in a dispute with its workers over recognition of the Commercial, Catering and Allied Workers Union (CCWUA) as the negotiating representative for the workers. The dispute has led to a prolonged industrial action by the workers, who have been on strike for several weeks.

The company has refused to recognize the CCWUA as the workers' bargaining agent, arguing that it does not represent the workers' interests. The workers, however, argue that the CCWUA is the only union that has been nominated by the majority of the workers.

A mediator has been appointed to try and resolve the dispute, but so far, no agreement has been reached. The workers are determined to continue their strike until their demands are met, and the company has threatened to take legal action against the union and the workers if they continue the strike.

The dispute has caused significant disruption to the company's operations, with many customers complaining about the lack of stock and the increased prices. The company has also been criticized for its lack of responsiveness to the workers' grievances.

The government has urged both parties to return to the negotiating table and reach a mutually acceptable solution. However, so far, there has been little progress in this regard.

Strike by shopworkers settled

Labour Correspondent

About 50 workers at Checkers' Sandburg store downed tools on Monday in protest against the dismissal of a deaf and dumb colleague, a spokesman for the Commercial, Catering and Allied Workers Union (CCAWU), Mr Mongesi Radebe, said yesterday.

Mr Radebe said the strike had been settled after eight hours when the company agreed to reinstate the fired worker.

The negotiations which led to the settlement were conducted by workers without any assistance from union officials, he added.

Company comment could not be obtained yesterday.

According to Mr Radebe, the deaf and dumb worker had been fired from the store on Friday after allegations of theft had been levelled against him.

Workers reacted to the dismissal by stopping work at 10am on Monday.

After negotiations, the strike ended on Monday evening, Mr Radebe said.
Tyre firm workers on the job after stoppage

By SHIRLEY PRESSLY

PRODUCTION at a Port Elizabeth tyre factory ground to a halt yesterday during a work stoppage when about 550 workers — mostly hourly-paid — downed tools as the afternoon shift joined the morning shift at 2pm yesterday.

The managing director of Firestone, Mr G F Morum, today confirmed the work stoppage.

He said the workers had returned to work yesterday and that discussions between the union representatives and management were continuing today.

At 8am today the workers again downed tools but an hour later were persuaded to return to the work floor while negotiations continued.

Mr Morum said management had ceased negotiations with the union concerned and had requested the union officials to ask the workers to return to work.

Mr Dennis Neer, general secretary of the Motor Assemblylbers' and Component Workers' Union of South Africa (Macwusa), said he had been called to the plant yesterday afternoon after the morning shift downed tools.

When the afternoon shift reported at 2pm they joined the morning shift.

Mr Neer and Uitenhage branch secretary Mr F Kobese and an organiser from Uitenhage, Mr M Mal, met management yesterday and again at 8.30am today.

Mr Neer confirmed that the dismissal of two drivers was the central issue in the work stoppage.

He said one of the driver's had been dismissed for allegedly "being ill and sleeping on the job" and the other for his involvement in an alleged assault.

Mr Neer said the drivers had allegedly been dismissed earlier in the week.

He said management claimed that the drivers had not been sacked but suspended pending an inquiry.

The workers had agreed to go back to work when they were given this explanation and pending the outcome of talks between Macwusa and management.

Mr Neer said that a few Naawo members who took part in the work stoppage had gone back to work early in the morning after they were addressed by Naawo officials.

Mr Neer said he had heard rumours that the workers were asking for increased wages. At this stage it was only a rumour and no formal demands had been drafted.

The main issue was the alleged dismissal of the two drivers, he said.

Grisly vengeance for woman's murder

MANILA — Three men who raped and chapped in half a 30-year-old woman were roasted alive by tribalmen and tossed into a well full of cobra, said Tempo newspaper today.

It said the three men were captured by a group of Mangyan warriors out to avenge the woman's death in the mountains of Mindoro Oriental province, about 160 kilometres south of Manila.

The three men were burned alive and their bodies hurled into a well full of cobras, said Tempo. It quoted a tribal chief as saying it was punishment "in accordance with our ancient customs and traditions".
THE Southern Transvaal region of the Media Workers' Association of South Africa (Mwasa) will hold a meeting on Sunday to discuss latest developments in the recent split caused by political differences.

The meeting will start at 9 am and will be held at the Orlando DOCC hall. Since the split about a month ago, secret negotiations have been going on between the two opposing factions in Johannesburg and Cape Town, in an attempt to bring them together with a hope of settling their differences.

Chairman of the Southern Transvaal region of Mwasa, Sam Mabe, appealed to all members in the region to attend the meeting.
Education and motivation

Sir — Having taught in a so-called coloured school, I feel it would be dangerous to generalise from the statements made by Mr Job Schoeman, Department of Education and Training's (DET) liaison officer in your February 3 issue.

According to Mr Schoeman, only 50.04% black matriculants passed. He says motivation is the problem, that "(t)he must come from the community. "But why is motivation lacking? Is lack of homework supervision because of disinterested parents?"

Many, if not most, parents are keenly interested in their children's progress but are overpowered by circumstances peculiar to their communities. Often both parents work and, because of the Group Areas Act, are forced to commute long distances. The situation is exacerbated by children having to be left in the care of grandparents who are often not adequate substitutes when it comes to supervising homework.

Mr Schoeman is correct in stating that "there are often no facilities for studying at home." A climate conducive to motivation must be sought from within the community.

What black communities want is control of their schools and curricula.

While schools have never been content to be educated solely to perform certain forms of labour, as was mooted in Dr Verwoerd's time, the economy cries out for improvement in education for blacks. It has been estimated that by 2000, 63% of all executive and professional jobs will be filled by blacks, yet 52% of black school leavers are functionally illiterate.

The flaw in SA's education system lies in the failure of the National Party to realise the importance of a common point toward which all in SA should strive.

The DET is recommended a single education ministry. The good sense of such a proposal has been recognised and lauded by almost every educationist in the land. It allows for spontaneous and voluntary association within the ministry because there is a single agreed goal.

Regrettably, the November 1983 White Paper opted for the cumbersome and costly alternative of five separate ministries of education.

There has been progress. Improved training programmes, incentives to teachers to study further, guidance programmes and provision of libraries have helped. From 1978 to 1982 state expenditure went from R277m to R686m and private enterprise has, under contract, subscribed to the adopt-a-school programme.

The fact is that all parties recognise the need for responsible action and motivation. It's simply a question of rearranging the priorities in the wider context of the South African society that remains problematical. Having five ministries is not the solution.

R. Sampson, Belville

Gold Class facilities

Sir — The statement regarding SA Airways' Gold Class in your "Did you hear?" column (FM February 3) that "SA doesn't actually promise you will receive the advertised facilities" is somewhat misleading, since the small print clearly states "all 747s will be fully equipped in the near future.

For your information, during the latter part of 1983 the seats in the Gold Class of SA's fleet of Boeing 747s were gradually replaced by luxurious, wider and more comfortable seats. This was completed at the end of 1983. SA has also decided to upgrade the entire Gold Class by providing china and stainless steel cutlery (apart from several other facilities).

It was, however, not possible to change all such facilities overnight, because most suppliers closed over the festive season and no deliveries could be made to SA. The upgrading of the service began early this year, and the services to London, Frankfurt, New York and Houston have now been provided with all the promised facilities. The other facilities will follow as and when the equipment is delivered by the suppliers.

Depending on delivery, all international services should be fitted by April 1.

At a press conference last year, full details of the upgraded service, as well as the programme of introduction, were clearly stated.

Therefore, if there is any misconception in the minds of the public, it is only fair to state that the media, not the Gold Class advertisements only, should take part of the blame. In fact, the specific objective of the "small print" was to indicate to the public that all the flights may not be entirely upgraded at the time of travelling but that they will in the near future.

SA is nevertheless proud to know that its new Gold Class is being well received and well patronised, even though on some flights the public may have the advantage of a shorter journey and the opportunity to fly on a more luxurious seat at this stage.

T. L. E. Du Toit, Deputy Director for Public Relations, SA Transport Services, Johannesburg.

Union and Pick 'n Pay

Sir — Some of the points made by Mr Ray mond Ackerman in the "Face to Face" interview (FM January 27) deserve a reply.

Firstly, let us look at the accusation of paternalism against him and his company. This is certainly one of the causes of the problems he faces. He denies that his attitude towards his workforce is paternalistic. At the same time he states that he wishes to continue "treating our staff as members of the family," one in which, no doubt, he sees himself as the father.

Another example of this attitude is that Mr Ackerman accuses the "union" of creating "a climate of distrust between workers and management" and of having "caused wildcat strikes." He seems to see the union as something apart from the workforce, which can manipulate workers to do things against their will and better judgment.

Mr Ackerman underestimates the intelligence of Pick 'n Pay workers. Any distrust which exists between them and management has been caused by wages and working conditions within the company. And no more so than the Pick 'n Pay workers decided that there should be a strike.

Furthermore, Mr Ackerman forgets that during December I warned management of the dissatisfaction among the workers regarding the wage increases. This prompted management to hold a meeting with shop stewards which, unfortunately, failed to resolve the problem.

During our forthcoming recognition talks, worker representatives will explain to Mr Ackerman and his colleagues more about the union and how it operates. They will also explain their view of management attitudes and the shortcomings in Pick 'n Pay's employment practices.

We are pleased that Pick 'n Pay intends to try to become the best payer in the retail industry. But Mr Ackerman should accept the reality that his workers are not yet as convinced as his customers that Pick 'n Pay provides the best deal.

Ms E. Mashinini, general secretary, CCWUSA

More about medicals

Sir — Your article headed "Life insurance — Medical mystery" (FM January 20) called for greater disclosure of the results of medical examinations undertaken in connection with proposals for life assurance.

You reported that where impairment becomes apparent, the prospective client is advised only to the extent of having his application refused or having the premium "loaded".

This is contrary to our policy at National Mutual. If an impairment is discovered as a result of a life assurance medical, we tell the prospective client that he can have details of the impairment passed directly to his medical attention. He is sent a letter to this effect which includes a section authorising National Mutual to forward such details to his normal medical atten-
Cape Times earns record profit

SOUTH AFRICAN Associated Newspapers has beaten its own forecast for 1983, producing an earnings improvement of about four percent for the full year. The Cape Times, in spite of facing the most severe competition in its history, gained market share in key areas, produced record profit, due to the "innovative approach" of its staff.

Full report, page 12

BUSINESS BRIEF

Gold (close) $394.95
FT index (close) 813.10
RDM 100 966.40

JOHANNESBURG — Three Gold Fields of South Africa gold mines were granted an urgent order in the Rand Supreme Court yesterday restraining the black National Union of Mineworkers (Num) from organizing a strike at the mines today.

Mr Justice HJ Net- tadt acceded to the appli- cation, brought to court less than 24 hours before the strike was allegedly due to begin.

The application was brought by Libanon Venterspost and Kloof mines — all on the West Rand — who alleged that Num was planning to strike today.

A Gold Fields spokes- man said the three mines employed about 27,000 black workers.

"The order, granted on a temporary basis, interdicts and restrains Num and Mr Vuuyim Mado- do, a union organizer, from "inciting and organiz- ing any unlawful or illegal strike action at the three mines."

A full hearing has been set for March 27.

According to the pa- pers, Mr Madoto told a meeting of workers at the Libanon mine on January 26 that no one should go to work today. Num held that the union had not encour- aged its members to go on an illegal strike, and denied the company's allegations — Sapa

Iraq 'attacks tankers'

LONDON — Iraq yesterday attacked oil tankers berthed at Iran's Kharg Island oil terminal and began a blockade of the oil shipping routes from Iran, the Iraqi news agency said.

Iraq did not immediately comment on the Iraqi report but has repeatedly threatened to close the strategic Strait of Hormuz at the entrance to the Persian Gulf if its oil exports are blocked.

Iraq warplanes on Monday mounted destructive attacks on a number of oil tankers berthed at the Kharg Island, said the agency — UPI

Iran claims 40 tanks destroyed, page 6

over 'Katie' pictures

... of the pictures, Mr Phillip Lindsay, cannot give a full explanation.

The suddenly wealthy Mr Lindsay insists that Katie did not pose for the selection of 95 pictures two years ago — and

is threatening libel action against Katie.

"She is as good as calling me a liar. But she came into my studio and asked for the portfolio of body studies I can prove scientifically that the pictures are not fakes" said Lindsay.

But Katie's parents continue to hit back with the myster- ious claim that there was a secret reason why Katie could not pose in the nude.

They have not elaborated on the suggestion that she has a blemish on her body.

In her first interview on her relationship with Prince An- drew, Katie told the Press Association "I am a friend of Prince Andrew's but nothing more."

But it has not explained why he was such a frequent secret visitor to her home over nearly four months.
Black union calls for a boycott of Standard Bank

By Jo-Anne Collinge

Industrial Court action and a renewed boycott of institutions associated with Liberty Life are the dual strategies planned by the Insurance, Assurance and Allied Workers' Union (Iawusa), which is seeking re-statement of 90 members at Liberty and the recognition of the union.

The workers were fired five months ago after striking in protest at the company's refusal to recognise Iawusa. The company has maintained it will not recognise an exclusively black union.

The Rev Joe Seoka, president of Iawusa, said yesterday the first move in the renewed campaign would be to launch a boycott of Standard Bank, which has significant links with Liberty Life.

He appealed to churches, community organisations and firms throughout the country to support the boycott by withdrawing funds from Standard Bank. A special plea is to be made to the National African Federation of Chambers of Commerce (Nafeco).

Tomorrow members of Iawusa will hand over the Standard Bank in Jabulani. Soweto - "We will not intimidate clients but we will try to explain to them what the dispute is about and how breadwinners have been out of work without compensation for months," said Mr Seoka.

Iawusa attempted to launch a boycott of several other institutions associated with Liberty Life late last year. These included Sales House and the giant United Building Society. The campaign petered out shortly after some members were arrested and there was talk of intimidation charges, said Mr Seoka.

He added that Iawusa was taking legal action on the grounds that workers' rights to associate freely with a union of their choice were being infringed.

MP tells of attack at farm

Pretoria Correspondent

Six men face charges of robbing a Conservative Party MP of six firearms, a hat, jacket, watch and R500 cash.

Mr Baas Schoeman was allegedly listening to a church service on his farm at De Wildt, outside Pretoria, on the evening of February 20 last year. When there was a knock at the door, according to papers before the Pretoria Supreme Court.

He opened it and four black men, one in a police uniform, entered his house. Under pretences they allegedly pretended to be armed and demanded money. They assaulted Mr Schoeman, threatened to castrate him and tied him to a chair.

Mr George Phofolo (38) of Ga-Rankuwa, Mr Bigboy Legdi (28) of Mamelodi, Mr Joshua Marana (36) of Mamelodi West, Mr David Masemmbuka (55) of Mamelodi, Mr Ekekile Lekong (37) of Mamelodi West and Mr Stephens Alfred Mangaise (26) of White River have been charged with robbery with aggravating circumstances and illegal possession of firearms.

They pleaded not guilty. The hearing continues.
Members of the Insurance, Assurance and Allied Workers' Union (Iawusa) picketed the Jabulani branch of Standard Bank in Soweto yesterday in an attempt to pressure the insurance giant Liberty Life into talks on the sacking of about 100 workers.

The bank has significant investments in Liberty Life, which fired the workers in September when they struck in support of demands that the company recognise their all-black union.

Liberty Life has said it will not recognise a union which expressly excludes white members.

Since the dismissals, Iawusa has tried various strategies, including boycotts of associated firms, to draw the company into negotiation.

A small group of picketers and pamphleteers patrolled the front entrance of the Soweto bank yesterday, explaining their campaign to clients.

Police kept watch but did not intervene.

The placards declared the Standard-Liberty link an "unholy alliance" and a "marriage of racism."

The pamphlet called on the public to refrain from taking out insurance policies with Liberty and to boycott banking and loan services of the Standard.

It explained the Iawusa position: "We, the black workers, justly reject management's choice of a union as we blacks do not have the same interests as whites — politically, economically, socially and culturally."

"It is our belief that the exploitation, degradation and discrimination we experience at work can be ended through a union of our own choice."

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LABOUR LAW

When the court is not a court

A landmark decision this week by the Transvaal Supreme Court has thrown doubt on the status and powers of the Industrial Court (IC). In essence the ruling by Judges Eshun and Bliss is that when it decides on unfair labour practice matters the IC does not have the authority of a court.

Labour lawyers say the finding casts doubt on when the IC does act as a court, and when it does not. The enforceability of its rulings is also called into question. Because the Supreme Court ruled only on the specific matter before it, and did not consider the overall functions and powers of the IC, it is not possible to say how the ruling could affect other areas of IC activity.

However, depending on claims of unfair labour practices constitutes one of the most important areas of the IC's jurisdiction. Its powers are now in doubt.

The Supreme Court ruling came in an appeal from the IC in the case of the United African Motor and Allied Workers Union vs Fodens (SA) (Pty) Ltd. In the IC hearing the union established 37 unfair labour practices by Fodens against its members and won compensation for some of them.

Appeal

However, the IC refused to grant costs against Fodens on the grounds that there was no specific statutory provision for it to do so. The union appealed to the Supreme Court to overturn its decision.

The Supreme Court, in ruling that the IC did not function as a court when considering unfair labour practice matters in terms of Section 46/9 of the Labour Relations Act, said it had no power to grant costs. The advocate for the union, Dan Bregman SC, immediately applied for leave to appeal to the Appellate Division of the Supreme Court.

A labour lawyer, Rod Harper, tells the FM that the decision "whether right or wrong introduces legal chaos. It will have substantial repercussions on the development of labour law and its effect on the IC."

He adds that it is of interest that the IC has been in a rare form of relevant legislation, grant an order of costs where a frivolous application for an interim order concerning an unfair labour practice is concerned — but now may not do so when making a permanent finding.

More seriously, the decision casts doubts on the IC's powers and on the development of labour case law.

The ruling that in one of its major functions the IC is not a court leaves open the possibility that it also does not function as a court in other functions. The closest labour lawyers have so far been able to come to deciding what the IC is when it is not a court is that "it is some sort of quasi-judicial body — such as a tribunal."

In addition, no one now seems sure whether an IC ruling can be enforced if it is not the decision of a court.

It also seems that IC decisions in unfair labour practice cases cannot now form part of what had become a rapidly developing body of labour case law. The decisions — not being the decisions of a court — cannot form precedents, and are not binding in subsequent cases.

And, Harper says, the Supreme Court seemed of the opinion that the Minister of Manpower could "clarify or vary" IC decisions in unfair labour practice cases. If that is so, the IC in such cases certainly does not function as a court whose decisions could only be varied on appeal to a higher court.

Harper says that part of the problem is that the Labour Relations Act is extremely badly drafted and that amending acts — of which there have been an average of one a year since 1979 — have been built onto the existing badly-drafted measure.

The result, he says, is confusion both among attorneys and laymen and in the workplace, where an understanding of the Act is essential to both workers and employers.

BUSINESS AREAS

Confused reform

As it so often does, government handled this week's announcement that CBUs would be opened to all races in a stumbling and uncertain fashion. There is some reason to believe that Community Development Minister Pen Kotze jumped the gun on his ministerial colleges. Hence some of the confusion.

The original intention seemed to be to tie the announcement to the findings of the Strydom Commission of Inquiry into the issue, and to make it when the report was

SASOL IN MYSTERY COURT CASE

A case — innocuously titled "M Seller and others vs Sasol Ltd and others" — is due to begin in the Rand Supreme Court on March 17. It may be one of the biggest legal hearings ever to come before a SA court.

The case is expected to be heard in camera and lawyers say that everyone connected, including the opposing legal teams, have been asked to sign undertakings not to reveal details. However, talk surrounding the case indicates that "hundreds of millions" could be involved.

No details are available about "M Seller" — but he is believed to be part of a business consortium representing both SA and overseas interests.

High-powered legal teams are representing both sides, and there are believed to be three defendants Sasol, the Strategic Fuel Fund Association (SFFA), and an as-yet unidentified party.

The SFFA is a commodities-purchasing organisation with both state and private connections. It was identified in Parliament as the organisation that, in all innocence, bought the Strelitz's oil cargo before that ship was scuttled by international racketeers to hide the fact that they had sold the SFFA oil that properly belonged to Shell.

The SFFA has some directors in common with Sasol. A tight-lipped Sasol spokesman told the FM this week, "Sasol is exempt from any action resulting from a SFFA transaction." He was not prepared to comment further.

Seller (the man in whose name the case is being brought) and his associates are represented by Des Williams of Werksmans, and by Sidney Kentridge SC, Cloke Cohen SC and Peter Solomon.

Cohen and Solomon refused to discuss the case with the FM this week.

The attorney for Sasol and the SFFA is Billy van der Merwe of Hofmeyer, Van der Merwe and Botha and the advocates on the Sasol team are Fame Collers SC and Wim Trengrove.

J F Vos of the Pretoria firm of Goldenhuys and Liebenberg with W Cooper SC and J du Plessis, represent the mystery third defendant. Vos refuses to disclose the identity of his client.

Nothing was known about Seller or his partners at the time of going to press. — apart from the fact that some of them are from London. Talk in legal circles suggests that one could be a "top businessman," another "a foreign ambassador," and a third "the wife of a leading SA politician."
LABOUR NEWS

Rosebank strike settled

BY PHILIP VAN NIERK

A STRIKE by the entire black workforce of Thrupee's in Rosebank was settled yesterday after negotiations between the management and worker representatives.

The staff went on strike on Wednesday demanding a R20 a week wage increase and calling on management to settle a list of grievances.

After negotiations with representatives of the Commercial, Catering and Allied Workers' Union (Cawusa), the company agreed to pay an increase of R10 a week, shifting its offer of R7.50 a week.

In addition, it was agreed that Cawusa would be recognised, no worker would be victimised for going on strike and workers would be paid for the time they were out on strike.

The company also agreed to look into a set of grievances involving working conditions.

Mr. Keene, the managing director of Thrupee's, said, "The so-called strike has been settled between the satisfactions of the workers. We are happy that the workers have returned to work."

A union spokesman said they were pleased with the outcome of the dispute, especially since small companies often tended to act negatively towards unionisation.

Cripples' cash missing

Mail Reporter

A REHABILITATION officer at the Anglo American Corporation's Ernest Oppenheimer Hospital in Welkom has left the hospital following allegations that he was embezzling the money of crippled workers.

The man worked at the hospital's Rehabilitation Centre, attached to the hospital, which houses between 70 and 90 paraplegics who have been crippled in mining accidents.

It is alleged that, as crippled workers were unable to go to a bank themselves, they entrusted their banking to hospital officials.

An organiser for the National Union of Mineworkers in the Welkom area said the paraplegics had voiced the issue of money going missing, and the hospital authorities after an R162 cheque belonging to a patient was found to be missing.

A spokesman for Anglo American said the rehabilitation officer had been "on holiday from work" with an investigation into allegations of embezzlement.

The spokesman said the matter had been referred to the Welkom police and that all the missing money had been recovered. This included a cheque of R60 and cash of R17.44.

PINETOWN - Strikes and unrest continued in the large Pinetown factories yesterday at Smith and Nephew, most of the 500-strong labour force downing tools on Tuesday.

A company spokesman said the workers were due to the factory each morning and assembled in an orderly fashion on the production line inside the factory premises.

At Niven and Leifer, 120 of the 900 workers in the circular knitting and warping department stopped work because of unspecified conditions.

They were fired for refusing to return to work and were told to collect their pay later in the week.

A strike of about 400 workers at Sapa attempted to intimidate staff still working at the factory yesterday morning.

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Only semi-conscious. Brain damage is confirmed by X-rays. "Tired.

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South Africa and Namib.
IN THE seventies when the spirit of trade unionism gained momentum within this country's black labour force, it was both welcomed and reviled.

Progressive employers appreciated it because they hoped it would ease the problem of having to deal with a disorganised labour force. Other employers were hostile.

The underprivileged black worker welcomed it as a breakthrough.

Few realised that one day even the most looked-down-upon black worker would earn the plaudit of a united workforce for the betterment of her working conditions.

Domestic workers, the worst exploited sector of the black workforce in this country, have come together to form a united front.

They have now formed a trade union, South African Domestic Workers Association (SADWA), which has a membership of over 2,000 in the Transvaal. The national figure is not yet known because a lot of domestic workers are still registering, according to Mrs Margaret Nhlapo, president of the Transvaal region.

Mrs Nhlapo further said SADWA had applied to the Minister of Manpower and Development for legal recognition.

We are anxiously awaiting a reply from the Minister's office. As soon as we get one, hopefully as a positive one, SADWA will have to decide who its mother body will be.

The idea of a union came up four years ago at a meeting between domestic workers, the Institute of Race Relations and the Domestic Workers and Employers Project (DWEP).

DWEP's function has been to aid domestic workers and employers with problems. It has not functioned as a union.

So the two bodies have different roles to play.

"The attitude of most domestic workers has been that they are the people who are directly facing the pinch of being treated as dust and therefore can appropriately render relevant solutions to certain job problems," says Mrs Nhlapo.

SADWA was officially launched nationally in 1981. From each of its three regions, namely Transvaal, Durban and Cape Town, representatives were elected for office and trade union administration.

The Human Awareness Project offered to give them an intensive six-month training in administration and legal rights as a trade union.

Today, SADWA's regions are fully operational with the blessings of DWEP's director, Mrs Leah Tutu.

"I am glad at the progress of domestic workers in running their own affairs. I know they have a potential of developing to levels no one ever thought of," said Mrs Tutu.

The Johannesburg office of DWEP is the only one that is still dealing with domestic workers and their problems. It is also running a pension fund scheme for domestic workers.

The offices of SADWA, Transvaal region, are at 132 Chester House, Jeppe Street, between Simmonds and Harrison streets.
200 Landroost workers on strike

By STEVEN FRIEDMAN
Labour Correspondent

A BOUT 200 workers at Southern Sun's Landroost Hotel staged a one-day strike on Wednesday in protest at the arrest of a worker leader, Mr Robert Mkhize, under the Intimidation Act.

They said Mr Mkhize, chief shop steward of the Commercial, Catering and Allied Workers' Union at the hotel, was arrested apparently in connection with a previous strike at the Landroost after the hotel manager laid a charge against him.

The workers are demanding the manager's removal.

The union says this is the second incident in which police have acted against a union leader at a Southern Sun hotel.

But a Southern Sun representative denied the company had asked police to act. It was company policy, she said, to ask police to intervene in labour disputes only where there was a threat to the safety of hotel guests or property.

She said Mr Mkhize was arrested after several workers who claimed to have been intimidated during a previous strike, made statements of their own accord to the police.

Mr Mkhize was arrested on Tuesday and appeared in the Johannesburg Magistrate's Court on Wednesday morning charged under the Intimidation Act. He was released on R400 bail and his case was postponed to March 22.

His arrest has been condemned by the local committee of the International Union of Food and Allied Workers, to which 10 unions belong.

The committee has also called on food unions throughout the West to condemn the arrest.

A catering union spokesman said yesterday workers had downed tools on Wednesday in reaction to the arrest and had remained on strike for the rest of the day.

He said the arrest followed an incident at another Southern Sun hotel in which a union leader was interrogated in a hotel room by a man who said he was a security policeman.

Although workers had returned to work, the union would now, he said, take up two aspects of the incident with Southern Sun - the strikers' demand that they paid for their time on strike and the manager's removal.

Southern Sun's representative said yesterday the company would not agree to pay strikers for the day they had stopped work.
Cafe workers are dismissed

By ALINAH DUBE

THE Paynton's Cove, a cafe in Pretoria, has dismissed eight workers for allegedly going on strike.

According to a spokesman for the Commercial Catering and Allied Workers' Union of South Africa (CCA-WUSA), the workers, all members of the union, went to work with the aim of confronting management for better pay and improved working conditions. But they arrived late for work and were all dismissed.

The union approached management in a bid to resolve the dispute but the meeting ended in a deadlock.

The manager of the cafe, Mr Nic Nicolaow, said the employees were fired after they had all arrived at 11am and would not enter the shop. He said, "He was aware of transport problems but for people to arrive all at one time and stand outside the building meant they were on strike."

"I told all of the workers that they were fired after realising that none were prepared to come in when I asked them to do so. I even asked what their problem was, but nobody said anything," said Mr Nicolaow.
Witness tells of ANC labour wing strategy

By CLAIRE PICKARD-CAMBRIDGE
GRAHAMSTOWN — One of 11 men charged with high treason allegedly told a group that the ANC would be able to work from within South Africa and induce the Government to negotiate with them if trade unions served as a labour wing of the banned organisation.

A State witness claimed in the Grahamstown Supreme Court yesterday that Mr Douglas Mayiale Tyutyu, 48, had told three men they should each recruit three others and teach them about trade unions, marxism and communism.

Mr Y, who cannot be named because the hearing is in camera, said Mr Tyutyu had told them each group of recruits should fall under a trade union. These could serve as a "labor wing of the ANC so that if enough factories were mobilised by trade unions, strikes could cut off the supply of clothes and shoes for soldiers.

Under re-examination by Mr W Kingsley, for the State, Mr Y said one of the accused, Mr Sipho Nodlamsa, had frequently told him there was no way they could be helped unless they "skipped the country." He had specifically suggested that to Mr Y when Mr Tyutyu and another accused, Mr Lindile Patrick Mbeleka, had been arrested in May, 1993.

Mr P N Langa, for the defence, said Mr Y had not only been confusing dates, but incidents as well.

Mr Langa said Mr Tyutyu denied exhibiting any photographs to Mr Y or introducing Mr Y to any terrorists who had undergone military training.

Mr Tyutyu also denied speaking to Mr Y about the disappearance of a young guerrilla, called James, after the blast at the East Cape Administration Board buildings, Port Elizabeth, during January, 1993.

The accused are: Mr Rufus Nato Nxele, 24, Mr Douglas Tyutyu, 48, Mr Sipho Fielden Hina, 44, Mr James Ngqondela, 54, Mr Zuyanana Khama, 57, Mr Mmamalu Tom Kameh, 22, Mr Sipho Nodlamsa, 33, Mr Vulela Tlwula, 43, Mr Lindile Patrick Mbeleka, 27, Mr Wellington Vukile Gumgumg, 29, and Mr Nceba Christopher Faku, 27.

They have pleaded not guilty to all charges.

The State alleges they prepared and detonated explosives at various places in Port Elizabeth.
(Proceeding)

Mr Justice Hawke was on the Bench with two assessors, Mr E A Logue and Mr P P Barnes Mr P K Strauss, SC, Deputy Attorney General and Mr W Kingsley appeared for the State Mr R L Selvan, SC, MAAT, P N Langa, instructed by T Majodina and Company, and Mr Dalibh, of Grahamstown, appeared for the defence.
Striking drivers may return to work

Mercury Reporters

ALL the striking bus drivers of the Durban Transport Management Board may return to work today after agreement was reached late last night between officials of the board and the Transport and General Workers' Union.

In a terse statement issued after a marathon meeting, Mr Marshall Cuthbert, general manager of the board, said, management has reached agreement with the union which protects the rights of both union and non-union members of staff.

But, Mr John Mawbey, branch secretary of the union, said the board's proposal had not yet been accepted by the union.

He said they would be told the details of the proposal orally this morning.

Details of the proposed agreement were not available to the Press last night.

Mr Mawbey was optimistic that agreement could be reached, and the six-day dispute ended.

Protest against Easter work planned

Mercury Reporter

WORKERS in Durban shops are planning to protest against a move by the Durban Chamber of Commerce to have April 21 - Easter Saturday - declared a normal trading day for shops in central Durban.

The Commercial, Catering and Allied Workers' Union - representing thousands of shop workers - has called a meeting of shop stewards today to decide on a line of action.

Shop workers interviewed by the Mercury yesterday said they were not happy about working on April 21 as it would disrupt their Easter long weekend. "We work pretty hard all the year round - why can't we, too, have a break sometime," said a sales assistant in a large West Street department store.

Mr James Aikman, assistant general manager of the Durban Chamber of Commerce, yesterday confirmed that the Chamber recommended to the Durban City Council that it should open on Easter Saturday.

He said most local authorities on the Natal coast had amended the trading by-laws to enable shops to remain open on Easter Saturday. It was time the Durban City Council did the same.
Art centre: Aid for DMA urged

By EVELYN VOSLOO
Municipal Reporter

RESIDENTS of Sea Point and Green Point have appealed to the City Council to let the Cape Town Art Centre to the Domestic Workers' Association (DMA) at a modest rental, because of the "urgent and desperate" need for recreational facilities for workers.

City Councillor and MPP Mr Herbert Hirsch said yesterday that this had been decided at the annual meeting of the Green and Sea Point Ratepayers' and Residents' Association on Wednesday night.

"It was also decided to call on the council to underwrite the cost of repairing the centre to a reasonable standard," he said.

The use of the centre is being put out to tender by the council. A condition of the lease is that the centre be repaired, which the DWA is unable to finance.

"It was also resolved at the meeting to call on employers and members of the public to support and subscribe to a building fund which is to be launched by the DWA to help repair the centre," Mr Hirsch said.

The vice-chairman and treasurer of the DWA, Mrs Florence de Villiers, said last night that there was a critical shortage of recreational facilities for domestic workers in Cape Town.

"We are using the Art Centre on a temporary basis at the moment for keep-fit classes, needlework, first-aid classes and prayer meetings.

"All workers need upliftment and education. It is in the interests of employers to contribute towards this, because they will also benefit from it," she said.
RIGHTS DELAYED BY
SEARCH FEE

THE VAAL branch of the General Workers' Union (GWU) has accused the Vaal Town Council of stalling the union's attempts to get its members — all migrant labourers — urban rights.

At the centre of the row is the "search fee" the council is demanding before it produces records of the affected employees — all of whom work for the Town Council, and are members of the union. The GWU wants the information from the records so that it can get Section 10(1)b rights for 10 of its members.

"It's absolutely outrageous," said GWU official, Mr Phil Masia, commenting on the "search fee" charged by the council. "We don't think the so-called "search fee" is applicable in this case. Why should they sell the information to us?"

According to Mr Masia, the council initially told union officials that it had no files of the workers concerned, but somersaulted when asked to put this in writing.

"When we asked them to put this in writing, they then came up with the 'search fee' story — hence our belief that they are stalling," Mr Masia said.

The GWU official told the SOWETAN yesterday that they had already acquired Section 10(1)b application forms — which have to be filled in with the co-operation of the employer — from the Orange-Vaal Administration Board (Ovab).

"The next step was for the council to give us employee records, but it appears they are not willing to do so," Mr Masia added.

According to the landmark Supreme Court ruling on the Rukhoto case, migrants who have worked 10 years or more for the same employer can claim permanent city rights.

The Vaal Town Coun-
cil treasurer, Mr J Vorster, vehemently denied yesterday that his council was stalling the union's attempts to register the 10 migrant workers for urban rights.

"Why would we prevent our workers from getting urban rights?" he said.

Mr J Leevorink, Ovab's community services director, said it was normal practice that people should be charged a fee for any information required from board or council records.

mean, if they have Section 10(1)b endorsed on their passes, the easier the task for all of us. We would like to see them getting these rights. The 'search fee' was introduced years ago, and is an Ovab policy. Even private companies, wanting information on their workers, pay it," Mr Vorster said.

Mr J Leevorink, Ovab's community services director, said it was normal practice that people should be charged a fee for any information required from board or council records.
Tax strikers win their jobs back

THE new Black Tax Act met with an angry response from workers at a Durban flour mill this week – the entire workforce of 420 people went on a four-day strike.

Management sacked them all on Wednesday and closed the mill “until further notice”. But on Thursday, the workers were all reinstated without any loss of privileges – but without pay for days not worked.

CP Correspondent: DURBAN

The Union Flour Mill Workers – members of the Baking and Allied Workers’ Union – found last Friday that increased deductions had been made from their wages in terms of the new tax law.

Because they had refused to fill in forms registering them in terms of the new system, management was compelled by law to tax them as “single” persons – a higher rate than they paid previously.

The workers immediately went on strike and called for KwaZulu Chief Minister Gatsha Buthelezi to explain why they should pay tax in both South Africa and KwaZulu.

A spokesman for Union Flour – a subsidiary of the giant Premier Group – said they had spent a lot of money on an education programme last month to explain the new system to workers.

“But it seems to have failed,” he said.

He added that management found itself caught between the Government and the workers, because workers had made it clear that their grievance was not with their bosses but with the State.

“It was with great regret that we dismissed the workers,” he said.

“But we’re pleased that we worked out an agreement making their reinstatement possible.”
Workers' wrath

Unions warn the motor men after big retrenchments

By Barney Mthombathi

TRADE union leaders have accused the motor industry of putting profits before the livelihood of its employees and have warned that anger and bitterness caused by recent retrenchments will destabilise future industrial peace.

More than 2000 workers have been retrenched in the industry so far this year — 850 at Sigma, 700 at Datsun Nissan and 450 at Ford. In addition, 24 workers were fired after a crippling strike by 1500 at the BMW's Rosslyn plant in January.

Union leaders say these massive retrenchments so early in the year underline the inherent insecurity of workers in the industry and agreements are therefore needed to buttress them against the financial risks of working in the industry.

Decent severance and unemployment pay arrangements will also have to be made.

Coming in for harsh criticism, surprisingly, is Ford, long acclaimed as one of the most progressive employers in the country.

Union sources say there has been a change of attitude to unions at Ford and that the company has recently been "a source of considerable conflict.

General secretary of the Motor Assemblers' and Component Workers' Union, Dennis Neer, said this week his union heard of the retrenchments at Ford a week before they were to be carried out "almost as a rumour."

"We contacted Ford and they confirmed the rumour was in fact true," he said.

"A meeting was arranged at which we put forward some suggestions as alternatives to avoid retrenchments. Our suggestions were all rejected. It was a matter of 'take it or leave it'. They said the matter was not negotiable."

Mr Neer said workers had interpreted the retrenchments as a retaliation by management to a strike in December after a worker was fired.

"Workers are angry and I don't know what will happen should such a thing be done again. The whole manner of approach has changed at Ford."

Also critical of Ford was Fred Sauls, general secretary of the National Automobile and Allied Workers' Union, who said since 1970 Ford had been a source of considerable conflict.

He said the union was informed by Ford only two days before the lay-off. A meeting was held only at the union's request and Ford refused to consider alternatives or to delay the retrenchments until after a union meeting.

He said the difference between the way Sigma and Ford handled the lay-offs was quite startling.

Although his union was not at all happy with the retrenchments at Sigma, ample discussion had at least taken place between the union and the company before the actual lay-off.

"In addition, the long-standing agreement between the two parties ensured that the 'last-in, first-out' principle was adhered to and that workers who were retrenched received a week's notice, and one to three months' severance pay.

Ford's Press Relations Manager Bob Kernohan said there was "no particular legal obligation" to inform the unions about the lay-offs.

"It's an abnormal situation. We don't retrench often, and this is the first major retrenchment since the energy crisis of the early Seventies."

Mr Kernohan said Ford always co-operated with the two unions but the retrenchments were a non-negotiable issue.

"We informed the unions about it, but only once the decision had been made. And we gave an assurance the retrenched workers will get first option should conditions improve."

Mr Ruben Esl of Sigma also said the workers would be given preference should the situation improve.

"The decision to retrench was arrived at after a thorough investigation."

BMW spokesman Mike Brandt said none of their workers had been laid off, but 24 employees had been fired "for reasons related to their activities during the strike. They were involved in intimidation and violence against members of staff."

He said all BMW workers had gone back after the strike "at our rate."

"We told them they are to work for the money we are offering them or they can go and look for work somewhere else. It was as simple as that, and they went back at our rate."

"We contacted Ford and they confirmed the rumour was in fact true," he said.
Miss Kopo said one woman, aged 22, told the manager that a minimum wage of R10 a month for domestic workers was unfair. She had been earning R7 a month for the previous period and her wages were only increased this year. She also said after she had been employed for a year she was paid R10 a month.

The Domestic Workers Association is planning a mass meeting on February 15.
Buthelezi woos unions

Kwa-Zulu Chief Minister Gatsha Buthelezi called for an alliance between black trade unions and Inkatha in a meeting at Eskhaweni at the weekend.

Chief Buthelezi told members of the National Sugar Refining and Allied Industry Employees' Union that there should be no division between the aims and objectives of black political forces and those of black unions.

"The ANC mission in exile has no longer any right to demand the destruction of the factories in which you work," Inkatha's hand of friendship is an open hand extended to assist unions. It is not a hand which grasps your union to make it do what we want it to do. We are your ally. Let us get together and work in harmony for the glorious future which we all want our children to have."

Skei police clans out

Hands face the sack

In the aftermath of last week's announcement by Naamos' president, Mr Colin Adcock, that the increased tax on cars will have to be postponed otherwise, warned Mr Adcock, most companies would operate at a loss.

"We are unhappy", Naamsa director Mr Nico Vermeulen told City Press.

Mr Vermeulen pointed out that the July tax will mean that car prices will increase by a whopping 6 percent.

Unrest black unions have taken a wait-and-see attitude though they do not rule out the fear of the looming spectre of retrenchment in the 50 000 employee industry. Any clash in the car industry will hit blacks hardest.

"The implications for our members are frightening," said a spokesperson for the United African Motor and Allied Workers Union. A spokesperson for the National Automobile and Allied Workers Union of 500 black Nissan workers.

This resulted in a number of strikes followed by expensive legal action against employers.

"The reason for that was low sales. Now this tax increase will further damage our position."
Unions want GST on food to be scrapped

By Carolyn Dempster
Labour Reporter

An open letter demanding that general sales tax for all foodstuffs and basic necessities be scrapped has been sent to the Minister of Finance by six prominent union groups.

The demand has the support of a collective union membership of more than 350,000 workers throughout the country.

The decision to send the letter was taken jointly by the Federation of SA Trade Unions, the General Workers Union, the Council of Unions of South Africa, the Commercial Catering and Allied Workers Union of SA, the Food and Canning Workers Union and the Cape Town Municipal Workers Union.

The unions jointly reject outright the increase in GST from six to seven percent, which was implemented in February this year.

"The decision to increase GST was made without any public discussion and, it seems, with no regard for its effects on ordinary people. As organisations representing workers, we demand that GST be scrapped altogether for all foodstuffs and basic necessities," the letter says.

The unions' reasons are:

- The increase represents a substantial cut in income for the working class and poor people, who have to spend the most of their income on food and basic necessities.
- The tax comes at the worst possible time for the majority of workers. Unemployment is high and because of the drought many people have to rely on an urban income to stay alive.
- The reasons given by the Government are unacceptable. Farmers are helped, but no thought is given to the ordinary person.
- Following the introduction of the new tax system for blacks on March 1, "workers will be justified in asking why they should pay taxes when they have no say in the Government which is spending them - especially when the taxes weigh more heavily on the working class."

The letter says the recent increases in rail fares, and the prices of bread, sugar and milk, contributed considerably to the burden on black workers.

"These increases render all the more urgent our demand that you reconsider the imposition of GST. We ask your Government to give it your immediate and serious consideration."
'We want to be in union unity plan'

By PHILLIP VAN NIEKERK

THREE trade unions expelled from talks being held to plan a new super-federation of emerging unions still want to be included in the unity moves.

Representatives of the South African Allied Workers' Union (Sawu), the Municipal and General Workers' Union of South Africa (Mgwusa) and the General and Allied Workers' Union (Gawa) told a Press confer-
ence yesterday that they questioned the motives for their expulsion.

The unions were excluded from a unity meeting in Jo- hannesburg earlier this month which broke a deadlock which has held back unity moves for almost a year.

Mr Mzimelwa, vice-
president of Sawu, told yest-

derday's conference that they had offered observer status at the unity meeting after "certain individuals" had maintained they were blocking progress because of the way they were struc-

"We declined to accept this offer because it was not in keeping with our mandate, which was that we should be at the meeting as full partic-

ipants. They then moved our expulsion from the talks".

Representatives of the three unions said they had not been given a hearing at the talks to explain what steps they had taken in mov-
ing towards an industrially-

based union structure.

Mr Mzimelwa said they were reluctant to set deadlines to the process of reaching unity. "We can only sus-
pect that those individuals who are setting deadlines are deliberately trying to leave certain unions out of the unit-
y talks."

He said they had not gone to the extent of thinking of forming their own federation and still saw themselves as part of the unity talks, which had been going on since 1981.

He said they still had to report back to their members and receive a fresh mandate. They were waiting to see whether the other unions would insist that they have observer status rather than full participation in the talks.
Strike at Checkers

workers at the Pietersburg branch of Checkers stores went on a 30-minute strike yesterday morning after a dispute over pay.

A spokesman for the Commercial Catering and Allied Workers' Union said the dispute followed management's failure to pay the workers "increased salaries as agreed earlier in the month."

The workers, who have been on probation for two to three years, had demanded that they should be recognised as full-time workers. Management had agreed to do so, they claimed, and had promised to increase their salaries from R170 to R220 a month from the end of March.
Paper under fire

THE Insurance Assurance Workers' Union of South Africa (IAWUSA) yesterday lashed out at the Johannesburg morning newspaper for bestowing an honour upon Liberty Life insurance company.

'They (the newspaper) unanimously awarded the Annual Business Achievement Award to racist Liberty Life because of its outstanding contribution to the South African economy and in a wider context pursued the goal of excellence in all its areas of activity,' IAWUSA said.
A STATE witness in a treason trial at Grahamstown told the Supreme Court here that the Security Police had found considerable documentation revealing a close alliance between the ANC, the South African Communist Party (SACP) and the South African Congress of Trade Unions (Sactu).

Lieutenant-Colonel J H Buchner, of Security Police headquarters in Pretoria, told the court on Wednesday that Sactu was the trade union wing of the ANC.

In response to a question from Mr P J Strauss, SC, for the State, Lieutenant-Colonel Buchner said he did not know whether a relationship existed between Sactu and the Motor and Component Workers' Union of South Africa (Macwusa).

He knew that Sactu aimed at infiltrating several trade unions and that Macwusa, the South African Allied Workers' Union (Saawu) and the Food and Canning Workers' Union were mentioned in Sactu documents.
Manager quits
strike-hit
hotel

By STEVEN FRIEDMAN
Labour Correspondent

THE general manager of the
Landcroft Hotel, whose re-
moval was demanded by
striking workers recently,
has resigned.

While black workers at the
hotel have welcomed the
resignation, management
staff are circulating a peti-
tion protesting against it.
Workers demanded the man-
ger's dismissal after
charging that he had called
in police to act against
worker leaders.

The immediate cause of the
demand was the arrest un-
der the Intimidation Act of
Mr Robert Mkhize, chief
shop steward of the Com-
mercial, Catering and Al-
lied Workers Union at the
hotel.

The union's general secre-
tary, Mrs Emma Mashin-
ini, said yesterday that the
manager had been asked to
resign by Southern Suns,
which owns the Landcroft.

"Several work stoppages oc-
curred at the hotel because
this manager called in the
police and we are pleased
that the company has ac-
ted against him," she said.

However, a Southern Suns
representative yesterday
denied that the manager
had been asked to resign.
He had done so "of his own
accord," she said.

According to sources at the
hotel, the manager's resign-
ation has prompted a
backlash from senior man-
agerial staff.

The sources say that eight
department heads at the
Landcroft have resigned in
protest.

Southern Suns' representa-
tive denied this, however.
"There have only been three
resignations by depart-
ment heads and none of
these were prompted by
the general manager's res-
ignation," she said.

At the time of the strike over
Mr Mkhize's arrest, South-
ern Suns denied that the
general manager had
called police to the hotel.

It added, however, that call-
ing police in during dis-
putes was against com-
pany policy and that any
hotel manager who was
proved to have called in
police would face disci-
plinary action.

Meanwhile, Mr Mkhize ap-
ppeared in a Johannesburg
magistrate's court on
Thursday to face charges
under the Intimidation
Act. However, no evidence
was led and the case was
remanded to March 23.
In 1970 all domestic workers were at the mercy of the whims and demands of the householders who employed them. Today the situation is very different.

There are more than 200 centres of concern throughout the country which help to protect the rights of at least 30,000 domestic workers.

Thirteen years after its establishment, the Domestic Workers and Employers Project (DWEIP), besides campaigning for the rights of domestic workers, strives to improve the skills of domestic workers so as to make them more marketable and to improve relations between the workers and their employers.

Plagued by low self-esteem, a result of years of underpayment and fear of victimisation, domestic workers could never confront their employers on their own and demand fair treatment. Although these attitudes still exist, relationships have improved, said Mrs Leah Tutu, DWEIP's national director, pictured above.

Domestics, particularly the younger ones, most them graduates from the centres of concern, can now bargain with employers on how much they are prepared to work for. More and more employers are prepared to pay the DWEIP's recommended wages, Mrs Tutu said.

The conditions of employment and relations are nowhere near perfect but DWEIP has definitely made a mark, she said.

Both employers and employees participate in the centres of concern, realising their mutual benefit.

"Domestics and their employers can give a lot to each other by just talking and sharing ideas," Mrs Tutu said.

Littering, cooking, first aid, typing and driving are some of the skills taught at the centres of concern. There has been an increase in the number of people interested in writing both matriculation and junior certificate examinations.

There is still no legal protection for domestic workers — no Government minimum wage or pension fund exists for domestics.

Although some private pensions have been discontinued because of lack of support, there is a core of employers who have shown interest in their workers' old age, Mrs Tutu said.

One building society recently launched a domestic workers' retirement scheme. Domestics or their employers can subscribe to the scheme, paying premiums from R5 upwards for 10 or 20 years.
ABOUT 130 workers have downed tools at Lifestyle Cane in Doornfontein in protest against management's decision to cut their working hours by one and a quarter hours every day.

The workers are all members of the African Allied Workers Union (AAWU) and according to a union spokesman, management told the workers of the decision last Thursday.

A spokesman for the company said they were affected by the recession. "We asked the workers to work short time because we are affected by the recession like other companies. There is presently no dispute and the workers have to come back or we will remain closed indefinitely," he said.
Take worker back, order arbitrators

BY STEVEN FRIEDMAN
Labour Correspondent

IN WHAT is believed to be an unprecedented move, two arbitrators have ordered the reinstatement of a worker fired by wholesalers Makro earlier this year.

The worker's dismissal led to two strikes at the company's Germiston branch and the arbitrators were appointed after both sides agreed to abide by their decision.

This is believed to be the first time arbitrators have been voluntarily appointed by a company and a union to settle a dispute over a dismissal.

The arbitrators — Mr Paul Pretorius, who was chosen by the Commercial, Catering and Allied Workers Union (CCAWUSA), and Professor P A K le Roux, who was chosen by Makro — decided that, instead of being fired, the worker should receive a written warning in terms of the company's discipline procedure.

A Makro spokesman said yesterday the worker had already been reinstated with full benefits.

The dismissal of the worker — for alleged assault and insubordination — led to a strike at the Germiston branch early in January.

Workers agreed to return after Makro asked them to use the appeal procedure against fringes in its recognition agreement with the union.

The appeal machinery was set in motion, but it confirmed the dismissal. The union then declared a dispute with Makro and workers struck again.

In the wake of this strike, the two sides met to consider ways of settling the dispute and the union suggested mediators be called in. Makro rejected this and suggested arbitration instead, to which the union agreed.

"We didn't think mediation was suitable for this sort of dispute," the company's spokesman said yesterday.

"If you call in mediators, you are looking for some compromise mid-way between what the two sides want. But here we were dealing with a cut-and-dried issue. Either the firing was fair or it wasn't. We thought this was best settled by arbitration," he added.

He said the arbitrators had found that there had been insubordination on the fired worker's part — and so had decided that he be given a warning — but had been unable to determine the precise details.

The incident which led to the firing had led to two strikes and "growing tensions" among workers at the Germiston branch and the company had felt that these consequences warranted the worker's dismissal.

The arbitrators, however, had not accepted this view.

"Nevertheless, we are happy to abide by the decision if it means restoring peace to the store," the spokesman said.

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Arbitrators order worker be reinstated

Mercury Correspondent

JOHANNESBURG—In what is believed to be an unprecedented move, two arbitrators have ordered the reinstatement of a worker fired by wholesalers Makro earlier this year.

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However, the arbitrators had not accepted this view.
Unfulfilled ‘promise’
so 28 workers strike

PIETERSBURG — Twenty-eight workers at the Pietersburg branch of Checkers stores went on a 30-minute strike yesterday morning after a dispute over pay.

A spokesman for the Commercial Catering and Allied Workers' Union said the dispute followed management's failure to pay the workers increased salaries as agreed earlier in the month.

The workers, who have been on probation for two to three years, had demanded that they should be recognised as full-time workers.

Management had agreed to do so, they claimed, and had promised to increase their salaries from R170 to R220 a month from the end of March.

However, when the workers received their pay this month they were only increased and the 28 workers decided to down tools.

The union intervened and, according to its organiser, Mr C Hasethaba, management promised that the workers would "definitely" get the increases on Saturday.

Mrs B Jacobs, the sales manager, declined to comment and referred queries to another official who could not be contacted — Sapa
Union to hold strike ballots

Labour Correspondent

THE unregistered National General Workers Union says it will hold strike ballots at two Pretoria motor parts dealers because the motor industrial council has failed to intervene in recognition disputes between the NGWU and the dealers.

The union's general secretary, Mr Donnie Kumalo, said the NGWU had referred to the council recognition disputes with Nationwide Motor Spares and Pretoria Tyre Centre, as labour law required it to do.

One dispute had been referred to the council in January, and the other last month, he said. In both cases, the union alleged the companies were guilty of an "unfair labour practice".

"Labour law says the council must try to settle the dispute within 30 days — but they haven't even replied to our letters. This means we are entitled to go to the Industrial Court or hold a strike ballot," he said.

He said the union had opted for a ballot and added "The council does not seem to be interested in settling disputes if union recognition is involved." A spokesman for the council denied that it was unwilling to settle certain types of disputes. "We always make sure we carry out our duties in terms of the law," he said.

He said that he could not comment on the NGWU's claims because he did not have details of the specific dispute. "But there is nothing in the law which says we must settle a dispute — it merely says that if we do not the aggrieved party can take action," he said.
UNIONS

Unity in sight?

The prospect of two major trade union federations and several unaffiliated unions forming a powerful new federation representing more than 300,000 workers grew more likely this week.

Following talks held in Johannesburg earlier this month, representatives of the unions met in Durban in an attempt to cement their relationship, as the FM went to press. If the talks are successful — and the indications are that they will be — the new federation will be the largest, mainly black, union organisation ever formed in SA.

Although the unions involved are reluctant to comment, the FM understands that the participants represent the Federation of SA Trade Unions (Fostatu), the Council of Unions of SA (Cusa), the Food and Canning Workers' Union, the General Workers' Union, the Cape Town Municipal Employees' Association, and the Commercial Catering and Allied Workers' Union of SA.

The Johannesburg meeting earlier this month broke the impasse which has blocked unity moves for almost a year. In the past the main stumbling block arose from disagreements between the bigger and more established unions, and newer organisations linked to community groups. The newer unions are the SA Allied Workers' Union, the General and Allied Workers' Union, and the Municipal and General Workers' Union of SA.

The established unions, disturbed at what they perceived as attempts by the 'community' unions to delay the formation of a new federation, brought matters to a head in early March — indicating they would go ahead with their plans.

Community unions were gravely offended at being offered only observer status at the Johannesburg meeting — which the larger organisations justified on the grounds that the community bodies did not appear ready to support a new umbrella organisation.

There is disagreement on what happened next. According to the established unions the community bodies walked out. The smaller unions, on the other hand, claim they were expelled from the meeting. Last week the unions claimed they still wanted to be involved in the unity talks.

No one will say whether the community groups have representatives at this week's meeting in Durban — although it is regarded as highly unlikely.

Despite optimism that most of the obstacles to unity have been removed, there are still problems to be resolved. Personality clashes and accusations about past breaches of trust have still to be ironed out. In addition, the formation of a new federation will almost certainly require the "rationalisation" of many existing union posts and the allocation of some power, and revenues, to the federation — not matters on which unions easily agree.
Domestic workers' problems to be aired at seminars

Post Reporter

MANY thorny issues, including assault of domestic workers and theft, will be discussed by domestic workers and employers at a series of seminars to be held by the Domestic Workers' Association of South Africa (Dwasa) in Port Elizabeth next week.

Mrs Pat Mquna, Dwasa's organizing secretary, said the week of seminars would be launched with a rally at the small Centenary Hall, New Brighton, at 2pm on Sunday.

The speaker at the rally, which is the first to be held by Dwasa since its inception in Port Elizabeth and Uitenhage in 1981, will be the Reverend M Daba.

On Monday an all-day seminar, starting at 9am, will be held at the Dwasa offices in Main Street, Port Elizabeth, and the theme will be "The domestic as a housewife".

Mrs Mquna said a social worker would be giving domestic workers advice on where to take their children if they were having problems with them while they were at work.

The husband of a domestic worker will discuss the problems he faced when his wife had to stay overnight at the home of her employer, and a nunster will talk about spiritual upliftment in the working environment.

Mrs Mquna said assault of domestic workers would be discussed on Tuesday at 10am.

Other events will include a church service at St Hugh's, Newton Park, on Thursday at 3pm.
Assault on the job: advice given to domestic workers

By WENDY FRAENKEL

FEW domestic workers who are victims of assault on the job realise that they can take their employers to court.

This was highlighted at a Domestic Workers' Association (Dwassa) seminar held at their Fort Elizabeth offices yesterday.

Those who attended the seminar were told by a professional man what they should do if they were assaulted.

He said it was important to report a case of assault to the nearest police station immediately.

It was also vital to see a doctor as soon as possible or go to hospital for a medical examination and treatment - with a view to getting a medical report on the injury or injuries.

If the case was to be taken to court, evidence in the form of photographs was necessary because cases usually only came up months after the incident. By that time any physical evidence would have disappeared.

Mrs Pat Maquina, the Dwassa organising secretary, said "Unfortunately many domestic workers never report incidents of assault, purely because they are afraid to lose their jobs and just can't afford to do so."

"Many employers, accused of assault, often retaliate by accusing their domestic workers of theft. Unfortunately it is normally the theft case that comes to court first."

"Such was the case involving a woman called Ruth whom we placed with a family. Ruth had not been with the family for two months when her employer and her husband arrived home at 9.30pm without telling her that they would be late."

"Ruth, who had been looking after the couple's small daughter, was tired, refused supper and went straight to bed."

"No sooner had she got to her bedroom than the husband of her employer rushed into her bedroom saying that she had been cheeky. He then dragged her into the kitchen and started beating her up severely."

"It was only when he threatened to kill her that his wife intervened and Ruth managed to flee to the neighbours who called in the police."

"The police took her to hospital and later took a statement, saying she must report to them the next day."

"After weeks of hearing nothing from the police, she came to Dwassa offices, seeing that we were the ones who had got her the job."

"We wrote to her employers saying that we were disappointed with what had happened and instructed them to pay Ruth's wages."

Mrs Maquina said nothing was heard from them but, weeks later the police arrived early one morning at Ruth's home and arrested her for theft — she had been accused of stealing several items from her former employers.

Ruth appeared in court but after the case was postponed seven times it was eventually dropped because there was insufficient evidence.

Mrs Maquina said Dwassa was still trying to bring Ruth's assault case against her employers to court.
Union drops court threat

Labour Correspondent

THE Commercial, Catering and Allied Workers Union (Cawusa) has dropped a threatened industrial court action against OK Bazaars which would have challenged the firing of a union shop steward at OK's Sandton store.

A union spokesman yesterday refused to confirm or deny that the action had been dropped. He said that only Cawusa's general secretary, Mrs Emma Mashumun, could comment and she would not be available until next week.

However, OK's industrial relations director, Mr Richard Blackwell, confirmed that the action had been withdrawn a week ago and that there was no longer any dispute between the company and union at Sandton.

The sacking of the steward, Mr Lucky Maloto, led to a strike at the store in January which ended in the firing of about 200 union members.

The union sharply criticised the mass sackings — which are unusual in strikes at major chain stores — but the company charged it was forced to take action because violent incidents had occurred during the strike.

The union alleged the firing was an "unfair labour practice" and asked the Minister of Manpower to appoint a conciliation board to settle the dispute — a prelude to industrial court action.
Strike over wages

By JOSHUA RABOROKO

ABOUT 150 workers at Russell's furniture warehouse in Roodekop, near Wadeville, yesterday went on strike demanding wage increases and the recognition of their trade union.

A spokesman for the Commercial, Catering and Allied Workers' of South Africa (Ccausa) representing the workers, said that the workers downed tools after management had refused to meet their demands.

The company's managing director, Mr. Storock, was said to be out of town by his secretary and not available for comment.
Furniture workers still firm on pay bid

Russells furniture-factory workers stated yesterday that they would stand firm in a bid for higher wages. All 150 workers at the Wedelize factory went on strike at 8 am and, singing freedom songs, waited all day for the results of negotiations between management and representatives of the Commercial, Catering and Allied Workers Union (CCAWUSA).

"We have a strong spirit," said a workers representative. "We will continue to strike until we are no longer hungry." Union men said that management is reluctant to grant the increase of R40 demanded by the workers. They want the workers to return to the factory floor while negotiations continue, but the workers have refused.

Workers are dissatisfied with working conditions - citing a long-handed attitude of their bosses as the cause of the problem.

Policeman allegedly hit boxer

An incident in which the South African lightweight boxing champion, Aladjin Stevens, was allegedly knocked cold in a Randfontein police charge office had a sequel in court this week. Detective Sergeant Piet Wessels appeared before Mr MC Pretorius in the Randfontein Magistrate's Court on a charge of common assault.

Mr Stevens was apparently in the charge office making a statement when he was said to have been knocked out by a punch. The boxer was ranked number five in the world and known as a formidable fighting machine.

Detective Sergeant Wessels was warned to appear in court again on May 4.

Victims put in cupboard

A 76-year-old Germiston pensioner was threatened and beaten with a knife and tied up by an intruder yesterday.

Police said a man threatened Mrs Martha Human of Elm Road, Primrose, and a domestic servant in her home at 10:30 am. He tied them to chairs and put them in a cupboard.

He demanded the home and made off with a revolver, radio and an unknown amount of cash.

A police spokesman said the women were able to free themselves shortly afterwards and raise the alarm. They were not injured.

Mrs Primrose shop assistant Mrs Charmaine Carrat (25), of Ranson Office Supplies, was also robbed at knifepoint yesterday. An amount of R400 was taken.

‘Isolation’ of H

By Fiona Macleod

Barbara Hogan, serving 10 years for treason, has brought allegations of maltreatment and the withholding of privileges to the head of the new Johannesburg Prison and the Commissioner of Prisons. She claimed in an application before the Rand Supreme Court yesterday that she may not survive mentally and physically the cruel and inhuman treatment.

Hogan applied for an order compelling the prison authorities to afford her the rights and privileges provided for convicts.

Mr Justice P J Schabort postponed the case to August 20.

Hogan made certain allegations in an affidavit, and Brigadier Cornelius Geldenhuys, Matie Man, head of the prisoners' service, submitted a reply.

● Hogan said she was exercising outdoors.

● Hogan said that she was kept in the new complex and that there was no opportunity to relax in an open area.

● Hogan said she was kept in isolation and that she was kept in cells.
Strike at Russells may spread

THE strike by over 150 workers at Russells furniture warehouse in Roodekop near Wadeville, is likely to gain momentum as several workers employed by the group have threatened to down tools in solidarity with the strikers.

This was confirmed to The SOWETAN yesterday by an organiser of the Commercial, Catering and Allied Workers' Union of SA (Cawusa), who said that other workers have threatened to join the strikers if the management was not prepared to meet their demands.

The organiser said that the workers were locked-out when they arrived for work yesterday. They left the premises and later assembled at the union offices in the city.

The workers, all members of Cawusa, last week went on strike in demand of a wage increase and recognition of their union. They demanded a R40 increase across the board. They are earning R49 per week.

The union spokesman said that they have held talks with management concerning the workers' demands. Management has "blatantly" refused to give workers increases, he said.

This attitude, he added, has prompted workers at other Russells outlets to threaten similar action. The workers are to hold a meeting today at Khotso House.

Management has declined to comment on the matter.
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600 get a hearing

ABOUT 300 of the 600 workers who have been unemployed since being sacked by their company, African Cables near Vereeniging, will put their case to the Industrial Court today.

The workers, members of the Engineering and Allied Workers' Union, had earlier rejected two offers — out of court settlements of R35 000 and R100 000 — last month on the grounds that each worker would receive only R150 and R330 each.

The workers are demanding R35 000 each and the stage is set for both management and workers' representatives to argue the issue in the court.

More than 600 workers at the plant went on strike during January after management had announced that it would no longer be working short-time and workers would be expected to work on Fridays.

MORE than 1 000 workers at Unilever factory in Boksburg who went on strike over what they described as "sexual harassment" yesterday returned to work pending negotiations between management and their union.

The workers, members of the Food Beverage Workers' Union, last week downed tools after claiming that a black security guard had found a white manager having sex with a white female employee who has since been dismissed.

However the company's spokesman has denied the allegations of sex, but confirmed that there was a work-stoppage and the workers had since returned to their jobs.

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Labour Reporter

MILK deliveries in the city were disrupted today when about 600 workers at Dairybelle dairies stopped work.

Hundreds of workers from three Dairybelle depots gathered outside the company’s main depot in Epping early today, demanding to speak to the management.

Workers said they were demanding recognition of the trade union they had joined, the Retail and Allied Workers’ Union (Rawu), as well as the reappearance of three migrant workers whose contracts had not been renewed.

Several large retail stores in the city—Seapoint area, where Dairybelle operates, confirmed they had no deliveries by this afternoon.

Spokesmen for the major stores said they had been told by Dairybelle that “the trucks were running late” or that there was a “production problem.”

Grooto Schuur Hospital, also in the Dairybelle area, received its milk late.

The atmosphere at the depot was tense. Hundreds of workers sat in the yard of the factory while security guards and supervisors kept a close watch.

Tension increased when a photographer from the community newsletter, Grassroots, was arrested at the plant.

Mr. Ryland Fischer said he had been taking photographs in the driveway of the depot when supervisors told him to leave.

He said when he tried to walk back to his car a supervisor ordered him into the reception area and called the police.

He has been charged with trespassing.

Earlier an Argus reporter asking for the reasons for the stoppage was told by a supervisor to leave the area.

“Have you got no right to be here? This is no concern of yours,” he said.

Repeated attempts to speak to the manager of Dairybelle, Mr. M. Hennings, were unsuccessful.

The supervisor, who would not give his name, said Mr. Hennings was “too busy to talk to you and he does not want to comment.”

Several workers who slipped out of the factory gates to talk to the Press, said they were demanding that management recognize their union.

“We are not going back to work until they sign for the union,” they added.

They also said they were asking for a minimum wage of R300 a month.

“Some of us already get that, but there are some who only get R240 a month. We work very long hours from early in the morning to late at night,” said one man.

A spokesman for Rawu said workers were angry because three active union members had not had their contracts renewed when they had expired.

Woman, 22, shot dead in Durbanville house.

Crime Reporter

A 22-year-old woman was shot dead, allegedly during an argument in her lounge, and minutes later a man gave himself up to the police.

Mrs. Tina Arnold was found in the lounge of her home in Village Close, Kenridge, Durbanville, with two bullet wounds in the head at about 2:30pm yesterday.

Police have taken possession of a 9mm pistol.

A car parked in the driveway had been packed with women’s clothing and a hand-drawn map of the area was lying on the floor.

Shocked elderly neighbours said Mr. and Mrs. George Donnelly described the drama that took place in the quiet close.

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

The Donnelly’s and other neighbours said that Mrs. Arnold had been “very pretty” but none had been her close friends. They saw her only when she drove in and out of her driveway, they said.

Durbanville police and members of the Cape Town murder and robbery team were at the scene soon after Mr. Donnelly had raised the alarm. A man, who is expected to appear in court tomorrow, gave himself up at the scene.

A murder docket had been opened, said Captain Jan Caltitz, police liaison officer.

YOU PAY DCB
MORE THAN 200 workers at two companies on the Reef were yesterday on strike over wages, recognition of their unions and the dismissal of a colleague.

About 23 workers at Jumbo Wholesalers in Johannesburg, members of the African Allied Workers' Union, yesterday went on strike after a shop steward was sacked by management.

A company spokesman said that the workers all returned to work late yesterday and negotiations between their union representatives and management would take place.

At Russells Furniture Warehouse, near Wadeville, about 150 workers yesterday entered their seventh day on strike over wages and the recognition of their trade union - Commercial Catering and Allied Workers' Union of SA (Ceawusa).
Industrial court action under way

Labour Correspondent

The unregistered National General Workers Union is to launch Industrial Court action against a Pretoria firm, MM Steel, the union's general secretary, Mr Dennis Kuma, said yesterday.

He said the union had decided on court action after 19 members were allegedly fired for refusing to resign from the union.

Mr Kuma also charged that the company had not honoured a retrenchment agreement with the union whereby workers who had been laid-off were to be given first option on jobs when vacancies occurred.

Mr Kuma said the jobs of the 19 fired workers had not been offered to workers who were retrenched earlier.

Comment from the company could not be obtained.

The NGWU has repeatedly threatened court action against the company and has accused it of refusing to recognise the union and of attempting to force workers to resign from it.

This has been denied by the company.

Mr Kuma said the union had also declared a dispute with another Pretoria company, Bold Stone.

While he gave no details, the union has accused the company in the past of refusing to recognise it. Bold Stone has denied this and, at the time the allegation was first made, said it was engaged in recognition talks with NGWU.
Several of the workers who marched from the EKB Depot in Epping, outside their hostel in Guguletu yesterday.

Wool packers walk off the job

By CHRIS BATEMAN

MORE than 140 Epping wool packers stripped off their working overalls and marched about 3km to their Guguletu hostel yesterday after 60 of them had been fired for refusing to work shorter shifts.

The general manager of EKB wool brokers in Epping, Mr Gideon Scholtz, said afterwards that he considered all the workers fired unless they returned to work today.

The month-old dispute over rotational shifts on a Wednesday afternoon came to a head when Mr Scholtz fired 60 of the workers who refused to work the Wednesday afternoon shift this week. It was the fourth week the 140 workers had not worked the shift, which has been covered by casual outside labourers.

"Pleased"

A spokesman for the National Union of Textile Workers, who claim to represent most of the workers, said the workers had unsuccessfully pleaded with Mr Scholtz to reconsider full-time shifts before walking out. "We consider this a lock-out, not a strike," she said.

Mr Scholtz said the trouble began in December when his depot experienced a marked drop in wool bales.

He had told the workers that "either we reduce numbers or work short-time" and they had agreed to the latter, all working half-days on Wednesdays.

At the end of February, wool receipts had increased and he had introduced a rotational system of shifts on Wednesday afternoons.

"They objected"

The labourers objected to this and began refusing to work the shifts. "He was forced to bring in the casual labour".

He said 75 workers were "proven" members of a separate local union and accused NUTW of "trying to get in on the act now".

A NUTW spokesman said the workers were paid an average R1.50 an hour and "the extra few hours on a Wednesday afternoon makes all the difference to them".

The NUTW had submitted a list of the members to Mr Scholtz late yesterday and were awaiting the outcome.
AN UNEASY truce prevailed yesterday between the newly-formed Retail and Allied Workers' Union (Rawu) and the management of Dairybelle dairies in Epping, where 600 milkmen went on strike on Wednesday.

The milkmen returned to work yesterday after receiving assurances by the general manager, Mr Maarten Henneng, that he would "deliberate" with the union in an attempt to establish if they were representative of the workers.

The workers initially demanded that management accept the union as their representatives and that two migrant workers whose year-long contracts management refused to renew, were reinstated.

Mr Henneng blamed Rawu for the strike, accusing them of "agitating" the workers, and declined to meet with union officials yesterday.

A spokesman for the newly-formed union, Mr Alan Roberts, said his officials were "merely acting on workers' instructions"
Photographer charged

Crime Reporter

PHOTOGRAPHER with a community newspaper, Grassroots, was charged with trespassing after he had gone to photograph a strike at the Dairybelle dairy in Epping on Wednesday.

Mr Bylands Fisher, 23, claims he was held in the foyer of the firm for about two hours before being taken to the Pinehills police station, where he was charged with trespassing.

Captain Jan Caltz, a police liaison officer, said police had arrested Mr Fisher after Dairybelle personnel had summoned the police.

Mr Fisher was released and was given the option of paying a R50 admission of guilt fine or appearing in court on the charge on April 25.
Dairy strike: Management, union to meet

Labour Reporter

OFFICIALS of the Retail and Allied Workers’ Union (Rawu) meet Dairybelle representa-
tives today to try to resolve the dispute which brought 600 dairy workers out on strike earlier this week.

Rawu, a recently formed union, claims majority membership among factory workers and deliverymen at Dairybelle.

Workers struck on Wednesday to support demands that Rawu be recognised by management and to demand that two migrant workers, whose contracts had not been renewed, be reinstated.

Mr Maarten Henning, general manager of Dairybelle, was not available for comment today.

The union spokesman said workers had met last night and were still “very angry” about the situation.

“Foreman have been intimidating them and telling them they should resign from the union,” he said.

Commenting on the strike yesterday, Mr Henning said he was not going to negotiate with a union while it brought his factory “to a standstill”.

Mr Henning said he thought workers had been victimised into joining the union and he challenged Rawu to a secret ballot.

Union officials said they would welcome such a ballot.
Talks as Russels strike ends

By STEVEN FRIEDMAN
Labour Correspondent

STRIKERS at the Roodekop, Germiston, warehouse of furniture store group Russels ended their week-long stoppage yesterday after talks between the company and the Commercial, Catering and Allied Workers Union (Cawusa), the union's general secretary, Mrs Emma Mashumuni, announced yesterday.

Mrs Mashumuni also announced that Cawusa yesterday signed a new wage agreement with newspaper distributors Allied Publishing which will raise minimum pay by more than 20%.

This means minimum pay at Allied has more than tripled in three years.

At Russels, about 120 workers at the warehouse struck last Wednesday after management rejected their demand for a R40 a week rise and said the company could afford no increase at all.

The union says several Russels stores joined the strike and that more than 200 workers took part, but the company says only one store was affected.

During the strike, Russels dismissed the workers.

Mrs Mashumuni said yesterday, however, that the workers had returned "en bloc" and all had been reinstated.

"Had the company agreed to discuss worker demands originally without turning them down flatly, the strike would have been avoided," she charged.

Comment from the company could not be obtained yesterday.

At Allied Publishing, which recognises Cawusa and has negotiated wages with it for some years, Mrs Mashumuni said the union and company had agreed on increases ranging from R14 a week to R21.85.

Allied's managing director, Mr RJ Mitchell, confirmed the agreement and said the new minimum for the highest job category would be R100.45 a week.
Bawu 'no' to UDF

By JOSHUA RABOROKO

The 120,000 Black Allied Workers' Union (Bawu) resolved not to join the United Democratic Front (UDF) at a meeting in Johannesburg yesterday.

The union's Transvaal secretary, Mr Cosmos Thokoza, said that they fully supported the UDF for their stance in the liberation struggle.

Bawu's decision not to join the UDF comes after a breakaway group, the South African Allied Workers' Union (Saawu), resolved to join the organisation at its annual conference in Soweto.

Mr Thokoza said that the decision not to affiliate to the UDF was taken at national level. He declined to comment on reasons for the decision.

The union also expressed its support for all black organisations that have a commitment to the black peoples liberation struggle.
Striking foundry workers

Mercury 17/4/84

Mercury Reporter

The entire black workforce — about 850 — at Apex Foundry, at Isithebe, that went on strike last week over a pay dispute was yesterday given increases of up to 18 percent with a promise of more in September.

Last Thursday workers downed tools and demanded a 35 percent hike. After talks yesterday between company officials and the National Union of Sugar Manufacturing and Refining Employees, an immediate 18 percent rise and a further 15 percent in September was agreed upon.

An Apex spokesman said that all workers were back at work following yesterday's negotiations.

He said the new increases would be paid on a sliding scale with those who were least paid receiving up to 18 percent.

"We have also promised further increases in September when all wages will be again reviewed," he said.

The union's general secretary, Mr Selby Nsibande, said workers were happy with the outcome of the negotiations.
Labour Reporter

EMERGING trade unions were central to the alleviation of poverty in South Africa, the Carnegie inquiry into poverty has heard.

Summing up the findings of a labour group at the conference at the University of Cape Town, Dr Ari Sitas, a Durban industrial sociologist, said trade unions had made inroads into managerial prerogative and had established better job protection for their members.

Workers had won higher wages in certain industries through their unions, while under the official Industrial Council bargaining system wages had fallen in real terms over the past 10 years.

Delegates also heard that migrant workers who were sent back to the homelands when they became unemployed had great difficulty getting unemployment benefits from homeland governments.

Unemployment had become a problem of cruel proportions in South Africa, particularly in the rural areas.

Suggestions

Among the labour group's suggestions to be put to the plenary of the Carnegie commission today are that:

- Migrant workers be properly included in state-financed unemployment benefits to avoid maladministration of the funds by homeland governments.

- More information be provided on the running of the unemployment and sick benefit fund and that the present "secrecy clause" be scrapped.

- Workers' organisations be represented on these bodies.
Official wage negotiations covering some 11,000 workers in the sugar industry reached deadlock in Durban this week after unions rejected the final offer made by employers.

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

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

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

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

OFFER

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

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

The unions have called for another meeting under the auspices of the Industrial Council on April 27.
Migrants forced to join union

SEVERAL members of the SA Black Municipal- ity and Allied Workers’ Union (SABMWA) —mainly migrants — claim they are forced by the Johannesburg City Council to take up membership of another trade union when renewing their contracts.

This was said by the union’s acting general secretary, Mr Stephen Mohamme, who said that their members have been threatened with expulsion, intimidated and harrased when they refused to join the Johannesburg Municipality Workers’ Union.

Mr Mohamme told The SOWEFAN that scores of their members who went to “home- lands” to renew contracts often came back and experienced difficulties.

“They are ordered to sign an undertaking that they will belong to the registered JMWU or face expulsion from their jobs. Some of them, out of fear of losing their jobs, have signed while others have refused,” he said.

The city council’s chairman of the staff board, Mr J de Villiers, conceded that migrants have been affected by the new move. The council has a close shop agreement with the JMWU. This means that every worker must belong to the union as a condition of employment.
Union accord at drugs firm

By STEVEN FRIEDMAN
Labour Correspondent

A RECENTLY-formed trade union for black workers in companies serving the medical profession, has signed its second recognition agreement with an employer.

The union, the Black, Health and Allied Workers Union of SA (BHAWUSA), recently became the first union to be recognised by a pathologist's laboratory.

Now it has won recognition at SA Pharmaceutical Development Corporation (SAPDC), a Johannesburg pharmaceutical firm.

The agreement is significant for BHAWUSA because the union was originally formed by workers at SAPDC.

BHAWUSA has no full-time officials and was formed by SAPDC workers without the help of any of the existing emerging union federations. It began recruiting workers in laboratories as a result of contact between SAPDC workers and the laboratory, which the company supplies with drugs.

Members of the union have been involved in one strike — at a Johannesburg laboratory over refreshments.

A joint statement by BHAWUSA and SAPDC announced that a "full recognition and procedural agreement" had been signed by them last week.

It said the union negotiating team had been headed by BHAWUSA's president, Mr Tolu Komape, and the company team by Mr Leon Sarnak, managing director of SAPDC.

According to the statement, the agreement was preceded by five months of negotiation.

The statement also noted that this is the second recognition agreement signed by BHAWUSA within a month.

"Both parties are looking forward to continuing the excellent spirit of co-operation between management and the union to mutual benefit," the statement added.
Workers down tools over wage dispute

A worker outside the factory said that by midday today, the dispute had not been settled.

Most workers at Rex Truform belong to the Western Province Garment Workers' Union in terms of a closed-shop agreement.

However, CLOWU claims that workers have turned to the new union for assistance.
Production back to normal at factory

Labour Report

PRODUCTION was back to normal today at Rex Trueform after a work stoppage at the factory, according to the company.

The managing director of Rex Trueform, Mr. Norman Gillard, said workers, who stopped work in support of a demand for a R10-a-week pay increase, had been told that Industrial Council negotiations between the “official” Western Province Garment Workers’ Union and the Cape Clothing Manufacturers’ Association were in progress.

Seventy-four workers at Cape Underwear in Epping were dismissed after stopping work in support of a similar demand, according to the Clothing Workers’ Union (Clowu).

In a statement Mr. A. Falconer, a director of Cape Underwear, said there had been an “inhibited work-stoppage yesterday for a short period.”

Clothing workers, particularly qualified machinists, have complained increasingly about their wages, which are among the lowest in the manufacturing sector.

DEFENDING

A qualified machinist gets about R54 a week.

Defending the Industrial Council, which sets wages for the 60,000 clothing workers in the Western Cape, Mr. Gillard said it was a “strong council, which has created stable working conditions.”
Bhawusa flexes its muscles in labour negotiations

By Carolyn Dempster, Labour Reporter

After five months of tough negotiations, the Black Health and Allied Workers' Union of South Africa has signed a procedural and recognition agreement with the South African Pharmaceutical Development Corporation.

The agreement, which covers about 450 workers at four of the pharmaceutical company's branches countrywide and which came into effect on April 18, is the second major agreement to be concluded by Bhawusa in the last month.

It has been hailed as a breakthrough for the fledgling union which was only formed in November 1982, yet already has a signed-up membership of nearly 15 000 workers countrywide.

"The agreement is particularly significant, because in many respects the SAPDC is the seat of the union. This is where we started organising," explained Mr Daniel "Tlou" Komape, president of Bhawusa, and a computer operator with the SAPDC.

Another "strategy" employed by the union, and one which sets it apart from the majority of emergent black unions, is that the entire union leadership is drawn from the ranks of full-time workers.

"This is a union manned by workers Any decision affect the executives as much as the membership. "We are as involved as they are, and this has encouraged workers to join us," commented Mr Norman Sekete, chairman of the Branch Executive Council and one of the key negotiators in management-union talks.

The union has 33 branches, with offices staffed by a skilled secretariat.

It is currently involved in recognition negotiations with two clinics and three other major pharmaceutical firms.

Hospital staff and black nursing staff are also on the agenda for the future.

While Mr Komape is wary of any political tag being attached to Bhawusa, he confirmed that the constitution provided for "non-voters" which seems to align the health workers with other black consciousness-oriented groups.

"Each person has the opportunity to support whichever political party he wants to. We do not want to be seen as anything more political than a worker organisation," he said.

"For these reasons, we are neither affiliated to any federation, nor are we registered," said Mr Komape.

Although Bhawusa has close links with several unions affiliated to the Council of Unions of South Africa (Cusa), the union is set on maintaining its independence in the light of union unity talks.
Fired GWU workers defect to rival union

About 30 Garment Workers' Union (GWU) members involved in a strike at Cape Underwear in Epping on Wednesday had defected to the rival Clothing Workers' Union (Clowu), a Clowu spokeswoman said yesterday.

The workers had been dismissed after refusing to work on Wednesday when their demands for a R10 wage increase was refused by management.

The strikers tried to speak to workers returning to work, but were prevented by police from doing so, the Clowu spokeswoman said.

The strikers who have been gathering at the Anglican Church hall in Bontsheuwel are said to be receiving help from local residents, who have been supplying food to them.

GWU secretary, Mr Cedric Petersen said that workers arrived in good spirit yesterday morning and were not aligning themselves with those who had been dismissed.

"If those (dismissed) workers come to us for advice we will refer their case to the Industrial Council," he said. So far none had come.

and Paul Roetler. Writers on education this century has produced - Ivan Illich

This analysis will draw heavily on two of the most important

How can that, all, be as inclusive as possible?

To all

How

shall be opened

How are we to define the doors of learning? In 1984?

the doors of learning

of that aim.

to all.

The aim of this paper will be to look at each part

this way: "The doors of learning and culture shall be opened freedom character determines the goal of a just education system. In

How can the doors of learning and culture be open to all?

Paddy Kearney

EDUCATION FOR JUSTICE

259
Union plans meeting to mark May Day

THE African Allied Workers' Union (AAWU) will hold meetings in Johannesburg and East London on May 1 to mark the International Labour Day.

A lunch-hour meeting will be held at Johannesburg’s Khotso House, starting at 1 pm. Among the speakers will be the union’s national organiser, Mr Zanzima Pali.

Other black unions and organisations have been invited to attend and to send speakers for the programme.

At 6 pm AAWU hold another meeting in the Catholic Church, North End, East London. Here the national secretary, Mr Cunningham Ngcukana, speaks on trade unionism and the South African liberation struggle.
20 workers defect to Clowu from GWU

Staff Reporter

TWENTY more machinists belonging to the Garment Workers' Union (GWU) who were involved in a strike at Cape Underwear in Epping on Wednesday, joined the rival Clothing Workers' Union (Clowu) yesterday, a Clowu spokesman said.

This brings the total number of workers defecting from the GWU to 100 Management at Cape Underwear say the workers have been dismissed for failing to obey orders to return to work on Wednesday, when their demand for a R1.0 wage increase was turned down. Machinists currently earn R5.4 a week.

Workers feel strongly that management now say they have dismissed themselves for refusing to work. Workers say they have been "literally chased out" after management gave them a five-minute ultimatum to return to duty, which they refused to obey.

In a statement yesterday, Cape Underwear said they were not approached by Clowu prior to the stoppage on Wednesday, when some workers struck. "It is now apparent that our company is being totally misused in a power struggle between competing unions," the statement said.

"Management cannot condone wild-cat stoppages instigated by people outside the normal industry infrastructure. To tolerate this would lead to total instability within the industry," said Mr Alan Falconer, a director at Cape Underwear, which is part of the giant Seardel Group.

The company believed the employment package offered was well in excess of the minimums laid down in the Industrial Council agreement, and that it had acted in good faith under extremely trying circumstances, said Mr Falconer.

A spokeswoman for Clowu, however, denied the firm's claims of not being approached by them. "Clowu did approach the management at Cape Underwear two weeks before the strike on Wednesday," she said.

"We would like to state that no union can instigate a strike. Strikes develop because of dissatisfaction between workers and their bosses. At Cape Underwear, workers have been trying to speak to management for two weeks, resulting in threats and insults," said the spokeswoman.

A half-hour stoppage by machinists at Bibette, another clothing factory in Lonsdowne, also belonging to the Seardel Group, was reported yesterday morning. It is believed, that it also involved a wage dispute, but the report could not be confirmed.

Managing director Mr Winer was engaged in a high-level management meeting and could not be reached.

Clowu is an independent union formed last year in opposition to GWU, which is the largest single union in the country.
Shooting: Husband ‘was not himself’

By JUSTINE NOFAL

GEORGE — Three defence witnesses told the Supreme Court here yesterday that Mr Deon Gericke, 33, charged with attempting to kill his wife and her eight-year-old son, was ‘not himself’ on the evening of the incident and two witnesses said he ‘could have been on pills or drugged’.

Mr Gericke has pleaded not guilty to two charges of attempted murder.

Mrs Denise Gerike, 34, a tetraplegic as a result of a bullet wound in her fourth cervical vertebra, and her son were shot in their home near George on December 27.

A nurse, Miss Maria Terblanche, told the court that between 6 and 7pm on December 27 last year Deon visited her at home and drugged her through business. He bragged about his wealth, which he never did before. He said he and Denise were splitting up and the divorce would come through on January 7.

‘He was acting differently, I asked him if he had taken pills, but he had not, I spoke to him about personal problems. He had a beer and left’,

Mr Gericke told the court he drank tea when he visited Miss Terblanche.

Cafe owners Mr and Mrs Johannes Cilliers said Mr Gericke had called at the cafe on the evening of December 27.

‘He looked tense and was sweating’, said Mr Cilliers.

‘Heartsore’

Mrs Frederika Cilliers said ‘He said he was heartsore over Denise and could not bear it. He said he had considered suicide the previous Friday night and had taken four or five tranquilizers on Saturday morning, which made him sleepy until Sunday afternoon. He seemed distant, as if he was drugged. He wasn’t the Deon we knew’.

The hearing continues today.

Garfield the 4 today as Sea F back row (from Jacobson and Gienaroff Riau)

Power station scheme praised

Municipal Reporter

A PRESENTATION by two University of Cape Town students on their ideas for saving the old Table Bay power station from demolition was praised in the City Council this week.

Their plan is to recycle the building by converting it into an indoor

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Aftei Kem

Staff Report

WHEN Miss Kempson joined the department of Garlicks in 1970, she had no idea that she would retire from the store 35 years later.

Miss Kempsen, who spent her last day yesterday, said goodbye to this beautiful woman who has been there as long as she can remember.

“IT should be seen in the light of an earlier council decision that a swimming pool for the central city area is second on the priority list,” Mrs Kanley said.

“I hope this debate will not be smothered and that we seriously consider this suggestion.”
FIFTY enraged members of the Commercial, Catering and Allied Workers' Union had a showdown with union general secretary Emma Mashinini this week to get back more than R1,000 from their strike fund.

At an explosive meeting which broke into anger, threats and tears, Mrs Mashinini was asked to hand part of a R5,000 SA Council of Churches grant to the fund.

The union members — who form part of the group of 213 Sandton OK Bazaars Hyperama workers sacked early this year after a strike — want to use the money to pay legal fees in their bid for remuneration.

Forty-eight union members finally received R1,759.76 each. Two other members could not be paid R70 which the union could not account for, said union members.

This week's showdown was the result of an ultimatum given to Mrs Mashinini last week — although the workers said their dispute with the union general secretary dates back to the day they went on strike.

Worker spokesman Lucky Melato, a former shop steward at the Hyperama, said they had been shocked to learn that Mrs Mashinini had gone overseas on leave only two days after the strike.

"She should have taken care of the situation when the strike broke out. We couldn't understand her trip when we had been paying subscriptions to a union we believed would fight for us."

Mr Melato also revealed that they had only received R400 from their union.

This, he pointed out, worked out to each dismissed worker receiving R13.50. For this reason, a dismissed workers' fund raising committee had been set up to seek help from colleagues at OK Bazaars branches and from township businesses.

About R3,180 from the SACC was given to the union's branch executive committee at a meeting in February. And 138 dismissed workers were paid out.

But Mr Melato said they had only found out about the SACC donation by chance, when they saw a letter from the council at the union offices.

Mrs Mashinini refused to comment. "I'm not prepared to comment," she said. "But let me warn you. You must handle this with care, because you know who you are dealing with."

A weeping former OK Bazaars worker at this week's meeting mirrors the hardship she and her colleagues have endured since losing their jobs early this year.

Pic: PETER SETUKE
May Day meetings announced

The Release Mandela Committee has called on people to observe May Day with all seriousness and to commit themselves to working for a South Africa where wealth will be shared by all.

Affirming its belief that black workers were the leading element in the struggle for democratic rights in South Africa, the RMC expressed its support for a "united working class movement."

"Let us talk of malnutrition, low wages and high rent."

Tomorrow's May Day meetings will be held at:

* Khotso House, De Villiers Street, Johannesburg at 1 pm
* Dube YWCA, Soweto at 6.30 pm
Unregistered unions: '2% of work force'

Political Staff

HOUSE OF ASSEMBLY — The paid-up membership of the unregistered black trade unions probably constituted two percent of the total work force in South Africa and eight percent of total union membership, the National Manpower Commission said yesterday.

The commission said the registered unions represented 82 percent of organized labour "or about 22 percent of the work force".

However, the commission also said by the end of 1982, more than 50 unregistered trade unions had an estimated paid-up membership of more than 100,000.

The commission's report into collective bargaining and works councils, the registration of trade unions and employer organizations and the Industrial Court was tabled in Parliament yesterday.

It said the membership of the so-called traditional unions for whites, coloured people and Asians "at present dominates to the extent of probably 60 percent of the total (registered and unregistered unions)."

The commission found that "in the course of time, they have built up vested interests and benefits for their members and have established management mechanisms that are essential to effective representation and bargaining at a centralized level."

These unions identified with the nature of government regulation in terms of the Labour Relations Act and subjected themselves to it by registering.

It distinguished between "long-established (black) unions" and "the newer generations of unions, most of whom catering mainly for black workers, that have gained prominence in recent years."

Some of these unions preferred not to use the mechanisms of the Labour Relations Act or used only some of the mechanisms.

"Most preferred to bargain separately with employers and many, both registered and unregistered, had concluded recognition agreements."

"Because these unions are mostly new or revitalized organizations, they lack, in many respects, the established leadership element and infrastructure characteristic of most of the traditional unions."

"Their relationship with members is geared more to specific problem areas and could therefore be fairly short-lived in some cases."

"At present the membership of this group constitutes at most 40 percent of the total, but they are nevertheless a very active group strongly asserting their presence and influence in various ways."

Many of the unregistered unions had stated explicitly they would, for various reasons, not seek registration under the existing provisions of the Labour Relations Act "at least not in the foreseeable future."

Since the amendment to the Act in 1979, following the report of the Wiehahn Commission, 33 of the newer unions with about 180,000 black members had registered.

However, the 199 registered unions had a membership of 1.23 million by the end of 1982.

The commission also said there were about 2,700 works councils, formerly liaison committees, and some 300 works committees, catering for about 600,000 black workers.
Hotel workers win pay hike

Labour Correspondent
LEGALLY-BINDING minimum wages for Witwatersrand hotel-workers are to rise by 25% in August after five months of tough negotiations between employers and the Witwatersrand Liquor and Catering Trade Employees' Union at their industrial council.

Deadlock between the two sides during the negotiations led to a decision to call in mediators to help settle the dispute, and the final settlement came after three mediation sessions.

This was announced yesterday in a statement by the union, which represents white and coloured workers. It added that the new minimum wage would be R218 a month.

However, the union added that this was "far from satisfactory" and endorsed a call by the Commercial, Catering and Allied Workers Union (CCAWUSA), which represents black hotel workers, for a minimum of R350 a month.

It said a joint hotel shop stewards' committee, comprising stewards from both unions at two major hotel groups, Southern Sun and Holiday Inns, and two large hotels—the Carlton and the Johannesburg—had asked the hotel managements for negotiations on this demand.

According to the union's statement, minimum pay for workers in job grades where the minimum is less than R250 will rise by 25% and that for higher-paid workers by 15%.

Wages will now be negotiated annually instead of every three years.
Fired clothing workers in ‘strike vigil’

By RIAAN DE VILLIERS

Labour Reporter

MORE than 130 fired strikers from Cape Underwear sang and chanted on the fourth day of their “strike vigil” in a Bonteheuwel church yesterday.

The workers, almost all women, are being organized by the Clothing Workers’ Union (Clown), a new, independent union battling for a stake in the giant Cape clothing industry.

The workers regard themselves as being on strike after a demand for a pay increase was refused by Cape Underwear management last week.

The company regards them as having been fired.

The workers and union officials say they have conveyed their willingness to negotiate to management, and are awaiting a reply.

“We will wait here until our demands are met,” they said.

Mr Allan Falconer, a director of Cape Underwear, said he would comment fully on the situation today.

The dispute is seen as crucial for the future of Clown, a new, independent union formed last year in an attempt to challenge the massive, established Garment Workers’ Union (GWU) which has 60 000 members and is protected by a closed-shop agreement with employers.

In an important development, the GWU has asked employers to bring forward wage increases due to all clothing workers in July in terms of the existing industrial council agreement, a highly placed source in the industry said yesterday.

He added the union had also asked employers to consider granting bigger increases.

This is seen as an attempt to retain support of clothing workers in the face of independent worker demands. There were short stoppages at several other clothing factories last week.

The fired Cape Underwear workers said they would continue to meet in the church until their demands were met and hoped they would be joined by more workers.

They said they originally numbered 52 but their ranks had swelled to 137.

They have been marching to and from the factory every morning and at lunchtimes.

Spokesmen said they were still members of the GWU but had also joined Clown since Wednesday.

A young clothing worker who had joined the strikers was removed from the church by relatives yesterday and was taken away in a car despite remonstrations by union officials and striking workers.

The secretary of the industrial council for the Cape clothing industry could not be reached for comment. The council chairman, Mr A.M. Rosenberg, declined to comment.
MD considers request to meet union

THE managing director of Cape Underwear Manufacturing yesterday declared he was considering a request to meet the Clothing Workers' Union, which is organizing workers fired after striking at the factory last week.

In an interview, Mr Cecil Beekman said he had received a letter from the union in which it provided some information about its organization and asked for a meeting.

"I am considering this — but as we employ 680 people it is obvious that they do not represent the majority of our workforce," he said.

Some 56 workers were fired after striking for more pay at the Epping factory last week.

They are meeting in a "strike vigil" on every working day in a Bonteheuwel church, where they are being organized by Clowu — a new rival union to the established Garment Workers' Union.

They have since been joined by more workers and the group now numbers more than 130.

In a detailed statement on the dispute, Mr Beekman said pamphlets distributed since February had repeatedly "caused labour unrest" at the factory.

After a short work stoppage over wages by a "small minority" of workers, management arranged for a representative of the Garment Workers' Union to address the workers to air their grievances through the "correct channels".

It also investigated its standing within the industry regarding pay and benefits and reported back to workers that it was "proud" of the package offered as wages were well in excess of the industrial council minimum levels and many other fringe benefits were offered.

This satisfied most workers but a "group of instigators" then demanded that workers should strike.

Workers were told to return to work within five minutes or consider themselves as having been dismissed.

Most returned but 49 did not and were asked to leave.

Since then more workers had stayed away. These were being considered as "normal absentees" and were welcome to return, he said.

Mr Beekman said wages were negotiated on an industry level and the Cape Clothing Manufacturers' Association had called a meeting to discuss a request from the Garment Workers' Union to bring forward — and improve — an increase due on July 1.

"Management cannot condone wild-cat stoppages instigated by people outside of the normal industry infrastructure and to tolerate this would lead to unbelievable instability in the industry," he added.
School-going children will suffer

Families told to quit as twenty lose jobs

ABOUT 20 labourers on Anglo American's dairy farm in Plat- koppies, near Heidelberg, have lost their jobs — leaving them and their scores of school-going children stranded.

The chairman of the Orange-Vaal General Workers' Union, Mr Philip Masa, yesterday said that the families have been told to vacate the premises at the end of the month.

The workers, most of whom have been living on the farm for the past 30 years, will have to look for accommodation and employment elsewhere.

Mr Masa said that the union had pleaded with management to give the children an opportunity to remain on the farm to continue their studies until the end of the year but this has been turned down.

Mr Pen Baethy, manager of the farm, said that the company was in the process of selling the farm. They had notified all the workers and paid them severance pay and other benefits.

Most of the workers refused to be transferred to other farms, he said. They would look for employment in the neighbouring town where their children could also attend school, he said.

Most of the workers have relatives buried on the farm. One of those affected, Mr Zacharia Mokwema (50), said that the farm was almost like a home. "It is sad for us to leave our old homes and go into the wilderness," he said.

"Some of us are old and will face problems finding new employment. We also have problems with obtaining Section 10(1)B rights. Our children will be out of school for a year," he said.
Worker solidarity is May Day call

Unity between workers' organisations and community groups was highlighted in a May Day meeting held in central Johannesburg yesterday.

The gathering was organised by the Release Mandela Committee, in conjunction with several trade unions.

Mr Oupa Monareng, president of the Soweto Youth Congress, said its members had come to realise that workers and not students were at the forefront of the struggle for a just society.

In the past, said Mr Monareng, action of young people had divided the community. "For instance, in 1976, many Putco bus drivers stopped stones thrown by us.

But recently youth organisations had reconsidered their position and working people could be assured that "youth from all tiers of life will be 100% percent behind the struggles of the workers".

A large contingent of Putco workers was present at the meeting. One Putco employee addressed the meeting, appealing for solidarity with commuters.

"People neglect the fact that we are also involved in community struggles. We are not responsible for fare increases."

Veteran trade unionist Mr Eliot Shabangu of the General and Allied Workers Union welcomed the re-emergence of public celebration of Labour Day. He pointed out that the practice had ceased when the South African Congress of Trade Unions had been crippled by the banning of its leaders.

But unions formed in the last few years had symbolically put South African workers back in the mainstream of the international labour movement, he said.
Factory No to wage talks on plant level

Labour Reporter
CAPE Underwear Ltd, whose factory is the scene of a wage dispute, is not prepared to negotiate wages on a plant level as this would cause “chaos” in the industry.

Mr Cecil Beekman, managing director, said it was “impossible” to hold factory negotiations in a “labour-intensive” industry.

He added, however, that the Cape Clothing Manufacturers’ Association had called a meeting to discuss a request from the Western Province Garment Workers’ Union (WPGWU) “to bring forward the negotiated increase which is due on July 1 and to possibly consider improving it”.

About 150 workers, some of whom were dismissed after a brief work stoppage last week, are continuing to meet in a church hall in Bonteheuwel.

Increase
The workers are demanding a R10-a-week increase.

The minimum wage laid down for a qualified machinist is R54 a week.

The clothing industry is the largest employer in Cape Town, with more than 60,000 people working in more than 400 factories.

Mr Beekman said the company was “proud of its current employment package, which is well in excess of the minimums laid down by the Industrial Council agreement and which includes many fringe benefits which are in the interests of the welfare of our workforce”.

He said the stoppage had been “instigated by a small minority of workers”.

The management had asked workers with grievances to go through the “correct channels” and approach the WPGWU with their grievances, Mr Beekman said.

Agreements
The giant union, with 60,000 members, is protected by closed-shop agreements in most clothing factories in the Western Cape.

Most of the dismissed workers, who consider themselves on strike, have joined the recently formed and unregistered Clothing Workers’ Union (Clowu).

Mr Beekman said Clowu had written to the company, which was “investigating its credentials”.

“The total organisation at this point comprises one officer and whatever workers she can get to join”.

He added it was “obvious” that Clowu was not representative of the company’s workforce of 650.
Clowu talks possible

Labour Reporter

CAPE Underwear Manufacturers and the Clothing Workers' Union (Clowu) may negotiate later this week over the fate of workers fired after striking at the firm's Epingle plant.

Mr Cecil Beekman, managing director of the clothing firm, said he was considering a request for a meeting from the union.

Yesterday, he said he had made an offer for a four-man management delegation to meet with a union official and three workers on Friday morning. He was still awaiting a reply from Clowu.

A union spokesperson said the offer would be discussed by the workers yesterday afternoon.

Clowu, a new union formed in opposition to the giant Garment Workers' Union, has been organizing 49 workers fired for striking for more pay at the factory last week.

The workers have been meeting daily in a "strike vigil" in Bonteheuwel churches. The group now numbers over 150.
Employer to meet strikers

By RIAAN DE VILLIERS
Labour Reporter

A MEETING will take place this morning between management of Cape Underwear Manufacturers, an official of the Clothing Workers' Union and workers fired after striking at the firm's Epping plant last week.

While the meeting may be crucial to the dispute, there seemed to be little prospect of a negotiated settlement yesterday.

Mr Cecil Beekman, managing director of Cape Underwear, said he would attend the meeting because the union had requested it.

Ultimatum

However, he was not prepared to consider re-employing 49 workers dismissed after ignoring a management ultimatum to return to work last week, and was not prepared to discuss the matter either.

Any impression previously created by press reports that he would consider taking back the workers was incorrect, he added.

The original 49 workers have since been joined by other workers from the plant.

Earlier this week, Mr Beekman said any worker who had gone absent since the strike on Wednesday were "welcome to return".

In a statement, Clowu's general secretary, Ms Zubeida Jaffer, said the union would do "everything to try to settle the dispute".

However, she added that workers remained "strong in their demand for a R10 increase".

While she would not elaborate, it is thought the union and worker delegation will continue to demand the increase as well as the return of all workers.

Meanwhile, top churchmen and other prominent figures have written an open letter to Cape Underwear management in which they express hopes that the dispute will be "speedily resolved".

Among the signatories are Dr Allan Boesak, president of the World Alliance of Churches, the Rev Syd Luckett of the Anglican Church, Dr J C Adonis of the N G Sindingkerk and Sheikh Naazem Mohammed, president of the Muslim Judicial Council.

They and others held an interdenominational church service for the workers in a Bonteheuwel church yesterday.

The letter was then read out and signed and taken to the factory by a delegation of three churchmen.

It said the strike was a "terrible sacrifice for workers and their families" and said they had a "desire to reach a reasonable and just settlement".

In response, Mr Beekman said later: "The company reiterates its commitment to discuss in good faith any problems relating to employer-employee relationships on the basis of accepted industrial relations practices."

He added the company had already agreed to meet Clowu at their request "against this background".
Deadlock in ‘strike’ talks

Labour Reporter

TALKS between Cape Underwear management and a Clothing Workers' Union delegation deadlocked yesterday when management refused to take back 49 workers fired after striking at the firm's Epping plant last week.

Following the all-day meeting in a City hotel, 130 workers involved in the dispute — who all regard themselves as being on strike — decided not to return to work unless everybody was taken back.

Forty-nine workers were originally fired after striking but were subsequently joined by others, bringing the total to 130.

Ms Zubeida Jaffer, secretary of the newly formed Clothing Workers' Union, said in a statement that management had "deadlocked" the talks through its refusal to reinstate the 49 workers who were "initially forced out of the factory".

The 130 striking workers, believing the dispute had been "forced on them by management due to their reluctance to listen to their wage demands", unanimously resolved late in the afternoon not to return to work unless everybody was accepted back, she said.

Mr Cecil Beekman, managing director of Cape Underwear, confirmed the talks had deadlocked because management had refused to take back the 49 workers, in line with its attitude announced earlier this week.

However, he reiterated that workers who had gone "absent" since then were "welcome to return".

'Unrelated'

As the majority of its workers were members of the Garment Workers' Union, which was the trade union party to the industrial council, the company had "no alternative" but to accept this as the forum for collective bargaining purposes.

The Cape Clothing Manufacturers' Association would meet on Tuesday to consider a GWU request for a general wage increase throughout the industry.

Regarding the 49 workers, management could not condone a situation in which employees "refused to resume their duties" in support of a wage demand which was "totally unrelated to the current discussions within the industrial council", he added.
Kaunda advises black workers

LUSAKA — Zambian President Kenneth Kaunda yesterday called on South Africa's black workers to use their power to withdraw labour to overthrow apartheid and bring true democracy to the country.

"This is the time to use it, to show the regime that the giant is awake, can bite and will bite," he told the opening session of a conference on apartheid being held in Lusaka.

Dr Kaunda said South African workers were being exploited so whites could enjoy a high living standard and international investors make huge profits.

Sapa-Reuters
Recently strikes over low wages hit three Cape factories - Cape Underwear, Rex Trueform and Bibette.

Last week 49 workers stopped work at the Cape Underwear factory in Epping in support of demands for a wage increase, this had followed weeks in which management had refused to negotiate their demands. Managements response to the work stoppage was to fire the workers.

Wages in the clothing industry are low. The highest paid worker earns R12 a week and the lowest R36. The average is R54. The workers are demanding a R10 increase in wages, claiming this will just help them to break even. They say that with rising food, transport, and other basic costs, their wages have dropped in real terms.

Mrs X Daniels, a machinist at Cape Underwear, earns R54 a week, she has been working there for 27 years.

"The worst thing about working at Cape is the high targets we have to reach. Just before the strike I was producing 30 garments an hour. My bonus was R7.09. Targets are increased all the time. I used to get home feeling more and more tired every day, but all the time targets were increasing, bonuses were not.

We depend on our bonuses to see us through. Our wages are too low. Individual workers did approach management about the decreasing bonuses but nothing happened. We then decided that we had had enough and we went together and downed tools."

Another worker at Cape Underwear described her position. "I have a son of three. I have to pay board of R20 a week. When I lived in Mitchell's Plain, I often used to cry at night because I never knew where I would get food for us from day to day. What else could we do at this factory but stop work? We are going to succeed, we must succeed in getting our demands met.

The management's intransigence has been condemned by community and church leaders including the Rev. Dr. Allan Bassak. Surprisingly, the Garment Workers Union has described the workers demands as insane. The living wage has been calculated as R600 per month (by the Federation of South African Trade Unions).

CLOWU VS GWU?

Mrs Daniels, a machinist at Cape Underwear for 22 years, said.

"I decided to join CLOWU because they are on our side. They have told us what our rights are. The Garment Workers' Union never really had contact with us - they are on the bosses side.

"When you read CLOWU newsletter (the Garment Workers' newsletter) you get the impression they aren't talking for the workers, but for the bosses."

CLOWU has five full-time organisers, all of whom are paid no more than the wage of an average garment worker - about R84 a week. One of the organisations said

"Our aim is not to force people to join the union - we want workers to decide for themselves. So we concentrate on explaining things rather than just signing people up.

"We are not in a fight with the Garment Workers' Union, but we want to organise workers so that they can make their own decisions. They have been silent for too long."

The clothing workers urgently need your support. Each worker is being given R30 per week to assist them and their families while on strike. Wages Comm will set up collection points in the Leslie and Student's Union from Thursday for students to donate groceries and money. Money can also be sent c/o S.R.C.
FACT SHEET ON THE STRIKE

In the weeks prior to the strike, workers repeatedly approached management for a R10,00 increase on their average weekly wage of R54,00. Management adamantly refuses even to discuss wages.

2/4/84 : A short work stoppage occurs at the Cape Underwear factory. Garment Workers’ Union officials speak to workers asking them to return to work. After the meeting workers are still unhappy. Management gives the workers five minutes to return to work. If not, they will be dismissed. 49 workers refuse to return and are “locked-out” of the factory.

30/4/84 : Workers march to work but are refused entry. A daily strike vigil is held by workers in a Bonteheuwel church. A further 80 workers join the original 49 to swell the ranks. Worker representatives and CLOWU request negotiations with management.

1/5/84 : Workers continue to hold a daily vigil. Workers speak at May Day meeting at University of Western Cape and UCT to explain the crisis.

2/5/84 : In a statement to the press the managing director of Cape Underwear, Mr. Beekman, says he is proud of the current employment package of R54,00 a week. He agrees to meet CLOWU on Friday.

3/5/84 : A letter is sent to Cape Underwear by Dr. Boesak and other prominent clergymen and community leaders supporting worker demands. Management issues a press statement refusing to re-employ the original 49 strikers. Management also refuses to negotiate wages at plant level. The director felt negotiations would result in chaos.

4/5/84 : CLOWU and management meet but talks deadlock when management refuse to discuss wages and reinstate the original 49 workers. At a meeting of all the striking workers, they agree not to return until all workers are reinstated.

7/5/84 : Workers still out on strike.

Open Letter To Cape Underwear Management

3 May 1984

The Management
Cape Underwear Manufacturers Ltd.
Losack Avenue
EPPING INDUSTRIA

ATTENTION MR BEECKMAN

Dear Sir

We write to draw your attention to the plight of the workers in your factory, in particular the workers currently on strike. In this time of rapidly rising prices, our people are finding it harder and harder to make ends meet. It is in this context that the workers at Cape Underwear have put forward their demand for a R10,00 per week increase.

The workers have chosen to strike in order to draw to your attention their desperate situation. In doing so, they have raised a matter of grave concern to all, to the communities in which we live, and to you, the management.

The strike is a terrible sacrifice for the workers and their families and indicates their determination to have their voice heard. We have no doubt that the workers have a desire to reach a reasonable and just settlement. We hope and pray that the dispute at Cape Underwear will be speedily resolved and we trust that good sense and sincere discussion will prevail.

In our eyes and that of our communities, a solution is both urgent and necessary. With sensitivity and compassion, we believe that such a solution is possible.

Our Lord has opened his arms to the poor and oppressed. He does not wish to see his children suffer, and we know that he will guide us in these difficult moments.

REV. DR. ALLAN RASIKI
CHAIRPERSON - WORLD ALLIANCE OF REFORMED CHURCHES

REV. SYDNEY LUCKEY
DIRECTOR - BOARD OF SOCIAL RESPONSIBILITY (APLUC/AFCOS)

REV. DR. ABDUL REHMAN
MUSLIM JUDICIAL COUNCIL

ANDREAS SACK (DR.)
BLACK SACK

FARID ESACK (Muslim)
MUSLIM JUDICIAL COUNCIL

PROF. F. WILSON
SALDU
Thousands call for unity at May Day rallies

The lights went out on May Day — but the flame of solidarity continues... even in the dark.

By Kailu Smita

Thousands of workers took part in the May Day rallies around the world, calling for unity and solidarity in the struggle against exploitation and oppression. The rallies were a testament to the power of workers to come together and fight for their rights.

Across the globe, workers marched in the streets, chanting slogans and holding signs that demanded justice and equality. The rallies were a symbol of the workers' determination to stand up against the forces of capital and to build a better world.

In the Philippines, thousands of workers gathered at Rizal Park in Manila for the annual May Day rally. The rally was organized by the National Union of Workers (NUW), which is one of the largest labor unions in the country.

The NUW has been at the forefront of the workers' movement in the Philippines, fighting for better wages, working conditions, and rights for workers across the country. The rally at Rizal Park was a powerful display of the workers' solidarity and determination.

The lights may have gone out, but the spirit of unity and solidarity lives on. May Day may be over, but the struggle for workers' rights continues.
1,000 strike at lead plant in Jo'burg

Labour Reporter

About 1,000 workers at Industrial Lead Works in Judith's Pass, Johannesburg, struck this morning.

A spokesman for the General and Allied Workers' Union, which claims a representative majority at the plant, said the strike had been sparked by grievances over wage increments and the management's refusal to recognize the shop stewards' committee.

He said wage increases had not yet been discussed, nor had the management made any promises about increments. But workers had tired of waiting for a rise.

He added that the police had been called in shortly after the start of the strike.

Sources at the plant confirmed that the entire workforce was "standing around outside".

The managing director, Mr D Friedman, was not available for comment.
7-hour stoppage at firm

ABOUT 400 workers at Industrial Lead Works in Johannesburg yesterday had a seven-hour work stoppage demanding increased wages and the recognition of their trade union.

The workers, members of the General and Allied Workers' Union, said they were demanding a R2.50 per hour increase in their weekly pay, the recognition of their union and that management should attend to a list of other grievances.

In a joint statement the parties said that the workers agreed to go back to work pending further discussions between them. The company had also agreed to recognise the union on condition they were satisfied that it (union) represented the majority of the workers.

The company has further undertaken not to deduct workers' wages as a result of the lost time, provided they returned by 2pm yesterday.

LOOK WHAT'S IN YOUR MIRROR BAG ON MAY 20

Mirror Sport

Woman's Mirror Show

Mirror

Africa Mirror

YOUR MIRROR

New bus service

THE Vanl Bus Company is to introduce its luxury bus service in Evaton in the near future following a public request for faster transport in the area.

Motor firm signs accord

SIGMA Motor Corporation has signed a new conditions agreement with the National Automobile and Allied Workers' Union (Naawu).

In a statement to The SOWETAN yesterday, the corporation's spokesman said the new agreement which covered "some significant matters" will become effective as from May 12.

The main elements of the agreement which covers all hourly rated employees except artisans are: a general increase ranging from 10 cents to 13 cents per hour based on the grading of the employee and a productivity incentive guaranteeing a minimum payment of 10 cents per hour in recognition of the improved productivity already achieved by the labour force over the past quarter.

Details of the agreement will be explained at a Press conference in Johannesburg today.

lightning and craft incident

The State police have killed Mr Solomon (60) and Mr T Rakgoale (76) in February 5.
ABOUT 400 workers at Johannesburg Industrial Lead Works staged a brief strike yesterday in support of demands for the recognition of the General and Allied Workers' Union and a R2.00 minimum wage.

In a joint statement, GAWU and the company said the strike had been settled "amicably". The company had agreed to negotiate a recognition agreement if the union proved it represented the majority of workers.

At a meeting between management and union officials, as well as worker representatives, the company agreed not to deduct money from the workers' pay for the strike, provided they returned to work by 2pm.
Amicable agreement ends short-lived strike

Labour Report

A strike by about 100 workers at Industrial Lead Works in Judiths Paarl, Johannesburg, ended amicably yesterday when workers agreed to return by 2 pm after being given certain assurances by management.

The workers downed tools early yesterday morning after management's refusal to recognize shop stewards belonging to the General and Allied Workers' Union (Gawa) or their demand for R2.50 per hour minimum wages.

In a joint statement yesterday, by the Industrial Lead Works management and Gawa, the company undertook to negotiate with the union as soon it submitted satisfactory proof that it represented the majority of the workers at the plant. Negotiations would cover a recognition agreement and procedural agreement dealing with grievances and disputes.

Management also agreed not to make any deductions from workers' wages as a result of the time loss, provided the strike ended by 2 pm.

The agreement was reached after a meeting between worker representatives, union representatives, management and their legal advisers.
SA union strikes 'escalate sharply'

GENEVA — Black trade union membership in South Africa is increasing at an unprecedented rate while the number of strikes has escalated sharply, the International Labour Organisation said in its report published yesterday.

"Black membership of trade unions exceeded that of the other population groups for the first time by the end of 1982, increasing by some 10%," the report said.

"The number of strikes in South Africa escalated sharply in 1982 to reach the highest level for 20 years."

"Nearly 142,000 workers — none of them white — took part in 354 officially reported strikes with the number of workers involved some 40% higher than in previous years. An upsurge in industrial action brought the number of strikes in 1982 to 338," it said.

The International Labour Organisation (ILO) report said that codes of conduct of US and European companies operating in South Africa had helped raise black wages, but had not made an impact on the wage gap between black and white workers.

The ILO will debate the report at its annual conference which takes place in Geneva during the visit of the Prime Minister Mr P W Botha to Europe.

The ILO, a United Nations-specialised agency which expelled South Africa in 1976, attacks the Labour Relations Amendment Bill, saying it will increase Government controls over trade unions.
The commercial catering and Allied Worker's Union of SA (Ccawusa) has signed a wage agreement with Metro Cash and Carry covering about 3,000 workers.

In terms of the agreement, the members will be afforded a R57 increase across the board, according to the union's general secretary, Mr. Emma Mshu-nini yesterday.

**Homelands**

The 25.3 percent rise will apply to workers employed in the homelands and the black urban areas. It also means an increase of 40 percent for the lowest paid workers.

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**Death of Thembu Leader**

From Page 1

By Mr. Thembu had been inflicted in a violent manner. Mr. Thembu, the court heard, also had a large bruise on the left cheekbone and other marks above the left eyebrow and on both legs. Coagulated blood was noted on his left ear.

Asked by the defendant's counsel, Mr. P. F. Lutsch, if it was possible...
Clothing
union duel
heating up

By RIAAN DE VILLIERS
Labour Reporter
THE Industrial Council for the Cape clothing industry meets today to consider a request by the Garment Workers' Union (GWU) to bring forward, and increase, wage hikes for over 60,000 clothing workers due in July.
The meeting follows several incidents of unrest in the industry, including a wage strike at Cape Underwear in Epping.
These followed the formation of the Clothing Workers' Union (Clowu) which is attempting to win workers away from the giant (GWU), officially recognised by employers and party to the industrial council.

Defections
The request by the GWU has been viewed as an attempt to contain worker demands and forestall further defections to Clowu.
However, this was denied yesterday by Mr Cedric Petersen, the GWU's assistant general secretary, who said the request was "entirely unrelated to the recent incidents".
He said the union had originally put the request to employers in February this year before the incidents had taken place.
The Cape Clothing Manufacturers' Association met yesterday to discuss the request prior to today's meeting.
Mr Colin McCarthy, secretary of the association, would not comment on the discussions.

Rival unions
Meanwhile, the Minister of Manpower, Mr Pietie du Plessis, has called on employers facing conflicting demands from rival unions to avoid worsening conflict.
Addressing the Cape Chamber of Industries last week, Mr Du Plessis said employers were increasingly faced with demands for recognition by more than one union with "conflicting claims of worker support".
A "great responsibility" rested on employers to "act in such a manner that any possible conflict situations are not worsened".
He said it was "difficult to lay down guidelines for action", but employers should try to identify natural leaders among their employees as these would "probably emerge as union leaders".

Declined to elaborate on the contents and the worker's strike committee was unavailable last night for comment.

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

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

By RIAAN DE VILLIERS
Labour Reporter
Black unions ‘growing despite harassment’

GENEVA — Black trade union membership in South Africa is increasing at a unprecedented rate and the number of strikes has risen sharply, the International Labour Organization has reported.

But black unions continue to be harassed with meetings being banned and police questioning unionists and searching members’ homes, an ILO report on the labour situation in South Africa said.

“Black membership of trade unions exceeded that of the other population groups for the first time by the end of 1982, increasing by some 10 percent,” it said.

“The number of strikes in South Africa rose sharply in 1982 to reach the highest level for 20 years.

“Nearly 142,000 workers — none of them white — took part in 394 officially reported strikes with the number of workers involved some 40 percent higher than in previous years.

“An upsurge in industrial action brought the number of strikes in 1983 to 356,” it said.

‘Variety’

The report said police harassment of black unions had become “less overt and more insidious”.

“A variety of methods are used. These have recently included police questioning of trade unionists and their eviction from union offices, home searches and the banning of meetings,” it said.

The report said codes of conduct of US and European companies operating in South Africa had helped raise black wages, but had not made an impact on the gap between black and white workers’ wages.

“The codes seem to have been overtaken by events as black trade union bargaining becomes more active in the wages field,” it said.

Excluded

The report asserted that South Africa’s recent constitutional reforms had not fundamentally changed the apartheid system.

“It said blacks were still excluded from government decision-making, were banished to the ‘homelands’, still received inadequate education and were subject to strict influx controls.

“Benefits of change still go to the white population,” it said.
300 drivers still on strike at motor firm

Mercury Reporter

The strike by about 300 drivers at Motorvia, a Pinetown motor vehicle ferry service company, entered its second day yesterday with no indication when it would end.

The company's premises at Westmead were packed with new cars and trucks waiting to be delivered to garages throughout the province yesterday.

The striking drivers were assembled at the offices of the Transport and General Workers' Union while union representatives held urgent talks with the company management to help resolve the pay dispute.

Mr P J Marais, Motorvia's managing director, said negotiations were being held with workers' representatives and a statement would be issued later.

The union spokesman, Mr John Mawbey, said the workers were striking over two issues — the long delay by the company in reaching agreement with the union over a new pay rating system and a demand for the payment of a basic wage for all drivers.

'Drivers were not given a basic wage but instead paid for the number of trips they made. We have been pressing the company since last year to pay workers a basic wage and scrap the trip rate system as it is illegal,' he added.

'At a meeting with the management on Friday the matter was raised again and the company offered to pay drivers a basic wage of R55, but this was rejected as they want a minimum wage of between R70 and R80 a week,' he added.

New cars and trucks stand idle at Motorvia's premises in Pinetown as the 300 drivers continued their strike over pay yesterday.
Pay rises for 60,000 workers

Labour Reporter

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

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

‘Inadequate’

The Clothing Workers’ Union — formed recently in opposition to the officially recognized GWU — later declared it viewed the increases as “completely inadequate.”

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

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

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

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

‘Dissatisfaction’

Ms Suberda Jaffer, Clowu’s general secretary, said in a later statement that the union viewed the increases as “completely inadequate,” and “regretted” the decision made by employers in the light of the “grave dissatisfaction” expressed by workers.

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

Mr. A. M. Rosenberg, chairman of the industrial council, Mr. Simon Jocum, chairman of the Cape Clothing Manufacturers’ Association, and Mr. Cedric Petersen, assistant general secretary of the GWU, declined to comment.
10,000 workers clash with bosses

MORE than 1,000 workers were involved in labour unrest over dismissals and trade union recognition in Johannesburg and Springs this week.

About 200 workers at Edison Electro Plating in Benrose were fired after management had accused them of belonging to the Steel Engineering and Allied Workers' Union.

The union's general secretary, Mrs. Jan Hloingwane, said several attempts by the union to meet management on the issue were unsuccessful. The union has asked for legal advice on the matter.

Go-slow

More than 50 workers at the Carlton Hotel in Johannesburg were yesterday ordered off the premises after a two-day go-slow demanding a minimum wage of R350 per month.

Management was busy with negotiations with the Commercial Catering and Allied Workers' Union of SA (Cawusa) representing the workers by late yesterday.

Union

At four other hotels — Sandton Sun, Landrost, Parklane and Rand International Hotel — over 200 workers yesterday continued their go-slow demanding a R350 per month minimum wage and that management recognise their union (Cawusa).

About 700 workers at East Rand Gold and Uranium company reported back to work yesterday after management had promised to negotiate with the National Union of Mine-workers.
Sandton Sun fires 175 staff after go-slow, strikes

By Carolyn Dempster, Labour Reporter

Southern Sun fired 175 members of its Sandton Sun staff today after a series of go-slow and sporadic strikes at the hotel. The action follows almost a week of labour unrest at the Sandton Sun and five other Johannesburg hotels where staff are demanding a minimum monthly wage of R350.

The lowest monthly wage is currently R196.

The Commercial, Catering and Allied Workers' Union, which has members at the six hotels, reported that about 500 members were either on a go-slow or out on strike at one stage or another at the Carlton, Sandton Sun, Johannesburger, Lundsford, Rand International and Park Lane hotels.

More than 30 members of the housekeeping staff at the Sandton Sun began a go-slow on Tuesday morning. This later developed into a strike by housekeeping staff and other hotel workers, resulting in the closure of some of the hotel's facilities.

Last night the hotel had to appeal to the Hotel School for assistance after black hotel workers downed tools and walked out in the middle of the evening meal. This morning management fired 175 of the striking workers because the strikes were in breach of agreed hotel and union procedures.

One of the demands of the striking staff was that the company enter into industry level wage bargaining with other hotels in the Johannesburg area.
Arrested pupils in court today

Underwear workers to meet management today on dispute

Labour Reporter

Representatives of striking Cape Underwear workers and officials from the recently-formed Clothing Workers' Union (CLOWU), say they will meet the management of the company today to discuss the dispute.

This will be the second meeting between CLOWU, which is trying to wrest support from the giant Garment Workers' Union, and the management of Cape Underwear.

Managing director of Cape Underwear, Mr. Cecil Beekman, said today he could not comment on the matter.

About 110 workers walked out of the factory two weeks ago in support of a demand for a R10-a-week increase.

Commenting on increases of about 7 percent, negotiated by the Garment Workers' Union (GWW), which is protected by a closed shop agreement in most clothing factories in the Western Cape, a CLOWU spokesman said there was still a feeling of dissatisfaction among the workers.

The clothing industry last week agreed to bring forward and increase wage rises recently negotiated by the GWW.

A R4 minimum across-the-board increase, which will come into effect on May 18, has been agreed upon.

Qualified machinists at present earn R54 a week.

The CLOWU spokesman said the rise in general sales tax to 10 percent and the possibility of an increase in bus fares "would eat up most of the increase."

REPORT-BACK

Mr. Cedric Petersen, assistant general secretary of the GWW, was not available for comment today.

The GWW held a report-back meeting with the workers on Saturday in Salt River.

However, reporters were barred from the meeting and no details have yet been released.

The CLOWU spokesman said most Cape Underwear workers, who originally went on strike, had not yet returned to work.

He said the workers were being paid about R30 a week, which is being donated by sympathizers.

No change

The ultimatum was today confirmed by the regional director for the Northern Transvaal schools, Mr. P.G. Fells.

He said as far as he was concerned, "the decision to close the schools if the boycott continued until tomorrow has not been changed."

However, a delegation from the Atteridgeville Town Council appealed to Mr. du Plessis during their meeting in Cape Town last Wednesday, that the schools should not be closed.

Mr. du Plessis also repeated his desire for an effective education to take place and he had asked the delegation in its appeal to all concerned parties to help prevent the closing of the schools.

Mr. du Plessis's deadline coincides with the appearance in court of five other pupils arrested a fortnight ago.
Hotels 'OK despite strikes

Own Correspondent

JOHANNESBURG. — Hotel spokesmen in Johannesburg and in Sandton claimed yesterday that their hotels were running smoothly and all their customers' needs were being attended to despite a strike by workers since last Wednesday.

The strikers at the Sandton Sun, Carlton, Johannesburg, Rand International and Mariston hotels are the result of a row with the Commercial, Catering and Allied Workers Union.

Union workers are to hold a general meeting today to discuss the situation.

The managing director of the Johannesburg Hotel, Mr. Stanley Hoffman, said yesterday that everything was running "normally".

He said that some workers, "about 50 or 60", had been dismissed and that new workers had been employed.

A public relations officer for the Carlton Hotel, Miss Pat Squires, said yesterday that the hotel was only minimally affected by a go-slow action in the housekeeping section which involved 30 workers. She said 12 workers had been dismissed and replaced.

Spokesmen for the Sandton Sun and Mariston hotels would only say everything was "fine".

Hotels which the union claimed last week were also affected by the strike denied that this was so yesterday. These include the Landrost, the Sunny-side Park, the Mark and the Park Lane.

The biggest dismissal of staff so far has been at the Southern Sun's Sandton Sun Hotel, where 175 workers were fired on Friday.
Strike at hotels falters as union says it spreads

By Carolyn Dempster, Labour Reporter

The strike by about 500 hotel workers at eight Johannesburg hotels showed signs of founder-
ing today, despite union claims that the strike was spreading.
Hotels which have been the target of go-
slows or strikes within the past 10 days are the)
Sandton Sun, Carlton, Landorost, Johannes-
burger, Marisjon, Rand International, Mark and
Jacaanda.
The general secretary of the Commercial, Ca-
tering and Allied Workers' Union, Mrs Emma
Mashum, met the South-
ern Sun management
early today in a bid to
reinstate the 175 Sandton
Sun staff fired on Friday
last week.
The action was taken
following a go-slow by
housekeeping staff which
began last Tuesday and
erupted into a strike on
Thursday.
The striking hotel
workers have demanded
a basic minimum monthly wage of R368 instead
of the current minimum of R196, and industry-
level bargaining.
The response by most
of the hotel manage-
ments to the labour un-
rest has been a verbal
warning followed by a
written warning and then
dismissal.
At the Carlton 12 of the
housekeeping staff lost
their jobs when they re-
fused to resume normal
duties after a warning
from management.
At the Johannesburger,
50 staff have been fired
according to the manag-
er, Mr Stanley Hoffman,
and the hotel is taking on
new staff.
Mr Hoffman, who is
also a director of the
Mark Hotel in Berea and
head of the Hotel Asso-
ciation, said repeated at-
ttempts by employers to
persuade workers to re-
sume their duties while
negotiations continued,
had met with failure.
"The association takes
note of the inability of
the Commercial, Cater-
ing and Allied Workers'
Union to play a positive
role in the current dis-
putes, and accepts that
this must lead to a reva-
lation of employers' atti-
dudes toward the union as
far as future collective
bargaining is concerned," he added.
At the Mariston 70 per-
cent of the hotel staff
downed tools on Friday.
 morning. Hotel manager
Mr W A Westphal said he
had not heard from the
union by midday today
and would be employing
new staff in the mean-
time.
"If the old staff come
back within the next day
they will get their jobs
back, there is no question
about that," he said.
Hotels are ‘fine despite strike’

By JEANETTE MINNIE

HOTEL spokesmen in Johannesburg and Sandton said yesterday that their hotels were running smoothly and all their customers’ needs were being attended to despite a strike by workers last week.

The managers of the Sandton Sun, the Carlton, the Johannesburg and the Maritzon confirmed that their staff were on strike because of a row between the Commercial, Catering and Allied Workers Union (Cawusa) and the hotel industry.

The Rand International Hotel’s manager refused to comment on whether his staff was on strike or not.

The managing director of the Johannesburg Hotel, Mr. Stanley Hoffman, said yesterday that everything was running “normally” and that “no services have been discontinued.”

He said that about 50 or 60 workers had been dismissed and that new workers had been employed.

A public relations officer for the Carlton Hotel, Miss Pat Squires, said yesterday that the hotel was only minimally affected by a go-slow strike by 30 workers in the housekeeping section.

She said that 12 workers had been dismissed and they had been replaced.

Spokesmen for the Sandton Sun and Maritzon hotels said that everything was ‘fine’ but would not comment further.

Hotels which Cawusa said last week were also affected by the strike denied yesterday that this was so.

The biggest dismissal of staff so far has been at the Southern Sun’s Sandton Sun Hotel, where 175 workers were fired on Friday.

The union is demanding that hotels form an industry-wide bargaining unit to negotiate outside the industrial council with a Cawusa joint shop stewards council.

Another demand is that the hotels negotiate a R50 a month minimum wage.

The present industry minimum is R50 a month.
Spotlight falls on legal plight of farm workers

LABOUR WEEK
by PHILLIP VAN NIEKERK

THE inadequate legal protection of farm workers was again highlighted last week by an industrial court finding that six Rainbow Chicken employees were industrial and not agricultural workers.

If the court had found otherwise, the six workers would have been excluded not only from the protection of the Basic Conditions of Employment Act but from access to the industrial court itself.

This situation is a direct result of a divided labour system which grants protection and rights to the bulk of the country's workforce while denying it to millions of farm workers and domestic workers as well as to State and semi-State employees.

The Rainbow Chickens dispute arose when the company fired the six workers for refusing to work overtime, a right guaranteed by the Basic Conditions of Employment Act.

The Legal Resources Centre took the case to the court, charging that it was an unfair labour practice and that the workers had been unfairly dismissed.

The key finding by Mr D B Ehlers was that the workers, who were employed at the company's processing plant at Hamburgh, were industrial workers and therefore entitled to protection under the Act — as well as the right of access to the industrial court.

This technicality made the world of difference. It has altered their entire legal status, their right to belong to a trade union and their conditions of employment at the workplace.

The finding has important implications for other workers in the borderline industries such as abattoirs and sugar cane plantations. It would appear from Mr Ehlers' judgment that the nature of work done and not the type of operation determines whether the worker is an industrial worker.

The question of workplace rights for agricultural and domestic workers — who are probably more in need of legal protection than any other group of workers in the country — was placed on the National Manpower Commission's agenda more than two years ago.

A report has still not seen the light of day, presumably because it is regarded as being less important than the NMC's controversial recommendations on registration and the industrial court and its report on small businesses.

TELEVISION viewers who saw the first episode of "1922", the story of the 1922 mineworkers' strike, on TV on Thursday night might be surprised to know that 60 years later white worker power still carries huge clout on the mines.

Last week the Mine Surface Officials' Association (MSOA) finalised a deal with the Chamber of Mines extending that union's closed shop.

The deal also re-affirmed the "better utilisation of labour" agreement which obliges the Chamber of Mines to consult the MSOA before appointing blacks to jobs traditionally held by whites.

At the same time the chamber's attempts to scrap mining apartheid have come up against the hard-line stand of the Mine Workers' Union who are in no mood to bargain away the privileges of the white miner.

The chamber's deal with the MSOA came about after a lengthy dispute formally declared eight months ago but which in reality has been going on for longer than two years.

It is strange that at a time when the closed shop, forcing all employees in a particular area to belong to one union, is under fire in other industries the mining industry has entrenched it.

They have removed the right to freedom of association from all coloured people, Assalics and blacks employed as senior officials on chamber mines after April 9.

The MSOA argues that the new agreement protects both white workers (from being undermined by blacks employed at lower salaries doing the same work) as well as black workers (from being paid lower salaries).

While there are probably few blacks in the higher officials grades now, the agreement effectively heads off the Black Mine Surface Officials Association formed by the National Union of Mineworkers after their annual conference in November last year.

With a likely increase of blacks in these occupations in future there could well be resentment that not only are black workers forced to belong to the MSOA but that a white-dominated union has such power over their appointments.

At the same time all attempts to scrap racial job reservation on the mines seem to be dependent on the suspension of the MWU, which says in the latest edition of the Mynwerker that it is not prepared to negotiate with the chamber and sees no need for the removal of these race barriers.

The statement by the union's general secretary, Mr Arrie Paulus, that they will consider proposals from the chamber if they guarantee the "future of the white miner" has been seen by some as a softening of attitude and a sign of hope that the talks between the Chamber and the mining unions will lead somewhere.

But there is little doubt that Mr Paulus wants to see a very good offer on the table before he even sniffs at it.

WAGE talks between the Chamber of Mines and the National Union of Mineworkers which will affect some 450 000 black mineworkers and which are becoming the most important annual industrial relations hurdle in the industry were due to start on Friday.

However, the talks got off to a bad start before they even started when the chamber postponed the first meeting for a week.

The NUM — highly sensitive to the timing of the talks after last year's debacle brought about by the short space of time allowed for a settlement, and committed to calling a special conference this year if there is no settlement soon — were none too happy about the postponement.
Talks start to settle Southern Sun hotel strikes

By PHILLIP VAN NIEKERK
Mail Reporter

WHILE hundreds of Johannesburg hotel workers continued to stay away from work yesterday, the Commercial, Catering and Allied Workers' Union (Cawusa) began talks with management from the Southern Sun hotel group in a bid to settle the week-old dispute.

The situation at Southern Sun, the hardest hit of the hotel employers, has escalated since Friday when 175 workers from the Sandton Sun were dismissed for failing to return to work.

A Cawusa spokesman said that, according to company figures, there were now 550 workers on strike at four Sun hotels, including the Sandton Sun, the Sandton Sun, the Landmark, the Rand International and the Airport hotel.

Talks on the reinstatement of the workers are to continue today. A spokesman for Southern Sun declined to comment as the talks were still in progress and promised to issue a statement today.

Yesterday's negotiations came after a weekend in which several hotels were reduced to skeleton staffs, inconveniently guests, many of whom had to cater for themselves.

The talks followed the return on Sunday of the union's general secretary, Mrs Emma Mashwama, who was out of town when the dispute blew up.

The industrial action started as a go-slow last week by staff demanding that the various hotel employers agree to discuss a new industry-wide wage with a Cawusa shop stewards committee. The workers were demanding a minimum wage of R350 a month.

Following the dismissals last week, union officials accused management of escalating the conflict by refusing to negotiate over their demands.

The Hotel Association in turn said the strikers had refused to make use of the already-existing bargaining machinery in the industry and warned that the strike threatened the hotel industry's relationship with Cawusa.

Apart from the Southern Sun hotels, others to be hit by the strikes include the Carlton, where at least 12 workers were fired last Thursday, the Sheraton, and the Johannesburg, where about 50 to 60 workers have been fired.

It is understood that the union has so far not been able to intimate talks with these hotels.
Banned books: man acquitted

A Soviet man was acquitted by a Johannesburg Regional Court this morning on charges of possessing banned publications which he said he had found stuck to the fence in his yard and which he had asked his wife to destroy.

Mr Stanley Tsoko Mokwana (32), of Zone 1, Meadowlands, pleaded not guilty to possessing two copies of "Maybuye", an ANC publication, and a publication of the South African Communist Party, called "The African Communist".

The magistrate, Mr W G Rosch, found that the State had failed to prove its case and that Mr Mokwana's story was possibly true.

Hotel talks collapse. 400 may be dismissed

By Carolyn Dempster, Labour Reporter

More than 400 hotel workers face dismissal after talks between Southern Sun hotel management and representatives from the Commercial, Catering and Allied Workers' Union (Cawusa) ended in a stalemate yesterday.

The discussions were being held in a bid to resolve the week-long dispute involving 550 workers at four Southern Sun hotels.

Negotiations deadlocked when the union refused to ratify the firing of 197 hotel workers, part of a six-point offer tabled by the hotel management.

The list of proposals handed to the Commercial, Catering and Allied Workers' Union included:

- The withdrawal of the union's demand for industrial wage bargaining outside the industrial council.
- The disciplining of any union officials party to intimidation during the course of the strike.
- The 197 workers dismissed at the Sandton Sun, Landrost and Rand International would not be re-employed under any circumstances.
- The company would not take legal action against Cawusa in respect of losses incurred and would refrain from further dismissals provided workers return to work today.
- The parties undertake to renew their discussions regarding the conclusion of a recognition agreement between them as soon as possible.
- A certain union official be re-assigned within the union.

Mrs Emma Mashum, general secretary of Cawusa, said today the workers were determined that they should all be reinstated or not at all.

"I don't think the talks will continue because management has not given us any room to negotiate," she said.

Association will not act against bookie

The Transvaal Bookmakers Association will not take action against leading Johannesburg bookmaker Mr Bill Ferguson, who has been recommended to be warned off by the Jockey Club.

The chairman of the association, Mr Lionel Sutton, today said the decision taken by a stipendiary board inquiry of the Jockey Club did not concern Mr Ferguson's activities as a bookmaker.

The Transvaal Bookmakers' Association is the only organisation with powers to withdraw Mr Ferguson's licence.

The stipendiary board recommendation will now have to go before the executive of the Jockey Club for approval even if Mr Ferguson does not appeal against the decision.

If confirmed Mr Ferguson will be unable to operate even though the Bookmakers' Association will not take action against him.

Mr Ferguson is an oncours bookmaker and if warned off he will be prohibited from entering the racing courses.

The Jockey Club's stipendiary board inquiry was instituted as a result of riding instructions given by Mr Ferguson to jockey Robert Hill before the running of the second race at Turffontein on March 17.

Hill rode Mr Ferguson'silly Champagne Lady, which started favourite, but was beaten into third place.

According to a Jockey Club statement issued yesterday, Mr Ferguson's instructions were essentially "not to let the horse win".

Two found guilty of sex across colour

By Joe Openshaw

The community is concerned about suffering caused by implementation of the Immorality Act, a Johannesburg magistrate heard today.

"A commission is considering scrapping the Act," the magistrate told the magistrate, Mr TL Prinsep, was being addressed in mitigation of sentence by Mr J A de Klerk, who appeared for a Johannesburg municipal bus driver found guilty of having sex with a coloured woman.

The bus driver, Constand Johannes Koortzen (53), of Pinzburh Court, Hillbrow, and the coloured woman, Belinda Minnaar (27), of Wagner Street, Daveytonville, Roodepoort, were both found guilty of contravening the Immorality Act and sentenced to six months' imprisonment, suspended for three years.

Another coloured woman, Miss Isabel Muller (27), also of Wagner Street, Daveytonville, was found not guilty of contravening the Act and discharged.

The three had pleaded not guilty.

A 20-year-old railway detective constable, Mr Charles Francois du Toit, said he was standing on the balcony of the Monte Carlo Hotel on February 12 last year when he saw Koortzen and Minnaar sitting in a car parked below.

Miss Muller arri into the hotel. He then go into a room door on the outside. He unlocked the main door and called Minnaar, dress having sex on the also in underclother the bed.

He got into tonch three were taken to Koortzen said he was drinking at the took a temporary — for which he pa receipt, he said —
Dispute talks deadlock over 'sackings deal'

By Mail Reporter

TALKS between Southern Sun and the Commercial, Catering and Allied Workers' Union (Cawusa) aimed at re-solving their week-long dispute deadlocked yesterday, when the union refused to endorse the dismissal of 197 workers.

The company offered the union a seven-point proposal in a bid to end the strike by more than 550 Southern Sun workers at the Sandton Sun, the Lodge and the Rand International.

The workers, along with hotel staff from at least three other Johannesburg hotels, were demanding that the hotel management negotiate at industry-level around their demand that the minimum wage be increased to R350.

A statement from Southern Sun last night said all their hotels affected by the strike action were running normally and staff was being replaced in positions vacated by strikers.

The statement said Cawusa had rejected a proposal by the company in which the union would have had to agree that 197 workers at Sandton Sun and 50 workers at the Rand International and the Landrost, who had been dismissed, would not be re-employed under any circumstances.

In terms of the proposal, the company was 'prepared to refrain from further dismissals provided that workers not yet dismissed report for duty at their rostered time on Wednesday May 16 and resume normal standards of work performance'.

According to company figures, there were about 360 workers out who had not yet been dismissed.

Spokesmen for Cawusa were unavailable for comment last night, but it is understood that union officials were unhappy at endorsing the dismissals, the number of which were increased overnight by 50.

The company statement said they had also requested that the union withdraw its demands for industrial wage bargaining outside the industrial council, that the union 'dissociate itself from the incidents of intimidation which took place during the dispute' and that a certain union official be reassigned within the union and no longer play an active role in the organisation of Southern Sun employees.

The proposal also urged that both parties renew recognition talks and that wage bargaining start as soon as they were concluded.
Hotel workers end their strike

BY PHILLIP VAN NIEKERK

HUNDREDS of Southern Sun workers in the Johannesburg area ended their week-long strike yesterday when they returned to their jobs or accepted a discharge by being paid out.

A spokesman for the company said last night that of the 187 workers fired at three Southern Sun hotels, 127 collected their pay yesterday while 80 of the other 60 workers on strike were reinstated.

The workers, most of them from the Sandton Sun, returned after talks between management and the Commercial, Catering and Allied Workers’ Union (Cawusa) broke down on Tuesday.

Cawusa refused to endorse the dismissal of the 187 workers. Mrs Emma Moshunu, general secretary, said yesterday that the company had “decided” the terms for an agreement and had refused to look at Cawusa’s counter-proposals.

The company spokesman said a number of workers had returned, chiefly to the Sandton Sun but also to the Landdrost and to the Rand International.

Only 80 had been re-employed because it was impossible to process them all at once, she said.

Meanwhile, a spokesman for the Mariston — where about 43 workers were fired when they returned to work yesterday — said the situation would be “reassessed” on Friday.

A Cawusa spokesman announced yesterday afternoon that they had negotiated an overall 25.3% wage increase including a 40% increase in the lowest grade with Metro Cash and Carry. The company also agreed to start negotiating a maternity agreement.
The Commercial, Catering and Allied Workers' Union (CCAWU) yesterday concluded a wage agreement with Metro Cash and Carry, giving its 3,000 members a R57 across-the-board increase.

The 25.3 percent rise will apply to workers in both the homelands and the black urban areas.

It also means an increase of 40 percent for the lowest paid workers.

A union spokesman said that it was important that employees in rural areas and townships received the same salaries as their counterparts in urban areas.
Macwusa union executives told to quit office

By CLAIRE PICKARD-CAMBRIDGE

MR GOVERNMENT ZIMI, organising secretary of the Motor Assemblers' and Component Workers' Union of South Africa (Macwusa), and four other executive members have received written notice from members that they have "expelled themselves from the union"

This was announced today by the general secretary of Macwusa, Mr Dennis Neer, after rumours concerning the upset had been circulating since the weekend.

Mr Zimile was said to be one of the driving forces behind the formation of Macwusa in 1980 after the Ford strikes.

The other four executive members are Mr Lesley Bucwa, Mr M Chibe, Mr Duna and Mr S M Dube.

Mr Neer said all five executive members "had expelled themselves" after continuously failing to appear at general and executive meetings.

There had been many queries from workers concerning their absence at meetings and some workers alleged that Mr Zimile and Mr Bucwa were spearheading the sowing of dissension among Macwusa members at the Ford Sierra plant.

Many believed the two had failed to attend a meeting on May 10 because they "were running away from the issue", and the remaining executive members had been mandated to inform them by letter that they had expelled themselves.

A new organising secretary will only be appointed after a meeting of Macwusa's regional executive committees from Port Elizabeth, Pretoria and Uitenhage.

Contacted at his home today, Mr Zimile confirmed there were many rumours surrounding the situation, but said he would only be able to comment at a later stage.
Southern Sun fires 197 hotel employees

By Carolyn Dempster, Labour Reporter

Altogether 197 Southern Sun hotel workers have been fired as a result of the week-long labour dispute at the Sandton Sun, Airport Hotel, Landdroot and Rand International hotels. Southern Sun management stated today that 147 Sandton Sun employees had been dismissed for participating in sporadic strikes at the five-star hotel.

31 hotel workers at the Landdroot Hotel lost their jobs and 19 employees of the Rand International were fired.

All but 33 of the remaining 350 union members at the Sandton Sun who were faced with dismissal had returned to their jobs, said management.

The figures confirm that more than 550 Southern Sun hotel workers were involved in the go-slow or strike which spread to five other hotels in the Johannesburg area.

The two major demands of the striking workers included a R350 a month minimum wage — the current minimum is R196 — and industry-level bargaining.

Mrs Emma Mashimpi, general secretary of the Commercial, Catering and Allied Workers' Union, said the wage grievances were legitimate as an Industrial Council survey had shown that hotel workers were among the lowest paid employees.

The discussions between Southern Sun and the Commercial, Catering and Allied Workers' Union have been suspended after a deadlock in negotiations last week.

The union was negotiating a recognition agreement with the hotel chain.

Southern Sun management said it had been willing to deal with recognised trade unions and their representatives but that during the strike certain unionists had not behaved in a reliable way.
Hotel strike talks stalled

THE Commercial Catering and Allied workers' Union of South Africa-(Gewusa) has rejected a Southern Sun Hotels' six-point offer following strikes affecting the company.

The union's general secretary, Mrs Emma Mashumi, said yesterday that the sacked workers have asked them to seek their reinstatement en bloc. Talks ended in a deadlock.

The talks are being held in an attempt to resolve the dispute which sparked off a strike by over 500 workers at Southern Sun's five hotels — Sandton Sun, Landrost, Rand International, Airport and Sunnyside Park.

Part of the six-point offer made by the hotel is the withdrawal of the union's demand for industrial wage bargaining outside the industrial council; the 197 workers sacked at the four hotels would not be re-employed under any circumstances; the parties will renew their discussions regarding the conclusion of a recognition agreement.

The union also confirmed that some of the sacked workers at Carlton Hotel, have been reinstated.
Expulsion was planned, says Macwusa man

Post Reporter

THE organising secretary of the Motor Assemblers' and Component Workers' Union (Macwusa), Mr Government Zim, said today he did not believe the membership had decided to expel him but that the whole thing had been planned by two members of the organisation.

Mr Zim, who has played a major role in the union in the past, was recently informed that he had "expelled himself" from the union by failing to attend meetings.

It was also alleged that some members believed he had been involved in spearheading dissension among members at the Siesta plant.

He said, however, he could not respond to all the painful allegations at this stage because it would split Macwusa.

He did not name the two people, but said they had objected to him because they did not like the way he had taken them to task about poor administration — he had slammed his executive over R6 000 which had gone missing from the union offices.

He had also objected to Macwusa not having held elections for the past four years, which was unconstitutional, and the fact that there was no register of membership.

These issues were to be raised at a conference last year.

"But Mr Dennis Ntse, general secretary, failed to attend without any apology and that largely contributed to the immediate cancellation of the conference plans."

"Now these people are blaming me for not attending meetings and I only received one letter informing me of a meeting within 24 hours. I replied, explaining I could not attend due to prior engagements."
Underwear dispute over

By RIAN DE VILLIERS
Labour Reporter

THE dispute between Cape Underwear Manufacturers and workers fired after striking at the factory three weeks ago was settled early last night when the parties involved reached agreement at the factory in Epping. The agreement was announced in a brief joint statement by management, worker representatives and the Clothing Workers' Union (Clowu), which has been organizing the group involved in the dispute.

It said an "amicable" agreement had been reached between management and the workers. They would return to work on Wednesday next week.

Management and union spokesmen declined to comment further.

The dispute started when 49 workers were fired after striking in support of a R10 pay demand. They were later joined by more workers who left the factory.

The outcome appears to be a negotiated settlement in which management has agreed to take back all the workers in return, the workers appear to have relinquished their original wage demand.

Workers involved in the dispute gathered in a Munsenberg hall yesterday afternoon where they presented a short play depicting their experiences during the dispute.

While relatively few workers were involved, the dispute has been usually important and its outcome may have a major bearing on labour relations developments in the massive clothing industry, which employs more than 60,000 workers.

Clowu is a new union, formed recently in opposition to the Garment Workers' Union of the Western Province (GWU), which is officially recognized by employers and is protected by a closed-shop agreement.

While Clowu was not formally involved in the original wage dispute, it subsequently organized workers involved.

The dispute is said to have been the first strike in the giant Western Province clothing industry since 1985.
Unregistered unions had 140 004 members in 1983.
deserved better pay.

Claim their hard work.

Dissatisfied hotel strikers
By denying rights, opportunities, blacks

Parliament and Politics
Clothing workers are back

Labour Reporter

NINETY-EIGHT workers returned to an Epping underwear factory today after striking for three weeks.

The employees, members of the Clothing Workers Union, returned to Cape Underwear Manufacturers Ltd in terms of an agreement concluded with the company last week.

About 50 women, who mutually downed tools in support of a demand for a R10-a-week pay increase, were dismissed three weeks ago. They were later joined by about 70 others.

TRICKLED BACK

Some trickled back to work during the three-week strike.

Mr. Cecil Beekman, managing director of the company, confirmed that the women were back at work. Everything had gone "smoothly", he said.

The dispute, although not involving many workers, was seen as significant by labour observers.

The clothing industry is the largest employer in the Western Cape, and the Cape Underwear strike is believed to be the first in the industry since 1966.

The Western Province Garment Workers Union — one of the largest unions in the country — has been protected by closed-shop agreements with most clothing companies for more than 30 years.

There have been several signs of discontent in the clothing industry recently, particularly over wages.

The Cape Clothing Manufacturers' Association yesterday instituted a wage increase of R4 a week for all categories of labour.

A qualified machinist will now earn a minimum of R58 a week.
It's no easy ride for the happy families

By Angus Macmillan

FORMULATING a successful labour policy is like making a stew — the ingredients are lumped together in a boiling pot and mixed until the flavour is right.

Some companies have the ingredients, but get the mix wrong. Others serve up large dollops of paternalism and a take-it-or-leave-it menu.

Pick 'n Pay, which has grown from a R10-million Cape Peninsula operation in 1969 to a national turnover of R1 500-million, is an employer that has a more successful recipe than most.

Pride

But even Raymond Ackerman, champion of consumerism and the one big-family approach, has his time cut out to whip up an attractive stew for 16 000 employees.

The company has always prided itself on its people-pleasing approach and has shouted from the rooftops that its workers are its most important resource.

None of its top management has been with the company for fewer than seven years, and senior employees have a stake in the company, which was the first retail chain to recognise black trade unions in 1977.

It claims to have given more than lip service to the adage the people come first.

The mission has been to make even the lowest-paid worker feel that he or she is a winner and not merely part of a machine.

Targets

Pick 'n Pay's identity for consumer and employee alike has come across well. What is the secret?

Personnel director Rene de Wet says setting reasonable targets is one of the keys to staff motivation and loyalty, the premise being that setting achievable goals is a better policy than aiming for the sky.

"People have to believe that they are part of a winning team. Only one employee left us last year to join another retail chain."

A survey of Pick 'n Pay staff at Johannesburg stores gives credence to Mr Ackerman's happy-family image.

The staff canvassed were satisfied with their lot.

A 23-year-old pershables manager earning R1 000 a month has been with the company for 15 months and sees the opportunity to become a store manager and then a career in buying.

Difficult

Industrial relations consultant, Gavin Brown, of Andrew Levy & Associates, says the Pick 'n Pay family is breaking down as the company gets bigger. Close contact between management and staff becomes more difficult to maintain as more stores open.

"Mr Ackerman does not believe that unions and management are naturally antagonistic towards each other. Unfortunately, this is a fact which many companies will come to accept the hard way."

But Mr Brown qualifies this by saying that a climate of grave employment is coming back into vogue, mainly because of Japanese influences on industry.

In January this year, Pick 'n Pay had a confrontation with the Commercial Catering and Allied Workers Union (CCawusa), shattering its strike-free image. Once the dispute over wage increases had been resolved, Mr Ackerman took a harder line.

Unhappiness

He said: "I want to continue our policy of treating all staff as members of the family. I will not be forced into a position where our relationship turns into a boss-worker fight. We can't throw 15 years of work down the drain just because of problems with CCawusa."

On the other side of the fence, CCawusa general secretary Emma Mashamu says there is no such thing as one big happy family.

Ladder

"There is plenty of unhappiness in the family. The power they claim to give to blacks is not the same as the power held by whites. The cake is not being shared."

She says there is not enough shop-floor communication and training. Her main gripe is salaries, which must be increased for the cake to be divided fairly.

Checkers human resources executive Andy Mashamba says Checkers also likes to think it is a big happy family.

"There is very little difference in the attitudes of the two companies — only that the one talks about it a lot and the other does not. Good profit is good for salaries."

He says the black union member from Soweto with seven children would not subscribe to the happy family idea, whether he worked for Pick 'n Pay, Checkers or most other employers.

"Its motivation is different. He's not looking three runs up the ladder, but ensuring we have the next five meals will come from him."

Some employers have more successful labour policies than others, but there is no magic potion for success.
Once the 'retail' union had been formed, a mandate would be obtained from members whether or not to apply for a place on the feasibility committee which is drawing up proposals for a new union federation.

Mr Khumalo said he did not think the new union (RAWU) would constitute a threat to the Commercial, Catering and Allied Workers' Union.

After two years of negotiations, Bakers biscuit company has signed a recognition agreement with the Sweet, Food and Allied Workers' Union (SFAWU).

The agreement covers the union's 700 members at the company's Westmead factory near Pinetown. SFAWU have already embarked on negotiations and have preliminary agreements with two other factories in the Bakers group — in milling and the bread and cake division.
7-union alliance formed to help blacks

By Carolyn Dempster, Labour Reporter

A new alliance of unregistered, independent trade unions has been formed after months of intense behind-the-scenes discussions.

The seven unions party to the alliance are the Black Allied Mining and Construction Workers' Union (Bawcu), the African Allied Workers' Union (Aawu), the Insurance Assurance Workers' Union of South Africa (Iawusa), the Amalgamated Black Workers' Union, the Black Electronics and Electrical Workers' Union (Beewu), the Black General Workers' Union (Bingwu) and the National Union of Workers of South Africa.

The formation of the alliance was announced in Johannesburg yesterday by the co-ordinator of the interim committee, Mr P Nefolophodwe of Bawcu.

COMMON PROBLEMS

He said the alliance concept was first mooted in February this year.

Motivation for the alliance was multi-faceted. All of the unions invited to the first round of talks faced common problems such as lack of finance and support, and a dearth of training projects. Also, most of the unions had a clear, common ideological stance to promote the interests of the black worker.

A declaration of intent was drawn up and accepted at a meeting on May 17, when an interim committee was elected.

Mr Nefolophodwe would not confirm whether the alliance was the first step towards the formation of a new union federation.

However, he did say that the unions party to the alliance had all been "left out" of the unity initiatives which the Federation of South African Trade Unions and the Council of Unions of South Africa, among others, have been involved in.

POOLING OF RESOURCES

The Rev Joe Seoka, president of Iawusa, said the weakness of many unions within the movement was that they were more interested in quantity than quality. "They have the numbers but lack the effective organisation. Some union leaders do not know what is going on among their membership because it is so vast," he said.

The pooling of resources and creation of a support front would help to create more solid and better organised unions - capable of defending the rights of workers, he added.

Unions that have stated their support for the alliance include the Black Health and Allied Workers' Union, the Orange-Vaal Workers' Union, the South African Scooter Drivers' Union and the South African Domestic Workers' Union.
Witness: union members beat me

By Andrew Beatle

A scullery supervisor in a Johannesburg hotel told a city Regional Court yesterday that he was beaten up by union members for refusing to join a strike and "feared his life was in danger."

Mr Leonard Khumalo was giving evidence at the trial of Mr Robert Mkhize, who has been charged with two counts of intimidating workers to go on strike at the Landrost Hotel on February 3.

Mr Mkhize (31), address given as Soweto South, Soweto, denied the charges.

THREATENED

Mr Khumalo said that Mr Mkhize called him a "sell-out," and threatened to assault him if he did not join the Commercial, Catering and Allied Workers' Union (CCAWU-SA) strike at the hotel.

He said that he had later been assaulted by men "present in the courtroom" and had needed several stitches.

"I have never needed a union in my life, and if anyone is going to promote my interests it is management," he said.

A State witness, Mr David Thabahala, who also claimed that Mr Mkhize threatened him with assault, failed to appear in court yesterday.

A warrant was issued for his arrest.

Mr K. H. Sonderland defended and Mr M. M. Miller prosecuted Mr B. J. Bu
denbent assisted.
Unionist is acquitted of ‘intimidation’

By Andrew Beattie

A jubilant trade union shop steward was acquitted by a Johannesburg Regional magis- trate yesterday on two charges of intimidating workers at the Landroost Hotel to go on strike.

Mr Robert Mkhize (31) of Sen- oane South, Soweto, a member of the Commercial, Catering and Allied Workers’ Union, was found not guilty by the magis- trate, Mr P.J. Badenhorst.

Mr Leonard Khumalo, Mr David Tshabalala and Mr Nelson Ndhlovu had all testified that Mr Mkhize had threatened to assault them if they did not join the strike at the hotel on February 3.
INDUSTRIAL RELATIONS—WORKERS' ORGANISATION—AFRICAN UNION

JUNE — DECEMBER

1984
EMMA MASHININI

Behind the strikes

Emma Mashinini is the general secretary of the Commercial Catering and Allied Workers' Union of SA (Cawusa). The union has been involved in a number of contentious strikes — including those at Pick 'n Pay, the OK and at a number of top Watwatersrand hotels.

**FM:** What is Cawusa's membership?

Mashinini: Today we have 40,000 members (up from 15,000 in 1981), although some are paid-up members. One of the reasons for our growth was the explosion in the retail industry itself, so many shopping centres have gone up. But the union has also grown by establishing new branches around the country. In addition we have always had some members in the hotel sector and last year we started a concerted drive to organise there.

How many recognition agreements do you have?

We have agreements with OK Bazaars, Allied Publishing, Woolworths, Top Centre, Foschini, Gallo, 3-M, CNA, Makro, Metro Cash & Carry and Edgars. We are negotiating recognition with Pick 'n Pay and Checkers.

Cawusa has had a high profile in the last few years because it has been involved in a large number of strikes. To what do you attribute this?

We organise primarily in the retail trade, although we do have members in the hotel trade as well. Wages in these sectors are miserable. In the hotel sector, workers earn around R200/month, while in retailing they are just beginning to earn above R150/month. This has been the primary cause of strikes. Unfair dismissals and poor working conditions have also been at issue. Cawusa members have struck a number of times while the union was negotiating recognition agreements — like at Pick 'n Pay and Southern Sun. Isn't this too tactically unwise? There is a perception that the union leaders are not in touch with members and that much of their work consists of trying to put out fires lit by militants.

One thing must be made clear: the union leadership is not responsible for calling strikes. Wages and working conditions are the issues. Building up a relationship with management does not replace those. A union-management relationship must filter down to the shop floor. Management often seems to use recognition talks to delay discussing wages and the workers get impatient.

What caused the recent strike at a number of Johannesburg hotels — the Sandton Sun, the Carlton, the Rand International, the Maristone and the Johannesburger?

The strike was caused by a wage dispute. All the workers at the various hotels came out at the same time after they heard the outcome of negotiations between the Watwatersrand Liquor and Catering Trade Employees Union at the Industrial Council for the Liquor and Catering Trade (Watwatersrand and Vereeniging). Those negotiations resulted in a 25% increase for the lowest-paid workers — which meant that some workers with very long service would only get R18/month. Our members demanded that the different managers negotiate with a Cawusa shop stewards committee. The managers refused, saying joint negotiations can only be held at the Industrial Council. Cawusa is not yet ready to join the council and other Sun hotels said they would not dismiss everybody, and asked the union to sign an agreement that certain workers should be dismissed. We could not do this.

Sandton Sun fired 147 workers, the Landdrost fired 13 and Rand International fired 19. These hotels have recruited new workers. We have not yet re-started recognition talks with them. It has been said that a union official, Oscar Malgas, met the Sandton Sun workers.

Oscar Malgas was not involved in causing the strike. He in fact tried to get the workers to go slow instead.

It is claimed that there are huge divides in Cawusa — and especially that the Natal and Vaal Triangle branches are disaffected.

There were problems in the Vaal — very serious problems about the running of the office, which we had to query. These have been rectified. No one has been expelled but there has been a lot of reconstruction in that particular branch.

There are no problems with the Natal branch.

What is the quality of Cawusa's relationship with companies in which there have been strikes?

The Pick 'n Pay recognition negotiations are going slowly. Checkers recognition talks are nearly complete. At OK our talks were suspended because of a strike but we now have an agreement.
OWN CORRESPONDENT
JOHANNESBURG — The 70,000-strong National Union of Mineworkers (NUM) has threatened to declare a dispute which could result in widespread industrial action if the Chamber of Mines is not prepared to make a satisfactory final pay offer.

The decision was taken by about 600 worker delegates at a special NUM conference in Klerksdorp on Saturday night which was convened to discuss this year’s pay negotiations with the Chamber.

Apart from the delegates, almost 3,000 mineworkers — many of them carrying banners saying “Away with the Chamber” and “Not less than 25%” — attended the conference and backed up their decision.

Negotiations were deadlocked two weeks ago with the Chamber offering increases ranging from 9.5 percent to 10.9 percent, and the NUM demanding minimum increases of 25 percent.

While the NUM represents only a portion of black workers on the gold mines, the increases they win will affect almost all the industry’s 480,000 black mineworkers.

Conference delegates rejected the Chamber’s offer outright and called on the Chamber to put a final offer on the table, failing which the declaration of a dispute in the gold mining industry — the first step towards a legal strike — would be likely.

The widening disagreement over the wages of black mineworkers comes at the same time as an announcement at the weekend that the Chamber had reached agreement over the salaries of the mining industry’s 25,000 officials.

This agreement — which amounts to a 10 percent increase — follows last month’s settlement between the Chamber and the white mining unions, who had initially declared a dispute over a half-a-percent difference with the Chamber’s offer of 10 percent.

It means that the only remaining area of disagreement between the Chamber and unions in the mining industry is the negotiations with the NUM — the largest black union in the industry — who are negotiating alongside the much smaller Federated Mining Union.

Mr Cyril Ramaphosa, general secretary of the NUM, said the workers had decided they could not go lower than the union’s demand of 25 percent until the Chamber gave a final offer, which would be considered by the NUM’s negotiations committee.

INCREASES

“If the Chamber is not prepared to make a final offer, a dispute is likely,” Mr Ramaphosa said. “The workers unanimously pledged themselves to supporting any action which might follow from the declaration of a dispute.”

Pay talks for black workers in the coal-mining industry are due to start today. Mr Ramaphosa said that if they followed the same course as the gold mining talks, the NUM would be forced to take the same action.

Meanwhile, the minimum on-appointment rates for officials in the mining industry were to be increased by 10 percent and average actual salaries would also be increased by 10 percent, the Chamber of Mines said in a statement yesterday.
BEA takes tough stance on unions

Union representation in the business equipment industry does not exist, and the BEA (Business Equipment Association) is doing nothing to formulate a positive policy as regards unions.

Although it has an official line of "neither encouraging nor discouraging" the formation of trade unions, the BEA is also determined that no union outside of the industry will be recognized.

"We will resist the attempts of outside unions to encroach on this industry," said Les Wood, executive director of the BEA.

"If unionism is to take place, it must be an indigenous union. Our stance is to reject any union from outside the industry."

However, no unions are present in the business equipment industry.

"There is a lot of outside union activity going on and some of them get a little over-eager. We don't want any foreign employment practices in what has been a very peaceful industry up to now," Wood told Computer Week.

He said that there is not much likelihood of an indigenous union being formed, but "it is more likely that a strong outside union will try to get in."

The BEA recently received a report from one of its members of an approach by a black trade union in Pretoria claiming representation of more than 50% of the member's black employees.

The union requested discussion with the employer on matters such as recognition of the union, election of shop stewards.
In-house training services

An in-house training service has been introduced by a Durban microcomputer dealer in response to a shortage of machines, assistance and time to senior executives in large corporations.

As part of their R100 000 expansion programme, Computer Concepts has employed top training personnel so that new software packages can be demonstrated to executives and training can begin.

Included in the expansion plans are new workshop facilities, as well as an extended consulting service.

"We will offer a comprehensive consultation service, with general business consultancy, database, and customised program writing, using the latest fourth generation languages," said Computer Concepts director Des Ramsay.

Micros are still generally scarce resources in large corporations, and they are not vacated long enough for senior executives to teach themselves what there is to know.

"Besides, these people often cannot set aside eight solid hours in which to learn, and if not encouraged, their interest may flag," he said.

"Their computer-oriented colleagues don't have the time to teach them, so they are learning too slowly and on an interrupted basis.

"If, however, they come to us and learn in our new training centre where there is one machine per delegate and where they are away from constant office interruptions, it brings down their learning time and makes them productive that much faster."

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Violet Venter, head of Computer Concepts' training division, clarifies a problem for one of the executives at a recent training course.

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The Apple 32 Supermicros embrace the new 3½ inch microdisk technology, which features high-speed high-capacity disks that are said to be both compact and reliable. Each disk provides 400 kilobytes of storage.

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Mrs Julie Bragg

Modern Business Systems

TRAINING PLANNER – 1984

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<td>Mar 5-10</td>
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<td>Financial Systems Workshop</td>
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These courses have been scheduled to allow delegates to attend both the Systems Analysis and Systems Design courses in two consecutive weeks.
Miners declare dispute over pay

Argus Correspondent

JOHANNESBURG — The relationship between the Chamber of Mines and the National Union of Mineworkers has become even more strained after they failed to reach agreement over pay increases for NUM members on coal mines.

A NUM spokesman, Mr Mokheseng Maloka, said his union had declared a dispute after holding talks with the chamber in Johannesburg, "and steps are to be taken.

"The chamber wanted us to motivate our demands, yet they did not want to make us an offer and we declared a dispute. We shall have to set our machinery into gear and we hope a conciliation board will be appointed," he said.

NUM, which is recognised as representing workers on five of the chamber's 55 collieries, is demanding increases of between 30 and 60 percent.

Further talks

Mr Maloka said further talks would be held with the chamber tomorrow regarding pay increases for NUM members on gold mines.

The union is demanding a minimum of 25 percent, while the chamber offered rises ranging between 9,5 and 10,9 percent.

At a special conference convened to discuss the pay talks at the weekend, NUM delegates rejected the chamber's pay increase offer and decided to embark on a course of action, including widespread industrial action, if the chamber did not offer a final satisfactory increase.
THE Black Albedo Mining and Construction Workers' Union (Bamcwa) held its annual congress in Hammanskraal this weekend.

Bamcwa, which was formed two years ago, has yet to win a recognition agreement from the Chamber of Mines, though it was granted access to Chamber mines more than a year ago.

Mr P. Nefolokhodwe, the union's general secretary, said yesterday that Bamcwa now had a membership of 15 to 20 000 workers.
City dairies on strike. Deliveries disrupted

Labour Reporter

WORKERS at two Cape Town dairies went on strike today, severely disrupting milk deliveries in some areas.

At Union Dairies in Tokai, the atmosphere was tense as policemen gathered outside the workers' hostels.

About 160 bottling and delivery workers sat in silence as police patrolled the picturesque farm on which Union Dairies operates.

Police barred reporters from the site and refused to let them interview workers.

When questioned, a police sergeant said he had been ordered by the managing director of Union Dairies, Mr C Bearne, "not to allow the Press to talk to workers."

Mr Bearne said he did not want to comment on the dispute.

"I don't want you to talk to the men, although you can see we have a problem," he said.

Police prohibited reporters from talking to a union organiser on the site.

At Van Riebeeck Dairy in Parow, about 400 workers stopped work today.

Workers said they were protesting about the lack of "call-in-cards" — a system whereby migrant workers are recalled annually without breaking their contracts — and were demanding two assistants on each of the milk trucks.

A spokesman for the Retail and Allied Workers' Union, which is negotiating a recognition agreement with Van Riebeeck, said some workers had gone on leave of up to three months and that this had seriously affected their chances of obtaining permanent rights in urban areas in South Africa.

Mr Lloyd Whithfield, managing director of Van Riebeeck, said the company had supported workers with affidavits in their application for Section 10 rights.

A call-in-card system was in use, he added.

"We would be delighted if workers got their Section 10 rights, but it is childish of them to blame us for not getting them," Mr Whithfield said.

He said workers who wanted two assistants on the milk trucks should approach their supervisors, instead of going through the union.

Referring to the police presence at Union Dairies, Captain Gerhard van Rooyen, police liaison officer, said police were observing the situation and were there to "maintain law and order" if necessary.

Two trucks on the scene had nothing to do with the strike, he said.

They had come to fetch milk for a nearby army camp.
Workers strike at two dairies

Staff Reporter

STRIKES by workers at Union Dairies in Tokai and Van Riebeek dairies in Parow Industries were resolved last night after management of both dairies had agreed to the workers' demands.

The workers are members of the Retail and Allied Workers' Union (Rauv), which has been negotiating for recognition with the two firms.

Mr Alan Roberts, secretary of Rawu, said last night the strike at Union Dairies had been called off at 7pm between 90 and 100 workers had stopped work because a key worker whose contract had expired had been promised re-employment only in five months' time.

"The workers felt this was unfair and demanded that he be reinstated after one month's leave. Management promised that the worker could return at the beginning of July."

Earlier, a union spokeswoman said the worker was an active union member and workers believed he had been victimized.

At Van Riebeek, all 500 workers had gone on strike in support of demands that drivers of home-delivery milk trucks be given two assistants instead of one and that workers should be placed on "call-in" card systems which automatically renewed contracts each year, according to Mr Roberts.

The strike was called off at 1pm yesterday following negotiations.

"When workers' contracts expire, management often uses this situation to re-employ workers selectively. Workers demanded they be given assurance of re-employment," Mr Roberts said.

Management had promised that call-in cards would be introduced and workers had understood this would happen at the end of the month.

The spokeswoman said management has signed a preliminary recognition agreement with the union committee.

Management dismissed all workers yesterday morning after the committee had refused to meet management before union officials arrived, she said.

Mr Lloyd Whitfield, managing director of Van Riebeek, was quoted as saying that a call-in card system was in use and that the company had supported workers' attempts to obtain Section 10 rights.
Workers back after milk strikes end

Staff Reporter 39

TWO strikes, which severely disrupted milk deliveries, have been resolved.

About 400 workers at Van Rebeecck returned to work on Friday at 1 pm after being on strike since arriving at work.

Workers were demanding a call-in card system to avoid broken contracts. The managing director of Van Rebeecck, Mr Lloyd Whitfield, said he would investigate grievances.

Milk deliveries in the Muizenberg-Tokai area were also back to normal following an all-day strike at Union Dairy on Friday.

The dispute was over the alleged victimisation of a colleague.
New union plans to expand nation-wide

Labour Reporter

THE recently formed Retail and Allied Workers' Union (Rawu) will organise dairy workers nationally, it has been announced.

The decision was taken yesterday by about 300 delegates at the inaugural meeting of the emergent union, held in Athlone.

Rawu, which claims about 2,000 members in the Western Cape, has a significant membership among Cape Town dairy workers.

The union has been involved in three recent dairy strikes at Van Riebeeck, Union Dairies and Dairybelle.

A union source said it was important to expand to other areas because one Cape Town dairy — Dairybelle — was a national company.

SCRAP GST

In another resolution, the union called on the Government to scrap general sales tax.

Rawu also called on workers to boycott the forthcoming coloured and Indian elections to be held under the new constitutional dispensation, and resolved to encourage workers to support the United Democratic Front's million signature campaign.

Earlier in the meeting, Rawu secretary, Mr Alan Roberts, said the union had grown "quite strong" in the past few months and workers were beginning to assume leadership in the organisation.

He said several issues affected workers in both the factory and the community.

"When organising migrant workers, for instance, the question of Section 10 rights has always come up. That is a political issue because it strikes at the heart of the system," Mr Roberts said.

"Coloured workers are expected to vote for their own parliament, but there is no deal for African workers, who work as migrants. Yet in the factory we work together as workers."
Call to resist Labour Bill

THE BLACK Allied Mining and Construction Workers' Union (BAMCWU) has called on the black community and organisations to resist the Labour Relations Amendment Bill which puts stricter control on trade unions and employers.

The resolution was taken at the union's national congress held at St Peters, Hammanskraal at the weekend.

In terms of the Bill, all recognition agreements will have to be submitted to the Department of Manpower, and will have no force in law unless the relevant unions have submitted certain information to the Department.

The emotion-charged congress said that it noted the latestploy by the State to further entrench itself in worker organisations as shown by the Bill.

**Resist**

"We call upon all black worker organisations and the black community to resist such inroads into the freedom of the workers," the resolutions read.

The congress also strongly condemned the latest exploitation and oppression of black workers. It committed itself to resisting new forms of exploitation, especially low wages for workers.

Referring to a trade union federation, BAMCWU said it fully supported the initiative of forming a principled alliance with other worker organisations.

BAMCWU is one of the seven trade unions which established a new alliance of unregistered, independent trade unions.

**Diseases**

Among resolutions passed at the congress was one noting the high rate of diseases caused by the environment at workplaces.

The newly re-elected president, Mr Letsatsi Mosala, told the SOWETAN yesterday that the union was committed to working closely with other unions.

The union's strength was growing rapidly and "we intend signing recognition agreements with several companies where we have membership."

New office bearers are Mr Mosala, president, Mr M Rakoena, senior vice president, Mr W Mashugo, vice president, Mr P Nefolovhodwe, general secretary, Mr W Mafili, national organiser, Mr Simon Mokoena, second vice president, Mr M Mokhne, publicity secretary, Mr Patrick Mathe and Mr W Mbulane, committee members.
Pretoria workers dismissed ‘unfairly’

THE Commercial Catering and Allied Workers’ Union of South Africa (Ccwusa) has lodged a complaint with the Department of Manpower on behalf of five members who were dismissed by the Spar’s Water Clen branch in Pretoria this week.

A spokesman for Ccwusa, Mr David Molele, said the union’s members were fired from work after they had complained of not being paid for working overtime. He said the manager had accused workers of stealing and said he would deduct R12 from the weekly wages of each cashier to replace the R2,500 his business went short of.

Unacceptable

“This was unacceptable by the workers. They tried to explain that they did not know how the shop incurred losses and also suggested to the manager that security be tightened to avoid victimisation of workers. They were then ordered off the premises and threatened with the police if they came back or were seen anywhere near the area,” Mr Molele said.

The dismissed workers are Cynthia Kubane, Yvonne Maboro, Lenah Golden, Mirriam Tjeta and Leatitia Mphuthulo. They all earned R62,50 weekly irrespective of how long each had worked for the company.

The manager of the company, Mr Leon Uys, told The SOWETAN that he would not discuss matters affecting his employees with the press.

HOORAY: These “little bundles of fun” came to... 5th birthday of Mamatsabu Maphike (behind)

Bop resid hit autho

GA-RANKUWA and Mabopane residents yesterday attacked local authorities for doing little to alleviate housing shortage in the two areas and also evicting families who failed to pay rent before the 7th day of each month.

Residents said they were being “treated unfairly” by officials who locked the houses with-
Southern African miners will discuss federation

By Carolyn Dempster, Labour Reporter

A new federation of Southern African mineworkers’ unions is on the cards.

Talks between the South African National Union of Mineworkers (NUM) and the Lesotho, Botswana, Zambia, and Zimbabwe mineworkers’ unions are planned in the next eight weeks — and the new federation is on the agenda.

The steps towards the formation of a Southern African federation are part of a long-term scheme to bring all of the major African mineworkers’ unions under one federation.

Mr Cyril Ramaphosa, general secretary of NUM, said the proposal was first mooted at a preliminary meeting of the Southern African unions some time ago.

The Miners’ International Federation (MIF) congress on May 24 and 25 provided the forum for a report-back on the feasibility of the federation and it was decided to go ahead with the plan.

Ultimately, the African federation would encompass miners’ unions as far afield as Sierra Leone, Nigeria, Senegal and Zaïre.

Mr Ramaphosa said the reason for forming the federation was to give African mineworkers a stronger united voice in the MIF.

As most miners on the continent shared the same employers, it would benefit them to present a solid front, he said.
7-union alliance takes the first step towards federation

By Carolyn Dempster, Labour Reporter

The new seven-union alliance of independent, unaffiliated black trade unions yesterday issued a formal declaration of intent in the first major step towards the formation of a federation.

The aims of the alliance, which claims a combined membership of 75 000 workers countrywide, are to:

- Promote, develop and maintain an authentic black working class leadership
- Explore the possibilities of joint action in all matters, activities and campaigns adopted by any of the unions in the alliance
- Achieve co-operation in solving mutual problems of a political, economic, social or humanitarian nature.

Mr. Pandelani Nefolovhodwe, co-ordinator of the alliance's consultative committee, said the question of a federation would be debated at the annual congresses of the unions.

The seven unions are the Insurance Assurance Workers' Union of South Africa, the Black Allied Mining and Construction Workers' Union, the African Allied Workers' Union, the Amalgamated Black Workers' Union, the Black Electronics and Electrical Workers' Union, the Black General Workers' Union and the National Union of Workers of South Africa.
'Vulnerable' Zini leaves his job

EXPELLED motor union secretary Government Zini has resigned from his job with Ford motor company because he feels "vulnerable" to management.

Mr Zini, who was stripped of his membership of the Motor Assemblers and Component Workers' Union of SA three weeks ago, resigned two weeks after he was kicked out of his post as national organising secretary.

Mr Zini was expelled for not attending meetings, according to a union spokesperson, along with five other union members.

The former unionist told City Press he had joined Ford in 1973 but felt "obliged" to leave after being kicked out of the union.

"Not being a member of the union leaves me very vulnerable to management action," Mr Zini said. "I'm now at the mercy of the same management I've been fighting for years."

Asked to comment on his expulsion from Macwusa, he said "Unfortunately, sometimes we live in a house without really knowing or appreciating the others in it until they are gone."

He added "This is a greater pain to me than the loss of my father."

Mr Zini shot into prominence in February 1981 when he lashed at the Sullivan code, describing it as "a mere modernisation of apartheid" which could be adopted by American firms in SA "with ease."
Civil servants join the fight for better conditions

By JOSHUA RABOROKO

THE newly-formed trade union for public servants is to fight the exploitation of black workers by employers.

Addressing the inaugural meeting of the union — the Institute of Public Servants — at Funda Centre in Soweto yesterday, the chairman, Dr S K Matskeke, said they were faced with the challenge of fighting for higher salaries for members.

The meeting, attended by over 600 public servants from various departments, committed itself to negotiating with their employers and to strive to secure a well-paid membership.

Dr Matskeke announced that the union which will consist of black members in the public service sector and was "a major breakthrough because workers in that job category have never formed a representative body."

"We shall fight exploitation by both employers and employees in the work situation. Workers who are exploited by management can rest assured that we shall be on their side," he said.

However he added, employees would also be expected to produce satisfactory results if they were to be rewarded. The union will be a research body in the various departments, including development boards, department of justice and others.

Replying to a question, he said that the organisation would be an "umbrella body" and will seek co-operation with others who shared the same aims and objectives.

They were hoping to recruit membership throughout the country and another branch will be launched in Atteridgeville next Wednesday. They union was formed at the request of public servants he said.
Labour Reporter

THE Black Alhed Workers' Union is to appeal against an Industrial Court ruling clearing the Icor of unfair practice in dismissing 84 workers from its Newcastle plant.

Mr B E Khumalo, the union's general secretary, said yesterday that papers had been lodged with the Supreme Court registrar in Pietermaritzburg, and he said the union was waiting for a hearing date to be set.

He said the dispute with Icor came after the company unilaterally imposed a strenuous new roster. Eighty-four workers were dismissed when they raised objections to the new work schedule.

Mr Khumalo claimed the new rules were imposed without the full approval of the industrial council for the metal industry.

Mr Piet du Plessis, an Icor spokesman at the company's headquarters in Pretoria, said yesterday he was aware of the appeal. "The union is free to take whatever legal action it wishes," he said.
Sisulu to address Gawu

By ZB MOLEFE
27/5/84

UNITED Democratic Front president Albertina Sisulu will be one of the prominent speakers at the General and Allied Workers' Union conference in Soweto next week.

Others taking part in the conference — which opens at the Diocesan Centre in Jabavu on Thursday (Republic Day) — will be former student leaders Sechaba Montisi and unionists Steve Tshwete and Curnick Ndlovu.

Gawu president Samson Ndou told City Press: "The conference will focus on building black union unity. This unity has been the order of the day since August 1981, when 24 unions held talks in a concerted effort to form a super federation."

"We are aware that this unity is one of the difficult things to achieve. It is a problem that cannot be solved in one day," said Mr Ndou.

In March, Gawu, the SA Allied Workers' Union and the Municipal Workers' Union were expelled from the unity talks in a move which rocked the country's black union movement.

This came after deadlock over the three unions' participation in the talks, when they were granted observer status after being asked to reconstruct their membership from general to industrial unions.

A statement after the three unions' expulsion promised that the unions would go back to their membership for a fresh mandate for future participation in the talks.
Police raid Azapo member's home without a warrant

By Tembi Mhobo

A group of policemen without a search warrant searched the house of a prominent member of the Azanian People's Organisation (Azapo) early on Tuesday morning.

The Rev Joe Seoka, who is the head of the Azapo Labour Secretariat and the president of the Insurance and Assurance Workers' Union of South Africa (Iawusa), said the police told him that they had information that certain witnesses were hiding at his house, and therefore, wanted to conduct a search.

"When I demanded to see their search warrant they said they did not have one, but would bring one the following day," Mr Seoka said.

He added that the police, who refused to identify themselves, said they were from Pretoria Police Station.

A resident priest at St Hilda's Anglican Church in Soweto, Mr Seoka said the police searched inside and on top of wardrobes and cabinets.

"They then proceeded to the church and to the garage where they found two men I had given shelter to and demanded to see these men's reference books and the house permit," the priest said.

He said that during the search there was another group of security policemen with machine-guns who surrounded the church.

The public relations division of the South African Police in Pretoria said they could neither deny nor confirm the raid on Mr Seoka's house because they could not comment on routine investigations.

At about the same time in another section of the same township, Soweto, security police detained Mr Amos Nkosiyakhe Masando and Mrs Rita Ndzanga after raiding their homes.

Mrs Ndzanga, a member of the Federation for South African Women (Fedsaw), is the wife of Mr Lawrence Ndzanga, who died in detention about five years ago.
Macwusa gives Zini the boot
'Racial' strike hits store

Mercury Reporter

WORKERS at Pick 'n Pay in Empangeni went on strike yesterday, alleging racial discrimination.

Mr I Mkhize, organiser of the Natal branch of the Commercial, Catering and Allied Workers' Union of South Africa, said last night that a worker at the store had been fired for alleged theft, and then had been jailed.

Workers claimed charges were dropped when another employee of a different race group was in similar circumstances some time ago.

Mr Mkhize said the striking workers wanted the company to drop the charges and secure the release of the jailed worker.

He said 'The majority of workers are out, and I understand the store is not operating at present.'

Mr Mkhize said talks had been held with senior management all day yesterday, but no agreement had been reached.

Pick 'n Pay general manager Colin Clarke could not be reached for comment.
Soweto unionists held in security swoop

Two top Soweto trade unionists were this week detained -- adding to the list of detainees held in nationwide security police swoops.

The SA police directorate confirmed that Mrs Rita Ndzanga and Mr Amos Masando, both top officials of the General and Allied Workers' Union (Gawu), were being held in terms of security legislation.

Mr Masando is the organizing secretary of the powerful Gawu, the independent black union claiming a membership of 70,000.

Mrs Ndzanga, who joined Gawu as an office worker, came into prominence during the massive 1977 crack-down on black organizations.

The greatest name in cigarettes

Rothmans International

Another resolution rejected the new constitutional dispensation because it was based on permanent racial discrimination -- it was imposed by a racial minority in its own interests -- and it did not share power even if it professed to do so.

SACC general secretary
By JIMMY MATYU

A KWAZAKHELE woman, Mrs Caroline Madlingozi, has had to abandon her university studies this year because her banned husband, Maxwell, a former active trade unionist, could no longer help her financially.

Mr Madlingozi is a former executive member of the Motor Assemblers and Components Workers Union of South Africa (Macwusa) and the General Workers Union of South Africa (Gwusa).

The plight of Mr Madlingozi and his family has been taken up by the human rights organisation, Amnesty International.

Members in many parts of the world are writing to the Prime Minister, Mr P W Botha and South African newspapers, expressing concern about his welfare.

The Amnesty members appeal to the Prime Minister to "support the universal principle of justice" by using his influence to have Mr Madlingozi's banning order lifted.

Mr Madlingozi was first banned for two years in 1982, six weeks after his release from a 270-day security police detention under Section Six of the Terrorism Act.

The banning occurred after he and three others had been detained by Transkei security police for allegedly travelling without valid documents.

Detained with him at the time were other trade unionists, Mr Dumile Makanda, former chairman of Macwusa, Mr Nzo Nhi Dzima and Mr Zemile Mjuma.

All were subsequently handed to the South African security police.

Mr Makanda and Mr Mjuma were also banned.

In June last year, before his banning order expired, Mr Madlingozi was re-banned for another three years in terms of the new Internal Security Act, restricting him to the Kwazakhele area.

According to a close relative, Mrs Madlingozi, who has two children, was in her second year at the University of Fort Hare last year, studying for a degree in computer science.

"She depended on her husband's earnings at General Motors and later on what he had saved. But now they have nothing left."

"She would be happy to go back if she could receive financial assistance or a scholarship," she said.

The relative said Mr Madlingozi and his family were now dependent on the support of his brother, Mr Garlik Madlingozi, who also has a wife and three children to support on his R600 a month salary.

In one of the Amnesty letters to Mr Botha, written by Roberta Murtum and signed by 11 other people, she says, "We are bringing to your attention our concern at the use of banning orders outside the judicial system, which is a violation of the fundamental human right to freedom of association, expression and movement.

"We understand that you have no direct responsibility for bannings, but we appeal to you to use all your influence to bring an end to their use. In particular we want to draw your attention to the case of Mr Maxwell Madlingozi who has been banned since 1982."

The letters also express the hope that any persons under a banning order suspected of endangering State security or law and order should be charged and brought to trial in an open court.

Mr Makanda has also been re-banned in terms of the new legislation.
Future of dairy staff in balance

By RIAAN DE VILLIERS
Labour Reporter

THE future of 685 black dairy workers was in the balance early last night after they went on strike at Dairybelle's Western Cape headquarters in Epping yesterday morning.

The management of Dairybelle Corporation met a committee representing the strikers at 5pm yesterday. The talks deadlocked after management refused to negotiate while the workers were on strike.

Mr Martin Henning, Dairybelle's general manager in the Western Cape, announced yesterday morning he had decided to pay off the entire workforce for striking "illegally" for the second time in three months.

However, after the meeting yesterday evening the workers had not been paid off.

Contract

A Retail and Allied Workers' Union official last night said the workers' primary demand was for the introduction of a "call-in card" system, which would secure continued employment for contract workers. The workers also wanted facilities to cook their own food in the hostel.

The dispute disrupted milk deliveries in many areas of the Peninsula. Yesterday milk was delivered to wholesalers, but there were no home deliveries in a number of suburbs and townships.

To keep shop deliveries going, some drivers had picked up casual workers off the streets to assist them with the deliveries, the union official said last night.

According to striking workers, one foreman refused to go on strike. When they confronted him, he produced a firearm, the official said.

About 450 of the workers are contract labourers and the others township residents.

Yesterday morning Mr Henning said workers had gone on strike "without warning" after a demand that contract workers be placed on a "call-in card" system were discussed at a meeting with union officials and the workers' committee the previous day.

Rejected

He said the workers were "regarded as having dismissed themselves" after ignoring an ultimatum to return to work and would be paid off at midday.

The workers said they would not accept their pay packets "We want to stay in our jobs—but we want our rights," a committee member said.

After negotiations, Mr Henning agreed that the union could try to persuade workers to return to work.

But he had continued to refuse to negotiate on any grievances while they were on strike.

A union spokeswoman later said workers had rejected management's stance "They want to return, but want their demands to be negotiated now," she said.
Unionists' detentions 'show face of reform'

Labour Reporter

The recent detention of trade unionists, and the suppression of information by the South African Police, have been harshly criticised by several unions and civic organisations.

The detentions show up the farce of the Nationalist Government's so-called reforms, says a joint statement issued by the General and Allied Workers' Union, the United Democratic Front, the Detainees' Support Committee, the Municipal and General Workers' Union, the Detainees' Parents Support Committee and the South African Scooter Drivers' Union.

Police have confirmed the detention under Section 29 of the Internal Security Act of Mr Amos Masando and Mrs Rita Ndzanga of the General and Allied Workers' Union, Mrs Zanevula Mapela of Fosatu's Paper Wood and Allied Workers' Union and Mr Zin Mduna of the Chemical Workers' Industrial Union.

The SAP invoked the Protection of Information Act, which provides for a R10 000 fine and 10-year jail sentence for offenders, to prevent publication of the names of two of these unionists.
Dairybelle dispute: Talks start

By RIAAN DE VILLIERS
Labour Reporter

HOPES for a settlement of the Dairybelle dispute rose yesterday afternoon when top management representatives started lengthy negotiations with more than 600 workers at the company's Western Cape headquarters in Epping.

Mr Martin Henning, general manager of Dairybelle in the Western Cape, began a meeting with workers and officials of the Retail and Allied Workers' Union early in the afternoon and the discussions were still continuing last night.

'Hoping'

A union spokesman said the outcome was not yet known. "But this is the first time Mr Henning has met with the workers since the dispute started on Wednesday morning and we are hoping a settlement may be reached."

No management spokesmen were available for comment.

Meanwhile, the Cape Town and Sea Point Traders' Association threatened to boycott all Dairybelle products if the dispute was not settled.

Subsidiary

Its secretary, Mr A.S. Priaulx, said: "We are a black traders' association and we are not prepared to trade with any company which does not meet the demands of its workers."

He said the association was discussing the situation with Rawu and would also approach the Western Cape Traders' Association.

In another development, Rawu officials contacted management of Imperial Cold Storage in Pretoria in an attempt to resolve the dispute.

Milk deliveries were still disrupted in a number of Cape Town suburbs and townships yesterday.

A company spokesman confirmed that wholesale deliveries were still being made and that milk was available in cafés and supermarkets.

However, no home deliveries were made for the second day in succession and the company hoped to start restoring them "from today".

Gates locked

Workers arrived at the plant early yesterday morning. According to a union spokesman, they found the gates locked.

Earlier yesterday, Mr Henning declared that the company regarded all the workers as dismissed and they would have to reapply for their jobs. However, a spokesman for the Transkei提到 recruiting new workers.

The workers' main demand is for the introduction of a "call-in" card system in which their contracts will be automatically renewed each year. This demand has been met by several others dairies in the Cape.

He's great and

By STEPHEN WROTTESLEY

FORMER Springboks yesterday described Naas Botha as an excellent player and a great character — and said they would love to see him back in the ranks of amateur rugby.

However, they added that the rules of the SARB would have to be followed and if they thought it highly unlikely that he would be readmitted as an amateur.

He said that the possible return of Naas Botha to amateur rugby would be discussed at the South African Rugby Board's executive committee meeting in Cape Town today, although no final decision on the former Springbok's future is expected.

Throughout the issue of whether Naas Botha should be allowed back into amateur rugby will be discussed at the South African Rugby Board's executive committee meeting in Cape Town today, although no final decision on the former Springbok's future is expected.

Wynand Claassen, former Springbok rugby captain, said:

Naas: Future up for debate

By JAN SMIT

THE issue of whether Naas Botha should be allowed back into amateur rugby will be discussed at the South African Rugby Board's executive committee meeting in Cape Town, although no final decision on the former Springbok's future is expected.

There is a considerable amount of sympathy for Botha, informed feeling in rugby circles is that he stands only a slim chance of being re-accepted into the amateur code.

The board is likely to pass the matter on to its disciplinary committee at today's meeting, which could then quite possibly refer the matter to the international Rugby Board.

An uncomfortable precedent could well be created if the blond Northern Transvaal Rugby Union is reinstated as an amateur.

Botha is adamant that he did not at any stage receive gridiron appearance money in the US but insists on travelling expenses and other factors are tricky questions and traverse the International Rugby Board's rules regarding professionalism.

Tour possibility

South African rugby fans and administrators alike will be hoping that some positive news regarding tours between South Africa and South America could be issued after today's meeting, especially as Dr Craven encountered positive support for South African rugby during his tour.
Dairy strikers receive support

By RIAAN DE VILLIERS
Labour Reporter

THE DISPUTE between Dairybelle and more than 600 black workers remained deadlocked today when workers ignored two management ultimatums to return to work or be finally paid off.

Meanwhile, pressure on the company to accede to the workers' demands mounted further when the Western Cape Traders' Association declared it might call for a boycott of all Dairybelle products at an executive meeting to be held today.

The United Democratic Front also pledged its "full support" to the striking workers and said its affiliates were discussing "possible forms of practical support".

The dispute disrupted milk deliveries in the Peninsula for the third day running. Wholesale deliveries continued but there were no home deliveries in a number of Cape Town suburbs and townships.

Several sources claimed factory supplies of other Dairybelle products such as fruit juice had been depleted and that deliveries would end on Monday.

They claimed there was "chaos" in the plant, which is staffed partly by white schoolchildren on holiday.

Mr Martin Henning, general manager of Dairybelle in the Western Cape, said the company would continue normal supplies to wholesalers "but we are in a crisis situation and anything can happen," he said.

Hopes for a settlement rose late on Thursday when Mr Henning negotiated at length with workers and officials of the Retail and Allied Workers' Union. But, union officials said, the talks failed when Mr Henning refused to accede to workers' demands in writing.

A union spokesperson said Mr Henning had given workers an ultimatum at 7am yesterday to return to work or be paid off — which workers had ignored.

At 1,30pm, Mr Henning gave workers a "final" ultimatum to return to work.

Speaking through a loud-hailer, he told workers gathered outside the plant to report for re-employment by 2,30 or lose their jobs.

Workers again ignored the call. They said they wanted to return to work but were not prepared to do so before their grievances were met in writing.

"We will go back to work as soon as he signs — even today," they said.

"But too many promises have been made in the past which have not been kept."

Mr Cecil Mautu, 54, who said he had been with the company for 26 years, declared: "They can forget about us returning without meeting our demands. We can't go back to work without our rights."

A union spokesman said attempts were continuing to apply pressure on Dairybelle through its parent companies, Imperial Cold Storage and Barlow-Rand.

Mr Henning said later that workers were still welcome to return. "But labour officers have been sent to the Transkei and from Monday there may be less and less jobs for them to return to," he added.

Renewed negotiations were thought to be in progress last night.
Last a voice for teachers!
stakes and is still the only black union other than the tiny Federated Mining Union (which is composed of mainly coloured diamond miners) to be recognised by the Chamber of Mines.

But a reminder that there are other black unions operating on the mines came from the North Eastern Transvaal last week where about 500 workers went on strike at the Montrose chrome mine demanding recognition for the Black Alized Mining and Construction Workers' Union (Bamcww).

According to a spokesman for the company there is divided membership at the mine and there has been rivalry between the NUM and Bamcww.

Bamcww, which appears to be organising with a new vigour and could well emerge as a force on the mines, is at the centre of moves to form a federation of mainly black consciousness-leaning unions.
Dispute at Dairybelle resolved after talks

By RIAAN DE VILLIERS
Labour Reporter

THE DISPUTE between Dairybelle and more than 600 black workers was settled at the weekend after further negotiations between management, officials of the Retail and Allied Workers' Union and the workers' committee.

The settlement has ended a strike which had paralysed home milk deliveries in a number of Cape Town suburbs and townships since Wednesday morning.

A union spokeswoman said yesterday that workers returned to work on Saturday morning after management had agreed in writing that it would negotiate with their committee and that no workers would be victimised or dismissed.

This was done on the understanding that workers would continue striking today if no agreement was reached.

In terms of the agreement, all workers will be given individual "call-in" cards when their contracts expire, which means that their contracts will be automatically renewed. All workers are also to get four weeks' leave, and individual workers can request longer periods.

Agreement was also reached about procedures for dismissals and retrenchments.

'Major victory'

She described the settlement as a "major victory" for the union which would significantly improve job security of contract workers.

"This means we have won call-in cards at all three dairies where we have organized workers," she added.

Mr. Martin Henning, Dairybelle's general manager in the Western Cape, confirmed that the dispute had been settled, but denied that the company had "given in" to worker demands.

"Workers met our condition that we would not negotiate with them while they were on strike," he said.

He confirmed that the company had agreed to institute the "call-in card" system but said the parties had reached a "negotiated solution" which met certain conditions laid down by management since the beginning of talks on the issue.

He said the agreement on dismissals and retrenchments were "re-statements of company policies which have been followed for the past 15 years."

He added that home deliveries had been restored on Saturday morning and that all services by the dairy would be normal from today.
Dairy workers strike: Seeking job continuity

PIPPA GREEN, The Argus's labour reporter, looks at the recent strike of milk delivery men.

The recent labour unrest in Cape Town's dairy industry has focused on the heart of the contract labour system in South Africa. Last week's strike by 6,000 workers at the city's largest dairy, Dairybelle, is the fourth to hit local dairies in two months.

In all the strikes, the dairy workers' demands have been the same and have been brought forcefully and often inconveniently to the attention of thousands of non-African Cape Town people whose home milk deliveries have been disrupted.

Many years of migrant labour, the uncertainty of living apart from their families, the anxiety of not being automatically assured of a job at the year's end and rebellion against hostel life are largely responsible for the current state of unrest.

At the major Cape Town dairies—Dairybelle, Van Riebeek and Union—workers have demanded that the companies' labour recruiting system be changed.

More than two years ago, long before the Retail and Allied Workers' Union appeared on the scene, striking Van Riebeek workers claimed they were put back on a basic wage after returning to their homelands to renew their contracts.

Rawu now has substantial membership among dairy workers who are spelling out their aspirations more clearly.

Workers claim the lack of individual contracts or "call-in-cards" has seriously jeopardised their chances of obtaining permanent urban rights in terms of Section 10(1)(b) of the influx control legislation.

Section 10(1)(b) applies to workers who have worked for the same firm for an unbroken period of 10 years. "Unbroken period" has always been a contentious legal issue and the introduction of black labour regulations in 1968 made it compulsory for a migrant worker to return to his homeland to renew his contract if he was to avoid being considered "long service." But in two historic Supreme Court cases in 1961 involving Johannesburg worker, Mehlolo Rukoto and a Cape Town man, Stanford Booi, the court ruled that the four week return to the homelands at the end of the year was normal annual leave, which did not constitute a break in service.

"Difficult as it is to establish the city rights of long-term migrant workers, it is almost impossible, say labour lawyers, to win a case for a man who has taken three or four months unpaid leave within a ten year period.

And dairy workers' feel this is the crux of the matter.

A call-in-card system, whereby migrants are recalled annually without breaking their contracts, they say, would prevent companies sending them home on long leave.

Dairy company managers say they are willing to make certain changes to suit the workers, although some still want to regulate the flow of labour to the factory.

Mr Lloyd Whitfield, managing director of Van Riebeek, said the company was assisting workers to apply for Section 10, 1(6) rights.

Both he, and Mr Maarten Henning, general manager of Dairybelle, claimed that workers had in the past asked to go home for long periods.

"Ten years later, they blame us for not getting their Section 10 rights," Mr Whitfield said.

Mr Henning although initially reluctant, has agreed to institute a "call-in-card" system provided that he be able to "regulate" the labour supply.

But there is another aspect to migrant labour, which has sparked off strikes.

Company hostels, the city homes of many thousands of married men, are often a major bone of contention in industrial relations and Dairybelle workers have complained bitterly about the centralised hostel kitchen.

It is a point which has been difficult for white management to understand.

"The hostel is one of the most modern. It cost me R1.2-million to put up. I have hired a professional company to cook traditional Xhosa food. Now 450 men tell me they want to cook their own food," Mr Henning said.
By PHILLIP VAN NIEKERK
Mail Reporter

STRIKING mineworkers at the Penqe asbestos mine in the North Eastern Transvaal were given until 7pm yesterday for the nightshift and 7am today for the dayshift to return to work or face dismissal.

About 1700 mineworkers have been on strike since late last week in protest against their annual wage increases.

A spokesman for the Black Allied Mining and Construction Workers' Union (Bamcwo) said the workers were not only protesting against pay but were demanding that the company recognise the union.

Mr Pat Hart, managing director of Gefco, the mine's owners, said they had been holding various negotiations with the works committees and had set a deadline for the workers to return after which those not reporting would be officially dismissed.

Mr Hart confirmed that workers were protesting against the annual increments, which were related though not identical to the Chamber of Mines' pay increases for workers in the goldmining and coalmining industries.

Those increases – which have been rejected by the National Union of Mineworkers (NUM) – have so far sparked at least five strikes at collieries in the Eastern Transvaal and Natal.

Mr Hart said Bamcwo had an official presence on the mine and had been recruiting members for six months.

"The Bamcwo 'Spokesman' said management had prevented the union access to the mine yesterday to address the workers."
Unionist being held by security police

Mail Reporter

SOUTH African Police have confirmed the detention under Section 29 of the Internal Security Act of Mr Moses Dumisani Nkosini, a shop steward of the Commercial, Catering and Allied Workers' Union (CCWUA).

This brings to five the number of trade unionists presently detained in terms of the Act, and whose detentions have been confirmed by the police.

Mrs Emma Mashinini, the general secretary of CCWUA, said yesterday that Mr Nkosini, a shop steward at Makro, was detained four weeks ago. She expressed concern at his detention, describing him as a "responsible shop steward".

Other unionists currently detained include Mr Xolani Neluna, an organiser of the Chemical Workers' Industrial Union, Mr Zanele Maseka, an organiser of the Paper, Wood and Allied Workers' Union, Mrs Rutina Ndzanga, treasurer of the General and Allied Workers' Union (GAWU), and Mr Amos Masemola, an organising secretary of GAWU.
110 Cape Sun workers strike

By RIAAN DE VILLIERS
Labour Reporter

ABOUT 110 black workers at the plush new Cape Sun hotel — flagship of the Southern Sun hotel chain — went on strike yesterday in support of pay demands, a union organizer said.

Mr Leon Mqhayi, organizer for the Commercial, Catering and Allied Workers' Union (CCAWUSA), said the workers — most of them contract workers from Ciskei — had stopped work in protest against low pay — an average of R172 a month — and bad employment conditions.

The workers all belong to the Liquor and Catering Trades Employees' Union, which has a closed shop agreement with hotel and restaurant management.

However, it is believed CCAWUSA recently started recruiting workers at the hotel. Mr Mqhayi said he had recently sought a meeting with management but this had been turned down on the grounds that the hotel recognized the Liquor and Catering Trades Employees' Union.

He claimed workers no longer wanted to belong to the recognized union.

He said a worker demand to speak to management representatives was refused yesterday. He also claimed a security officer at the hotel had prevented him from addressing workers.

He said management demanded that workers return to work before discussing their grievances. But the workers refused to return before negotations with their shop stewards' committee and a union official.

Mr Ted Frazer, secretary of the Liquor and Catering Trades Employees' Union, confirmed that a dispute had occurred. He said union organizers had gone to speak to the workers at their hostel and he was waiting for them to report back.

Despite repeated attempts, hotel spokesmen could not be reached for comment.
Union in battle to resolve dispute

THE Black Allied Mining Construction Workers' Union was yesterday still battling to negotiate with Penge Asbestos Mine management concerning striking workers.

The union's general secretary, Mr Phandoqwanzi Nefolovhodwe, said that since the strike started they have tried to meet management to resolve the matter, but in vain.

The workers went out on strike in protest against wage increases announced by the Chamber of Mines and over the recognition of their trade union.

Management has given workers an ultimatum to return to work or face dismissal, but by late last night no workers had been dismissed, according to Mr Nefolovhodwe.

Committee

A management spokesman said that they had been holding negotiations with the workers' committee. The strike was over wages, but not related to those offered by the Chamber.

Meanwhile Alfa Romeo management, where about 900 workers have been on strike since Monday, has announced that they were trying to finalise the wage issue with the workers.

The National Automobile and Allied Workers' Union representing the workers has announced that the workers went on strike over pay and that the management refused to hold discussions with union representatives.
Union battle at the Cape Sun

"Labour Reporter"

THE dispute between 110 contract workers and the Cape Sun hotel has escalated into a bitter inter-union battle.

The workers, on strike in protest against their monthly wages of about R175, say they have R4 a month deducted from their pay for subscriptions to the Liquor and Catering Trades Employees' Union, which has a closed-shop agreement with the hotel.

The striking workers say they have joined the Commercial, Catering and Allied Workers' Union (Ccawusa), which is not recognised by the management.

"We did not sign any forms for this other union, but they are just taking our money," one worker said.

ACCUSED

The general secretary of the Liquor and Catering Union, Mr Ted Frazer, accused Ccawusa of being "only interested in power".

"It is too bad if workers have not signed joining forms. They still belong in terms of the closed shop. But we haven't dragged them into the union with a rope around their necks."

Meanwhile, the management of the Cape Sun has made several appeals to the strikers to return to work.

The strikers — wine-stewards, waiters, bar-stands, porters and cleaners — say they will not return until the management discusses their grievances.

SIMILAR

It is the second known stoppage at the Cape Sun.

Last October workers struck briefly over similar grievances.

A Cape Sun spokesman said it was "compulsory" to belong to the Liquor and Catering union.
MORE than 1,700 black mineworkers at Penge Asbestos Mine in the Eastern Transvaal yesterday defied their management's order to leave the mine grounds and remained in their dormitories.

The situation remained peaceful but tense at the mine following the dismissal of the miners.

Trade unionists and management have appealed for calm at the mines following rumours that workers were forcefully moved from the premises and put into vans.

The general secretary of the Black Allied Mining and Construction Workers' Union (Bamcew), Mr Phodolani Nefolovhodwe, warned management to keep police away from the scene as their continued presence could spark off violence.

However, Mr Part Hart, the managing director of Gefco, owners of the mine, said that management had specific instructions not to allow police to enter the miners' grounds.

Meanwhile, a delegation of Bamcew is to meet management today in an attempt to negotiate the withdrawal of their right to recruit miners, according to Mr Nefolovhodwe yesterday.

"We also intend seeking legal advice to fight for the reinstatement of our members."

Mr Hart said management would meet the union representatives only on the re-employment of the workers.

The miners were given an ultimatum to return to work by Tuesday morning or face immediate dismissal.

Yesterday, workers were still conferring in their dormitories and the meeting was characterised by chanting and speeches pledging solidarity. Plainclothes police with dogs were outside.

Production had ground to a standstill. Only workers employed in the mine canteens, hospital and waterpump station were allowed to report for duty by the strikers since the strike began last Wednesday.
Fired Penge workers given hostel deadline

By PHILIP VAN NIEKERK

ABOUT a third of the 1700 sacked Penge selenium miners were still at their hostels yesterday and had been given until the weekend to leave, Mr Pat Hart, the managing director of Gefco, owners of the Lebowa-based mine, said yesterday.

The workers were fired this week after failing to meet management deadlines to return to work after going on strike in protest against the company's annual wage increases.

A spokesman for the Black Aligned Mining and Construction Workers' Union (BAMCWU) said yesterday that they had briefed their lawyers and were considering legal action against the company over their dismissals.

Mr Hart denied reports that police were called in against the strikers, though he said he had contacted the South African Security Police and the Lebowa authorities to inform them of the strike "as a matter of routine".

He said the police who stood guard around the compound during the strike were the usual mines police and that they had not requested other police.

By Hart said he had refused to speak to BAMCWU because they were not recognised at the mine, though he conceded that during the strike the workers had requested he speak to the head office of the union.

The BAMCWU spokesman said the workers were holding a mass meeting with union officials last night where they would plan a course of action against the company.

He said according to his information all the workers — who were paid "poverty" wages of around R150 a month — were still at their hostel.

The National Automobile and Allied Workers' Union (Nawu) and Alma Romeo appeared close to resolving their pay dispute yesterday which has prevented any production at their Brits plant for three days.

Mr N Blanco, managing director of Alma Romeo South Africa, said the union was taking an improved company offer back to their members and he would know by today whether that had been accepted or not.

Workers downed tools on Monday in protest against the company's offer of R1.6c an hour across the board, but Mr Blanco said yesterday this had been improved to R1.6c an hour.
Workers get increases against wishes

By RIAAN DE VILLIERS
Labour Reporter

CAPE TOWN City Council yesterday declared it was giving all its workers pay increases because it believed it would have been "discriminatory" to pay increases to members of a white trade union only.

This came after the Cape Town Municipal Workers' Association yesterday asked the Industrial Court to adjourn instead of hearing an urgent application for an order restraining the council from paying wage increases to its members today.

The association has been trying to prevent the council from paying any increases to its members before their wage dispute is settled.

It asked the court to adjourn yesterday because the Minister of Manpower has not yet declared a formal dispute in terms of the Labour Relations Act.

On Tuesday night more than 3200 union members met in the City Hall and condemned the council's plans to pay them increases against their wishes this week as "encouraging industrial unrest".

In its first statement on the dispute, the council said yesterday it had taken a "sincere, decision" to pay all its employees a new wage or salary in the conviction that the money was needed now because of inflation.

It also believed it must treat all its employees equally because it had always adopted the principle of equal pay for equal work. "To pay only the employees of the white trade union, some in some cases doing the same work, would in the council's view have been discriminatory."

It added the council wished to make it clear that employees who accepted the increased wages would not "in any way lose or prejudice any of their rights in respect of their demands made to the council for improvement of their conditions of service".

Mr John Ernstzen, secretary of the association, confirmed it had "very regrettably" been forced to ask the court to adjourn, but would pursue the matter further as soon as a dispute was declared.

Bid to end Penge strike

Two officials of the Black Allied Mining and Construction Workers Union (Bamcu) were due to hold talks this morning with the authorities at Penge Mine — hit by a strike involving most of the workforce — in a bid to resolve the dispute.

The officials were refused entry to the mine last night and informed management representatives would talk to them at 11 am.

At the time of going to press the outcome of the hush-hush talks had not been made known, but mineworkers interviewed were sceptical that the issue would be resolved.

Most of the striking miners — who Penge Mine authorities say number 1,700 — are still refusing to leave dormitories in spite of two orders to leave mine grounds after their services were terminated on Tuesday.

Mineworkers last night also refused to collect their severance pay.

One of the strikers, Mseleku Mkhonto, a clerk, said: "We do not want to leave, but merely want our wages to be increased. As soon as this happens, workers are prepared to return to work."
Strikers refuse to leave

By Mail Reporter

A LARGE number of sacked workers at the Penke asbestos mine were still refusing to leave their hostels at the mine, in Lebowa in North-Eastern Transvaal, yesterday.

A spokesman for the Black Allied Mining and Construction Workers' Union (Bamcwa) gave that information yesterday.

The company has said "less than a third" of the workforce of more than 1 600, who were sacked this week for striking to support demands for higher annual wage increases, were still at the hostels and had until the weekend to get out.

However, the union claimed yesterday that virtually the entire workforce was still at the mine, refusing to move.

The union spokesman said they had met company representatives yesterday but had not been allowed to discuss the issue of the strike.

The union, meanwhile, has threatened the company with legal action as a result of the mass dismissals.
Union leader released from jail

By SEFAKO NYAKA

The man who led thousands of Johannesburg municipal workers on a protest march through the streets of the city more than two years ago was released from prison yesterday.

Mr Philip Dlamini was reunited with his family after more than two years in prison for what he regards as his union activities.

Mr Dlamini, 31, former general-secretary of the Black Municipal and Allied Workers' Union, was jailed for 18 months at the end of January last year for refusing to give evidence for the State in the terrorism trial of Mr Lillian Ngqula, 24, of Molapo, Soweto.

He spent more than six months in jail before he was called to give evidence. He was called three times, but each time refused to testify.

"If the workers need me to start duty tomorrow, I'll be right there with them. In fact, I am itching to get back," Mr Dlamini said when asked about his plans.

"I know about the strides the National Union of Mine Workers has made, the unity talks and the Maliana case, just to name a few," Mr Dlamini said.

Asked whether he had any regrets about having chosen to be jailed rather than give evidence in the trial, Mr Dlamini said: "I have no regrets whatsoever. In fact, I still feel that I did the right thing."

His main concern while in detention was the survival of his union, after threats that it would be destroyed.

Charges against Mr Dlamini for furthering the aims of a banned organisation were later dropped.

Mr Dlamini claims he was arrested after attending a meeting with workers of the Rand Water Board in Vereeniging.

"I still feel I was arrested for my union activities," he said yesterday.

The acting secretary of the South African Black Allied Municipal Workers' Union, Mr Steve Mohammed, confirmed that Mr Dlamini could start work again.

(Reprinted with permission from The Star)
Penge Mine strikers are refusing to leave hostels

By Sol Makgabutlane

BURGERSFORT — Strikers at Penge Mine in the Eastern Transvaal are still assembling in their hostels and have defied at least three orders from their management to vacate the mine grounds.

This morning the strikers were still singing and chanting "Africa for the Africans and power for the workers".

Some of the workers who live in neighbouring villages have been bringing in food for their colleagues since the mine's canteen was closed late yesterday by the mine authorities.

A local businessman, Mr J M Sekhukhune, today brought in five dozen loaves of bread which were shared by the more than 600 miners.

The police, who arrived in several trucks yesterday, have since pulled out and no incidents of violence have been reported at the mine since the strike began on July 4.

It is thought "highly likely" that some kind of agreement will be reached at today's Johannesburg talks on the strike, says Mr Mbolelo Rakoea, senior vice president of the Black Allied Miners and Construction Workers' Union (Bamcwu)

The hastily convened talks between officials of the union and authorities at the mine failed yesterday.

The workers have been on strike since July 3, demanding an across-the-board increase of R10 a shift and the recognition of their union.

Mr Pat Hart, managing director of Gfeco, owners of the mine, denied that yesterday's talks had anything to do with the strike and said he had no knowledge of a new round of talks.

"We are not prepared to talk to the unions about the strike because we have no formal agreement with them. Yesterday's talks dealt only with recruiting procedures," said Mr Hart, adding that production had started on a limited scale with new recruits.

Mr Rakoea said Bamcwu was to embark on several strategies to secure the reinstatement of the workers.

"We are even prepared to go to court over this matter because we feel that workers should not be dismissed at random. They are faced with starvation and they were trying to register this with management.

"They have repeatedly shown their willingness to communicate with the authorities," said Mr Rakoea.
Hotel strike talks continue

Labour Reporter

ABOUT 110 black contract workers at the Cape Sun hotel were still on strike yesterday as talks continued between management, the Commercial, Catering and Allied Workers' Union (CCWUSA) and a shop stewards' committee.

Mr Leon Mqhakayi, union organiser, said that management representatives had agreed to discuss workers' grievances about working conditions and conditions in their Guguletu hostel.

However, they had said pay demands would have to be dealt with by the group's managing director, who was overseas.

"We were also told workers would lose their jobs if they did not return to work," he said. "But workers are reluctant to return before their pay demands are resolved."

He said he would report back to the workers last night and talks with management would resume this morning.

The workers are all members of the Liquor and Catering Trades Employees' Union, which has a closed shop agreement with hotel and restaurant management.

However, Mr Mqhakayi said the workers "totally rejected" the established union which had "done nothing" for them.

A hotel spokesman said a statement would be issued this morning.
Miners plan court action

The Black Allied Mining and Construction Workers' Union is to bring an urgent application in the Supreme Court to compel the Pege Asbestos Mine management to allow them to address and represent dismissed workers.

More than 1,700 black miners have continuously refused to leave the company's grounds and maintained that they wanted their representatives to talk to them, according to the general secretary of the union, Mr P Nefolosibhodwe yesterday.

Mr Nefolosibhodwe told The SOWETAN that the management has promised to review their recruiting rights shortly because they contended that "we did not have members at this stage" — their entire membership ceased with the dismissal of the strikers.

But, he added, the union was proceeding with the legal action because "we feel our members were dismissed without our knowledge and without representation."

The management has refused to discuss the question of dismissed workers with the union on grounds that they went on an "illegal strike". They were demanding a pay increase and the recognition of the BACMWU.

The management does not have any recognition agreement with the union and "we may discuss that as soon as they have proof of their membership."
Mine strike still far from being resolved

By Sol Makanatlane and Carolyn Dempster

After more than a week of suspense and speculation the strike by 1700 black mineworkers at Pege asbestos mine in the Eastern Transvaal looks far from being resolved.

Two teams of legal representatives from the Griqualand Exploration and Finance Company, which owns the mine, and the Black Allied Mining and Construction Workers’ Union held a marathon meeting in Johannesberg yesterday.

The talks were adjourned, however, and workers who have refused to leave the mine hostel up till now will not know the outcome of the meeting until Monday.

Mr Pat Hart, managing director of Gecos, said the company has been recruiting new employees in the interim, the 1700 striking mineworkers were “officially dismissed” and talks held with the union had not dealt directly with the strike.

Mineworkers had not been pressured to leave the mine and the company had not considered re-employing the dismissed workers, he said.

In turn the workers have decided to assemble in the mine’s hostel at 8 am on Monday to review their position and, said a union spokesman, would not back down on their original demands for a minimum wage increase of R10 per shift and the recognition of their union.

The mineworkers downed tools on July 4 after the mine authorities refused to accede to their demands. The strike came two days after increases of 12 and 13 percent were announced — a wage packet very much in line with the Chamber of Mines’ increases.

All the workers were dismissed after failing to meet a return-to-work deadline set by management on Tuesday this week. Following the dismissal, workers have de-fied at least four orders by management to leave the mine grounds and have also rebuffed several instructions to collect their severance pay.

Mr Hart said that details of wages published by The Star earlier this week had been misleading. Minimum wages for daily-paid surface workers are R438 a shift, and R65 a shift for underground workers. The monthly paid salaries ranged from a minimum of R129 to a maximum of R1229. This excluded overtime pay, leave facilities and a 15th cheque, he added.

Mr Hart conceded that workers on the mine could work 10-hour shifts because the weekly schedule which afforded them the whole weekend off. He also confirmed that casual labour, mostly women, were bussed to and from the mine and worked for R2.50 a shift.
No regrets over refusal to testify

By KHULU SIBIYA

AFTER 18 months
in prison for refusing to testify for the
State, SA Black Municipal and Allied Workers' Union general secretary
Phillip Dlamini says he'd do it all over
again.

There was jubilation
and excitement outside
the Johannesburg Pris-
on when Mr Dlamini
was met by fellow
unionists, his wife,
Phindile, and their kids
Mathapelo, 7, and Te-
ogo, 5, this week.

Looking fit and ra-
diant, the 32-year-old,
unionist said he was in
high spirits and happy
to be back so he could
continue his work.

Mr Dlamini was jailed
last January for refusing
to give evidence
in the Terrorism Act
trial of Lillian Kegale
of Molapo, Soweto.
Kegale was later jailed
for six years.

He told City Press
after his release that
his spirits had been
kept high by people
who stood by him
when he was in prison.

"The letters and
cards I received kept
me going. I really want
to thank those people.
It showed that they ap-
preciated the stand I
took a — and that's
why I will do it all over
again."

While in prison, Mr
Dlamini was also called
to appear with eight
members of the Azan-
n National Youth
Unity (Azanyu) The
case was withdrawn
against him.

"I want to make it
clear that I was never a
member of Azanyu,"
Mr Dlamini said this
week.

"I was made a
member by the police,
who fabricated a story
against me. I was only
detained for union mat-
ters."

Mr Dlamini spent
most of his sentence at
Helenpark Prison in
trend, but was later
transferred to Leeukop.
Recruits move into Penge

By SARAH CROWE

HUNDREDS of new recruits were moved into the Penge adit by the management this week after the management fired about 1,600 workers for failing to work.

The move comes as the mine is also hit by a strike by the National Union of Miners' Union, which has been demanding better working conditions and pay. The union says the new recruits will be used to replace the striking workers.

"We hope the situation will return to normal as soon as possible," said Mr. Penge, the mine's general manager. "We are working hard to ensure that the new recruits are fully trained and ready to work."
Hotel workers back after 4-day strike

Labour Reporter

THE four-day strike at the Cape Sun hotel has been settled and contract workers have returned to their jobs.

The settlement followed talks between the workers, the Commercial, Catering and Allied Workers' Union (Cawusa) and the management.

Waiters, wine stewards, porters and barhands struck in protest against wages of about R173 a month.

They also said they objected to paying R4 a month to the Liquor and Catering Trade Employees' Union, which has a closed-shop agreement with the hotel. They asked to be allowed to join Cawusa.

In a statement a hotel spokesman said that within three weeks the local management would meet senior executives at Southern Sun's head office to discuss workers' wage grievances.

CHANGES

"Management explained that while it supported the right of workers to join the union of their choice, the company was bound by the local industrial council agreement, which makes membership of the Liquor and Catering union compulsory for its employees," the spokesman said.

Changes in the agreement could occur only with the consent of employer and trade union parties to the council, he added.

Mr Ted Frazer, general secretary of the Liquor and Catering union, said he would discuss the workers' wages at the next industrial council meeting.

Most workers in the Cape Town hotel industry were "voluntarily signed up" before the union had applied for a closed-shop agreement.
NGWU men strike

More than 270 members of the National General Workers' Union downed tools today in three strikes at companies in Pretoria and Witbank.

At the Gencor-owned pipe-manufacturing company, Rocla, in Roslyn, 200 workers went on strike after the unilateral introduction of wage increases by management.

The second strike occurred at Bollstone, makers of tombstones near Pretoria, where 70 workers downed tools over the firm's refusal to negotiate with a union representative.

In the third strike, 12 NGWU members at Mike's Kitchen in Witbank downed tools after the retrenchment of three yellow workers.

Labour-Reporter
Mine owners seek order to evict 1 700 Penge strikers

By Sol Makgabutlane

The strike at Penge asbestos mine took a new turn today when the mine authorities were reported to be applying for a court evict order.

With this they would try to get the 1 700 striking employees off the mine grounds.

Mr Mbulelo Rakwena, senior vice president of the Black Allied Mining and Construction Workers' Union (Balcweu), said the mine authorities had contacted the union's lawyer in Pietersburg and informed him of their intention to seek the eviction order from the Pretoria Supreme Court this afternoon.

Balcweu would contest the application, said Mr Rakwena.

The situation remained peaceful but tense at the mine. Strikers went home for the weekend and returned to the mine this morning and joined their colleagues in the hostel.

Mr Rakwena said the last meeting held on Friday, broke down when representatives of the mine said the company was not prepared to review its decision to dismiss the 1 700.
Eviction hearing set, claims union

By Carolyn Dempster, Labour Reporter

A date has been set for the court hearing of an application for an eviction order to remove the 1 379 dismissed mine workers who have refused to leave Penge asbestos mine in the Eastern Transvaal.

Mr. Joel Baloywhe, president of the Black Allied Miners and Construction Workers' Union, said that Tuesday July 24 had been agreed.

Mr. Baloywhe said a notice of intention to seek an urgent eviction order was presented to the union yesterday by lawyers representing the Griqualand Exploration and Finance Company (Gefco), owners of the mine.

It had been agreed that the application be postponed to give the parties time to reply to the notice.

In the interim the status quo would prevail and the mine workers would not be leaving the mine until the matter had been resolved, he added.

But Mr. Pat Hart, managing director of Gefco, stated emphatically that the company lawyers were still discussing the matter with the union lawyers, including the legal processes of securing eviction orders. He said he would be the first to know if the company were to take definite legal action and he was not aware of any court date being set.

Surface operations at the mine had been resumed with new recruits and the workforce was using stockpiles to proceed with production.

The situation at the mine was quiet this morning. The mine workers have been forced to cook their own food since the hostel facilities closed last week and many went home at the weekend to get supplies and money.

Focus on UDF

The annual Catholic Theological Winter School opens at Cathedral Place, Saratoga Avenue, at 7:30 tonight.

There will be an address by United Democratic Front publicity secretary, Mr. Patrick Lesota, who will outline the relationship between churches and the UDF.

Tomorrow at 7.30 pm Father Y Tremblay, OMI, will speak on "The Human Implications of Economic Structures".

On Thursday at 7.30 pm Black Sash president Mrs. Sheena Duncan will discuss "Is there hope for the hungry?"

Admission is free. Enquiries can be made at Cathedral Place, Saratoga Avenue, Doornfontein or at 725-3246.

Drugged horse: Mainguard is fined R2 000

Racehorse trainer Mr. Rucky Mainguard was fined R2 000 by the Board of Stipendiary Stewards in Johannesburg today over the drugging of a horse — but he was cleared on one other count.

The charges followed the finding of the drug Phenylbutazone in a specimen taken from Rise And Rule after it won the Sun International Trial at Turffontein on April 14.

Mr. Mainguard was charged by the board with contraventions of the rule involving the administration by a person of a prohibited substance to a horse, and of the rule dealing with the person responsible for the care, treatment or training of a horse from which a positive specimen is taken of a prohibited substance.

After hearing evidence from the official analyst of the South African Bureau of Standards, and from Mr. Mainguard and two of his assistants, the board cleared him on the first count, but found him guilty on the second.

DISQUALIFIED

Mr. Mainguard has the right of appeal to the local executive stewards of the Transvaal and Orange Free State.

The board also disqualified Rise And Rule from the race. — Sapa.

Truck crashes into home

Own Correspondent

A Pretoria man narrowly escaped serious injury last night when a truck ploughed into his house and burst

The incident happened at about 10 pm after the family had finished praying and everyone but Mr. Dreyer had gone to the bedroom.

"God saved us sometimes the child-
Action against striking miners

THE fate of the more than 1 700 sacked workers at Penge asbestos mine in the Northern Transvaal will be decided in the Pretoria Supreme Court on Tuesday.

Management has applied for a court order to evict the workers from their premises after their dismissal last week, a company spokesman disclosed to The SOWEETAN yesterday.

The Black Allied Mining and Construction Workers’ Union (Bamcwu), which represents the workers, is to argue the matter in the Supreme Court, according to the union’s general secretary Mr Phandelani Nefolovhodwe.

Hostels:

The striking miners have so far refused to leave the hostels even though food rations from the mine canteen were stopped last week.

A few miners left the hostel at the weekend, but were due to return yesterday.

Two meetings between legal representatives of the mine management and the union have so far been held. The first one was fruitless.

After the second talks it was revealed that management was planning to evict the workers, Mr Nefolovhodwe said.

Workers have been briefed that management was recruiting other workers and wanted the striking lot to leave their grounds.

“Why should not be evicted?”

“Our legal representatives are busy with union officials, getting information and affidavits from the workers to defend their case,” he said.
defiant sol levy

Asbestos disease hits hard

By PHILIP VAN NIERKERK

IN A 10-month period to June this year, up to 134 workers at the Penge asbestos mine were paid workers' compensation after being found to be suffering from asbestososis, a lung disease caused by asbestos dust.

And workers found to be suffering from the disease were regularly called in by the mine, according to a medical consultant to Gencor and officials of the Black Allied Mining and Construction Workers Union (BAMCU).

The mine, which employs about 1,700 black workers, has been in the news recently because of a strike over bonuses and the refusal of displaced workers to leave the mine.

Files at the magistrate's office in Pretoria, near Penge, in Lebowa, show that between August 2004 and June 2015, there were a total of five workers' compensation payments for cases of occupational disease. The majority of these were for silicosis, a scarring of the lung tissue.

A physician who acts as a consultant to Gencor told the Mail yesterday that the high incidence of lung disease at the mine was restricted to older, long-serving workers. He said stricter control in the industry in the past five years had made the risk of asbestos-related damage remote.

See Page 11

Sol drops R3m casino claim

By GEOFFREY ALLEN

SOL Kerzner's Sun International group of gambling hotels has withdrawn its R3 460 800 civil action against former Sun City casino staff who allegedly stole the money over the years.

The thieves admitted to having taken R133 752 from the Sun City 'scam', which came to light after an American had been found with a bag of money in Braamfontein, Johannesburg, and his briefcase, which contained a diary listing the names of people working in the casino.

Mr Kerzner established a meeting with the mugger and paid thousands of rand for the list of names.

There has been an ongoing dispute between Sun International and a consortium of insurance companies as to the exact amount the casino staff stole.

Champ bids farewell

Born in Poland, it was only when he saw the grace and beauty of dressage riding in South Africa after the Second World War that he really became interested in the sport.

"I was hooked. When I got to South Africa, I started building up the team and started riding Lusazarian horses myself," he said.

Maj Iwanowski won the South African dressage championships six times.

Although he feels sad about leaving, he believes he is "no mad" and that his work in South Africa has been completed.

"I'm looking for a new country, new people and perhaps even new horses," Maj Iwanowski said in his charming Polish accent.

"At my age, I'm still interested in schooling young horses and am enjoying every minute of it."

18 killed in bomb attack

NEW DELHI — About 18 people died after Soviet warplanes and helicopter gunships dropped fragmentation bombs on the Afghan town of Jalalabad, a Western diplomat said in New Delhi yesterday.

South Africa continues to support them with weapons and training with which to destabilise Zimbabwe.

"In the field of cooperation, we are far removed from the"
Workers' March

Mercury Reporter

BLACK workers at the University of Natal marched on the administration building yesterday to protest about a delay in wage increases.

The march came at the end of the university's Black Workers' Organisation annual meeting. A crowd of about 300 clapped and sang on their way.

A university spokesman said the workers claimed they had not had pay rises for several years.

The Durban vice principal of the university, Prof Colin Webb, met the leaders of the Black Workers' Organisation and later addressed the gathering.

He said the university had to wait to see how much money it was going to get from the Government before it could determine salary and wage increases.

THANK'S Sportsvision, for showing us South Africa's (or should it be Britain's) darling Zola Budd in her magnificent 2000m world record win at Crystal Palace.

It was great to hear the English crowd taking this wonderful little slip of a barefoot girl to their hearts, and to see her hardly puffing at the end of the race. Well, we've read how good our Zola is, and now we've seen it when, for the first time, she was really pushed and produced a thrilling world record run for us armchair watche rs.

The rest of the athletes meeting — even with a Russian athlete's world record pole vault — was small beer by comparison.

But the Dallas Grand Prix was something else.

Here we had a badly surfaced, narrow city streets track knocking out one car after another. There was plenty of drama as the field whittled itself down to six finishers including early leader Nigel Mansell who eventually tried to push his car over the finish line but collapsed in the heat.

Midweek is going off I hardly think that the Israeli elections were of absorbing interest to South African viewers — except perhaps for our Jewish population. But the inevitable trite question was asked: How would the election result affect relations with South Africa?

How parochial can SABC TV continue to be?

Certainly the next feature on the fall of the Rand was much more to the point. And one listens with close attention to Dr Joop de Loo and wonders why he wasn't appointed to take over from Owen Horwood as Minister of Finance. Surely nobody is better qualified.

Apart from anything else, he can talk so intelligently off the cuff — and in terms which even I can understand. A man who inspires confidence. I hope Garend du Plessis goes to him for advice.

DENNIS HENSHAW
EVERY evening more than 1,500 mineworkers from the Penge asbestos mine in Lebowa gather in a large circle in the centre of their hostel grounds.

For a few minutes they join together in songs which can be heard at the miners’ and manager’s houses about a kilometre away, ending their service with a sermon and a prayer — that they will be listened to.

It has been more than a week since the workers were fired for striking over higher wages and a demand that their wages be linked to wages with their union, the Black Allied Mining and Construction Workers’ Union (BAMCUW).

In that week they have embarked on a form of passive resistance — they have refused to budge from their hostels or accept that they have been dismissed.

“We are refusing to leave because we never suggested to management that we were fired of working at Penge,” workers said this week. “We never wanted to be dismissed.”

“Notices to the workers to leave and pleas to BAMCUW have so far failed and now the owners of the mine, Cefco, have applied for a court order to evict the workers from the hostel.

The case is to be heard in the Pretoria High Court on Tuesday.

Ironically, while the workers — who face a bleak future of unemployment if they have to leave — are determined to remain, the mine opts for its best health interests to leave.

According to files at the company’s Praktiseer, 134 Penge workers (almost 10% of the workforce) were paid out lump sums of workers compensation for “occupational disease” in the 10 months between August last year and June this year alone.

Almost all cases were of the disease asbestosis — scarring of the lung tissue caused by asbestos dust.

The company is dealt with this, coughing men who were dismissed from the mine since they were found to have the disease.

In any crowd outside a trading store or the magistrate’s offices there are usually at least three men with the disease.

To workers at the mine the three-monthly X-ray screening of their lungs are feared — less because they could be found to have asbestosis, and more because it could mean the loss of their jobs.

Mr Klaas Mashibela was dismissed in May this year after working at Penge for 24 years. He received a worker’s compensation payment of R1 750 plus notice pay of R425. He gets no pension.

Some of the asbestosis-stricken workers are kept on at the mine by being moved from underground to “soft” work. One of the striking workers, who worked underground for 15 years, now cleans the mine’s swimming pool.

A physician who acts as adviser to Gencor said the disease mostly afflicted long-service mineworkers and that conditions in South African asbestos mines had improved tremendously over the past decade.

But while management attitudes towards the health of mineworkers may have improved over the past decade, workers do not believe that management’s attitude to negotiating with them has changed.

The workers struck over the demand that the company pay an extra R10 a shift — in some cases a 20% increase over and above the annual pay increase brought in by the company in July.

“We are trying to change the situation where we are faced with hunger and poverty because of the wages we are earning. We felt nothing would be done until the workers stood and voiced their grievances,” Mr Hart said.

However, the unilateral wage increases, the company method of communicating information through pamphlets and the sacking had convinced the workers that management was not really prepared to listen to the company’s problems.

Approached for comment yesterday, a spokesman for the company said he was not prepared to say anything in view of the pending court action.

However, Mr Pat Hart, managing director of the company, said in an earlier interview that the reason the company was not prepared to negotiate wages with the union was because it had not yet been recognised.

This was because — while the company had granted BAMCUW access to the mine some time ago to organise the workers — they had not yet proved they were representative.

Mr Hart described this year’s wage increases which are slightly lower than the Chamber of Mines’ increases for gold and coal mineworkers as “generous”, particularly if one took into account the unimproved service increments.

In addition, he said, there had been meetings between the unions and management, which had not yet held its pending court action.

The situation at the hostel is calm though there is a constant presence of Lebowa police and mine security patrolling through the mine’s grounds.

Some workers whose spirits appear remarkably high — say that all this they are still committed to talking to the company.

We won’t budge, say Penge’s fired miners

PHILLIP VAN NIEKERK

An asbestos victim — employed in a “soft” job at the mine.
Two suspended union men were absent deliberately

Mail Reporter
TWO Transvaal regional officials of the Black Allied Workers Union (Bawu) have been suspended after they failed to attend three consecutive meetings convened by the union’s national committee.

According to Mr. Cognas Thokos, secretary of the Transvaal region, he and Klaas Seete, Transvaal chairman, were suspended for contravening a clause in the union’s constitution which says that anyone who fails to attend three consecutive meetings automatically qualifies for suspension.

Mr. Thokos said he and Mr. Seete had decided to boycott these meetings deliberately.

“We made it clear to the Natal-based executive that we are not going to attend such meetings because they are always held in Natal.”

But Mr. Seete said he knew nothing of the suspensions.

“I do not know of any such suspension, but I can emphatically say that the executive is not happy about the way things are done in our Johannesburg office.”

Mr. Seete said one of the complaints from the executive concerned misappropriation of funds.

He said that the executive alleges that at one stage, R250 was used to buy bread in a period of about a month.

“That is ridiculous. Even a big family cannot spend R250 on bread in a month,” added Mr. Seete.

Chief Gatsheni Buthelezi’s Inkatha is another factor which is driving a wedge between the leadership of the Bawu.

This contributed to the resignation of one of the union’s powerful Transvaal leaders, Mr. Thozamile Ngcukana, who subsequently joined the African Allied Workers Union.

A large number of Bawu members are still disillusioned because Chief Buthelezi addressed their congress last year.
Ummawosa was formed following an announcement last week by Mawu’s national executive committee (NEC) that four top union officials had been dismissed. Former Mawu general secretary David Sibabi, his wife Nobanta and Enoch Godongwana were accused of financial mismanagement while Sam Ntuli was accused of “misconduct.” The NEC also recommended that Fosatu vice-president Andrew Zulu should be expelled from the union.

The expelled officials organised the meeting to launch Ummawosa. At this stage, according to Ummawosa, the new union has significant support. Ntuli told the FM that workers at 38 east Rand factories have joined the new union giving it a membership of between 15,000 and 20,000. In addition, Ntuli says Ummawosa has members at six chrome mines in the eastern Transvaal.

According to Ntuli, a number of factors led to the break. They are:

□ Worker control. Ntuli says Mawu had been operating without sufficient consultation with workers and claims the decision to dismiss him and the other officials was not referred to the union’s members.

□ Political direction. Ntuli says Ummawosa believes there can be no distinction between the problems black workers face in the community and on the shop floor; and

□ White domination. While claiming that the new union supports non-racialism, Ntuli says there had been widespread dissatisfaction about the dominant position white intellectuals held in Mawu.

Ummawosa’s membership claims were rejected by a Mawu spokesman. He estimated that it only has about 4,000 members.

Mawu’s NEC attempted to resolve tensions in the union, he said, by splitting the Transvaal branch into two regions — for the east and west Rand. Sibabi and the other dismissed officials were assigned the east Rand. However, workers at 45 east Rand factories appealed to the NEC to be placed under the west branch claiming there was no worker control in the east Rand. As a result, the NEC decided to reamalgamate the branches.

The spokesman told the FM there had also been problems with the United Mining and Allied Workers’ Union which had been started as a Mawu project to organise mineworkers. He alleges that Sibabi had organised one chrome mine and that he and Zulu had opened a bank account without union permission. Mawu has instructed its new general secretary, Thembi Nabe, to inquire into Mawu’s expenditure over the last year, he said.

Ntuli told the FM Ummawosa still considers itself part of Fosatu, despite the split. This claim is likely to be discussed when the Fosatu executive committee meets this weekend Zulu’s position as Fosatu’s vice president is also likely to be discussed.

UNIONS

Mawu splits

The formation last weekend of the United Mining, Metal and Allied Workers’ of SA (Ummawosa) as a breakaway from the Metal and Allied Workers’ Union (Mawu) resulted from longstanding tensions in Mawu. The split has serious implications for the union, for employers who have been dealing with it and the Federation of SA Trade Unions (Fosatu) to which it is

Financial Mail July 20 1984
Workers unite —
no to 'sham' poll

FOUR unregistered trade unions this week called on other "progressive" unions to organise co-ordinated action to oppose the forthcoming coloured and Indian elections for the country's three-chamber Parliament.

The General and Allied Workers' Union, the Municipal and General Workers' Union of SA, the SA Scooter Drivers' Union and the SA Railways and Harbours Workers' Union said: "Failure on our part to stand up and oppose this move will mean that we are going to live in abject poverty forever."

The unions also said that they saw the elections as a strategy "on the part of the oppressor to divide the ranks of the working people in the same way as our land has been balkanised into Bantustans".

For this reason, said the union, they were going to unite with other concerned unions and vigorously oppose any attempt to entrench this divide-and-rule system.

A spokesperson for the unions also said the unions were trying to convene a workers' rally within two weeks "to ensure that co-ordinated action is taken to unite all our people against the elections".

Report by ZB Molefe of 62 Eloff St Ext, JHB
Children who play on the asbestos dumps in the Penge mining area are dying with death, according to an occupational health specialist.

"In 30 years time some of those children will show signs of having contracted asbestos-related diseases," said the specialist.

He said cases of mesothelioma — cancer of the lining of the lung — had been found among people who had holidayed in the area of an asbestos mine in the north-western Cape.

"The only known cause of mesothelioma is exposure to asbestos and it may only be for a few months. It takes about 25 to 30 years to surface and is therefore very difficult to trace the origins," he said. "It has a short contraction and a long 'lag' period."

"Even people living in the area of an asbestos mine are at risk of contracting the disease — depending on the dust factor," said the specialist.

There are three main asbestos mines in South Africa — Penge, in the north-eastern Transvaal, one in the Eastern Transvaal and another in the north-western Cape.

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**Probe into asbestosis at Penge**

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A medical report this week will reveal the Penge asbestos mine is the most dangerous in the country. The mine is operated by the National Industries (Penge) Ltd, a subsidiary of the Anglo American Corp.

The report, compiled by Dr. R. J. Smith, a consultant pneumologist, states that the mine has a high incidence of asbestosis, a lung disease caused by the inhalation of asbestos fibers.

The report recommends the mine be closed down immediately.

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**Mthethwaletja Phagole on the asbestos dumps. In 30 years he may have a fatal lung disease.**
Some of the 22 penniless Gawu members
their union office this week during one of
A STRIKE which has been painfully
dragging on for seven months comes
to a climax this morning when 22 pen-
niless black workers meet to consider
Supreme Court action against their
employer.

The workers, members of the General
and Allied Workers' Union, will consider
the action against General Tyre and Rub-
er Company, which fired 59 of them during
a strike at the company's Booyens plant.

Worker's spokesman Sam Mahlaule told
City Press this week of the hardships they
have endured since the strike, which was
sparked off by the dismissal of two collea-
gues for alleged theft.

"It has been the hardest time of our
lives," lamented Mr Mahlaule. Relatives and
friends who have stood by us are beginning
to lose their patience. Some of us are on the
verge of losing our homes for failing to pay
rent.

Mr Mahlaule also told of their "most
painful day" - last Wednesday, when they
had to walk more than 12 kilometres in the
rain from their union's office in central
Johannesburg to their homes in Soweto,
after one of their bi-weekly solidarity
meetings,

"We had used our union subsistence for
small groceries and other provisions for our
families. We were banking on lifts. In the
end we had to walk," said Mr Mahlaule.

He also said that, after they were fired,
they never received their weekly wages,
leave pay or pension money.
Brains trust for the labour movement

This month sees the tenth birthday of a journal which hardly anyone has ever heard of but which plays a remarkably powerful role in the make-up of the country around us.

CRAIG CHARNEY reports

When a bunch of students and lecturers brought out the first mimeographed issue of a bulletin on black workers in 1974, not even they would have given it much chance of survival.

That month, however, the South African Labour Bulletin (SALB) celebrates its tenth anniversary. It remains little known to the general public, but it has probably done more to promote black trade unionism and change in labour relations in South Africa than any other publication issued outside the country.

The Bulletin has become a sort of informal "brains trust" for the black labour movement, as well as an indispensable source for those interested in South African industrial relations. That's an unusual stature for a low-budget journal produced by a group of boffins, and it didn't come easily. The SALB has grown a step with the black trade unions, and like them has reached its present position only through a decade of struggle.

Though its contents are important, the Bulletin doesn't make for light reading. Each smartly printed bi-monthly issue contains briefings on industrial action, legislation, and state repression, major documents issued by worker organisations, and articles on unions and labour issues. Key-note pieces recently have covered co-ordination between metal workers' unions, the lessons of the bus boycotts in Mdantsane, and the new industrial health and safety legislation. It's not the stuff of today's headlines, but the labour movement's response to them may well decide tomorrow's circulation is roughly 1,000, but the figure belies the Bulletin's significance: "It holds a unique place in labour relations in this country," says Mark Ansley, director of the Institute for Industrial Relations in Johannesburg. The Bulletin is undoubtedly the labour movement's most important forum for discussing issues and debating strategy. That makes it required reading for many people in management as well. An example is industrial relations consultant Andrew Levy: "I read it," he says, "I need to know what the others are thinking, and I want to know of new work in the field."

While grumbling about finding too much of what he calls "pseudo-dialectical debates", even a hard-bitten businessman like Levy says he thinks a third of the journal's contents are pure gold.

The Bulletin was born in Durban after the strikes which paralysed industry there in January 1973. This was the first large-scale black unrest for over a decade and the effect was galvanising. "A decade of industrial peace had been broken. Workers were on the move. It seemed to open up a whole new arena," remembers Dr Eddie Webster, now a Wits University industrial sociologist.

Some academics got involved in organising what later became the Federation of South African Trade Unions (Fosatu), others, including Dr Webster, in the establishment of the Bulletin and the Institute of Industrial Education. "We saw this as part of a role for intellectuals in the workers' movement and in the recreation of black trade unions in South Africa," he says. Beyond the scenes, a key role was played by the late Natal University lecturer Richard Turner, despite a banning order prohibiting him from attending meetings or writing for publication.

The first issue of the Bulletin had as its theme "the case for African trade unions", at a time when black union recognition seemed a dream to many. Succeeding numbers followed the day-to-day affairs of the struggling new unions, which operated in an atmosphere of repression.

But the style of operation was fairly casual. "When there was a strike and somebody was free that weekend, they'd note it down," says Halton Cheadle, a former Bulletin editor.

From 1975 to 1978, the black unions fell back, under pressure from government, employers, and recession, and the SALB was also obliged to retreat. Its orientation shifted to the university and its contents became more academic. The period was fruitful in its own way, however. At this time the new class-based "revisionist school" of history and labour sociology was rearing its head, and the journal published a number of seminal contributions. At the same time, during the lean years, the Bulletin kept the flag of black unionism flying, using the failures of the 1970s to teach lessons the unions would remember in the 1980s.

Since 1979, however, as black union membership soared and strike waves rocked the country, the Bulletin has become a major source of industrial conflict, with regular analyses of key disputes. Two high-stakes debates on union issues have also appeared in its pages. The first, from 1979 to 1981, concerned the Weshahn report and government's offer to register black unions. This brought supporters of Fosatu (who had registered) into conflict with the General Workers' Union, and others who saw doing so as selling out. The second, still underway, deals with whether unions should affiliate to black political movements, particularly the United Democratic Front.

During the Bulletin's early years, several members of the editorial staff were detained or banned, and three issues fell afoul of the Publications Control Board. In the past few years, however, state pressure has lightened, though Managing Editor Merle Favis was detained in late 1981 for six months. The Bulletin's passage was eased by the Weshahn Report and government's decision to tolerate black unions rather than crush them.

"You could say we stuck to our guns and the state changed," says Dr Webster. However, he notes he and his colleagues have watched their step, confirming themselves in the main to day-to-day labour issues.

Besides external pressures, the Bulletin suffered from growing pains, with permanent tension between those who saw it as an instrument of the unions, and those who felt it should be a critical voice. Matters came to a head during the registration debate, with harsh clashes between supporters of different unions. Others, notably the Council of Unions of South Africa, felt left out. However, the Bulletin's willingness to tolerate the debate established its independence beyond contest, while it has tried to broaden its editorial base and consult with discontented unions to reduce its image of a Fosatu-dominated organ.

Another inevitable question confronting a journal like the SALB is its relationship to the black community. Several blacks were involved at the outset, including Harold Nxasana, Fosaza Fisher (Dr Turner's wife), and Mwen Kota (who is a Black Consciousness activist, Aubrey Mokoape). However, for some time now, there have been no black members of the editorial board. According to Jon Lewis, the British specialist in South African labour history who has run the Bulletin since February, black intellectuals are pre-occupied by the nationalist movement and "there's no great connection between the black intelligentsia and the trade union movement."

More concern to him and his colleagues is the Bulletin's small readership among shop stewards and other black workers. "There are probably more personnel managers than workers reading the Bulletin. And we are trying to change that," says Dr Webster.

Other changes are also likely in the future. The union unity talks now underway are likely to produce a new "super-federation" set to become the dominant force among South Africa's black workers. The Bulletin may well become the "unofficial house journal" of the new grouping, which would further enhance its audience and influence. That prospect is a measure of the distance covered by the Labour Bulletin and the labour movement in South Africa since their shaky beginnings a decade ago.
Union to sound health alarm

By Carolyn Dempster, Labour Reporter

The Black Allied Mining and Construction Workers' Union will launch a health awareness campaign among asbestos miners and in rural communities used as a source of labour for asbestos mines.

The announcement follows last week's disclosures that 134 miners at Penge asbestos mine in the Eastern Transvaal have been laid off and compensated for the lung disease asbestos during the past 10 months.

"As far as we are concerned, people recruited in the rural areas to work in these mines do not know of the enormous hazards they are being exposed to," explained Mr P Nefolovhodwe, president of Bamcwu.

"Our intention is to go all out, distributing pamphlets if necessary, to alert these communities to the dangers of working with asbestos. We owe nothing to the mine management, but we do owe something to the people who are dying because they were not told and not protected from exposure to the asbestos fibre."

"Mines and factories overseas have been closed as a result of the anti-asbestos campaign," he said.

The union was also sending a team of medical doctors to the mine to investigate the extent of asbestos and compile a dossier to be used as part of the campaign, he added.

Mr Nefolovhodwe said it was up to the mine to institute safety measures and provide workers with protective equipment.

Investigations by The Star revealed last week that women recruited at Penge as supplementary labour were paid R2,50 a shift (up to 10 hours) and were taken on to sort waste material from the asbestos.

In interviews with the women it was found that they were not given any protective gear and, as their job involved handling raw asbestos on conveyor belts, they were constantly exposed to asbestos dust.

Medical examinations, in terms of regulations, are carried out on the mine every six months to check for signs of lung disease.

Although asbestos is disabling it need not be fatal. But the miners also run the risk of contracting mesothelioma, the fatal lung cancer caused by inhalation of asbestos fibres.
Ccaawusa seeks unity

By JOSHUA RABOROKO

THE Commercial, Catering and Allied Workers' Union of South Africa (Ccaawusa) is seeking closer federation with other unions operating in the commercial industry for the sake of trade union unity.

This was disclosed to The SOWETAN by Mrs Emma Mashinini after she was re-elected general secretary at a historic national conference in Pretoria where a resolution was passed opening doors to coloureds and Indians.

The union's constitution had catered for blacks only and the change to include the two race groups could be seen as "historic in an attempt to seek trade union unity". Mrs Mashinini said.

However, the conference disallowed a proposal that white commercial workers also be included in the union - the biggest shop workers' union in the country.

Mrs Mashinini explained that the constitution was changed because the union had already recruited coloured and Indian members.

Whites

But Mrs Mashinini said that at this stage "we are still divided on the question of allowing whites".

Ccaawusa has in the past worked closely with the National Union of Distributive Workers (NUDW), especially in the wage negotiations with the giant OK Bazaars stores early this year.

"We shall have to discuss the possibility of a federation with NUDW in the light of these circumstances," she said.

Putco to up its fares

PUTCO has applied to the local Transportation Board in Johannesburg, Pretoria and Bophuthatswana to increase its bus fares by an average of 12.5 percent by not later than November 1.

A statement by Mr Pat Rogers, the company's public relations officer, said it should be noted that revenue includes both the amount paid by the commuter, and the amount by which his fare may be subsidised by the Government. The new fares applied for do not take into account any recoverable discounts (subsidies) which are now, or may in the future, be paid by the Department of Transport on behalf of any passengers.

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Court rules miners must quit

Prentoria Correspondent

The Pretoria Supreme Court has granted an order for the eviction of almost 1,400 mine-workers from the premises of a Northern Transvaal asbestos mine.

The management of Penge mine claimed that the workers illegally went on strike on July 4 and dismissed themselves by refusing to return.

They were dissatisfied with pay increases received at the end of June.

They were given until July 12 to vacate the mine hostels but refused to do so.

Mr. Justice Cairlews yesterday found that the 1,378 workers were occupying the hostels illegally, granting an order for their eviction in favour of the owners of the mine, Engen Limited.

Leave to appeal and an application for a stay of execution were dismissed.
JOHANNESBURG

Officials of the unregis-
tered National General
Workers Union walked
out of an Industrial
Council dispute-settling
meeting yesterday after
being told they could not
represent the union at
the meeting. The
NGWU's general secret-
ary, Mr Donnie Kumalo,
said yesterday.

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

Comment from council
officials could not be
obtained yesterday.

According to Mr
Kumalo, the NGWU was
due at yesterday's meet-
ing to provide proof of
its membership at the
company — DDC.
BLACK UNIONS

Opening the ranks

The Commercial, Catering and Allied Workers' Union of SA (CCAWUSA) has emerged from its national conference in Maritzburg with a new president and new membership criteria. It also appears to have avoided a widely predicted split.

Like the SA Allied Workers' Union and the Metal and Allied Workers' Union (both of which split recently), CCAWUSA has been riven by internal tensions. Early this year one-third of the union's membership at a chain store group — about 500 people — broke away and formed a new union. It was an open secret that some union branches were in sympathy with the new grouping.

At the weekend's conference a lengthy debate resulted in the union opening its ranks to coloureds and Indians. This will not fully satisfy those elements in the union who want a non-racial constitution. It will, however, give the union the opportunity to extend its membership, particularly in some coastal regions where the "blacks only" policy reduced its influence drastically.

The union's new president is Jonas Ledwaba, a clerk at Metro Cash & Carry. General Secretary Emma Mashumla was re-elected. Says Mashumla, who was a founder of the union in 1973 and has seen its membership grow to over 30 000: "The union has now become more close-knit."

Financial Mail July 27 1984
Compensation is called racist and a nightmare

By Carolyn Dempster, Labour Reporter

No immediate action is to be taken against 1,379 dismissed workers who have refused to leave Penge asbestos mine in the Eastern Transvaal, although an eviction order was granted this week to Egnep, owners of the mine, by the Pretoria Supreme Court.

This was said today by Mr Pat Hart, managing director of Egnep's parent company, Griqualand Exploration and Finance Company.

He said the firm would consider re-employing the miners, but would not say how many of them.

The workers, represented by the Black Allied Mining and Construction Workers' Union, struck in support of wage demands on July 2 and were fired on July 19 for not returning to work.

The eviction order was granted by Mr Justice J D Curlewes, who turned aside argument by counsel for the miners that they would not be discharged before having a medical examination—according to provisions of the Occupational Diseases in Mines and Works Act.

Workmen's Compensation Act (WCA)

"A worker in a factory is actually better off than a chap on the mines. The WCA is non-racial, colourblind, and claims are paid out on a pension basis calculated according to earnings. As a result the factory worker is likely to get more than his mining counterpart, even though they may be suffering from the same disease in the maximum degree," he said.

"It is time the whole mess was sorted out and depoliticised," he added.

But even the Workmen's Compensation Act, which is less blatantly discriminatory, has come under heavy fire from labour researchers.

In a recently released paper Mr Ihsan Schroeder of the Southern African Labour and Development Research Unit says most WCA claimants—unskilled workers—are severely discriminated against because

- White miners who contract a compensable occupational disease receive almost 15 times more than black miners.
- Workers are paid out after death in compensation for occupational diseases although the disease did not cause or contribute to the death.
- It has become the practice that if an autopsy finds so much as a diseased nodule in the lungs the dependants of the dead miner are compensated.

But for most black miners who return to the homelands there is scant medical service, not more than 5 percent are examined after death and there is minimal hope of compensation for their families.

- Tuberculosis is treated as a permanent irreversible disease and no provision is made for financial assistance for medical treatment.
- In an interview with The Star Mr Hart also criticised the disparities between the Occupational Diseases in Mines and Works Act and the Workmen's Compensation Act.

The bride's happiness outshone even her courage as Ngwe at the altar with 20-year-old Gary Moore. And Lan, the stubbornly refused a chair to ease the pain she suffers church of St Nicholas on Convey Island was attended by airlifted to Britain from Sorgen in 1975. Two years earlier.
Rival unions seek support of metal workers

The split within the Metal and Allied Workers' Union (Mawu) has plunged thousands of union members on the East Rand into a dilemma of divided loyalties.

Firm between two rival unions, more than 20 000 metal workers at 38 factories on the East Rand are at the centre of the continuing battle for support.

On one side is the United Mining, Metal and Allied Workers of South Africa (Ummawsa), formed by the four East Rand organizers dismissed from Mawu this month. Mr Sam Ntuli, Mr Z Sipeta, Mr E Godongwana and Mr David Sebati.

CLAIMS SUPPORT

Ummawsa claims it has the support of 15 000 to 20 000 Mawu has the full support of the Federation of South African Trade Unions (Fosatu).

Mawu claims that the new union has support at only seven factories and that by the end of last week not one resignation had been received.

Tensions have been building up for two years. They emerged this month when four East Rand unionists now holding key positions in the new union were suspended and later dismissed by Mawu's national executive for alleged "gross misconduct and mismanagement of union funds".

At a press conference last week the executive of Ummawsa gave the reason for the split as the dominance of Mawu by a "tiny bureaucratic white elite" which attempted to limit political options.

Ummawsa dismissed the accusations of financial maladministration as a smear tactic employed when the possibility of a split within Mawu became clear.

Spokesmen for the new union insist that the fundamental problem was bureaucratic dominance and manouevring by white intellectuals holding key positions in Mawu.

They maintain that:

- Tensions between white technocrats and worker leadership led to the splitting of the Transvaal into eastern and western branches.

- This culminated in the removal of Mawu headquarters from the East Rand to Johannesburg and the election of a new general secretary based in Johannesburg.

Mawu claims in a statement released this week:

- More than R4 000 of union money was spent on a wedding in 1983. Former general secretary Mr David Sebati denied misusing the money.

- Since the split, Ummawsa has deposited in its account as much as R7 000 in cheques made out to Mawu. Mawu shop stewards stated that the workers had never authorised this.

Fosatu regards the new union as racist but the Ummawsa leadership declares it is trying to implement non-racial principles and worker control.
Mine's offer to workers

Mail Reporter

The Penge mine — scene of a three-week-long strike by workers who refused to vacate their hostels after they were fired — will start re-employing workers on Monday, Mr Pat Hart, managing director of Gefco, said yesterday.

More than 1,300 workers went on strike early this month in protest against their annual wage increases.

Mr Hart said between 700 and 800 workers had indicated they wanted to be considered for re-employment.

He said the workers had voluntarily left the hostel late this week following the court order won by the company in the Pretoria Supreme Court on Wednesday requiring the workers to leave.

"The workers lined up peacefully for their medical examinations and left voluntarily," Mr Hart said.

A spokesman for the Black Allied Mining and Construction Workers' Union (Bancwru) said the workers were still planning a mass meeting to decide whether to accept the jobs offered by the company.

The Bancwru spokesman said they had heard from the company they were prepared to re-employ about 1,000, but many of the workers were demanding that all or none be re-employed.
Police violate Key Law, say domestics

Staff Reporter

IN RESPONSE to the police raids on domestic workers in Sea Point, the Domestic Workers’ Association is to embark on a campaign informing employers about the Key Law — which the DWA believe is being violated by the police.

According to DWA chairwoman Miss Maggie Oewies, more than 200 raids in the early hours of the morning have been carried out by the police in the past week.

In terms of the Key Law — introduced in 1962 — employers of domestic workers must be in possession of a key to their servants’ quarters and must accompany the police when they visit their employees’ rooms, Miss Oewies said.

During the current raids, police had gone straight to servants’ quarters and demanded entry, and on many occasions had kicked doors down. Plainclothes police had not shown identification, she claimed.

"I would like to see the police going to the employers at 4am and wak ing them up to accompany them on a raid," Miss Oewies said.

Employers had a “cool attitude” towards workers who complained of police harassment at night. To appease workers, they usually said the police had always carried out raids on domestics, she said.

"Because employers are not objecting to the raids, we believe the Key Law is being violated, and we intend drafting a letter to employers informing them of our complaints and their rights and duties," Miss Oewies went on to point out that employers, living in the “lap of Sea Point luxury”, had little or no idea of the living conditions of their domestic servants — or an idea of the responsibilities of their work.

“We are running their homes for them and looking after their children, and yet they do not know that some workers have to wash using cold water and a bucket, or that in some flats there are about 16 to 18 women sharing washing facilities.”

According to a police spokesman this week, members of the Sea Point police had acted on two bona fide complaints of illegal occupants in domestic quarters.

Other investigations had been initiated after complaints from the public, and detectives had at times forced entry to make arrests on occasions when occupants had refused to open doors, the spokesman said.

Sacked miners head home

AFTER more than three weeks of uncertainty, the 1 700 dismissed employees at Penke Asbestos Mine in the north-eastern Transvaal have accepted their fate and have left the mine grounds.

The Pretoria Supreme Court last week granted the mine an order permitting it to eject the miners from the compound in which they had been assembling since they went on strike on July 4.

Last Friday the miners held a mass meeting at a small village of Bothashock, where they decided to spurn management offers of re-employment. They said management had said those willing to be re-instated should report at the mine yesterday.

They feel if they do not go back, the company will be forced to employ inexperienced recruits and in this way production will suffer.

Power

Freedom songs were chanted and black power signs displayed as the more than 1 400 sacked miners present at the meeting tried to keep their unity intact.

All have collected their severance pays from the mine and most complained they had been given nine days' wages, which ranged between R30 and R60, and they had not been given their pension money or long service benefits.

After the meeting, the Black Allied Mining and Construction Workers Union (Bamewu) — which claimed to have commanded a membership of 90 percent in the mine — organised buses to take the dismissed workers home, most of whom are from Lebowa and Gazankulu.

Bamewu's senior vice president, Mr Mbuyelo Rakwena, urged the workers to take their UIF cards to their nearest Commissioner's office to qualify for unemployment benefits.

Bamewu is to engage union doctors to examine the dismissed workers and determine whether or not any of them contracted diseases related to the inhalation of asbestos or mine dust.
Penge miners reject offer

THE TRADE union representing the black mineworkers fired from Penge Mine in the Eastern Transvaal says the workers were offered their jobs back — but at a lower rate of pay.

The 1700 workers were dismissed by the mine three weeks ago after refusing to work at the new pay rates which came into effect on July 1 and which are based on the new rates being applied by members of the Chamber of Mines.

Mr Pandelani Nefolovhodwe, general secretary of the Black Mining and Construction Workers' Union (Bamcu), in Johannesburg, said yesterday the "affected workers," numbering about 1 400, had rejected the mine's offer to re-employ them.

"They were offered the rates which are offered to new recruits, which is less than what they had been getting before. They turned it down. Obviously the mine is not serious about its offer," he said.

Benefits

The remaining 300 or so workers, he said, had "never been dismissed" as they were not present at the mine at the time of the dispute and subsequent dismissal.

Mr Pat Hart, managing director of the Griqualand Exploration and Finance Company (Gefco), owners of the mine, confirmed that the dismissed miners had been offered re-employment at recruitment rates. This generally meant they would earn less than they did previously because their service benefits were lost. However, they were being paid according to their work experience.

Mr Hart, whose company has refused to negotiate with Bamcu on the strike issue, said: "Several hundred" of the dismissed workers were signed on yesterday morning — Sapa
Striking workers go back

ABOUT 400 workers who had downed tools at an East Rand company, in solidarity with a dismissed colleague, yesterday returned to work after he was reinstated.

The workers, all members of the Black Allied Mining and Construction Union (Bamcu), went on strike at Pan African Shopfitters in Germiston at about midday on Monday.

Mr Fandelam Nefohlovodwe, general secretary of Bamcu, said the union's officials met with management on Monday afternoon but the matter could not be resolved.

Another meeting took place yesterday morning at which management agreed to reinstate the fired worker. After this was reported back to the other workers they returned to work.

A spokesman for the company yesterday confirmed that a work stoppage had occurred and that everything was now back to normal as the workers have returned to their jobs.

1/8/84 (13)
65 cleaners at UWC stay out on strike

SIXTY-five cleaning workers stayed out on strike at the University of the Western Cape yesterday while talks were held with the management of Pritchard Cleaning Services, a spokesperson for the workers said yesterday.

Mrs Florrie de Villiers, vice-chairperson of the Domestic Workers' Association, confirmed that workers had gone on strike at noon on Monday in support of a pay increase and other demands.

Workers stayed out yesterday while she and the workers' committee negotiated with Mr J Woolley, Pritchard's Cape Town branch manager.

She said management had met a demand for half-days off on pay-days, but workers were still demanding pay increases as well as refunds of money deducted from their pay packets at the end of last year.

Mr Woolley had agreed to present the demands to the Pritchard management and talks would continue today.

Mr Woolley could not be contacted for comment.
Cleaners end strike

Labour Reporter

SIXTY-FIVE cleaning workers at the University of the Western Cape have gone back to work after settling their dispute with the management of Pritchard Cleaning Services.

Mr J Woolley, Pritchard’s Cape Town branch manager, said yesterday that the dispute had been resolved to the "complete satisfaction" of management, workers and the UWC administration, and workers had returned to work immediately after the final talks.

He said the settlement involved "pay and other related matters".

'Mrs Florrie de Villiers, vice-chairperson of the Domestic Workers' Association, said management had agreed to a 16 percent pay increase from August 1 and a 9 percent increase from October 1.

Workers had also won a monthly half-day off on paydays and management had agreed to consider representations regarding deductions made from pay packets in January.

"We are very happy for the workers' sake," Mrs de Villiers added.
UDF & WORKERS

Wie rig die hou geboue op in Kaapstad?
Wie maak die mooi kleure in die groot winkels?
Wie maak die kos en pak die rakke in die supermarkte?
DIT IS ONS, DIE WERKERS
Maar ons wat die hou geboue opng, woon in huse wat
soos sardentjieblieke lyk. Ons wie kiere maak, ons
kinders dra stukkende kiere skoeltoe. Ons wie kos maak
en verpak, gaan slaap saans met honger mae.
DIT IS ONS DIE WERKERS, wie die rykdom van die land
produseer. Maar ons kry 'n baie klei gedeelte daarvan.

ONS WORD DEUR ALMAL RONDGEMORS
Ons werk vir lae lone. Ons werk lang ure in swak werks-
omstandighede. Tuurbaal ons hoe rent, kospryse en
GST wat ons nie kan bekostig nie. Ons word deur die
Groepsegbeedewet verskaf. Baie van ons word forseer
om passe te dra. Ons word in tuislande neergeplak.

MAAR WAT KAN ONS DOEN?
DAR IS SO BAIE PROBLEME.
Daar is slegs een oplossing vir al ons probleme, naamlik
ORGANISASIE.
By die werk – sluit aan by die une.
Tuis – sluit aan by inwonersverenigings.
Sluit aan by die jeug en vroueverenigings
Laat ons organiseer waar ons ook al is.
Praat met al die mense. VOORWAARTS NA VRYHEID!

UDF ONDERSTEUN DIE WERKERS.
Werkers wil nie graag staak nie. Maar hulle word deur die
groepheid van die fabrieksbosse forseer om te
staak. Werkers het alle bystand nodig in hulle daaglike
stryd. Die UDF het nog altyd die werkiers in hul stryd
ondersteun.

DIE UDF BESTAAN UI MEER AS 600
ORGANISASIES REGOOR SUID-AFRIKA

Die UDF staan nie apart van die werkiers nie. Werkers in
hulle organisasies kan die UDF verder versterk. Dit
beteken dat ons almal moet saamstaan. Die regering
probeer baie hard om die werkiers te verdeel - "Kleurling"
werkiers van "African" werkiers, werkiers met passe wat
by hulle families kan woon van kontrak werkiers. Maar
werkiers sal nie om die bos gelei word nie. Dit is dieselfde
regenng en fabrieksbosse wat ons so laat ly

Ons verwerp die verkiesings van
Augustus.
Ons verwerp die paswette en die tuislande.
Ons stem nie vir apartheid nie.
AN INJURY TO ONE IS AN INJURY TO
ALL.

Joint Anti - Election Rally
(UDF trade unions and other progressive organizations)
Monday, 6 August at 7.30 p.m.
Funcity, off Hein Road Athlone

Issued by: J de Vries, 5 Hares Str, Mowbray, 7700
Printed by: Allies Printing Services, P O. Box 62, Athlone
I UDF NABASEBENZI

Ngobani abakha ezizakhwe zinkulu kangaka eKapa?
Ngobani abenza impahla entle kwezivenkile zinkulu?
Ngobani abenza ukufunye bekakhe ishvelis kwezivenkile zinkulu ezinje nge supermarkets?

SITHI BASEBENZI

Kodwa thina bantu bakhe ezizakhwe zinkulu, shila kwezakhe ezonconzile kakhulu ukuthi isikhona ezinkulu, unokubona abantwana be nentso ezhikalaza xa besigsia eskolweni. Thina bakhe ishveli ishudwa zibona kwezivenkile zinkulu silala silambile mihla le Sithi, basebenzi abenza eli lizwe latyebe. Kodwa incinga kakhulu indawo yethu kulo.

SIKHO KUYO YONKE INDAWO WIJELELE

Emsebenzini sifumanana umvuzo ophantsi kakhulu. Ama-
exhala ethu omsebenzi madle kakhulu kentse zonyakile emakhaya, ukutya ne rafu nentso kunzuma ukuziwawula ngenxa yomvuzo Syali ludulwa sishiywa noba kuphila lele qumnum. Uninizweni lwethu lwanyakhezwa ukubeka laphathe amapase. Silahlwelwa kwabantustan.

Ongxowa nkulu nocaluzakulu lukurulumntu basebenza kunye ukusialnezele.

SINGENZA NTONI? SIJONGE NEN- GXAKI EZININZI

Linye lyeza lezinka -NGUMBUTHO Ukuba uma-
sebenzini le -joyni le trade union. Ukuba usekhaya -
joyni umbutho wabahali Joyina umbutho wolutha-
nombutho wamakhosizakazi. Kufuneka si organize a-
hokukho nobha kuphila. Kufuneka sithetha nabanye-
abantu abangayezi liniubutho sibacacisele ngayo Sithi-
phambili nenkululeko!

I UDF IXHASA ABASEBENZI

Abasebenzi abaluthandi uguwanyimo. Kodwa ngamanye-
amazhaha ukumaloka kongcowankulu kunyanzela-
abasebenzi ukuba bangwayimbile (strike) Abasebenzi-
bafuna abantu abanokubancava kwadabi labo le mihla-
gemihlile. I UDF soloko imile njalo ecaleni kwabaseben-
zi ibance disa kwadabi labo.

Khona ngoku xa abaqhubi be bhasi zaseKapa babesala-
ukusebenza i otime, I UDF yaxelela uCity Tramways-
ukuba amanwile

Khona ngoku xa abaqhubi be bhasi zaseKapa babesala-
ukusebenza i otime, I UDF yaxelela uCity Tramways-
ukuba amanwile umuntu zabaqhubi Kwakunjalo naku-
basenzi bazefactory zakwa Cape Underwear, nakubase-
benzi base Darryl Belle I UDFyalumkisa ongkowa nkulu-
bezindo kwa uCity Tramways ukuba amanwile umuntu-
zasabazhubi KwaKunjalo naku basenzi bazefactory-
kubasebenzi base Darryl Belle I UDF yaxelela uCity-

I UDF YAKHIWA YIMIBUTHO ENGAPHE-
ZULU KWAMA 600 KULO LONKE ELI-
LOMZANTSIT SIYAFIKI

I UDF ayohlukanga kubasebenzi Ngabasebenzi, nto nje-
baguhuma kwimibutho le yenze I UDF yomelela Lonto-
ithetha ukuba kufuneka simo sonke sibanye-
Urumunlumne uzama ngazo zonke indlela zokwaula abase-
benzi - uzaama ukahloluza abasebenzi beBala-
kuhlangana abamnyama, abasebenzi abamaphakaz-
ghale nefamily yabo etonwona besuka kuabasebenzi be-
contract Kodwa bona abasebenzi abana khubhunxwa-
Ngulo ngxowa nkulu umnye nalo rulumente lao wenza-
shihupheke

Asilufuni ulonyulo luka August. Asivoti!
Asisyifuny imithetho yamapase neBantu-
stan!

INTLUNGU YOMNTU OMNYE;
INTLUNGU YABANTU BONKE!
Mass Cape rally against elections

By RIAAN DE VILLIERS
Labour Reporter

ALL emergent trade unions and major community-based political organizations active in the Cape and opposed to the new constitutional dispensation will join forces in staging a mass anti-election rally in Athlone on Monday night.

This was announced finally in a statement yesterday following a series of behind the scenes meetings this week between the organizations involved.

The rally is seen as an event of major political importance, as will represent almost the entire spectrum of extra-parliamentary organizations opposed to the new dispensation.

Political organizations taking part are the United Democratic Front, the Cape Action League (CAL) and the Federation of Cape Civic Associations.

Unions include all those expected to unite in a new federation of independent unions later this year.

They are the National Automobile and Allied Workers' Union and National Union of Textile Workers, both Bosatsu affiliates; the General Workers' Union, the Food and Canning Workers' Union and the Cape Town Municipal Workers' Association. Others are the Media Workers' Association of South Africa, a UDF affiliate, and two new emergent unions closely aligned with the UDF, the Clothing Workers' Union and the Retail and Allied Workers' Union.

"Boycott"

Mr A M Omar, who has been elected to chair the rally, said yesterday that its central theme would be a "call to the oppressed and exploited people not to vote on August 22 and 23 and to boycott the dummy apartheid elections".

"We call upon the working people of this land to unite and fight against every aspect of the so-called new deal and against all attempts to divide the working class," he added.

The rally will be held in Fun City, off Hines Road, and will start at 7.30pm.

Tension

There have been varying degrees of tension between participating organizations in the recent past.

A major rift developed last year when independent unions refused to affiliate to the UDF. At the same time they said they were willing to cooperate with any organizations, including the UDF, opposed to the new deal.

This sparked off an acrimonious debate between various factions over the relationship between trade unions and community-based political organizations.

However, these tensions have abated considerably since then and observers say the rally is an important indication of the extent to which relations between unions and community organizations have improved.

There have also been tensions between the UDF, the CAL—affiliated to the rival National Forum—and the Federation of Cape Civi, an independent community organization.

- Yesterday's statement charged that there were "attempts to sow disunity and dynomy between the organizations" — and cited as an example a "mischievous report" which appeared in the Cape Times earlier this week.

It "condemned" these actions which it charged were "designed to disrupt the joint rally and united action to boycott the elections".

But participants were "determined to make the rally a success," it added.

- The Cape Times report stated the joint meeting was being organized and focused attention on the political debate between the UDF, the National Forum, CAL and Azapo as reflected in a recent issue of CAL's mouthpiece, Solidarity.

(Report by Riaan de Villiers, 77 Burg Street, Cape Town.)
PIETERSBURG — More than 1,700 workers
at two Tempest International plants in
Pietersburg and Seshego were yesterday or-
dered out of the company's premises by man-
agement following mass sit-ins over wage
increases.

The workers, mostly members of the Black
Electronics and Electrical Workers Union
(Boewwu), had demanded a wage increase of
50% across the board.

The lowest paid worker at Tempest earns
R18 per week, according to the union.

According to Boewwu's national organiser,
Mr Thabo Mosojane, worker representatives
at the Pietersburg branch — with a work
force of about 1,600 — failed to reach an
agreement with management yesterday
morning.

After downing their tools, the workers
were ordered off the premises. They marched
7km to the Seshego plant, where those work-
ers, mostly women, joined in a march to the
Lutheran church where a meeting was held.

Their demands were

- A 50% wage increase across the board,
- Unconditional recognition of Boewwu,
- An immediate stop to "uncalled for dismis-
sals of workers" and
- Paid maternity leave.

Pregnant women have previously been
forced to resign and then rejoin the plant
after the birth of their babies — Sapa.
LABOUR UNREST

WHO CALLS THE TUNE?
Trade Unions throughout the free world have often been the useful tools of revolutionary and communist inspired groups bent on the destruction of the free enterprise system. The organised worker i.e. the trade unionist fighting for his own economic improvement, was of no use to Lenin and other early communist strategists. It was only when the working class made the transition to the political struggle that they became a revolutionary factor in the "class struggle". It was made very clear as to how this transition should take place — "class consciousness" must be instilled into the workers by members of a small elite group of revolutionaries. This group, known by marxist strategists as the Communist Party, becomes the vanguard of the workers revolution.

When the transition takes place, the average trade union member, easily misled by the rhetoric and slogans of revolutionaries, may not even be aware of a shift in emphasis in the policies of his trade union — made by his leaders or by agents of influence, working for foreign powers or revolutionary movements.

Many trade unions in the free world are genuinely anti-marxist, concerned with the betterment of their members working conditions within the free enterprise system rather than formenting violence and revolution in their respective countries. This is true for America's largest trade union — the AFL-CIO which is anti-soviet and anti-communist.

As a result, to neutralize these tendencies, marxists developed a twofold strategy:

- The penetration of trade unions by agents of influence
- The setting up of the Soviet controlled "Red Internationale of The Labour Unions" in 1921 known as the "Profintern", to weaken pro-capitalist trade unions and support marxist leaning trade unions world-wide. After WWII the "Red Internationale of the Labour Unions" became known as the World Federation of Trade Unions with its headquarters based in Prague (Czechoslovakia).

**The World Federation of Trade Unions (WFTU)**

The WFTU today claims a membership of 90 affiliates representing over 200 million members worldwide. The key functions of the WFTU are to promote Soviet propaganda, to identify and support sympathisers and agents in western countries, and to organise an ambitious training programme for western trade unionists, who are invited to institutions such as the International Trade Union College in Moscow, the Georgi Trade Union School in Bulgaria, or the Fritz Heckert College in East Germany — to be taught the finer rudiments of how to be a "good" striker.

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**Communist Penetration of European Trade Unions.**

The penetration of trade unions by communists has been particularly successful in Europe. In the 1970's a high ranking Czech defector — Josef Frolik disclosed that five top British trade union leaders were agents of the KGB. They included, transport union leader Jack Jones; engineering union president Hugh Scanlon; former print union chief Lord Briginshaw; ex top engineering union official Ernie Roberts — who became a prospective MP for the Labour party and Lord Hill, boilermaker union leader.

Today the British Communist Party (BCP) is represented on most union executives in Britain and has played a major role in government/union confrontations in recent years. Two members of the all powerful 38 member general council of the Trade Union Congress are members of the BCP. They are George Guy of the National Union of Sheet Metal Workers and Ken Gill of the Technical and Supervisory section of the Amalgamated Union of Engineering Workers.

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**THE SACP ROLE IN THE S.A. TRADE UNION MOVEMENT**

What relevance does all this have to the South African situation? The answer is very clear — as with their world wide counterparts, sectors of this country's trade union movement have and continue to be used to foster violence and revolution in SA, rather than improve the economic conditions of their workers. Forgotten by many people is that Marxists have been active in SA's labour movement since the very first decade of this century.

SA probably had its first whiff of Marxism in 1902, when British workers on the reef established the BRITISH SOCIAL DEMOCRATIC ASSOCIATION. In 1904, Wilfred Harrisson (one of the founding members of the SOUTH AFRICAN COMMUNIST PARTY...
declared during the founding of the SOCIAL DEMOCRATIC FEDERATION in Cape Town that its aims included — "The abolition of capitalism and landlordism, the socialisation of all the means of production, distribution and exchange, that is, the ownership and control of all the means of production by the people for the people". In 1917, a leading British communist — S.P. Bunting founded the INDUSTRIAL WORKERS OF AFRICA, which unleashed a series of wildcat strikes on the reef.

Prominent members of the SOUTH AFRICAN COMMUNIST PARTY (SACP), formed in 1921, including David Ivan Jones, Sydney Bunting, Solly Sachs and J B Marks were closely associated with the early development of SA’s trade union movement. The first secretary of the SACP — Bill Andrews was also chairman of the SA Labour Party and the INTERNATIONAL SOCIALIST LEAGUE (the forerunner of the SACP) which was affiliated to Lenins-International Labour Organisation. The SACP was deeply involved in the 1922 Rand Strike, using slogans such as “Workers of the world unite”.

In 1922, a top British communist — Tom Mann (member of the Bolshevik International labour wing — the “Prointern”) visited SA on behalf of the Komintern (the communist international). He addressed amongst others, the third annual congress of the INDUSTRIAL AND COMMERCIAL WORKERS UNION (ICU). From the 1930’s, members of the SACP played an increasingly prominent role in the emerging trade unions for black and white workers.

Communist party members, Solly Sachs and Benny Wienebren, were secretary of the Garment Workers Union and president of The Native Trade Union Federation respectively. In August 1946, a major strike was organized by the AFRICAN MINES WORKERS UNION on the Witwatersrand which involved over 76,000 strikers. The chairman of the union was none other than SACP executive member J B Marks who since 1945, had also become a member of the national executive committee of the ANC.

The strikes and labour unrest in the late 40’s culminated in the promotion of the SA Congress of Trade Unions (SACTU) which together with the ANC; SA Congress of Democrats (SACOD) — a white marxist group; SA Coloured Peoples Congress (SAPPC), and the SA Indian Congress (SAIC) — formed the Congress Alliance in 1953. In the same year, SACTU affiliated to the soviet controlled World Federation of Trade Unions while SACTU’s first secretary — Leslie Massisa was trained in Czechoslovakia.

Although SACTU was not banned together with the ANC and SACOD in 1960 and 1962, it was forced into exile by strict security legislation that came into being after the first acts of sabotage by Umkhonto We Sizwe (the military wing of the ANC) on 16 December 1961.

SACTU — Labour Wing of the SACP/ANC Alliance

Despite the denials of NUSAS — irrefutable evidence has emerged to prove that SACTU has become the labour wing of the ANC/SACP alliance, and is being used to politicise South African workers and create a revolutionary climate in this country. Official Soviet propaganda backs SACTU in its attempts to coordinate the struggle of the ‘working people’ and of political action ‘within the framework of the liberation movement’.

In SACTU’s official history published in 1980, entitled "Organise or Starve", it emphasizes that the campaign of the ANC and SACTU were never regarded as separate from each other. Indeed on the 21/8/83, Radio Freedom (a daily pro ANC broadcast on Radio Zambia) stated that during SACTU’s executive committee meeting in Lusaka from 13-17 August, a portion of one of the resolutions accepted at the meeting was broadcast, which included the remark “our army is Umkhonto we Sizwe” (ANC’s military wing) and called on all workers and unions to join the UDF.

Additional evidence of SACP control over SACTU was outlined recently in an intelligence newsletter from the United States. It points out that in 1963, while still attached to the soviet controlled WFTU, Moses Mabhida (the new secretary general of the SACP), was instructed by ANC president Oliver Tambo to leave the solidarity field and devote himself full time to the work of “Umkhonto we Sizwe”. He was then a member of the political bureau of the SACP and of the National Executives of the ANC and SACTU.

In SACTU’s own mouthpiece — “Workers Unity”, it has stated that “Today SACTU uses every means — legal and illegal, overt and underground to build its strength. It has never failed to voice its unqualified support for the revolutionary struggles throughout the world. We must succeed in overthrowing the present system. To do this involves the full mobilization of the Congress Alliance, SACTU, ANC and “Umkhonto we Sizwe”.

Today the executive of SACTU includes president Stephen Dlamini, former member of the executive of the ANC, vice president Moses Mabhida who serves on both the committees of the ANC and SACP and chief secretary John Nkandimeng who serves as chairman of the political action committee of the ANC.

SACTU is thus a “liberation organization” in its own right. After being in disarray during the 60’s, SACTU began to reorganise itself in the early 70’s. Ex-SACTU members, members of various Wages Commissions and NUSAS Officials began forming organizations like the Industrial Aid Society. This period was termed the survival era when “there was a great need for caution in the wake of state repression of SACTU in the 1960’s and continued state hostility towards African trade unions” (Johan Maree, Independent Trade Union in the 1970’s, African Studies Seminar paper, University of the Witwatersrand).
Formation of a Grand Trade Union Alliance

These early reorganisational efforts culminated in the formation of FOSATU and to a lesser extent CUSA. These two unions are in the forefront of a determined effort to form a federation of Black trade unions in South Africa. This is nothing more than a reflection of SACTU’s earlier unity drive in the 50’s. The SACP/ANC and SACTU along with radical internal groups, have been actively encouraging the formation of a “Grand Alliance” of Black trade unions. The larger a trade union, the greater is its ability to dislocate this country’s economy.

Before the recent “National Union of Mine Workers” strike, its General Secretary, Mr. Cyril Ramaphosa, went to Europe and met Arthur Scargill an admitted communist and other European trade union leaders. One wonders what strategies were discussed at these meetings? The strike itself in the current economic climate was at best misguided and unwarranted and at worst, perhaps a calculated attempt to cripple this country’s gold mining industry.

South Africa is beginning to witness the embryonic formation of the SACP/ANC alliance’s most important goal — a federation of radical South African trade unions, which, if sufficiently well organised, will have the capability to wreak havoc with the South African economy and provide a revolutionary pool for overthrowing the existing order in South Africa.

A resolution passed unanimously at a recent National Council meeting of the National Student Federation

NOTING: 1. The detrimental effects that the use of uncontrolled labour action of a violent and militant nature have on the SA economy.

2. The strike action initiated by The National Union of Mineworkers and the associated violence.

BELIEVING: 1. That the use of violence to achieve the goals of labour organisations is detrimental to peace and stability in South Africa.

2. That the latest strikes are characteristic of the abuse of labour legislation.

RESOLVES: 1. To condemn violent militant strike action of any form.

2. To educate students about the detrimental economic ramifications of unnecessary strike action.

Proposed: C HOMAN
Seconded: P. POWELL

Issued by the National Student Federation, Student Moderate Alliance (University of Witwatersrand), Student Action Front, Moderate Student Movement (University of Cape Town). The views and opinions expressed do not purport to be those of the SRC’s of Council’s of the above Universities. Printed by Brit Box (Pty) Ltd. 53 Central Road, Randburg, Johannesburg.
Deadlock in radio company strike

PIETERSBURG — The strike involving 1,700 workers at the Pietersburg and Seshego plants of Tempest International, a radio manufacturing company, entered its third day today with little apparent prospect of a break in the deadlock.

Although about 100 workers returned to their jobs at the Pietersburg factory yesterday, the majority is still demanding a 30 percent pay rise.

The managing director, Mr. P. Sussman, claims the strike has been initiated by "outside influences".

The national organiser of the Black Electrical and Electrical Workers Union (BEEWU), Mr. Thabo Montjane, said earlier that the lowest paid workers were receiving only R18 a week. He said the strikers were insisting on unconditional recognition of Beewu, an immediate stop to uncalled-for dismissals, and the granting of paid maternity leave.

No in-depth negotiations have been held yet.

Mr. Sussman said only new workers at the Seshego plant in Lebowa were paid R18 a week, but they received increases after three months.
The Government had to decide whether it wanted the black union movement to become a vehicle for political change, a top business executive told the Public Relations Institute of South Africa today.

Addressing public servants at a seminar in Pretoria, Dr Walter Hasselkus, managing director of BMW in South Africa, suggested the Government should monitor the development of the trade union movement closely.

Comparing the development of local trade unions with those in Europe, Dr Hasselkus said that organised commerce would at some stage be faced with the question of whether the unions should become partners in a new social democratic structure in industry.

"If the local union movement is to develop into a rallying point for black political aspirations, I would be hesitant to encourage any move towards worker participation in company policy-making," Dr Hasselkus said.

"Monitoring this development goes beyond the scope of management-employee relations. "The Government must decide whether to allow the unions to become vehicles for political change."

**WARNED**

Dr Hasselkus warned against a proliferation of trade unions, as in Britain, and said union formation based on industrial sectors, as in Germany, was preferable.

He said as long as the union movement evolved within a sound legal structure, with realistic agreements between employers and employees, its growth had to be seen as an excellent opportunity for communication.

It should not be seen as a liability or vehicle for conflict.

Dr Hasselkus urged civil servants to ask themselves whether the two-way communication system within the Government was as effective as the channels of communication employed in the private sector.

"Employers should try to ensure their employees have a full grasp of the system of taxation and budgeting, which determines the extent of their salary increases," he said.
Strike ends as 200 lead workers fired

Labour Reporter

A two-day strike by about 200 workers at Industrial Lead Works in Judiths Paarl, Johannesburg, ended yesterday when the strikers were fired.

The workers downed tools on Wednesday and approached management with demands for the immediate recognition of their union — the General and Allied Workers' Union (Gau) — and a wage increase.

A Gau organiser said the company had been locked in recognition talks with the union since May but had refused to negotiate wages outside of the National Industrial Council agreement.

Yesterday, management delivered an ultimatum to the 200 striking workers to return to work by 7.30 am or face dismissal.

The strikers were fired when they did not meet the deadline.

Mr D Friedman, a senior executive at Industrial Lead, said yesterday that the workforce of 450 had received increases averaging 13.3 percent on July 1 and the company could not meet the workers' further demands.
Outcry over ‘kaffir’ slur

BLACK municipality workers in the Witwatersrand have been denied trade union rights, allegedly assaulted and called “kaffir” by some white supervisors.

This claim was made to The SOWETAN by the general secretary of the South African Black Municipal and Allied Workers’ Union (SABAMAU), Mr Philipp Dlamini, who also said that the salaries of the black employees were “shockingly low.”

He said that the town councils, which include Johannesburg, Sandton, Randburg, Brakpan and Potchefstroom, have refused to negotiate salaries with them because “they maintain we are unregistered.”

Other grievances include: alleged physical assault on workers; being called kaffir, unfair dismissals and lack of communication. These have made it difficult for the union to represent its over 17 000 members.

By JOSHUA
RABOROKO

But a spokesman for the town councils have denied the claims and said that the union dealt with them on various issues, including dismissals and the possibility of recognition.

Mr Dlamini said at Potchefstroom, a worker Mr Jacob Moreotsene, was allegedly assaulted by his supervisor and called a “kaffir.” The worker has since laid a charge of assault with the local police “Unfair dismissals” have also been reported there.

The council’s spokesman, Mr J du Plessis, said he will investigate the assault. He denied any allegations of assault or referring to workers as kaffirs.

A Sandton Town Council employee, Mr Frans Langa, was dismissed while trying to recruit other workers to belong to the union. Workers have also complained of victimisation, Mr Dlamini said.

A Sandton official, Mr J Steenkamp, said Mr Langa was dismissed after his case was investigated. A letter to that effect has been written to the union. He denied other allegations. The council has a strict policy on assaults and being addressed in derogatory names.

The union’s claims that an employee of the Randburg Town Council, Mr William Lephakela, was “unfairly dismissed” was denied by the personnel manager, Mr J Cronje, who said correct procedures were followed. He also denied that assaults and refusal to recognise the union had occurred.

Town councillors interviewed by The SOWETAN said that they have dealings with Sabmawa, although no recognition agreements have been reached so far.
TWENTY workers down tools yesterday at Traerwall Steel and Reinforcing in Nivana, Petersburg, demanding a pay raise and recognition of the Black General Workers Union.

Two union officials, Mr S Malulele and Mr M Lamohola, said management had indicated it would talk to the union through legal advisers and directors.
Increased union membership and strikes predicted

Only between 16 and 20 percent of South Africa’s labour force belongs to a trade union, Professor Lawrence Schlemmer, director of the Centre for Applied Social Sciences said yesterday.

‘Lack of vision causes SA crises’

South African business executives are experts in crisis management because they lack long-term vision, said Dr E Schmiki of the School of Business Leadership at the University of South Africa yesterday.

Speaking at a conference organised by the Manpower and Management Foundation, Dr Schmiki said South African businessmen preferred to deal with crises rather than study trends on industrial problems.

A recent study showed an appalling lack of real data about employee perceptions and levels of knowledge within South Africa’s organisations.

‘Rather than spend R20 000 on a scientifically useful industrial climate survey, we are prepared to not rock the boat and deal with a crisis if it comes,’ he said.

‘Business executives should sit down and evaluate the costs, benefits and disadvantages of conducting regular surveys — or having a strike or work stoppage.’

Dr Schmiki said the economic outlook for South Africa within the next three years was not bright.

Businessmen and the Government were responsible for many facets of the crisis.

“The harsh new economic measures, as well as continued industrial strife that companies are likely to experience, are there to test the competence of the management of each organisation.

“Only the best, those that have made contingency plans, will survive the crunch,” Dr Schmiki warned.

He said there was also an urgent need to educate employees about the rudiments of business.

Speaking at the conference organised by the Manpower and Management Foundation, Professor Schlemmer said this figure could rise to between 40 and 50 percent of the work force soon.

Escalation of strikes was also predicted and unemployment would not be dropping significantly between now and the year 2000.

“Only a five percent economic growth can guarantee a marginal reduction of unemployment,” said Professor Schlemmer.

An increase in trade boycotts and international trade unions’ actions against South Africa were also possibilities, he said.

“However I want to emphasise that resettlements, forced removals and the pass laws are the things that provide ammunition for anti-South African campaigns rather than individual performances by companies,” he said.

Professor Schlemmer said most industrial conflicts were caused by wage grievances and there was no sign yet that the rank and file black worker was shifting towards an ideological position.

Wages were not the only factor of grievances.

Racial discrimination and lack of trust in management were among other problems.

176 strikes in first six months of year

There were 176 strikes and 11 work stoppages throughout South Africa in the first six months of this year, according to the latest figures of the Department of Manpower.

The figures were released yesterday by Dr E Schmiki of the School of Business Leadership at the University of South Africa at a conference organised by the Manpower and Management Foundation.

For figures relating to previous years there were, however, discrepancies between the department’s figures and those acquired by Unisa, he said.

In 1983 Unisa registered 396 strikes involving 213,169 workers, a dramatic increase from the 267 strikes registered by the university in 1982.

The Department of Manpower registered only 156 strikes in 1983 involving 22,078 workers.

In 1982 the department registered 338 strikes.
GRAND BAZAARS STRIKE

Workers met at St George's Cathedral to pledge solidarity action with their fellow workers.

INTIMIDATED!

Two RAWU officials were handcuffed by "Kaptein", a security guard at the Grand Bazaars warehouse in Epping. Angry workers who surrounded the guard were threatened with a gun.

The two officials were leaving the premises after meeting with the warehouse management to negotiate after the workers had downed tools.

As they were about to leave, a CB security guard known as "Kaptein Minnie" halted them. He demanded to know who had given them permission to be on the premises. In spite of being told that the organizers had been let in by a fellow security guard, "Kaptein Minnie" handcuffed them to the gate.

Workers rushed to the assistance of the unionists and were confronted by a gun "Kaptein Minnie" threatened to shoot the pair.

Workers said they had reported that the guard should "shoot all of us".

The gun-wielding guard then pointed the weapon at the workers and is reported to have said "Ek weet ek sal dit doen, Ek sal julle wys wat ons met donner soo julle in die Transvaal sal".

"They did it in 1976, and it seems that they won't hesitate in 1984," a worker told Woger Conn.

The guard backed down in the face of worker pressure and released the two.

50 WORKERS DISMISSED

Last week two workers were dismissed from the Grand Bazaars warehouse in Epping for teasing another worker. Two thirds of the Warehouse (50 workers) have come out on strike against management's handling of the incident. The two workers concerned did not sign a warning and have no records of bad conduct, for example coming late or staying away.

It would seem that management used this personal and trivial incident as pretext for dismissing the workers. Both are members of the Retail and Allied Workers Union.

It would generally seem that Grand Bazaars management is anxious to dismiss workers who are actively involved in the union. Union intimidation is alleged in terms of the "Basic Conditions of Employment Act".

The workers strength lies in their unity, an injury to one is an injury to all.

Negotiations between RAWU and management have completely broken down.

Grand Bazaars declares that all 50 have been dismissed and that the matter is closed.

However, retail managers and security guards at the warehouse have refused to obey the dismissals. They have continued to be seen driving the trucks which supply the various branches. Also, management has phoned a few of the workers who are on strike to request them to return. This would indicate that Grand Bazaars are in serious need of workers.

The strike cannot continue without the financial support of campuses and the community.

Interview with striking worker

Why have you and your fellow workers gone on strike?

"We really don't believe that we are on strike. We are supporting our fellow workers Anthony and Shaboe who were unfairly dismissed. The workers of Grand Bazaars say that an injury to one is an injury to all. That is why we stopped work so that our fellow workers could be reinstated in their jobs."

Do you feel that management was justified in dismissing Anthony and Shaboe for "teasing" another worker?

"No, they have got clear records. They have never been late or done anything wrong. Management fired them because they are members of the workers committee which represents all warehouse workers."

What are working conditions at the warehouse like generally?

"We are messed around all the time. The warehouse has too few workers - several are lost. So they make all workers work harder. Some of us work up to 39 workers jobs while we are still paid the same wage."

What was management's reaction when the workers stopped work?

"They were really aggressive and even laughed at our representatives from RAWU who went to talk to them. They got the police to rush us away from the warehouse gates. They say we are all dismissed but we believe that we are still Grand Bazaars workers. We will carry on fighting until they let us return to work. We feel this is a battle with management."

The workers met in a church in Bonteheuwel every day. How high are their morale and are they standing together?

"Very good, we have all suffered much but the workers know that only by standing together can we win the struggle. We believe, unity is strength. But if we don't get support we cannot hold out for very long."

What kind of support do the workers need?

"We desperately need money to feed our families and pay the bills. This is the end of the month and our backs are breaking. We need your help and your pressure on Grand Bazaars management..."

R.A.W.U.: the workers' union!

The Retail and Allied Workers Union (RAWU) was formed in May 1983, as a union committed to non-racial worker representation. It is based on its own shop floorstructures, RAWU organises, shop and distributing workers in the Western Cape. It is presently organizing dozens on a national scale.

The union was originally formed by a group of progressives who broke away from the management-oriented National Union of Distributors and Allied Workers (NUDWA).

RAWU's chief success has been in the organization of diary workers. A series of short strikes and work stoppages lead to three out of four major diaries in the Cape signing recognition agreements. Diary workers make up the majority of the 2000 strong union.

In June RAWU held its inaugural annual general meeting. A workers' executive was elected and the union's constitution passed. The union is presently organizing not only in diaries, but also in hotels, shops and farms. There are seven functioning factory committees.
Monday, August 20.
Two workers at the Grand Bazaars warehouse in Epping are fired for teasing a fellow worker.

Wednesday, August 22.
Thirty workers “down tools” in solidarity. Two organisers from the Retail and Allied Workers Union (RAWU) are intimidated by a security officer at the warehouse.

Thursday, August 23.
Increasing numbers of workers join the strike, including the victim of the teasing. The total number of strikers reaches fifty out of a workforce of approximately seventy. The strikers start to meet daily in a church hall in Bonteheuwel.
RAWU meets with management. The bosses insist that all workers are 'fired'. They claim that the striking workers have been ‘replaced’. White supervisors are seen driving Grand Bazaar trucks.

Monday, August 27.
About 150 workers from nine different branches of 'Grand' meet at St Georges Cathedral Hall to discuss the sacking. They pledge solidarity with the strikers.

Tuesday, August 28.
Two RAWU members from the Mowbray branch of Grand Bazaars are fired in an apparent case of union victimisation.

Wednesday August 29.
Management confiscates RAWU pamphlets from workers. A short work stoppage at the Parrow Branch occurs after a worker was called into management offices.

SUPPORT THE STRIKERS
The UCT strike support committee urges all students to donate either money or food. Collection points will be instituted on Red Level and in Leslie as from Tuesday 4 September. Your support is essential to ensure the reinstatement of all the workers.
Unionist says office raided

EAST LONDON — The head of the security police in the Border area, Brigadier Dries van der Merwe, said yesterday he was not aware of any police raid on the offices of the African Food and Canning Workers' Union.

Brigadier Van der Merwe was asked to comment on claims by the union's secretary, Miss N'koo and her cousin, that security police visited members of their union at their places of work and at the union's office in Market Square.

He said the security police had questioned their branch chairman.

Mr Nkoo and her cousin, last week and that on Monday, the security police visited their office and demanded the names of some committee members, Miss Komose said.

She said she refused to give them without the approval of her executive committee.

She said the security police visited Mr Joe Mako at his place of work and demanded the names of members of the workers' committee.

Miss Komose said this was harassment of union members to deter workers from joining the union — DDR.

Arrests: Ciskei silent

EAST LONDON — No further comment could be made on the arrests of seven Ciskei Department of Health officials, the Ciskei Police liaison officer, Colonels G A Nyame, said yesterday.

The officials, including the director-general of health, Mr H Mkhethi, and the deputy director-general, Mr M Tshabalala, were arrested earlier this month.

The other five officials arrested were Mr M Molela and Mr M Makhule, both accountants, Mr M Rini, Miss N Hlase and Miss Z Quee — DDR.

Row over £600 for sardine tin in tub

LONDON — Britain's Arts Council is under attack for spending £600 (R 200) of taxpayers money on a sardine tin and an old galvanised washtub.

The sculpture — The Tin Floats in the Wash Tub — is supposed to represent the sinking of the Argentinian warship Belgrano, during the Falklands War.

Conservative MP, Mr Anthony Beaumont-Dark says it is a confidence trick and has demanded an explanation from the council.

"I would have sold them a sardine tin for only £100 and saved them a lot of money," he said. "No-one in their right mind, however artistic, can look upon a sardine tin in a bath as worth £600."

The organiser of the Kensington Gallery, where it is on display, Mr Alister Warmen, said about 20 other buyers had been chasing the sculpture. "The Arts Council got there first and in my mind got a very good sculpture for a very modest price," he said — SAPA.

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SUBSCRIPTIONS FOR THE DAILY DISPATCH MAY NOW BE PAID AT SHOP No 4 VINCENT PARK CENTRE
into an alliance, to assist one another with
common concerns, such as finance and
mutual support. It’s not a union federation,
though, in time, a federation may emerge,”
Nefolovhodwe says.

Alliance members are Buncwu; the
Insurance and Assurance Workers’ Union of
SA; the African Allied Workers’ Union; the
Black Electronic and Electrical Workers’
Union; the Black General Workers’ Union,
the National Union of Workers of SA; and
the Amalgamated Black Workers’ Union
(ABWU). As a group, they claim total mem-
bership of 75 000.

Nefolovhodwe’s terms of reference? To
draft a constitution for consideration by
member unions, to formulate joint policy,
as spell out in the alliance’s declaration of
intent and in conformity with individual
unions’ policy, to work out practical
possibilities for financial co-operation in
both fund-raising and administration, and
to co-ordinate responses if any other union
federation contacts the group. Relations at
the moment, he says, are “no animosity, no
contact.”

Asked about the rationale of black con-
sciousness involvement in unionisation,
Nefolovhodwe spells it out: “I’m unashamedly
a member of Azapo (the Azanian
People’s Organisation, a central black con-
sciousness body), but it’s not a matter of
AzaPo entering labour. I’m a member of
the group and that is committed
to black consciousness philosophy and
directions. Labour organisation is part of
the duty embodied in that.”

Why? “In SA there’s only one base for
fundamental change, and that is the group
of people that’s most oppressed. In SA, the
most oppressed are the working class, and
they will thus produce your agents of
change, or vanguard.”

“Not all levels of the working class are,
I fact, agents of change — we must deal
with the black working class. Rural com-

Financial Mail August 17 1989

Nefolovhodwe ... the black working class must lead
Sparks may fly at Eawusa’s meeting

By ZB Molefe

THE Engineering and Allied Workers’ Union enters a crucial phase on Sunday when it holds a special conference in Springs — at a time when there is a threat of a split in the ranks.

Among the hundreds of workers expected to pack Africa House, 4th Avenue, at 9am, will be representatives from the influential International Metalworkers’ South African Co-ordination Council.

The recent dismissal of EAWUSA general secretary Calvin Nkabinde — which has thrown the union into confusion — will be prominent on the conference agenda.

Matters came to a head last month when Mr Nkabinde was handed a letter of dismissal by Vaal branch members. When he refused to recognise his dismissal, he was locked out of the union’s head-office in Springs.

Last week he approached his legal representatives and filed a claim of more than R10 000.

A lengthy fact sheet — directed at union members on the eve of the conference — states: “The financial position of the union should make members aware that the union has heavy liabilities.

“By the end of June 1984 these liabilities had exceeded R30 000. The amount owed to staff members, including the December 13th cheque, amounts to R29 861.

“Staff members are still not aware of this because the general secretary has been blocked from revealing this situation”

The fact sheet also points to the Vaal branch union meeting last month, where a Springs organiser was taken to task.

“The meeting ended in chaos with the majority of the members staging a walk-out.”

EAWUSA declined to comment on Mr Nkabinde’s case or respond to his taking legal action. Acting general secretary Zacharia Mohanoe said these questions would be answered on Sunday at the conference.
Labour leaders flex muscles in conservative Pietersburg

By Malcolm Fothergill

A classic battle between private enterprise and collectivist bargaining is developing in the Northern Transvaal town of Pietersburg.

On one side is the avowedly anti-capitalist Black Electrical and Electrical Workers’ Union (Beewu), which was started in Pietersburg in October last year.

On the other is the firm the union was formed to challenge — Tempest International, which produces a range of radios.

Watching anxiously on the sidelines, and making hurried efforts to meet the threat to their own organisations, are other firms in the Conservative Party-controlled town.

Until now these firms have been shielded by distance from the labour problems that have plagued their counterparts in the metropolitan areas.

Tempest International’s contracts, in which 1,700 workers recently stayed away from work for four days, has been the most serious in the current mood of unrest.

But other firms have also felt the icy wind of potential conflict in go-slow and other forms of labour muscle-flexing.

What makes the tussle between Beewu and Tempest International so interesting is that each side has adopted an extreme position.

Beewu, which makes no secret of its political leanings — Steve Biko posters and other evidence of a strongly political line are plastered all over the walls of its offices in central Pietersburg — says Pietersburg employers exploit workers shamelessly.

“Workers are completely insecure in their jobs,” says the union’s national organiser, Mr Thabo Montjane.

“At any minute of the day they can be dismissed or insulted.

“It’s a master-slave relationship.”

The union’s president, Mr Mbuselo Rakwena, says the most imperative aim for the future is to create “worker consciousness.”

This will be a slow process. We are dealing with a people that has been immersed in fear, so they cannot move as quickly as we would like.”

Meanwhile, “we will use whatever is in our grasp to fight the aggression we meet in companies all over Pietersburg.”

Beewu has been trying to create worker consciousness by running labour clinics on the premises of various firms, and addressing workers with loud-hailers.

Tempest International’s line is simple. It believes control of the firm should stay where it has always belonged — in the hands of management.

The firm’s owner, Mr Philip Sussman, says if any union ever gets in on an official footing at either of his plants at Pietersburg or the nearby black town of Sehogo, he will close the plants immediately and let the buildings.

Mr Sussman says allowing a union in at Tempest International would lead to frequent stoppages as workers press demands as unrealistic as their recent one for a 50 percent pay rise.

Beewu’s Mr Rakwena, on the other hand, believes a plant with a union stands to have a more stable labour force than one without.

Whatever the truth of the situation, firms in Pietersburg are moving fast to introduce or improve ways of communicating with workers.

Some, such as Perfection Food Products, have had workers’ committees for a couple of years.

Others, such as Sasko-Pietersburg Bakery, have been working with unions for a few months.

Most, including Northern Transvaal Steel and Engineering, are only now thinking about setting up machinery to bridge the gap between workers and management.

Pietersburg Town Clerk Mr Jack Botes is busy arranging a symposium on labour relations to be held in the town soon.

“The local authority does not easily involve itself in private-sector problems," he says, “but I now feel that if there should be labour unrest in our town we must immediately try to resolve it for the sake of the entire community, black and white.”

The Chamber of Commerce is also becoming involved in the field. Its new executive, elected three weeks ago, includes for the first time a committee to keep an eye on labour relations.
Representatives of 21 emerging trade unions with a total of over 250,000 members met in Cape Town last weekend to continue discussions aimed at forming a new federation of unions. A feasibility committee, which began meeting in April last year, appears to have made substantial progress following the withdrawal of a group of mainly general unions in March.

According to a press statement issued after the meeting, a constitution for the proposed new organisation has "virtually been finalised". A sub-committee will meet to draft a declaration of principles and "consider other outstanding matters."

Once each union has approved the constitution, the inaugural conference of the federation will be held. This is unlikely to happen until 1985.

The organisations taking part in the talks are the Federation of SA Trade Unions (Fesatu), which has nine affiliates, the Council of Unions of SA (Cusa — 11 affiliates), the Cape Town Municipal Workers' Association, the General Workers' Union, the Commercial, Catering and Allied Workers' Union and Food & Canning Workers' Union.

Earlier this year five other participants — the SA Allied Workers' Union, the General & Allied Workers' Union, the Municipal & General Workers' Union, the General Workers' Union of SA and the Motor Assembly and Components Workers' Union of SA — withdrew from the talks. They had been accused of delaying progress and of organising workers in opposition to other unions involved in the talks.

A statement at the time said that the five would be welcome to rejoin the talks as soon as they had reconstituted themselves as industrial unions. Indications are that any return to the ranks will occur only once the new federation is afait accompli — on the terms of the founding members.

For the participating unions, themselves the formation of the federation is only a step on the road to unity. Up to four of them are open to the same workers in a number of key industries. An important measure of their success will be the speed with which they move towards their avowed goal of one union per industry.

If the talks end in the formation of a single umbrella body for emerging unions, as opposed to the present two federations and numerous independent unions, they could have a major effect on industrial relations in SA.

Employers would be faced with a single union organisation, which would presumably exercise greater power than the present fragmented set-up, but would also benefit by being largely freed from the competing claims of different unions all trying to organise the same members.
Grand Bazaars workers meet

Labour Reporter

MORE than 100 workers from nine Grand Bazaars branches have met in Cape Town to consider ways of lending support to about 30 workers fired after striking at the company's Epping warehouse last week.

They eventually elected an inter-branch committee to co-ordinate activities of workers throughout the chain.

The meeting, held on Monday night, was called by the former warehouse workers, who still consider themselves to be on strike and are meeting daily in a church in Ron- teheuwel. They are being organized by the Retail and Allied Workers Union (Rawu).

A leading committee member said he did not mind risking losing his job as a result of the dispute. "We have suffered too much already. Management says we have all been dismissed but we do not feel dismissed. We want to continue our struggle and we are asking for your support," he said.

A union spokesperson accused Grand Bazaars management of committing "unfair labour practices" at all its branches.

"We are the people making the profits for the Grand Bazaars bosses. If we question their unfair practices, they say 'take your jackets and go'. Why are so many people leaving all the time?"

She said Grand Bazaars management had confiscated notices telling workers about the meeting and had torn them up in some cases.

Grievances

She also claimed management had called an official of the National Union of Distributive and Allied Workers—which she said workers rejected—to intervene in the dispute.

Representatives from various branches aired a wide range of grievances about working conditions.

Grand Bazaars management has declared that it has replaced all the dismissed workers. However, a union spokesperson said this was believed to be incorrect.

A Grand Bazaars spokesperson yesterday confirmed that pamphlets notifying workers of the meeting had been confiscated at some branches, and that people distributing them had been told to leave.

"They are not our employees any longer and they came on to our premises. What do they expect?" he said.

He reiterated that the dispute was "a thing of the past" as far as the company was concerned and that all the posts had been filled.

A Rawu spokesperson said later that two more people had been fired at Grand Bazaars branches and the union regarded "at least one" as another unfair dismissal.

She added that workers had reported that Grand Bazaars management had issued an instruction that all workers should be ordered to take off Rawu lapel buttons.

Company spokesmen could not be reached for comment on these allegations.

N JUST
NE YEAR
4 000 PEOPLE
WE BOUGHT
IN SIYEEBA
By Carolyn Dempster, Labour Reporter

A new national printers' union has been formed with the aim of uniting all trade unions operating in the industry.

The National Union of Printers and Allied Workers (Nupawo) was launched this week at a meeting at the Ipelegeng Community Centre in Soweto.

The union's new president, Mr Alfred Msolongo, said some of the objectives of Nupawo were to foster and promote a working class leadership and to work towards trade union unity.

The meeting decided to conduct continuous negotiations with other unions to bring this about.

Other members of the executive are Mr Albert Mhlungu, vice-president, and Mr Martin Mphahlele, general secretary and Mr Ben Mthombeni, treasurer.

The union intends holding its second congress shortly to launch a Transvaal branch.

Mr Zwilela, the newsletter of the Council of Unions of South Africa, said the decision to apply for a board had been taken after the case against 19 Tromfo workers charged under the Industrial Relations Act had been thrown out of court in June. The matter was referred to the department by the Industrial Registrar, who told Tucoa that legal provision for more stringent penalties would not necessarily lead the courts to take a tougher line.
A DELEGATION of the Port Elizabeth-based Motor Assemblers' and Components Workers' Union of South Africa and the General Workers' Union of South Africa attending an international trade union congress in Zimbabwe will report back at a mass meeting to be held in KwaZakele on Saturday.

The meeting will start at 1pm in the new Daku Hall. The event was initially scheduled for this evening.

Mr Themba Dzue, Macwusa organiser, said the delegation consisted of Mr Dennis Neer, Mr Fikile Mboso, Mr Mzukisi Magobhanye and Mr Thobie Mhlahlo.

The congress has been convened in Harare by the International Labour Organisation, with the Zimbabwe Trade Union hosting.
in tight economy

poor unrest unlikely

By Louis

Business Editor

Recession efforts at a moderate pace. The Dow Jones Industrial Averages for the year ended June 30, 1989. The average for the year was 2,882. The average for the year ended June 30, 1989, was 2,882.

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Grand Bazaars row: Threat to call police

By RIAAN DE VILLIERS
Labour Reporter

A MANAGEMENT representative of Grand Bazaars threatened to call police yesterday when churchmen and academics visited the company on behalf of 53 workers fired after a strike three weeks ago.

The visitors were members of a support group elected at a meeting of community and religious leaders called by the dismissed workers at the weekend.

The workers, all members of the Retail and Allied Workers' Union, were fired after they went on strike at the Grand Bazaars warehouse in Epping in protest against the dismissal of two colleagues.

They still regard themselves as being on strike and are meeting daily in a church in Bonteheuwel.

A spokesman for the support group said Dr Alan Boesak, president of the World Alliance of Reformed Churches, had tried to make an appointment with Mr Jackie Sachar, managing director of Grand Bazaars, the day before.

Mr Sachar said he would meet Dr Boesak but refused to see the whole group.

After meeting the workers yesterday morning, the delegation went to the factory to try to see Mr Sachar.

The Rev Syd Luckett, director of the Anglican Social Board of Responsibility, said later a management representative had objected to them entering company property and had threatened to call the police if they did not leave.

The group left a letter for Mr Sachar, expressing concern about the dispute and urging the company to reconsider its stance on the dismissed workers.

They also left a note calling for a management response by 5pm today.

Spokesmen said the support committee would hold a meeting for churches and community organizations later this week to report back on management's response and to discuss further action.

Mr Sachar confirmed yesterday that he had agreed to meet Dr Boesak but not the whole group.

"They eventually barged through the security gate without an appointment and while I was not even here, By rights we could have had them arrested," he said.

He said the company would definitely not consider taking back the dismissed workers. Their jobs had been filled for some time.

While he was satisfied that the company had acted correctly, he was still prepared to meet Dr Boesak.

A union spokesperson said workers from other Grand Bazaars branches had again pledged their support to the dismissed workers.
Government puts stop to union's stop orders

By PHILLIP VAN NIEKERK

THE Minister of Manpower has blocked an application by the unregistered Black Allied Mining and Construction Workers' Union (BAMCWU) to allow a mine to deduct union dues from members' wages.

The move could signal a further clampdown by the Government on unregistered and fringe unions who do not comply with the Labour Relations Act.

A spokesman's for BAMCWU said yesterday they had a more than 90% membership at the Laveno chrome mine in North-Eastern Transvaal.

The company had applied to the Minister on BAMCWU's behalf for stop order facilities because they were not automatically entitled to them.

The department had refused the stop order.

The spokesman said "We see this as another calculated move by those in power to further force unregistered unions to go along with their line."

The move follows soon after the controversial 1984 amendment to the Labour Relations Act which removed from unions who do not meet certain minimum requirements the right to have their recognition agreements enforced in court.

Labour observers pointed out that the reason for blocking the application could be because the mine is in a decentralisation area as well as in the heart of Conservative Party territory.

Dr Piet van der Merwe, Director-General of Manpower, told the Rand Daily Mail yesterday that BAMCWU's application was not the first to be blocked.

He said the move had nothing to do with a Government attack on unregistered unions, but that each case was considered on merit.

"The Minister's major criterion in deciding whether a union should be entitled to stop order facilities is to see that it has met the minimum requirements of the Labour Relations Act."
Support pledged for fired workers

Labour Reporter

TWENTY-FOUR community and religious organizations and trade unions last night pledged their financial and moral support for 53 workers fired after striking at Grand Bazaars three weeks ago.

The meeting was organized by a support committee formed to assist the dismissed workers in their dispute with Grand Bazaars.

Earlier this week, an attempt by a support committee delegation to hold talks with the Grand Bazaars management failed. A spokesman for the committee said last night that the delegates would go back to their organizations for a mandate on how to respond to "management's refusal to meet the support committee and the trade union."

He said a number of options had been discussed and a final decision on action in support of the workers would be taken next Tuesday.

A Muslim Judicial Council representative on the support committee said last night that the Grand Bazaars management had made several attempts the day before to hold talks with individual representatives of the MJC. After long discussions, management had agreed to receive two members of the support committee. However, dismissed workers decided later that a minimum of six members of the support committee should attend the talks.

Comment from management spokesman could not be obtained by late last night.
A NEW TRADE UNION

BY SIFISO NJIKIZA

A VETERAN TRADE UNIONIST...
Health workers to form pressure group

Medical Reporter
MORE than 100 health workers have agreed to help form a national pressure group aimed at a fairer health deal for the country's lower-paid workers.

They protested against costly and cursory medical treatment, low pay of health-service domestics and labourers and the lack of hospitals in black and coloured areas.

The Health Workers' Society, which organised a meeting in Athlone last week, presented a letter to the MEC for Health Services, Mr Piet Loubsier, saying hospitals had been instructed on August 3 to relax income-ceiling requirements for patients.

Reaction to pamphlet
Mr Loubsier's letter was in reaction to a pamphlet issued by the society before the meeting, saying patients were regularly turned away from provincial and day hospitals if they earned more than R460 a month.

The MEC added that negotiations were taking place to raise the ceiling "considerably", and he denied the society's forecast that hospital admission fees were to rise again following the 50 percent increase last April.

Various speakers told the meeting that:

- It was "shameful" that hospital fees were increased by 50 percent this year, while the Defence Force spent R1.4-million on fuel alone during its Operation Thunder Chariot manoeuvres last week.

- Workers in the clothing industry had to accept indignities such as compulsory birth control and cursory treatment from overworked, under-paid doctors appointed by medical aid funds.

- People receiving low pensions from private enterprise should be given the same remuneration of hospital admission fees extended to social and Government pensioners.

- It was unfair that domestic workers and labourers were excluded from recent pay increases for hospital workers, since they worked long hours and did important work.

Mr Loubsier said in his letter that the workers had been excluded because their pay was kept on a par with private sector wages.
SA unionists stopped at Z’abwe airport

Post Reporter

A JOINT delegation of the Motor Assemblers and Components Workers Union of South Africa (Macwusa) and the General Workers Union of South Africa (Gwusa) which recently attended an international trade union seminar in Zimbabwe had to spend a night at the Harare Airport.

According to a statement issued by Mr Dennis Neer, the national secretary today, this was because the delegation did not have travel documents acceptable to the Zimbabwe Customs.

Macwusa and Gwusa had been invited to the seminar held in Harare by the Zimbabwe Congress of Trade Unions (ZCTU) and the International Labour Organisation (ILO).

"Before we left we were refused proper travel documents and visas, so we had to use other means to reach Harare Airport," he said.

"We had to spend a night at Harare Airport because South Africa had refused us proper travel documents.

They then had to use homelands passports, which were not accepted by the Zimbabwe Customs.

Mr Neer said it was only with the assistance of ZCTU and the co-operation of the Zimbabwe Minister of Home Affairs that they were able to sort out their problems.

He said their first problems came before their departure for Zimbabwe when their invitations to the seminar failed to reach them, but "we managed to obtain the information from Zimbabwe.

Mr Neer said the congress gave them the opportunity of being exposed to what was happening at the international level and their first direct contact with workers internationally."
Union vows to fight on

By JOSHUA RABOROKO

THE South African Black Municipal and Allied Workers' Union has resolved to fight against city councils and development boards which refuse them rights to represent their members — even if it means going to court.

This was said by the union's general secretary, Mr Philip Dlamini, after the union had obtained permission from the Johannesburg Chief Magistrate to hold their indoor annual general conference in Soweto.

Indoor gatherings have been banned by the Minister of Law and Order, Mr Louis le Grange, in 21 magisterial districts countrywide until September 30.

Mr Dlamini, who was recently released from jail for refusing to give evidence, said the conference addressed itself to the problems of their members — mostly immigrants who had suffered at the hands of these institutions in terms of the influx control legislation.

Harmful

Both employers and employees alike see the influx control legislation harmful to labour relations in the country and Mr Dlamini said these laws needed to be repealed.

The following were elected office bearers: Mr Eric Modise (president), Mr Zebulon Mtsane (vice-president) and Mr Dlamini (general secretary). The conference also resolved to call a special meeting soon to question the structure and reshaping of the union.

Mr Dlamini said most management — city council and development boards — have refused to negotiate with them, even despite the fact that "we have shown majority membership".

The conference also noted that some development boards in the East and West Rand have in the past engaged on a policy of retrenching workers, without prior arrangements with the union.
Passport for unionist  

Mail Reporter

A TRADEX union leader, Mr Philip Dlamini, the secretary-general of the South African Black Municipal and Allied Workers' Union (SABMAWU), has been granted a passport.

He received the document from the Johannesburg office of the Department of Home Affairs on Monday.

It is valid for six months and covers travel to Zimbabwe and the United States.

Mr Dlamini, who was to have attended a labour seminar in Zimbabwe last week, made several attempts to obtain a passport.

"I am happy that the authorities have finally decided to issue me with a passport, even though it is only valid for use in two countries and for a period of six months," he said.

A spokesman for the department said Mr Dlamini could apply to have the period extended.
Groups threaten store boycott

Staff Reporter

SIGNATORIES from 25 organizations have called on the Grand Bazaar management to reinstate all the workers dismissed after a strike at its Epping warehouse or else face a call to boycott Grand Bazaar stores.

The 25 signatories are from community, trade union, women's, professional, student and religious organizations.

The workers were fired a month ago after a strike in protest against the dismissal of two colleagues.

Refused

Mr. Jackie Sachar, Grand Bazaar's managing director, received the letter yesterday but refused to meet a five-man delegation, which included three churchmen.

He spoke to the Rev. David Russell of the Anglican Board of Social Responsibility on the telephone and said he would meet one or two representatives, but refused to meet five.

Mr. Russell said this was unacceptable, as the delegation had been sent as a team which did not want individuals played-off one against the other in separate interviews with Mr. Sachar.

In the letter handed to Mr. Sachar, the Interim Support Committee representing the 53 workers said the striking workers were members of the community which was becoming "increasingly angry at management that continually insults the dignity of their workers.''

Support

The letter said "We support the demands of the Grand Bazaar workers and the Retail and Allied Workers Union for the unconditional reinstatement of all the workers out on strike, including the two workers unfairly dismissed."

"We also support the demand for the recognition of their democratically-elected workers committee and trade union, where they have majority support in individual stores. If these demands are not met by Thursday, September 20, 1984, our committees will definitely consider taking stronger action."

"In particular, our committees would be forced to call for a boycott of Grand Bazaar," the letter stated.
Little success for boycott

Staff Reporter 3/2/84

AN attempt to call a boycott of Grand Bazaars in Epping met with little success as shoppers continued to do their weekend buying at peak hour yesterday.

Boycotters supported by 25 civic and labour organizations tried to explain to shoppers why they called the boycott, but few people seemed convinced. The boycott was led by the Retail and Allied Workers' Union.

It was called after negotiations with management this week involving the fate of 53 workers dismissed after a strike called at the store's warehouse a month ago had ended in deadlock. The strike was in support of two workers said to have been dismissed unfairly.
Survey says worker anger is now at an ominously high level

AS SOUTH Africa continues to reel under the worst black unrest since 1976, black worker anger is at an ominously high level.

Two thirds of black blue-collar production workers describe themselves as either "unhappy" or "angry and impatient.

And, by far the largest group — 62 percent — place themselves in the "angry and impatient" category.

The index has grown steadily in successive comparative studies.

In 1977, the West German Bergstraesser Institute pegged the anger index at 29 percent.

Worse

In 1981, a study by Professor Schlemmer's Centre for Applied Social Sciences reported it had risen to 66 percent and another study in 1983 found it had climbed to 58 percent.

Two years later, it has jumped another six percentage points.

The latest study found that three percent of blue collar workers described themselves as "very happy", five percent as "just happy" and 28 percent in a sort of emotional limbo as "happy yet not happy".

Of the 66 percent who were unhappy or angry, the majority, 76 percent, were trade union members, 74 percent were between 25 and 49 years old, 74 percent were from the West Rand, and 56 percent had reached education levels between Standard 1 and Standard 6.

Asked whether they thought life was improving, staying the same, or getting worse, a majority 80 percent — said it was getting worse.

Only 16 percent thought life was improving, while 24 percent felt it was staying the same.

Costs

In an open-ended question, respondents were asked to say what factors in their lives had improved and deteriorated.

Under "Improvements", most, 22 percent, listed home ownership, followed by urban amenities and services (16 percent), business opportunities (15 percent), less discrimination (12 percent), education and training (11 percent), more and better jobs (11 percent), improved standard of living and wages (8 percent) and better welfare services (7 percent).

Under "deteriorations", the top item was rising costs (66 percent), followed by political grievances (30 percent), wages (28 percent), unemployment (26 percent), shortages of housing (23 percent), tax deductors and social conditions (22 percent), rent increases and education level-pegged at 9 percent and civil unrest and sabotage was mentioned by 8 percent.

In the above two questions, the totals exceed 100 percent because more than one answer could be given.

Commenting on trends discerned in the black anger index, Professor Schlemmer notes that for the first time in many years of research, political grievances are now high on the agenda of ordinary production workers.

It would appear from his finding that politically motivated anger is spreading from the well-educed elite down to a broader base in the black community — an ominous development.

Translating political grievance into support for one or other organisation brought a mixed bag result that was regionally influenced.

The results in the Witwatersrand/Port Elizabeth sample differed considerably from the findings for Natal.

In the former case, most respondents — 27 percent — expressed support for the African National Congress (ANC), with the United Democratic Front (UDF) gaining 11 percent support.

Vacuum

But, out of a list of seven possibilities (See Table 2), 22 percent of black workers in the Port Elizabeth and Witwatersrand areas could not support any of the organisations mentioned.

In his accompanying comments, Professor Schlemmer says this indicates that in these regions there is possibly a political vacuum for more pragmatically oriented workers.

That vacuum is apparently filled by Chief Gatsha Buthelezi's Inkatha movement as far as Durban's black workers are concerned.

There, the majority, 54 percent, expressed support for Inkatha, followed by 23 percent for the UDF and 11 percent for the ANC.

In an effort to assess black attitudes to armed confrontation in an objective situation, removed from their own circumstances, the study asked them their opinions on strategies for Namibia.

The findings were that almost as many favoured armed confrontation (38 percent) as peaceful negotiation (37 percent) — again more than one answer could be given leading to totals exceeding 100 percent.

Militant

It also transpired that the youth (16 to 24 years) and better educated people and people living in Soweto and Pretoria were more militant than others.

The latest study also investigated the willingness of blacks to take political risks and found their numbers had grown compared with previous studies.

Now, 61 percent indicated such a willingness, compared with 45 percent in the 1982 Buthelezi Commission.

8 areas probed

THE INDICATOR South Africa magazine survey in the special issue Focus involved an exhaustive process of face-to-face interviews with respondents in South Africa's major industrial areas.

The sample comprised 551 interviews, all separately

PERCEIVED ROLES OF TRADE UNIONS

Improve wages

54%
ominously high level

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8 areas probed

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The sample comprised 551 interviews, all separately conducted in the language of the respondents' choice and in the privacy of their homes.

Each interview took about 110 minutes.

The eight areas in which the survey was conducted were Johannesburg, Pretoria, the East Rand, the West Rand, the Vaal Triangle area, Port Elizabeth, Durban and Pinetown.

**PERCEIVED ROLES OF TRADE UNIONS**

- Improve wages: 54%
- Protect against dismissal/disciplinary action: 26%
- Improve communication between workers and management: 21%
- Foster black job advancement: 18%
- Improve diverse working conditions: 18%
- Improve race relations: 13%
- Fight unemployment: 13%
- Improve community facilities: 9%
- Fight inflation: 8%
- Fight influx control: 3%
- Work for political rights: 3%
- Other: 1%
Schoolchildren coin a cool R7m as casuals

By Don Robertson

SCHOOLCHILDREN earn over R7-million a year doing casual work in supermarkets, cinemas and small suburban shops.

What started out years ago as a fun way of earning extra pocket money, has now developed into big business.

But because this means of earning additional cash is attracting more children to the working ranks, it has left itself open to abuse. A personnel manager from one of the larger groups told Business Times that because of the flood of applicants, "the lowest wages possible can be paid".

Others, such as Edgars, take the matter more seriously and offer comprehensive training in the various working categories.

Exact numbers of working children are difficult to establish as most of the major supermarkets do so on an individual basis at each store and do not have national figures.

However, groups such as Edgars employ between 2 000 and 3 000 schoolchildren and students over high trading weekends, a figure which rises to between 5 000 and 7 000 during the Christmas holidays. Checkers employs about 2 000 casual workers at weekends, while the Ster/Kuenkor group makes use of about 700 children as casuals.

Thousands more are employed by other major groups such as the OK, Pick n Pay and Woolworths where up to 200 children work at weekends at various stores around the country. Don's refers to use university students on a casual basis and employs only a few schoolchildren.

Allied Publishing employs a large number of children for the distribution of newspapers. In all, it is estimated that about 50 000 children are employed by the various companies during the week and on weekends, with each scholar putting in about 8 hours at an average salary of R2 an hour.

On this basis, schoolchildren earn about R50 000 a week or R724 million a year for that bicycle or tape recorder.

Many companies are reluctant to discuss their use of casual labour.

And Emma Moshin, general secretary of the Commercial Catering and Allied Workers' Union, is very much against the use of child labour.

She points out that schoolchildren often take jobs which could have been given to fulltime workers and feels that the additional work involved also hinders the children's advancement at school.

The minimum legal wage payable to casual workers in stores is R1.25 an hour in the main centres and R1.23 in the smaller centres and no worker may be employed for more than 23 hours a week or more than three days a week.

Ster/Kuenkor pays a minimum wage to schoolchildren of R3 an hour, but must pay this for three hours work, even if a shift does not last this long. It also provides transport home after a shift.

Most companies, however, pay more than the minimum and an average wage of about R5 an hour is more usual. At Edgars, many children have been employed on a casual basis from standard eight or the age of 16 through to completion of their university studies. These "qualified" workers earn considerably more than the minimum.

Legally, casual labour must be paid one-and-a-third the hourly wage paid to fulltime workers, but many employers do not stick to this requirement. By law, the hourly wage paid to cashiers should be R3.97, based on the minimum rate of R4.56 paid to fulltime cashiers.

The most common jobs held by schoolchildren are as cashiers, which command a higher wage, as well as packers behind a tiller loading shelves and serving behind specialised counters in supermarkets.
Unionist's home burned

THE RELEASE Mandela Campaign's chief co-ordinator in the Eastern Cape, Aubrey Mali, returned early this week from a brief business trip in Johannesburg to find his two-room backyard home burnt down.

Mr Mali, who lives with his parents in Langs near Uitenhage, said the damage caused by the mysterious fire was estimated at well over R2 500.

Mr Mali is also the president of the Uitenhage Yough Congress, and works as a full-time organiser for the Motor Assemblies and Components Workers' Union of South Africa.
Govt says 'no' to trade union

THE MINISTER of Manpower, Mr P C du Plessis, has refused the Black Allied Mining and Construction Workers Union (Bamewu) stop order facilities at Lavino Company in Steelpoort — a move which unions see as a clampdown to force unregistered unions to register.

The union's general secretary, Mr Phandelam Nefolovhodwe, said they have a majority of members at the plant and had approached management to arrange stop order facilities.

In a letter to management and Bamewu, the Minister states that stop order facilities in respect of the members of the union at the industry have been refused. No reasons for the refusal have been stated and the letter is signed by the Director-General of the Department of Manpower, Dr Piet van der Merwe.

The two controversial clauses of the Act are that — Any agreements reached between unions and employers or employer organisations will not be enforceable in court if either party fails to comply with certain requirements. These consist of supplying the State with details of their constitutions, membership, office addresses, names of office bearers and maintaining their financial affairs in good order.

— another requirement is that employers must submit details of agreements they have concluded with unions to the department.

Mr Nefolovhodwe said they regarded their reply from the Minister as a tactic and strategy to force unregistered unions to register in line with the department's requirements.

Mr Nefolovhodwe said they were prepared to fight the issue because it was in contrast with the freedom of association clause of the Labour Relations Act.

Both trade union federations — Council of Unions of South Africa (Cusa) and the Federation of South African Trade Union (Fosatu) — have expressed opinions that the Act showed that the "Government is moving towards controlling unions, not reform."
Dutch push PW to free union men

The Dutch Commercial Union, FNV, began a campaign today for the release of all trade unionists detained in South Africa by asking supporters to sign postcards addressed to the State President, Mr PW Botha.

According to FNV, 15,000 postcards will be sent to South Africa during the next few weeks bearing the picture of Mr M Duma Nkosi, a Makro shop steward of the Commercial, Catering and Allied Workers Union of South Africa (CCAWUSA), detained on June 4 this year.

The postcards, addressed to Mr Botha, carry the following message:

"I learnt of the arrest of M Duma Nkosi — shop steward from CCAWUSA in Makro Johannesburg — on June 4th this year with the strongest indignation I am firmly opposed to this attempt to frustrate the internationally accepted right of workers to organise.

"I detest the use of repression to suppress the workers' movement.

"All detained unionists, and other political prisoners, should be released immediately and unconditionally. Show at least your human face."

FNV says nothing is known about the complaint against Mr Nkosi nor in which prison he is detained.

Mrs Emma Mashimpi, general secretary of CCAWUSA said today she guessed that FNV had taken up Mr Nkosi's case because Makro headquarters are in Holland.
Dispute over "segregated" buses

By Carolyn Dempster, Labour Reporter

AECI's segregated internal busing system at their Modderfontein plant could turn into an explosive labour issue.

The busing system was introduced about a year ago to ferry 5,000 employees from the gate to manufacturing areas of the plant.

With the later introduction of an enlarged service, AECI segregated the buses - but according to status, never race, says Mr Bokkie Botha, group personnel manager.

Members of the South African Chemical Workers' Union (SACWU) are incensed because the category division effectively means a racial separation.

The SACWU branch secretary, Mr Norman Hlatshwayo, said white unions were adamant that the buses should not be integrated.

The black employees are equally adamant that the buses should be integrated, in line with enlightened AECI policy.

At a meeting this weekend, SACWU members resolved to board "white" buses.

Mr Hlatshwayo said when they attempted to do this yesterday, they were hauled off by armed security officials.

AECI admitted the system had resulted in complaints, by black and white employees.

"Some white employee representatives wanted to see more segregation, while others wanted totally integrated buses," said Mr Botha.

"There is currently a sub-committee of trade union representatives discussing the problem."

He said the issue had not been formally raised by any unions.
Members of the newly-formed union, the United Mining, Metal and Allied Workers of SA (Ummawwa), have ended their four-day strike at the Defy factory in Valcania, Brakpan. The FM understands that on Wednesday the 300 workers agreed to a 5c/hour across-the-board increase effective from August 1. In addition, Defy has agreed to add R1,000/week to its wage bill from the beginning of 1985.

The workers struck last Friday after Defy refused to concede to a demand for a 30c/hour across-the-board increase. Such an increase would have brought the minimum wage at the company up to R2.50/hour.

During negotiations earlier this week management offered a new bonus scheme but this was rejected. Workers also turned down a suggestion that the dispute should be referred to mediation.

The FM was unable to reach Defy for comment and the union says a joint statement will be issued shortly.

Ummawwa was established after the expulsion of four officials from the Metal and Allied Workers' Union. This is the union's sixth strike since its formation eleven weeks ago. It claims a membership of 13,400 at "33 well-established factories," mainly on the East Rand.
RETAIL TRADE

An OK agreement

A national agreement which raises workers' wages by R54 on the anniversary of the date they were first employed by the company has been concluded for 20 000 OK Bazaars employees earning less than R700/month.

The agreement with the Commercial Catering and Allied Workers' Union of SA (Ccashusa) and the National Union of Distributive Workers (Nudaw) was reached last week in what is understood to be the first mediation conducted for parties in the retail trade. It comes into effect on October 1.

The joint Ccashusa/Nudaw negotiations with the company started in early August. According to OK's industrial relations controller, Keith Harthorne, a dispute was declared on September 3 over the company's insistence on re-introducing the anniversary date increment system instead of an annual across the board increase. During the mediation the unions accepted the company's contention that the anniversary system would enhance its cash flow positions and enable it to improve its pay offer.

Ccashusa general secretary Emma Mashinni tells the FM the company had declared the dispute after the unions had expressed dissatisfaction with OK's pay offer and questioned whether the workers would accept the anniversary date system.

The settlement of the dispute appears to have given OK faith in the mediation process, although Mashinni does not share this sentiment.

Says Harthorne: "The fact that we settled in one day is remarkable when you consider that we were in dispute and that the gap between us and the unions was fairly wide. We think a fair settlement has been achieved and are happy that it was reached through negotiation rather than through the courts or industrial action. Mediation was very beneficial in this situation and we believe it helped the workers."

Mashinni, on the other hand, says "We would rather try to avoid mediation and arbitration. We would rather settle our affairs on our own."

Mashinni says the settlement brings the minimum starting wage for OK workers to about R339/month. Last year, after declaring a dispute with OK, the unions won a R45 across-the-board increase of which R35 was paid in December and R10 in April. The agreement was reached at a conciliation board 10 days before Christmas. According to one observer, OK was keen to avoid a repeat performance as it obviously made the company jump about coping with festive shopping.
Arrests in stores boycott

By ZILAMBEYELIERS
Labour Reporter

POLICE arrested about nine people involved in a placard demonstration calling on shoppers to boycott Grand Bazaars outside the chain's branch in Claremont yesterday afternoon.

Three more people who were arrested at another picket held outside the branch in Gardens were later released with a warning.

The boycott campaign, supported by various community and religious organizations, is aimed at securing the reinstatement of about 50 workers fired after striking at Grand Bazaars' warehouse in Epping more than a month ago.

At Claremont, pickets had been outside the shop for about an hour, holding up placards and talking to shoppers, when police arrived in several vehicles.

The pickets drew together as the police approached. There was a flurry of activity as police ran forward, grabbed placards and took their placards.

About nine people were loaded into a police van.

Thousands of pamphlets were distributed yesterday calling on the public to boycott Grand Bazaars outlets and attend a mass meeting at the Kismet Cinema in Athlone tomorrow at 2pm.

The workers at the centre of the boycott were fired after striking in support of a demand for the reinstatement of six fellow-workers more than a month ago.

Management says it has replaced all the workers and regards the dispute as ended. However, the workers still regard themselves as being on strike. They are being organized by the Retail and Allied Workers' Union.

A Grand Bazaars spokesman, Mr. J. Duckitt, said yesterday: "The majority of shoppers are not taking any notice of the campaign and I don't see how it can succeed."

However, he said he was due to meet two union representatives on Monday. Asked whether management would be prepared to reconsider its stance, he said he did not want to comment before the talks.

A police liaison officer for the Western Province, Captain Jan Calitz, last night confirmed the arrest of five men and two women at the Claremont branch. He said police had also confiscated placards.

He confirmed that bail had been set at R150 each. The seven people were expected to appear in the Wynberg Magistrate's Court on Monday.
Unions ready to go ‘illegal’ again

TRADING unionists’ honeymoon with the new Labour laws is over.

Some are threatening to discard the legal process, the consequences of which could be disastrous for commerce and industry.

Illegal strikes look set to increase sharply disillusionment with the legal process has become rife in union ranks following, in particular, police action on legal strikes.

"If workers can secure no advantage from legal strikes there is every possibility they will resort to illegal strike action," says a leading labour lawyer who may not be named for professional reasons.

"Workers have resorted to legal strikes to avoid prosecution, and to seek protection against claims of damages and court interdicts. Recent strike activity has, however, shown that the

By Amrit Manga

Labour Relations Act has been unable to provide this protection

"Unless the Act is geared to encourage legal strikes by guaranteeing protection, the future for industrial relations looks ominous," he adds.

The major reason for this abrupt change in attitude was the authorities' reaction to the "legal" strike by the National Union of Mineworkers a fortnight ago.

Wildcat

General Secretary Cyril Ramaphosa says "Workers no longer feel committed to legal dispute resolving avenues and there is no guarantee that they will not in future opt for wildcat strikes instead.

"Having examined the Labour Relations Act it is clear that it neutralises the workers' most effective weapon - the surprise element of a strike.

"Our experience during the recent wage dispute proves that co-operating with the State by following procedures laid down in its labour laws does not serve our purpose," says Ramaphosa.

High on the agenda of the NUM annual congress in December this year is a review of the legal dispute-settling procedures.

The widespread dissatisfaction with existing industrial relations legislation does not end with the mineworkers.

Rulings

The National Union of Textile Workers recently charged that Industrial Court rulings have provided little protection for dismissed workers.

"There is growing dissatisfaction in union circles with the Industrial Court," the NUTW says.

"Recent judgments have shown that the court will not consider reinstating strikers even if they were provoked by an unfair labour practice."

"This clearly alters the balance of power in favour of employers and gives workers little choice but to continue their strike action," it adds.

Union sources say that the only alternative open to workers in cases like this is a lengthy strike. The Industrial Court has failed to provide equal and fair rights for both employers and unions. "This will prevent it from becoming an important means of peacefully settling labour disputes, the union adds.

In another dispute over the dismissal of five workers, a "legal" strike by 2,000 members of the Metal and Allied Workers Union has been declared illegal in terms of a temporary Act passed by the Natal Supreme Court.

The interdict was granted after all the procedures laid down in the Labour Relations Act were followed.

"This includes applying for a conclusion order, allowing a 30-day grace period and conducting a strike ballot before opting for a legal strike," says Geoff Schreiner, a Metal and Allied Workers Union official.

But the company involved, Dunlop, says a multiplicity of factors influenced the strike decision and that the reinstatement of the five workers was not the only motive.

Peace

Dr Piet van der Merwe, Director of the Department of Manpower, says the controversial Act is geared to ensuring industrial peace. But if aspects of the Act present problems, these will be examined and reviewed if necessary.

André Malherbe, labour relations adviser to the Johannesburg Chamber of Commerce, says that it is grossly unfair to legally compel companies to retain striking workers.

While he agrees that lawfully striking workers should be afforded some degree of protection, "the right to dismiss workers cannot be denied management."

"However, the Act should make provision for a notice of dismissal, rather than allowing summary termination of the employment contract," says Mr Malherbe.
OK Bazaars agreement for 23 000 workers

By Carolyn Dempster, Labour Reporter

A wage agreement covering 23 000 OK Bazaars workers nationwide has just been concluded with the company by the Commercial, Catering and Allied Workers' Union (CCAWUSA) negotiating jointly with the National Union of Distributive and Allied Workers (Nudaw).

Settlement in the wage dispute between the two unions and the retail chain was arrived at after mediation last week.

The agreement applies to all OK employees earning a basic salary of R700 a month or less but excludes staff operating on the basis of salary and commission.

Employees will receive a R54 increase on the anniversary of the date they joined the company, said Mrs Emma Mashnum, general secretary of CCAWUSA.

The concept of staggered anniversary-tied increases instead of across-the-board rises was a dramatic departure from previous negotiations with the company, she said. However, the unions' primary concern was to ensure that members received a substantial money rise.

A dispute was declared when the two unions rejected management's offer of a R22 across-the-board increase.

Mrs Mashnum said the workers had given the union negotiating teams a clear mandate.

OK's group industrial relations controller, Mr Keith Hartshorne, was not available for comment on the agreement.
Trade unions can be agents of reform  

By Carolyn Dempster,  
Labour Reporter  

If collective bargaining fails, trade unions will be replaced by more truly revolutionary forms of organisation, says Mr Bobby Godsell, industrial relations consultant to the Anglo American Corporation.  

"Trade unions make poor vehicles for revolution but they can play a pre-revolutionary role in destabilizing the current order and preparing the stage for radical change," Mr Godsell told a one-day seminar on "Trade union movements in South Africa revolution or peace" in Johannesburg yesterday.  

But, conversely, trade unions could be effective, reliable and critical agents of reform. Collective bargaining mitigated against the use of unions as instruments of revolution because the process was one of compromise.  

But, said Mr Godsell, the bread-based unionisation of black workers had come at an economically difficult time for the country.  

The long-term success of unionisation should be seen as part of the social fabric. Collective bargaining could not evolve in a vacuum or a "sea of coercion".  

Whenever there is labour unrest, a revolutionary situation can easily develop, says the Commissioner of the South African Police, General Johann Coetzee.  

Speaking at a seminar on trade unions and revolution at Rand Afrikaans University yesterday, he said the infrastructure of a trade union lent itself ideally to the purposes of the revolutionary.  

The question was whether the country could cope without trade unions — in a developing, potentially explosive situation — or if an almost perfect labour relations system could be developed.  

Wiehahn calls for political education  

Professor Nic Wiehahn has called for South African workers to be "re-politised" quickly in the principles of capitalism and free enterprise, to combat their exposure to socialism and communism.  

Professor Wiehahn, director of Unisa's School of Business Leadership, said yesterday that in South Africa the State and employers no longer had any choice whether unions should become involved in politics.  

Unions were becoming increasingly politicised — and in the philosophies of socialism and communism.  

He told delegates attending a one-day seminar in Johannesburg on trade unions and revolution that trade union representatives attending international congresses were exposed to such politics.  

He said it was time employers adopted a campaign to "re-ideologue" unionists and workers, educate students in the advantages and disadvantages of capitalism and invite union leaders to participate in conferences on free enterprise.  

Mrs Lucy Mvubelo, general secretary of the National Union of Clothing Workers, said black workers did not necessarily support communist ideology.  

Strategy needed  

It was uncertain whether South Africa was ready to use the strike responsibly, prominent industrial relations consultant Mr Bobby Godsell said.  

On the issue of legal versus wildcat strikes, Mr Godsell said it was anomalous and untenable that employers could fire legally striking workers instead of management "having its cake and eating it" — a convention between management and unions should be developed on strikes.  

New legislation was not the answer. It should be left to unions and management.
Grand Bazaars talks held

By RIAAN DE VILLIERS

GRAND Bazaars management and officials of the Retail and Allied Workers’ Union (Rawu) met for the first time in the background of a mobilising campaign for a boycott of the supermarket.

After brief talks, a statement was issued saying management could “not commit itself to a decision” and would report to the union after an executive meeting to be held on Thursday.

A union spokesperson said the union had proposed to management that a settlement be negotiated and the answer referred to was whether management was prepared to negotiate or not.

The boycott campaign would continue in spite of the talks.

A management spokes-

man declined to comment further.

The boycott campaign continued at the weekend when 500 people endorsed the boycott “to force management to settle the dispute with Rawu” at a mass meeting held in Athlone.

The campaign is aimed at backing union demands for the reinstatement of 50 workers who were fired after striking at Grand Bazaars’ warehouse in Epping more than a month ago.

Pickets calling on shoppers to boycott Grand Bazaars were held at several branches on Friday. Police arrested seven people involved in a picket at Claremont. They were released on bail.

Three more people arrested at another picket outside the Gardens branch were later warned and released.

Store demonstrators in court

Staff Reporter

SEVEN people who were allegedly involved in a placard demonstration calling on shoppers to boycott Grand Bazaars outside the Claremont branch yesterday appeared in the Wynberg Regional Court.

Evan Alport, 22, of Milner Road, Observatory; Joseph Wills, 21, of Sherwood Walk, Hanover Park; June Els, 31, of Milner Road, Observatory; Carrol Julies, 26, of Cecilia Way, Metrosfontein; Simon Swyryde, 22, of NY101, Guguletu; Renier Langeveldt, 20, of Citrus Street, Bonteheuwel; and a 17-year-old youth were not asked to plead to a charge of attending an illegal gathering.

The hearing was adjourned, for further investigation, to October 24 and bail of R150 each extended.

Mr A P Kotze was the magistrate. Mr J Vergneelen appeared for the State and Mr M Parker for the accused.
Asbestos campaign launched

Mail Reporter

THE Black Allied Mining and Construction Workers' Union (Bamcwu) has launched a national anti-asbestos campaign following investigations held in the wake of the strike at the Pege mine in the North Eastern Transvaal.

A spokesman for Bamcwu said yesterday they would be holding a press conference later in the week to spell out the details of their findings.

"As a result of these findings the union felt that a national campaign to help all people affected by this deadly dust should be launched."

The strike — in which several hundred members of Bamcwu were dismissed — sparked much interest when the fact that hundreds of workers had been compensated for asbestosis over the past decade came to light.
At least 18 held in new police swoops

By Jo-Anne Collinge

Only five of the people reported to have been held in the latest police swoops have been confirmed as detainees.

They include Mr Peter Mahaso and his wife, Zodwa, of Soweto. The couple’s lawyer said today police had confirmed they were being held under section 29 of the Internal Security Act.

Police also said their three-year-old child, Nonkululeko, who was taken with them into custody, had been returned home yesterday afternoon at the request of the mother.

It is known that at least 16 people have been held or are being kept in custody.

Other recent section 29 detainees are Mr Simon Nkosi and Mr Guma Malindi of the Vaal United Democratic Front, national secretary Mr Popo Motlele has been held under section 29, in preventive detention.

Lawyers are battling to establish the legal position of eight people whom they fear have been detained following the withdrawal of charges against them in Vanderbijlpark yesterday.

They were part of a group of 121 Bophelong and Tumahole residents due to appear in a second bail application, the lawyer said.

Charges against the 121 “were formally withdrawn”, he said. But Ms Else Nana, Ms Lauretina Maloka, Ms Cynthia Vilakazi, Mr Stephen Mgawa, Mr Eddie Letsaba, Mr Mkula Simon Mhube and two others who have not been named, were still in custody after the rest had been released.

Police comment on the eight was not available at the time of going to press.

Other people reported to have been held in early morning raids are:

- Mr Richard Bokor, a Cosas executive member from the Vaal. Mr Bokor was allegedly released from custody yesterday and held again early today.
- Mr Paul Tenza (18) of Dobsonville. His sister has reported to the South African Council of Churches that several of his friends, whom she could not name, were seen in police cars in front of the Tenza home.
- Two Kameleng members of the United Minning and Metal Workers’ Union of South Africa, Mr Isaac Kgoetsa Lehoko and Mr Len Mathokga.
- A Rockville, Soweto man, Mr Dumisa Biuda.

Police had not commented on these reports at the time of going to press.

Strongly worded condemnation of the latest detentions has come from the Soweto Committee of Ten and the South African Institute of Race Relations.

Detained Simon Nkosi works for the institute, which said: “By detaining and silencing recognised black leaders, the Government is transforming political movements into angry crowds. By unnecessarily sustaining its ban on outdoor meetings, it is turning concerned citizens into unwitting criminals.”

The institute has called for “bold measures”, saying “Let the Government release political prisoners, equalise education under a single ministry and create jobs rather than bureaucratising.”
Union offices burgled

TWO black trade union offices in the Northern Transvaal are alleged to have been burgled by unknown vandals for the third time since the beginning of this year.

The trade unions are the Black Allied Workers Union (Bawu) and the Black Electronic and Electrical Workers (Beewu).

The unions are sharing offices in the Northern Transvaal Advice office (Ntao) in Pietersburg.

A spokesman for Ntao, Mr Khangalo Makhado said the first burglary was in March this year, where they discovered the office window broken and office documents thrown everywhere. He said no damage was caused when the first burglary occurred. The second time vandals gained entry through the office ceiling and made off with the trade union's documents.

He said they were surprised by the third burglary as there was no damage caused but important documents of the trade unions were missing. "We believe Monday's incident was well planned, and it seems the office key was used to gain entry." He added.
The United Mining, Metal and Allied Workers' Union (Umnumwa) and Chloride SA have entered into a recognition agreement for the company's Benoni factory.

It is the first recognition agreement signed by the new union since its split from the Metal and Allied Workers' Union, an affiliate of the Federation of SA Trade Unions (Fosatu), earlier this year.

According to a union spokesman, the agreement makes Umnumwa the sole collective bargaining representative of Chloride's workers. It was signed after the union proved it had majority representation at the plant. The agreement provides for wage negotiations, disciplinary and grievance procedures as well as retrenchment and dispute procedures.
South Africa is a big

small open

The doors of learning

Students' rights are for all
THE Black, Allied Mining and Construction Workers' Union (Bamcuw) will launch a national anti-asbestos campaign this week.

The union, involved in the strike at Penge this year, has since launched a full-scale inquiry into the high incidence of lung disease at the mine.

Meanwhile, the Griqualand Exploration and Finance Company (Gefco) — owner of Penge — is to cut production by 10% at its asbestos mines in the north-western Cape, leading to about 500 fewer jobs for blacks and 37 for whites.
Black union will fight for asbestos ban

A national campaign to get asbestos mining in South Africa banned has been mounted by the Black Allied Mining and Construction Workers' Union.

The aim is to bring to the attention of black mineworkers and black communities the health hazards of occupational and environmental exposure to the mineral fibre.

Mr Pandelani Nefolovhodwe, the union’s general secretary, said in Johannesburg yesterday that the campaign had the full support of union members in mining and construction.

He added that communities in and near the asbestos mining areas of the North-Eastern Transvaal and Northern Cape would be told of the dangers of exposure to the mineral fibres.

There would be meetings, and pamphlets would be circulated describing asbestos dangers.

The union also plans to rally international support for the campaign, and will alert Lesotho, Zambia and Mozambique to asbestos hazards.

South Africa is one of the world’s largest producers of blue asbestos (crocidolite) — held to be the most hazardous of the five types of asbestos fibre — and is the world’s sole producer of brown asbestos (amosite).

Inhalation of asbestos fibres can result in asbestosis, a crippling fibrosis of lung tissue, mesothelioma, a fatal cancer of the lung lining; and bronchogenic carcinoma, which has a high fatality rate.

The international health lobby against the mining of asbestos and manufacture of asbestos products has resulted in the fibre being banned in Scandinavia and Holland, with stringent dust levels legislated for in Britain and Europe.

Figures released by the Medical Bureau for Occupational Diseases show that there were a total of 5,410 asbestos victims between 1967 and 1983, 212 compensated cases of mesothelioma, and 57 cases of bronchogenic carcinoma.

A total of 704 people are recorded to have died from the three diseases.

Compensation paid out for occupational diseases on the mines is grossly discriminatory, and black workers receive only a fraction of the amount paid to their white colleagues for the same diseases.

The Azanian Peoples Organisation (Azapo) has called on asbestos mine managements to increase compensation to black workers suffering from asbestosis from R1,790 to R15,000.

White workers receive a lump sum payment of R24,000.
Western Cape
New union target

The Western Cape stands out as the region that has been least affected by the emerging power of new black-dominated trade unions where they have had an effect is in the food, stevedoring and motor assembly industries.

This could change. That was the consensus opinion at a seminar on "Emerging Unions of the Western Cape," organised by labour consultants Andrew Levy and Associates.

Only 2.5% of SA's economically active population is unionised. Yet, says Levy, union membership is doubling just about every two years — mainly due to the unionisation of blacks, coloureds and Indians. Black unionism is growing five times faster than that of whites.

The Trade Union Council of SA (Tucsa), with more than 400,000 members, remains SA's largest trade union federation. In the last year it has lost 100,000 members. Levy says this happened because of Tucsa's inability to recognise early enough the trend of the mass mobilisation of blacks which started in 1978 when blacks were legally recognised as "employees." Tucsa will not be able to maintain its numerical superiority for more than another 18 months, he predicts.

In its place will come the emerging unions. The African Food and Canning Workers' Union and the General Workers' Union have been active in the Western Cape for a long time now. Expectations are that other emerging unions will start to make their presence felt. The United Democratic Front (UDF) affiliates, Clothing Workers' Union (Clowu) and Retail and Allied Workers' Union (Rawu) are active already.

In addition, the Commercial, Catering and Allied Workers' Union of SA (Cawusa).

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has a small presence. The National Union of Textile Workers (NUTW), an affiliate of the Federation of SA Trade Unions (Fosatu), is also active.

Employers will have to face two major issues in dealing with emerging unions: pressure to bargain at plant level as opposed to industry level and the closed shop.

The new unions are the “hasty children” of industrial relations, says Levy. They are fundamentally different from the established unions. The Fosatu unions, which have successfully built themselves on a shopfloor base, are the most competent of the emerging unions. Levy says it is likely that they will have prior experience of any strategies that western Cape employers use if they attempt to resist unionisation.

NUTW general secretary John Copelyn spoke about demands employers could expect from Fosatu unions. They would want access to factories, stop order facilities, acceptance of shop stewards and their right to take up grievances and represent workers in disciplinary hearings, sole right to bargain and the right to bargain at factory level. Industry level bargaining would not be ruled out — provided it did not mean the loss of any rights won at factory level.

Lawful and fair

The role of the Industrial Court and the impact it is having on industrial relations was outlined by Unisa law school academic Peter Rooy. Before 1976, if an employer wanted to take action against employees he merely had to ask himself whether he was acting lawfully. But now that the concept of an unfair labour practice has become entrenched in SA labour law, they also have to question whether their actions are fair, as it is possible for lawful actions to be unfair labour practices.

The emerging unions have not been slow to utilise this loophole in the law, and have made significant gains in the Industrial Court. As a result, the court has gained acceptance and legal action has become an alternative to striking. Recently, however, the Minister of Manpower had been excluding the consideration of unfair labour practices from the terms of reference of conciliation boards. This has been perceived as unwarranted interference and has raised questions about the value of official dispute settlement procedures.

Leading labour lawyer John Brand dealt with union recognition and closed shops. Brand said it is generally recognised that a major disadvantage of closed shops is that they can have an adverse affect on an individual’s right to freedom of association and also be used to restrict access to skilled jobs.

Anomalies in the law after the Wiehahn-inspired amendments to labour legislation had resulted in the compulsory unionisation of large numbers of Africans through closed shops. Brand labels the process as one of the “grossest abuses of the closed shop in modern labour law.”
"This abuse contributed significantly to the suspicion and contempt which many African employees and emerging trade unions feel towards the trade union parties and industrial councils who co-operated in the exercise," he says.

Nevertheless there are legal strategies which both employers and employees can use to circumvent or challenge closed shops. Brand, however, also said that recent developments in labour had made unions lose faith in legalistic procedures. Unless action was taken, government's success in institutionalising conflict would be eroded.

Industrial relations consultant Gavin Brown said several factors indicated that the pattern of emerging unionism in the western Cape would be different to that experienced in the rest of the country.

- The Cape workforce is predominantly coloured. As a result, there is a greater degree of cultural homogeneity than in the Transvaal or Natal.
- The workforce is more fully urbanised than anywhere else in the country. Thus the target market of emerging unionism is likely to have a more sophisticated understanding of commercial practice, be more acquainted with the capitalist ethic, be generally better educated and consequently far less afraid to confront white authority structures.
- Officials of emerging unions were likely to be older than unionists in other parts of SA and employers would have to deal with more stable levels of commitment and more sophisticated approaches, and
- The high level of community solidarity meant that workplace disputes could quickly develop into major and epic community events.

In my opinion

CLIVE THOMPSON

Problems with strike law

Clive Thompson is an attorney and a researcher with the Centre for Applied Legal Studies.

In the field of labour law, the tension between lawful conduct and fair conduct continues to plague the development of a coherent body of rules for the regulation of the major areas of conflict between employers and unions.

After some initial hesitancy, the Industrial Court tackled the question of individual unfair dismissals head-on and proceeded to apply the International Labour Organisation's standards with remarkable alacrity. Notwithstanding perfunctory notice periods in employment contracts, the court decided that a dismissal would be unfair only if it was a gross breach of contract.

An employer's contention that a dismissal which complied with the contractual notice period and which was otherwise lawful could not be unfair was effectively rejected by the court in Mauv v Barlow's Manufacturing. The objects of labour peace advanced by the Labour Relations Act were to take precedence over the formal and artificial "agreement" on termination assumed by the individual contract.

Unfortunately the court's treatment of larger-scale issues, usually involving tens of thousands of employees as opposed to employees and employers, has been rather less salutary. Perhaps struck by the stridency of recent criticisms which have come its way from certain employer paragons and over-awed by the prospect of challenging the boundaries of managerial prerogative on really telling issues, the court has demonstrated a conservatism that comes close to an abdication of its rule-making function. The result has been that the emerging law on unfairness will have been shot through with confusions and that one looks largely in vain to the 1984 clutch of decisions for guidance on the subject.

At least one steady theme does emerge. Workers who ignore negotiated and statutory dispute procedures and who engage in unlawful industrial action will have a tough time in securing relief through the court. This judicial attitude underscores the premium placed by the Act on collective bargaining. However, even the virtues of the bargaining process have apparently been overlooked in pronouncements on other features of labour disputes.

Trade unions like, to argue that all strikes are provoked by management. The Industrial Court could not be accused of being uncharitable if it regarded this proposition with a measure of scepticism. Nonetheless, where mass dismissals were followed in the wake of strike action, the court's first inquiry should be to ascertain who was responsible for the breakdown. Should it be established that the strike was indeed triggered by provocative managerial behaviour, especially behaviour which amounts to an unfair labour practice, the court should not be chary in reinstating the affected workers. Instead it has tended to engage in an exercise to determine whether the parties' conduct has been lawful rather than fair. The practice has been to assess whether the dispute can be characterised as a lockout or a strike and, if it decides on the latter (which, given the nature of labour disputes, it usually must), it declines to give relief. Only the grossest managerial action meets with a reinstatement order, and then normally a qualified one.

Arbitrary and selective dismissals or rehirings in the course of labour disputes are also expedients which deserve a short shrift before the court. They tend to stymie abuse to the extent that it is perhaps with the case of Nyobem v Vetsak, however, that the court was not impressed by these considerations and came to the startling conclusion that, provided an employer was legally entitled to dismiss, he was also at liberty to rehire as he saw fit. Instead of viewing the dispute in question as a whole, it scanned the sequence of events and then homed in on a particular segment which it declared to be decisive. If one accepts that only a careful assessment of the equities of the total situation can lead to sound industrial relations and labour stability, this piecemeal approach grounded in narrow common law notions must be eschewed.

A more discerning and contextual treatment can be found in the decision of Rood van Mynsbroonde v Kamer van Kooperaties which held that it was for the parties to decide whether the otherwise lawful dismissal of workers on a legal strike would also be fair. It concluded that under certain circumstances such dismissals could be unfair, and noted that one of the factors that needed to be taken into account was whether the parties had negotiated in good faith during the strike. It also indicated that collective dismissals and rehirings could constitute unfair labour practices.

The principles regulating individual unfair dismissal have crystallised out after a relatively short period of uncertainty. Despite the clear guidance available in the more developed jurisdictions abroad, and despite an accommodating domestic statute, the weighty issues of collective action and mass dismissals remain unresolved in this country. In this interregnum, some will presumably prevail on all sides.
Union calls for boycott of asbestos products

By PHILLIP VAN NIEKERK

The Black Allied Mining and Construction Workers' Union (BAMCWU) yesterday launched the country's first anti-asbestos campaign with the avowed aim of closing down the South African asbestos industry.

At yesterday's campaign launch, BAMCWU produced figures showing that 5,149 miners had been compensated for asbestos in South Africa since 1987, 2,112 of whom had been compensated for mesothelioma and 57 for lung cancer.

The figures — which BAMCWU officials said were estimated to be only 2,000 of the problem — were taken from official Mines Bureau of Occupational Diseases (MEOD) statistics.

A BAMCWU statement said they wanted to mobilize the community against the product and that the final aim of the campaign was closure of asbestos mines.

Asked whether this might mean they were campaigning for something which would mean a loss of jobs for their members, Mr. Pandilel Nefolwetho, a BAMCWU spokesman, said it was a question of life and death.

"We don't envisage a situation where we would choose to die in order to earn very little. We'd rather starve than sell our lives."

The Azanian People's Organisation (Azapo) issued a statement at the Press conference calling for a ban on asbestos because "even though we may be classified as Third World, our citizens deserve First World treatment."

Dr. Abu-Baker Asvat, Azapo's Health Secretary, called for better protection for workers as the banning of the substance could not happen overnight.

He called on the Government and mine management to increase the compensation paid to black workers suffering from asbestos from R1,490 to R15,000.

In addition, black workers who suffered from 'this irreversible and permanently disabling disease' should get a permanent monthly pension to bring them in line with white workers, he said.

BAMCWU invited doctors, other trade unions and concerned individuals in the community to lend whatever support they could. They would also be writing to foreign countries to make the international community aware of what was happening in South Africa.
Union warns of asbestos dangers

Mail Reporter.

THE Black Allied Mining and Construction Workers' Union has sent letters to the governments of six Southern African states warning them of the dangers of asbestos to which their nationals are subjected to in South African mines.

The states include Botswana, Zambia, Lesotho, Mozambique, Swaziland and Malawi.

The letters have been sent as the next step in BAMCWU's national anti-asbestos campaign, the first such campaign in South Africa, which was launched last week.

BAMCWU has "vowed" to close down the asbestos mines and it has said that workers would rather "starve" than sell their lives for very little.

A statement released yesterday by BAMCWU's public relations officer, Mr. Mokhate, said that "extensive public support was being galvanised in the campaign by the union's members.

Local organisations, institutions, trade unions and groups were being contacted.

Letters have also been sent to international labour movements in Sweden, Canada, Norway and Denmark to make them aware of the campaign and to request them to pledge solidarity with it.

Mr. Mokhate also said that BAMCWU's lawyers were studying legislation with a view to taking companies mining asbestos to court "for gross negligence".

At the campaign's launch last week BAMCWU produced figures which showed that 5,149 mineworkers had been compensated for asbestos since 1987 and that 215 had been compensated for mesothelioma and 57 for lung cancer.

The figures, which BAMCWU said "under-estimated" the extent of the asbestos-related diseases, were taken from the official Mines Bureau of Occupational Diseases statistics.
Union seeks support for anti-asbestos fight

By Sol Makgabutlane

The Black Allied Mining and Construction Workers’ Union has stepped up its anti-asbestos campaign by appealing to governments in Southern Africa for support.

The union’s publicity secretary, Mr Motsumi Mokhine, said it had forwarded communiques to the governments of Mozambique, Lesotho, Botswana, Swaziland, Zambia and Malawi notifying them of the campaign.

“We want to make them aware of the dangers of asbestos, especially as most of their workers are employed on South African mines.

“We also asked them to look into ways and means of helping their people on South African mines who have contracted asbestos and have not been adequately compensated.”

Mr Mokhine said that the union had congratulated labour movements in Denmark, Norway and Sweden for launching anti-asbestos campaigns.

“We also asked them to pledge solidarity with our campaign.”

He said that the union had also written to trade unions in South Africa telling them about the anti-asbestos campaign and seeking their support.

The campaign was launched on October 13 to urge the closure of all asbestos mines in South Africa.

“This was done because asbestos is a health hazard and we cannot sacrifice the lives of our members and the community at large,” Mr Mokhine said.
Unionist refused passport for Egypt

Mail Reporter

VETERAN trade unionist, Mr. Philip Dlamu, has been prevented from attending an international labour meeting in Cairo after the Department of Internal Affairs refused him the necessary endorsement on his passport.

Mr. Dlamu, who is Secretary-General of the internationally recognised and accredited South African Black Municipal and Allied Workers' Union (SABMAWU), is allowed to travel only to Zimbabwe and the United States. He was to have left for Cairo on Saturday to deliver a paper at a seminar organised by the Africa Region of the Post Telecommunications and Telegraphs International (PTTI) which begins today.

Another union official, Miss Cibby Moyoane, will deliver the paper on his behalf.

Mr. Dlamu, whose name came under international spotlight in 1981 when he led over 10,000 Johannesburg City Council employees to a strike, was first refused a passport in August that year. He was given no reason for the refusal.

He reapplied for a passport in 1981 to attend the annual congress of the Public Service International (PSI) in Singapore. His request was again refused without reason.

The department also refused him a passport to attend a three-day seminar of the Africa Region of PSI in Zimbabwe last month. However, a few days later, he was granted an international passport which was valid for six months.

A spokesman for the Department of Internal Affairs was not available for comment.
Unionist free
Wits student is detained

Trade unionist Mr. Amos Masondo has been released without charge after spending four months in solitary confinement.

Mr. Masondo, an executive member of the General and Allied Workers Union (GAWU) and a council member of the United Democratic Front (UDF) Transvaal region, was detained in June under section 29 of the Internal Security Act.

His release has raised hopes in the UDF that another member of its Transvaal executive, Mrs. Rita Ndzanga, may be released shortly. Mrs. Ndzanga, also of GAWU, was detained on the same day.

The latest person known to have been taken into detention is a University of the Witwatersrand postgraduate student, Ms. Barbara Creecy.

Police confirmed that Ms. Creecy was being held under section 29 of the Internal Security Act.

A close friend said she had become aware Security Police were seeking her last week, and had gone to John Vorster Square yesterday expecting a relatively short questioning session. She had been taken into custody immediately.
Unions burgled

THE OFFICES of three unions were burgled and more than R800 cash stolen at the weekend.

Mr Pandelani Nefolovhodwe of the Black Allied Mining Workers' Union said he found the cash box missing when he opened the offices on Monday after closing on Friday. A sum of R112 had been stolen.

The same situation prevailed at two other unions — Insurance and Assurance Union of South Africa and the Black General Workers' Union, which share adjacent offices at Abbey House in Commissioner Street, Johannesburg.

A sum of between R300 and R400 was stolen from the insurance workers' union's offices and about R300 was stolen from the general workers' offices.

No doors were broken in all three offices and according to Mr Nefolovhodwe, this suggests that they were inside jobs.
Bhawusa hold huge indaba

THE unregistered black Health and Allied Workers’ Union is to hold its first annual general meeting at the Lutheran Community Centre Hall in Hillbrow on Saturday starting at 9am.

The 15 000-strong Bhawusa’s meeting will be addressed by several trade unions, including Mr Philip Dlamini, secretary of the South African Black Municipality Workers’ Union (Sambawu).

The union’s president, Mr Tlou Kompho, said that issues which will feature prominently during the one-day conference will include the new Industrial Relations Amendment Act, affiliation to any federation, membership and registration.

He said that the union was already affiliated to the Public Service Health Workers’ Association in France and the Confederation of Health Workers in London.

Referring to the new Act, Mr Kompho said that in terms of some of the clauses it was clear that the Government was aiming at forcing certain if not unregistered unions to register. The union was not in favour of this action.

The union was “suspicious” of certain trade union federations and was not in a position to affiliate to any, although, he added, “we support moves towards the formation of a big trade union federation.”
Union denied access

The Black Allied Mining and Construction Workers' Union has been denied access to Rand Mines' Durban Roodepoort Deep gold mine following illegal strike action at the mine on September 17.

The mine management stated this was because of the behaviour of the union during the course of the strike and allegations the union made to the Press...
SEVEN people who were allegedly involved in a placard demonstration outside the Claremont branch of Grand Bazaar calling for a boycott of the company appeared in the Wynberg Regional Court yesterday.

Mr Evan Alpers, 22, of Milner Road, Observatory, Mr Joseph Williams, 21, of Sherwood Walk, Hanover Park, Ms June Essau, 31, of Milner Road, Observatory, Ms Carrol Julies, 26, of Cecilia Way, Matroosfontein, Mr Simon Sweeney, 22, of NY 101, Guguletu, Mr Renier Langeveldt, 20, of Citrus Street, Bonteheuwel, and a 17-year-old youth, were not asked to plead to a charge of attending an illegal gathering.

The hearing was adjourned to March 6 next year, for further investigation and bail of R150 each was extended.

Mr A P Kotze was the magistrate Mr J Vermeulen appeared for the State and Mr M Parker for the seven
Mine slaps recruiting ban on Bawcu

By JOSHUA RABOROKO

THE BLACK Allied Mining and Construction Workers' Union (Bamcru), has been banned from recruiting workers at the Durban Roodepoort Deep Goldmine owned by Rand Mines.

The news of the ban was announced yesterday by Bamcru's general secretary, Mr. Phandelani Nefolovhodwe, who said that the company has notified them that their rights to recruit workers on the mine have been cancelled.

The ban was sparked off, following "strained relations" between the parties during the recent strike over wages and the subsequent arrest and dismissal of members at the gold mine.

Mr. Nefolovhodwe said that management accused them of "misgating and fabricating" stories about the events during the strike in which several people were injured by police dogs.

Rand Mines' chairman, Mr. Clive Knobbs, confirmed the cancellation of Bamcru's right to recruit workers at the mine. His action, he said, was because of the "malicious and irresponsible manner" in which the union behaved during the strike.

"As far as we are concerned, this is but another ploy by the exploiters to suppress the genuine mouthpiece of the exploited. We see this and the continued incarceration without charges of our shop stewards at the mines as an effort to bash Bamcru's image on the mine," Mr. Nefolovhodwe said.
THE founder secretary of the Domestic Workers' Association of South Africa, Pat Maquina, returned recently from an extensive tour of Europe. She addressed seminars and visited trade union offices in Switzerland, Norway and the Netherlands. The tour was at the invitation of the International Food Union and at the request of the International Labour Organisation.

At the headquarters of the ILO in Geneva, Mrs Maquina gave a paper on "The struggle of the black woman in South Africa." A Port Elizabeth trade unionist involved in the campaign for domestic workers' rights, Mrs Maquina shared her experiences with international trade unions.

She was accompanied by five South African trade unionists — three from Cape Town and two from Johannesburg. They were joined in Nairobi by trade unionists from the African states.

Mrs Maquina spent three days at the ILO offices before leaving for Oslo, where the group attended a labour school. Lectures were mostly directed at the workers in Norway where conditions are different from those in South Africa. Mrs Maquina said there were no domestic workers in Norway — only office and school janitors.

She said in Norway the Government, employers and worker organisations worked together to improve working conditions. In Oslo she also visited the Norwegian Federation of Trade Unions.

In the Netherlands she was the guest of a church and other cultural groups.

Mrs Maquina, wife of New Brighton playwright and former political detainee Rev Mzwandile Ebenze Maquina, has attempted to lighten the burden of domestic workers for several years. She feels that every woman has been given certain skills and that these skills have to be developed.

She also believes that domestic work is not an unskilled job — it demands as much skills as any other job and a knowledge of human nature than a job.

When Dwasa formed, she immediately decided to play a role in assisting the movement.

Mrs Maquina Dwasa has over 20 years of experience in the Eastern Cape, holding classes in cookery, first-aid and baking at its office.
In reform!

Mrs Maqina spent three days at the ILO in Oslo, where she attended a session of the ILO Committee of Experts on the Domestic Workers Convention. Lectures were directed at the women and the men in Norway. She visited the Norwegian Federation of Trade Unions, the headquarters of which was the guest of a church and other cultural groups.

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She also believes that domestic work is not an unskilled job — it demands the same skill as any other job and more knowledge of human nature than most jobs.

When Dwasa was formed, she immediately decided to play a role in assisting them. Mrs Maqina said Dwasa has over 2,500 members and caters for the needs of domestic workers in the Eastern Cape by holding classes on cookery, first-aid and baking at its offices.
There are still some "holes" in the new labour laws. One of these is the predicament of farm workers.

The Labour Relations Act specifically excludes these workers from registering trade unions. The issue is politically sensitive but I understand that the prohibition is being reviewed in Pretoria, although no conclusion has been reached.

Baasskap is more entrenched on the farm than in any other sector of the economy. The mind boggles at the reaction of many farmers - particularly in present economic conditions - to unions coming to negotiate the full panoply of disciplinary and grievance procedures, not to mention wages and conditions.

In discussion with Professor Nic Wiehahn, architect of the 1970s of the revised labour laws, I asked about the gaps which remained, specifically those involving farm workers.

He pointed out that those people were not the only ones excluded. The right of civil servants to strike was circumscribed. Also workers at key points such as Sasol were not able to withdraw their labour legally.

He added: "I still believe agricultural workers should be included under the system. The exclusion should be scrapped because those farmers who do not want trade union representation on their farms would still have the right of admission."

"I doubt whether it is possible to organise farm-workers in the conventional, formal way, except possibly at estates such as Zebedeia where there are hundreds of orange pickers who have at present no way of negotiating a dispute."

Professor Wiehahn observed that under the labour dispensation any discrimination on the grounds of colour, sex or race was prohibited. If that were carried to the ultimate, to include the most underprivileged working group of all, it would be possible to make considerable "image" capital overseas.

For Professor Wiehahn it has been an eventful month in which he has been appointed Director of Unisa's School of Business Leadership and has accepted the chairmanship of the Care Enterprises group.

It seems likely that under his leadership Unisa's SBL will continue to have a high profile in human relations. "After all, approximately 50 percent of management success depends upon how you handle people."

These people skills have to be applied more subtly in South Africa than anywhere else. The responses of blacks, he has been proved, are totally different to those of whites.

It was for this reason that "productivity" became such a dirty word because a concept which seemed reasonable to a white was seen by blacks, as Professor Wiehahn puts it, as "more exploitation - management wants us to work harder."

Now a similar dilemma arises from the report "Project Free Enterprise" which also came out of a Unisa study and which showed virtually all blacks - and a good many whites - have rejected the capitalist system.

Since that report came out in July, its co-ordinator, Professor Martin Nasser and some of the country's leaders have been engaging in think tanks to consider its implications.

Professor Wiehahn says he has frequently been urged to start politicising the worker movement and explaining the benefits of free enterprise.

The dangers inherent in that are great. One can just imagine the glee of agitators if it were to be announced that private enterprise had voted R5-million, or whatever, to a campaign to teach the workers to love their management.

The answer to that particular dilemma will come, not from propaganda, but from sound industrial relations. As a more equitable industrial system evolves - and great strides have been made - the labour force will feel in its living standards the reasons for liking capitalism.

Asking about his private sector role with the Care Group, Professor Wiehahn explained: "It is developing into an organisation exclusively concerned with human resources - medical care, personnel selection, employee benefits and training. Because it is a specialist group it can be prognostic and plan well ahead for the human resource needs of the future."
Black unions move in to organise agricultural workers

There's a revolution on the land

Sensitive area . . . in spite of resistance, unionisation of agricultural labour is on the cards.

Carolyn Dempster

SOUTH AFRICA is on the brink of an agrarian revolution with the unionisation of farm labour. While all eyes have been fixed on labour relations in industry, effects of the rapid mobilisation of urban black workers have finally started to filter through to the rural economy. The country's massive co-operatives are now having close encounters of a hit-and-run kind with emergent unions, recognition agreements, safety legislation, Industrial Council agreements and the Industrial Court.

By and large the reaction has been typical of this last bastion of Afrikaner conservatism. "It can't happen to us, we're agricultural." But the prognosis is that it will happen, within 18 to 24 months. "I would be most surprised if, in the next two years, we don't see the same scale of labour activity in the agricultural co-ops as we are seeing now in the industrial areas," says Professor Dawie de Villiers, director of Unisa's Institute for Labour Relations.

Vast difference

He is quick to point out, though, that there is a vast difference between primary and secondary agriculture. Individual farmers are exempt from the provisions of the Labour Relations Act, but secondary agriculture includes the co-operatives which, by nature of the extended activities, fall within the scope of the legislation. Some of the co-operatives are already bracing themselves for the time when emergent unions move into the agricultural area.

A historic first for agriculture came when the grain co-operatives banded together a year ago to form an employers' association. Prof De Villiers comments: "There are more than 500 co-ops in the country, some of them very large and labour-dependent. An organised strike in the apple co-ops or on some of the sugar estates at their most vulnerable time of the season could cripple them. "Unlike industrial organisations, agricultural co-ops don't hold large resources and are dependent on their members and the money made available by the State."

The union that organises the grain co-ops north of the Vaal will have a power base of 21,000 or more workers located in 11 centralised points.

Resistance

But just in case an eager labour organiser starts over-enthusiastic about this ripe and ready-to-be-picked workforce, the single greatest factor to remember about agriculture is its innate resistance to change. "The resistance will be more real, or more manifest, at a personal level. There is more potential for resistance in agriculture than in industry," says Prof de Villiers.

Whether the upper echelons of co-op executives are ready and have adapted to the changing labour scene or not, the average white supervisor or middle manager will react to the changes as a threat.

Spillover

What of a spillover of new ideas among farm labourers? "I don't think the organisation of farm workers is feasible," says Prof de Villiers. "Any attempt will meet with immediate resistance from farmers."

"If I were a farmer and saw a car with a labour organiser in it heading for my farm I wouldn't hesitate to run him off the property."

"In addition, there are too many constraints; it's too expensive, and geographically it's virtually impossible."

South Africa has the problem that farms have tended to become larger and more intensive. Farmers have expanded and ploughed back their returns, so that some will operate as many as 600 tractors over a few thousand hectares.

Production impact

"That farm's workshop becomes a factory by virtue of size. A union's power lies in its effect on production. There is nothing in the Labour Relations Act to prevent the organisation of farm labour, and a strike by the mechanics who service those 600 tractors will have an impact on production."

What worries Prof more is the impact of prescriptive labour changes on the farmer-labourer relationship. "The relationship between farmers and their workers is much more than just employment, and now farmers are reacting to rumours of imminent change with hostility."

"Although a number of farmers are aware that the system has changed and that there is a need to do more, it is a very sensitive area. Any change in the remunerative package, for instance, needs to be handled with care."

28/10/84

What a spillover of new ideas among farm labourers?"
Police presence at meetings
is condemned by two unions

By JIMMY MATYU
THE Motor Assemblers and Components Workers Union of South Africa and the General Workers Union of South Africa have criticised police visits to their executive meetings as "interference and provocative."

In a statement, Mr. Fikile Kobese, national organiser of both unions, also said two armed policemen had "made a nuisance of themselves" at a meeting attended by 700 workers in the Daku Hall in KwaZakele last week.

In reply, Lieutenant H. Bek of the SA Police Directorate of Public Affairs in Pretoria said that if the unions had legitimate complaints they could report them to the "appropriate authorities."

Mr. Kobese said "police interference" with their meetings started on October 16 at a meeting organised by the regional executive committee in a committee room at the Holy Spirit Church Hall in KwaZakele.

"An armed policeman walked in and demanded to know what we were doing there, but after he was satisfied with our explanation he left," he said.

Again on October 23 at a joint meeting of the national executive and regional executive committees held at the same venue, two armed policemen arrived and the purpose of the meeting was explained.

"But when we asked them what they were actually looking for they replied that it was none of our business and they left," he said.

Mr. Kobese said that last Thursday night two armed policemen came to their meeting in the Daku Hall and approached him and Mr. Temba Dze, an organiser, on the stage.

"We explained what we were gathered there for," Mr. Kobese said. "They demanded our names and we refused to supply them. We said we could only do so if they identified themselves. This they refused to do. But during an argument, Mr. Dze gave them his name and after that they left."

Mr. Kobese said one of the workers coming to the meeting complained that two armed policemen had tried to prevent him from entering the hall.

He said workers condemned these actions of the police, especially at this sensitive time.

Mr. Kobese said workers at the meeting also criticised the attitude of the management of Ford and Volkswagen motor companies as being "unilateral" in that workers were not consulted.

Workers felt that Volkswagen management had confused them by stating earlier that there would be no retrenchments at the firm. Now they found that one-tenth of the workers were being retrenched.
Union to hold annual indaba

The Insurance Assur-
ance and Allied Work-
ers' Union is to hold its
first annual congress at
the Ipelegeng Com-
mmunity Centre, Soweto,
on Saturday starting at
8am.

The union's general
secretary, Mr Joe Rak-
goadu, told the SOWET-
TAN yesterday that the
union was one of the
seven unregistered black
unions which recently
formed an alliance with
the aim to help each
other in labour matters.

"Since the formation
of the alliance, we have
pledged solidarity with
major trade unions in
the country. We also in-
tend fighting for our
members' rights, espe-
cially on the factory
floor," he said.

The union was formed
last year to organise
workers in the insurance
and assurance field
throughout the country.
It came to the lime-
light when it launched a
boycott against the Lib-
erty Life Insurance
Company, Standard
Bank and other subsi-
dides of Liberty fol-
lowing the sacking of its
members.

The members had re-
sorted to an industrial
action following the dis-
missal and wage de-
mands by over 80 work-
ers at the company's
headquarters in Braam
fontein, Johannesburg.
400 Wits staff go on strike

Labour Reporter

About 400 of the University of the Witwatersrand's black staff came out on strike today over working conditions on the campus.

Negotiations between the university administration and the 600-member Black University Workers' Association (BUWA) have been conducted over the past few days. This morning, a meeting of BUWA members was called.

Mr J C Skinner, director of information and public affairs at Wits, said a fact-finding committee had been elected to immediately investigate specific grievances reported during negotiations.

The union had been informed in an official letter this morning that grievances could be readily settled with the co-operation and goodwill of all concerned, he added.

BUWA could not be contacted for comment.
Boycott: Firm denies 50pc drop

A spokesperson for the company, speaking on behalf of the workers who went on strike, said that two workers had been sacked and two more had been suspended. The spokesperson said that the company had been trying to negotiate with the trade union and that the strike had been called in the interests of the workers.

The company secretary, who was at the meeting of the union's executive committee, said that the union had been trying to negotiate with the company for several weeks and that the strike had been called in the interests of the workers.

Seven picketers were arrested for allegedly causing a disturbance.

The management of the company had been trying to negotiate with the union for several weeks and that the strike had been called in the interests of the workers.

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WITS HIT BY STRIKE

By JOSHUA RABOROKO

MORE than 1 500 workers at the Witwatersrand University, including black students, yesterday went on strike, demanding the dismissal of three administrators at the university's residence in Soweto.

At a meeting in the University Great Hall, workers, students and a member of the academic staff, reaffirmed their demands and called on the vice-chancellor to resolve the matter immediately.

While members of the Black Students Society joined the striking workers in solidarity, the white students kept away from the proceedings and continued with their studies.

The workers' demands are improvement of working conditions and that management should stop threatening to dismiss workers and ill-treating and undermining their union — the Black University Workers' Association.

BUWA, Mr Errol Nhlovu, said that he made the workers' demands known to management, but management has said that they found the demands unacceptable.

He reported that the workers' entry to the university's residence and administration block had been stopped by the administration.

"When their demands were not met, the workers decided to down tools," he said.

A speaker from the Muslim Students' Society expressed solidarity with the workers' plight and said that the university wanted to pose as a "liberal institution" yet it was not.

Mr Ian Croeter, the university's industrial relations officer, told workers that due to the demands being unacceptable and the administrators not being expelled, he had investigated their treatment at Glynn Thomas and will submit a report to the vice-chancellor.

He refused to answer workers' questions at the meeting and left the hall with workers still discontented, singing freedom songs and chanting black power slogans.

The situation was still tense at the university yesterday.
Wits strikers resolve to continue stoppage

The strike by about 400 black staff at the University of the Witwatersrand continued today when the university authorities refused to dismiss three black hostel managers for alleged victimisation of staff members.

More than 500 black workers and students gathered in the Wits Senate House concourse to hear the latest developments in negotiations between the university authorities and the Black University Workers' Association (Buwa).

The strikers are demanding better working conditions and the dismissal of three black managers at Glyn Thomas residence in Soweto.

Professor R. Charlton, vice-principal of Wits, told the union today that a fact-finding committee "has found no evidence which could possibly justify the removal of any of the managers at Glyn Thomas House from their position."

At the midday meeting the strikers expressed dissatisfaction with the administration's response. They have resolved to continue the stoppage until their demands are met.
Deadlock in Wits dispute

By THELMA TUCH
Education Reporter

NEGOTIATIONS between the University of the Witwatersrand and the Black University Workers' Association (BUWA) reached deadlock yesterday as almost 1 000 black workers at Wits stayed on strike.

This is the first strike to take place at the university.

Workers are protesting against the alleged victimisation of 15 workers at the university's Glyn Thomas House residence by three managers, and are demanding their dismissal.

However, a letter sent yesterday by the vice-principal of Wits, Professor R W Charlton, to the BUWA executive, stressed that a fact-finding committee had found no evidence that could justify the removal of any of the managers.

Prof Charlton said the grievances expressed had either been resolved or could easily be resolved with discussion and negotiation.

"There is no need for confrontation, which can't be in the interests of either party," he said.

He urged the BUWA members to return to work immediately and then to assist management to resolve any remaining grievances.

However, about 1 000 workers assembled in the Senate House concourse yesterday and resolved to continue striking until their demand for the dismissal of the three managers was met.

All the banks and food outlets in the concourse were closed.

University students started writing exams yesterday and white library staff are involved in make-shift arrangements to cope with the absence of many black library workers.

Heads of departments at Wits received a circular yesterday asking them to keep a record of absent workers.

The Black Students Society, the Moslem Students Association and the Glyn Thomas House Committee have pledged support for the workers' cause.
Crisis: leaders to hold talks

By MIKE LOEWE

THE Regional Director of Education and Training in the Cape, Mr G W Merbold, is to meet a 14-man delegation of students, trade union and civic leaders from most of the major towns and cities in the Eastern Cape on Monday.

The meeting forms part of an effort to resolve the education crisis and related tension gripping black townships in the Eastern Cape.

Delegates from Crisis in Education Committees in Port Elizabeth, Queenstown, Grahamstown, Graaff-Reinet, Zwide, Port Alfred and Cradock will attend the meeting.

The acting president of the Motor Assemblers and Components Workers Union of South Africa (Macwusa), Mr Thobile Mhlabla, said he arranged the 10am meeting to "discuss a solution with the man who can put a stop to this whole mess".

He could not elaborate further on the agenda as this was still to be discussed with the delegation, but said the Committees would be reporting back to their various constituencies.

The Port Elizabeth Committee is to report back to parents in the Centenary Hall, New Brighton at 6pm on Monday.

The Congress of South African Students (Cosas), which called the boycott, is represented at the meeting and will retain the right to decide on the continuation of the boycott, Mr Thobile said.
Unions honour hero who was hanged

The death 20 years ago of former South African Congress of Trade Unions member and treason trialist Vuyisile Mini of New Brighton will be commemorated in Port Elizabeth next week.

Mini, a singer, poet, songwriter and trade unionist, and two African National Congress men, Zimakile Mkaba and Wilson Khayingo, were hanged on November 6, 1964. Mini had been convicted of murder.

The General Workers’ Union of SA will hold a service at New Brighton’s Centenary Great Hall on November 6. Former Robben Island prisoner and former Saetu official Corneil Ndlovu of Durban will be the main speaker, says Macwala’s secretary general Dennis Neer.

Mr Ndlovu was released in December last year after spending 20 years on Robben Island. A pamphlet circulated in Port Elizabeth townships said to have been issued by Saetu stated that the three men were hanged on trumped-up charges for allegedly committing acts of sabotage.

Pray for SA

SPECIAL services have been arranged in East London to pray for South Africa, its rulers, its people and solutions to its problems.

The services — to be held every Tuesday from 1pm at the Trinity Methodist Church — are intended to make Christians understand the situation outside and inside the country, and how they must face it,” according to a church spokesperson.
TVL STAYAWAY — MAJOR TEST FOR THE UNIONS

By KHULU SIBITA

SOUTH AFRICA'S union movement and its democratic political organisations are headed for their biggest test ever next week — a massive stayaway which could bring the Transvaal to a halt.

The organisations — more than 30 in all — have called on people to stay at home on Monday and Tuesday in protest against the Government's refusal to "heed the demands of the people".

The Regional Stay-at-home Committee — formed last week — has distributed about 40,000 pamphlets and 5,000 posters urging people in the Transvaal to back their call.

They have also written to Puto and the railways urging them to stop services on Monday and Tuesday, and asked taxi associations to operate only inside the townships — not into the cities.

Telegram groups have been set up to Law and Order Minister Louis le Grange and Education Minister Gerrit Viljoen, asking them to "meet the demands of the people — before it's too late".

Their demands are:
- The army and the police must be withdrawn from the townships;
- Rent increases must be stopped;
- All community councilors must resign;
- All political prisoners and detainees must be released;
- All dismissed workers, including those fired by Simba Quix, must be reinstated;
- Bus fare increases must stop;
- The Government must withdraw GST and taxation.

Among the unions calling for the stay-at-home are the Federation of SA Trade Unions, Council of Unions of SA, SA Allied Workers' Union, Commercial, Catering and Allied Workers' Union, United Mining and Metal Workers' Union, General Allied "Workers' Union, Municipal and General Workers' Union and many others.

The committee called a press conference this week to announce its decision.

It said shops in the townships would be closed for the two days, but health workers — including doctors and nurses — will still provide medical services.

It said the decision to call for a stay-at-home was taken by unions, civic organisations and students at a meeting at Khotso House last weekend.

Among the organisations represented at that meeting were the Release Mandela Committee, Federation of SA Women, Soweto Youth Congress, United Democratic Front and the Pretoria, Vaal, East Rand, Alexandra and Soweto civic associations.

Union spokesperson Moses Mayekiso said "The Government is busy spreading lies that we, as parents, are divided from our children. We want to make it clear that as parents and as workers we are closely affected by the school crisis, because we pay school fees and other dues.

"Replies to questions about the confusion that followed the last stay-at-home campaign, the organisers said: "We have learnt from that mistake. We won't do it again".

French thumbs down to UDF 3

THE FRENCH Government is the latest to refuse sanctuary to the United Democratic Front leaders held up in the British Consulate in Durban.

The UDF and Natal Indian Congress asked for support and refuge from the French.

This week they received a reply in which the French Government spells out its criticism of apartheid and "the arbitrary detention of leaders and activists of mass organisations."
Bamcwu steps up asbestos campaign

THE BLACK Allied Mining and Construction Workers Union (Bamcwu) has reaffirmed its commitment to the closing down of asbestos mines in South Africa. This assurance was given to The SOWETAN yesterday by the union's publicity secretary, Mr. Motshumi Mokhini, who said they will intensify their anti-asbestos campaign.

He was reacting to a conference that was called by the South African Asbestos Producers Advisory Committee and the Asbestos International Association in Johannesburg last week.

The union said that the conference was a step to draw attention away from the campaign, which was gaining momentum in most parts of the country.
Union loses facilities

RAND MINES, owners of the Durban Roodepoort Deep Goldmine, have withdrawn recruiting facilities which the Black Allied Mining and Construction Worker's Union (Bamcuw) enjoyed at the mines because of "malicious and inaccurate" statements the union made during an "illegal strike" at the mine recently.

In a letter to The SOWETAN, the chairman of Rand Mines, Mr Clive Knobbs, said that the withdrawal did not mean that their employees, who are members of the union, could not become members of the union.

"About a year ago Bamcuw approached the mine with a request to be granted access to mine hostels to facilitate recruiting of workers to their union. This was agreed to and an office at each hostel was made available to them."

"Following the illegal strike at the mine, and the malicious statement made by Bamcuw these privileges were withdrawn," Mr Knobbs said.
The Chief Magistrate of Port Elizabeth, Mr. J. A. Goozee, today issued an order in terms of the Internal Security Act banning meetings in the Port Elizabeth magisterial district by seven organisations from 8am tomorrow until 8am on Thursday.

In terms of the order, no meetings may be held in the Port Elizabeth magisterial district by the United Democratic Front (UDF), the Congress of South African Students (Cosas), the Motor Assemblers and Component Workers' Union of South Africa (Mncwusa), the PE Youth Congress ( Peyco), the PE Women's Organisation (Pewo), the PE Black Civic Organisation (Pebco) and the General Workers' Union (GWU).

A spokesman for the SA Police Directorate of Public Relations in Pretoria said stones were thrown at a bakery van in New Brighton today. There was no damage and no arrests. Attempts were made by youths to set fire to the Newell High School in New Brighton Police dispersed the group by firing birdshot.

In Uitenhage last night the offices of school principals were set alight at three schools in Kwanobuhle in an attempt to destroy examination papers.

A spokesman for the SA Police Directorate of Public Relations in Pretoria said damage was done to the schools affected were the Stephen Vakomo Higher Primary, Mhlangeni Higher Primary and Tanduxolo Secondary School.

Late on Saturday a classroom at Tshama Primary School in Grahamstown was set alight. Police used birdshot to disperse youths who stoned police vehicles in Port Elizabeth's black townships on Saturday evening.

An uneasy calm has returned to Grahamstown.

The M Street arterial route running through Tanyi into Joza is being used again.

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*See:*
Strike at Wits to Continue

Labour Reporter

The Black University Workers' Association (BUWA) has declared an impasse in negotiations with the University of the Witwatersrand and says the campus strike by black staff will continue until Wednesday this week.

The strike began last Thursday when more than 400 black employees from most of the university departments downed tools over working conditions and the alleged victimisation of hostel staff members.

The Black Students Society (BSS) at Wits has thrown its full support behind the workers.
Black health staff set goals

Labour Reporter

Three hundred health workers attended the first annual conference of the Black Health and Allied Workers Union of South Africa (BHAWUSA) at the weekend to set goals for the coming year.

It is the only trade union for black health workers in South Africa, and aims to establish national branches in the struggle for "a fair share of the health of the country" for all workers.

Resolutions covered:
- The establishment of sound working relationships with other progressive trade unions and a move towards worker solidarity.
- Continuing the struggle to establish a relevant and equitable health care and delivery system.
- The education of all health workers.
- Pursuance of the struggle towards the ultimate realisation of a democratic and just political, social and economic order in South Africa.

RESPONSIBILITY

Mr. Tlojo Konape, president of the union, said the responsibility of BHAWUSA was not only towards health workers, but towards the general population.
Wits workers end strike after talks

Labour Reporter
At a mass meeting this morning, University of Witwatersrand workers resolved to end their one-week strike after the university administration agreed to independent mediation.

More than 900 members of the Black University Workers' Association (Buwa) gathered in the G.R. Bozzoli sports hall to hear the outcome of the discussions.

It was decided the strikers would return to work pending negotiations through Mr Arthur Chaskalson of the Legal Resources Centre.

Staff went on strike over the alleged victimisation of workers by three managers at the Glynn Thomas House residence in Soweto.

A fact-finding committee had found "no basis for the dismissal of any of the managers."

Students at the residence have physically removed the managers.
Wits workers end strike

A MASS meeting of black University of Witwatersrand workers yesterday morning resolved to end their week-long strike, after the university administration agreed to independent mediation.

More than 900 members of the Black University Workers' Association (Buwa) gathered in the G R Bozzoli Sports Hall to hear the outcome of the most recent discussions between the union and Wits administration.

It was decided that the strikers would return to work, pending the outcome of negotiations through independent mediator Mr Arthur Chaskalson of the Legal Resources Centre.

The staff went on strike last week over the alleged victimisation of workers by three black managers at the Glynn Thomas House residence in Soweto.

A fact-finding committee was established to investigate the allegations, but found "no basis for the dismissal of any of the managers."

In the interim, black students at Glynn Thomas House have physically removed the managers cited as responsible for the victimisation.
Fosatu's chief detained in stayaway raids

By Jo-Anne Colinge and Carolyn Dempster

In the latest crackdown on people involved in the Transvaal two-day stayaway, police today detained Mr Chris Dlamini, president of the 115,000-member Federation of South African Trade Unions (Fosatu).

Mr Dlamini was arrested by police early today at his Springs workplace, a company spokesman said.

Fosatu has contacted international trade union secretariats to get their support in protest at the detention of Mr Dlamini.

Several key Transvaal Regional Stayaway Committee members were also detained yesterday in separate raids.

These are committee chairman Mr Thami Mali, who also represents the Soweto Area Committee of the United Democratic Front, Mr Moses Mayekiso, Transvaal organiser of the Metal and Allied Workers' Union and a Fosatu member, and Mr Themba Nokhantane of the Municipal and General Workers' Union of South Africa.

Others being held are Mr Peter Makgopa, regional chairman of the Congress of South African Students (Cosas), Mr Obed Bapela, a co-ordinator with the Media and Research Services (Mars), and a youth.

SOLITARY

Mr Mali, Mr Mayekiso, Mr Nokhantane, Mr Makgopa and Mr Bapela are being held in terms of section 29 of the Internal Security Act, which provides for indefinite solitary confinement.

A fourth committee member, Soweto Youth Congress president Mr Gupa Monareng, is also reported to be in custody but his detention has yet to be confirmed.

Fosatu's general secretary, Mr Joe Foster, said: "This action will serve only to further inflame and polarise the situation."

UDF spokesman Mr Trevor Manuel said it would "prove ineffective in the present climate."

Police have not yet confirmed the detention of Mr Tshediso Moshapi, branch chairman of the Chemical Workers' Industrial Union, who was held in Secunda on Wednesday.

* See Pages 3 and 9, World section.
ZWELETHSHA — The president of the Media Workers Association of South Africa (Mwasa), Mr Mxolisi Fuzile, has been charged with possessing banned literature.

He appeared in the Mdantsane magistrates court on November 8, was granted bail of R50 and remanded to November 30 — DDR
Unions slam meeting ban

A PROMINENT trade union leader this week criticised the banning of a service on November 16 to commemorate the death of an SA Congress of Trade Unions member and two African National Congress members.

In a statement after the 48-hour ban on meetings under the Internal Security Act, Motor Assemblers' and Components Workers' Union of SA said workers were unhappy with the order.

The service was organised by Macwusa and the General Workers' Union of SA to mark the death of Sactu member Vuyisle Mpho and ANC men Zinakile Nkhasa and Wilson Khanyanga of Port Elizabeth.

The three were hanged in Pretoria Central prison on November 6.

Mr Kobese said the unions had planned discussions with Inter-Deomination of SA executives and the Port Elizabeth Youth Congress in the afternoon.

The unions said the banning of the service was another form of harassment by security laws.

"The workers feel this is irritating and unfair as they had also planned to discuss union matters and the latest retrenchments," said Mr Kobese.
New union plans a boycott

Labour Reporter

The newly-formed Retail and Allied Workers' Union (Rawu) is to take boycott action against Pick 'n Pay after the dismissal of a shop steward from the chain's Doornkloof, Verwoerdburg branch last week.

Mr Donsie Khumalo, general secretary of the union, said the woman was dismissed when she attended a union meeting last week.

The union had decided to launch a boycott of Pick 'n Pay products as a result of the action.

However, Mr Nic Els, manager of the Northern Transvaal division of Pick 'n Pay said the shop steward had been fired for refusing to listen to management instructions.
Unions demand to govt

Labour Reporter

TENSIONS between the government and the independent trade union movement mounted further yesterday with the Federation of South African Trade Unions (Fosatu) and seven Western Cape unions demanding the release of trade union leaders and others detained over the past week.

In a statement after a special central committee meeting at the weekend, Fosatu also announced that "detailed and far-reaching" decisions had been taken to "protect Fosatu and ensure the release of those detained."

These would be referred to all regions and affiliates for their approval and implementation, followed by a report-back to a Fosatu executive meeting.

Fosatu would also contact other unions to support it in its actions "Fosatu is not prepared to stand by and watch its leadership being detained."

The Fosatu campaign follows the detention of Mr Chris Dlamini, its president, and two Transvaal union officials in the wake of last week's two-day stayaway.
Dlamini still with Sabmawu

By ALI MPHAKI

ALLEGATIONS that the general secretary of the South African Black Miners and Allied Workers' Union, Mr Phillip Dlamini, has been sacked from the union were yesterday dismissed as "nonsense".

On Monday The SOWETAN received a statement from Mr Steven Mogami which said at a meeting on Saturday the union had decided to terminate the services of Mr Dlamini with immediate effect.

The statement said that while the executive of the union still advertises the vacancy created by the sacking of Mr Dlamini, Mr Steven Mogami will hold office.

The president of the union, Mr Erre Modise, yesterday expressed surprise:

"How on earth can Mogami release such a statement when he is the one who has been sacked from the union?"

"We heard that he held an unconstitutional meeting with our Sandton branch over the weekend and they resolved illegally to have Mr Dlamini ousted.""

Mr. Modise said as far as he was concerned Mr Dlamini was still the union's general secretary.
COMMERCIAL, Catering and Allied Workers' Union of SA shop steward David Ebedtse, who was sacked by Checkers' Potchefstroom branch in July, was reinstated this month.

Mr Ebedtse said he was fired for being a member of Ccawusa and charged with "luring" other workers to join the union. He is a father of two.

He said his world crumbled when he was dismissed.

He and his family were maintained by his mother while he was out of work. He had hoped that the union would prove that his dismissal was unfair.

Ccawusa's Western Transvaal organiser Joseph Machoba met with Checkers' management, but could not reach an agreement at first.

Negotiations with Checkers' headquarters lasted for four months. Ccawusa had pressed for the case to be referred to a conciliation board. But Checkers eventually gave in and agreed to reinstate Mr Ebedtse from November 1.
Death in the walls of a rural home

MAFEFE — The man seems proud of his almost-complete thatch home in the remote mountains of Lebowa and oblivious to the possibility it could turn into his family’s death chamber.

The round hut is plastered with asbestos waste, dumped by mining companies in the middle of black communities as developed countries grow increasingly fearful about the health hazards of the mineral.

“The thatch and asbestos are strong, the house will last for 20 years,” the man said as he put the finishing touches on the hut.

Medical opinion is that in 20 years his family, constantly exposed to the fibrous material, could be fighting a losing battle against lung cancer.

The numerous dumps littering the lush countryside are the target of environmentalists who accuse mining companies, among them until recently multinationals based in the United States and Britain, of disregard for the life of blacks in the impoverished homeland.

The Black Allied Mining and Construction Workers’ Union (Bamuca) has launched a campaign to close the entire asbestos industry in South Africa, saying hundreds of miners have died of asbestos-related diseases.

The union, supported by medical experts, said that though official statistics were being kept under wraps, many more residents of mining communities had suffered lung damage caused by the mineral.

Research over the past 20 years has established direct links between inhalation of asbestos fibre and lung cancer and developed nations have ordered massive reductions in its use.

In Lebowa, mining continues and uncovered dumps are still used by villagers to build homes and pave roads.

South Africa, which sold 187 000 tons last year, is the world’s third largest asbestos producer after the Soviet Union and Canada.

Health organisations say up to 200 000 blacks live dangerously close to mines in Lebowa and that measures taken so far are insufficient to cope with the problem.

In Krom Ellenboog, 500 children study at a primary school in the shadow of a huge dump created by the now-abandoned mining process.

Local villagers say the only attempt to remove health hazards was advice that the school’s playground be hosed every morning to reduce the amount of dust. Water pumps have been out of order for weeks.

Mr Pat Hart, managing director of Gefco, which bought the dormant mine in 1961, said his company had embarked on a programme to eradicate the danger.

“I expect the dump will be completely covered within a couple of months,” he said.

Elsewhere in Lebowa, local chiefs have instructed brick producers to stop using asbestos, traditionally a major source of building material — and the cost of building houses has risen dramatically.

For the local population, struggling to eke a meagre living in the under-developed area and more concerned with feeding families today than with health problems many years away, the campaign against asbestos poses a dilemma.

In an area with high unemployment, people are reluctant to see jobs lost because of scientific evidence many of them cannot understand.

Mr Pandelani Nefo-lovdwene, secretary-general of the union, says economic considerations should be removed from the debate about asbestos. “The choice we have is between jobs and life.” — SAPA/RNS
Unions slate British miners

TWO trade unions in the mining industry have condemned and called on British coal miners, recruited to work in South African mines, to return home because their presence here militates against the interest and dignity of black miners.

In a statement, the Black Alfed Miners and Construction Workers' Union (Bamcu) and the National Union of Mineworkers (NUM), said the recruited miners have "sold out" in the bitter struggle of the British NUM and should go back home to join the miners just cause in that country.

The unions were responding to reports that Gencor and Gold Fields South Africa (GFSA) have been recruiting British miners to work in South African mines because of the shortage of skilled workers in the country.

They contend that importing miners to South Africa in the middle of a recession and local unemployment is "ill-timed and somewhat insensitive" because blacks suffer more than any other race group here.

However, the mining industries involved - Gencor and GFSA - have argued that it is the Government and not they who are responsible for mining apartheid which prevents blacks from advancing and creating an artificial shortage of skilled labour.

The Chamber of Mines and several unions have attempted to negotiate an alternative to the scheduled persons definition in the Mines and Works Act, but this has so far not been successful, according to the chamber's spokesman.

The main obstacle in the negotiations is the white workers who are still clinging to their privileges - job reservation which has been seriously attacked, especially when people are being recruited from overseas by local employers.

In the statement the unions say they see this action by mining magnates as an attack on the black workers struggle against the system of job reservation in this country.

They also see it as an international onslaught against the working class by an alliance of world capital. It is now history that these mine bosses are not fulfilling the promises made to the recruits - high wages and excellent conditions which are denied black miners in this country.
Ledwaba says his union has not been consulted about any future stayaway call and “as far as Ccawusa is concerned there is no stayaway planned.” A spokesman for the United Metal, Mining and Allied Workers of SA also says the union does not support the call.

Council of Unions of SA (Cusa) acting general secretary Mahlomola Skhosana tells the FM that Cusa is not party to any such call “and will not participate.” He says a stayaway now will negate the achievements of the November 5 and 6 stayaway.

CUSA
A show of unity

After its failure to get through the agenda for its bi-annual conference last year because of unity and dissent, the Council of Unions of SA (Cusa) emerged from its reconvened conference last weekend proclaiming that unity had been achieved.

Hanging over the conference was the detention of Cusa general secretary Phumzile Gumede, who was picked up by security police in the wake of the Transvaal stayaway on November 5 and 6.

According to a Cusa spokesman, the conference was primarily taken up with discussion on three issues:
- Camay’s detention and that of other unionists connected with the stayaway,
- The election of office-bearers, and
- Participation in talks with the Federation of SA Trade Unions (Fosatu) and four independent unions aimed at forming a new “super” federation.

Cusa said the conference had unanimously confirmed Camay’s position as general secretary and confirmed his detention as well as that of all other detainees Cusa’s participation in the unity talks was also confirmed.

On the surface, this is a remarkable turnaround from the disunity of recent months. The Cusa conference was initially scheduled for October 6 and 7, but was postponed. At the time, Camay said a postponement had been made necessary because most of the council’s 12 unions were in arrears with their affiliation payments which would have made them ineligible to participate.

Then, at the Hamanskraal gathering on October 27 and 28, the cohesion of Cusa was placed under severe pressure as a result of the walkout by its most powerful affiliate, the National Union of Mineworkers (NUM).

Uncertainty clouds much of what happened at the abortive Hamanskraal conference and officials of Cusa affiliates have been tight-lipped. Nevertheless, the FM understands that several council unions those in the building, automobile and metal industries failed to attend. The FM also understands that conflict over relationships with the Urban Training Project (UTP), a body providing educational services for Cusa union members as well as for several other unions, also marred the conference. According to one source, NUM, which does not use UTP’s services, attacked the educational body for being “politically incorrect.” At one point, some delegates are said to have physically attacked others.

In contrast to Hamanskraal, the Cusa spokesman said all the council’s affiliates had been present at last weekend’s conference. However, a NUM spokesman told the FM the union had only sent observers to the conference since its executive had had to travel to Namakula, where the union has formed a new branch. The FM has also received an unsubstantiated report that the Cusa-affiliated SA Municipal and Allied Workers’ Union was not present.

According to the Cusa spokesman, the remaining issues will be discussed at a meeting in December.

Meanwhile, Cusa has elected Mlamolodi Skhosana, an organiser, as its acting general secretary, James Mndawweni, president of the Food, Beverage and Allied Workers’ Union, as its president, and Amos Mabuza, president of the Transport and Allied Workers’ Union, as its vice-president.

For the present, it seems that Cusa has managed to overcome much of its internal dissent. However, only time will tell if the cracks have merely been papered over.

DETENSIONS
Business’s dilemma

Events in the past week have highlighted differing perceptions among employers and government on how to deal with political labour unrest.

Fortcoming meetings between Law and Order Minister Louis Le Grange and major employer organisations are likely to focus on whether trade unions should be treated as legitimate worker representatives or as subversive elements best handled through the machinery of the Internal Security Act.

Following the detention of at least seven trade unionists and several other community leaders, apparently in connection with the stayaway of two weeks ago, Assocom, the Afrikaner Handelsraad (AHH) and the Federated Chamber of Industry (FCI) last week called on the government “to enter into top-level discussions with key industrial, commercial, and labour organisations as soon as possible.”

In their unusual joint statement, the three organisations strongly question the wisdom of the detention, which are described as “a precipitous step” which can “only exacerbate a very delicate situation.”

It adds that “like the government, the private sector is anxious to preserve stability in the economy.” That, though, is where employers and government part company.
Union battle goes to court

A FIGHT for control of the South African Black Municipal and Allied Workers' Union led to an urgent application lodged in the Rand Supreme Court this week.

The application was brought by the general secretary of the union, Mr Philip Dlamini, against the former general secretary, Mr Stephen Mohamme, and three other members — Mr Mason Mqasa, Ms Mano ko Nchwe and Mr Joe Kgama.

According to the court papers, Mr Mohamme was suspended from the union for two years at a meeting of the union's National Executive Council on November 3.

Locked

Mr Dlamini said that when he had arrived at the union's offices in Wanderers Street, Johannesburg the following Saturday he had found Mr Mohamme addressing a meeting of about 15 people in the offices.

"Mr Mohamme locked the door behind me. They detained me there for about one hour and questioned me.

"When I told them I was intent on leaving, I was assaulted by the four men who punched, kicked and slapped me. They threatened to kill me and then forcibly removed the keys to the office and to the union's car from me."

Mr Dlamini said the men then drove away in the car, taking a bag containing union documents, two cheque books, a credit card and R300 with them.

Eviction

When he returned to the offices after the weekend he found a "key stopper" in the lock. The four respondents were occupying the premises and were conducting the union's business as though they were the lawful officials, he said.

The application — which asked for an order evicting the four from the premises and forcing them to hand over the keys and other items allegedly taken from the union — was postponed by consent to January 15 next year.
Sadwa calls for laws to improve their members' rights

The South African Domestic Workers' Association has launched a high-powered campaign to improve the lot of the country's 82,000 domestic workers.

National organiser Mary Mkhwanazi told City Press that the organisation kicked off its campaign by petitioning Manpower Minister P T C du Plessis to have all domestic workers legally registered as workers.

"We have sent a memorandum to the Minister, outlining the appalling working conditions under which our members labour," she said.

"We are also preparing several publications which we hope will make the public more aware of the plight of domestic workers," said Mrs Mkhwanazi.

She said several mass meetings had been planned as part of the campaign, and individuals would be asked to sign a petition urging the authorities to look at the status of domestic workers.

"From our numerous meetings with our members, we have been able to formulate a basic set of demands which have already been conveyed to the Minister," said Mrs Mkhwanazi.

- Registration as a legal worker
- Social security such as unemployment insurance and pension schemes
- One-and-a-half days off a week and four-week's annual leave
- Full-time unskilled workers should receive R121 a month as wages plus all meals, while their skilled counterparts should get R131 a month with meals.

In addition, Sadwa has called for suitable, clean and hygienic quarters for all live-in staff, as well as bathing and toilet facilities.
No Sasol workers yet re-employed

Labour Reporter

Thousands of dismissed Sasol employees had applied for their jobs back but none had so far been re-employed, a spokesman for the corporation said yesterday.

Since the company had changed its policy and agreed to consider applications from nearly 6,000 employees dismissed from Sasol 2 and 3 after the two-day regional stayaway on November 5 and 6, there had been a "marked increase" in applications from these employees, said the spokesman.

After the mass firing, nearly 2,000 new workers were recruited to work at the two oil-from-coal plants in Secunda.

Sasol maintains it can keep the two plants running at full production for as long as it takes to recruit a new workforce.

The 5,100 workers who lost their jobs for their participation in the stayaway constitute just under half of the total Secunda workforce.

Earlier this week Chief Gatsha Buthelezi, Chief Minister of KwaZulu, met Sasol managers to urge them to re-employ dismissed workers.

He asked that if former employees were prepared to sign a declaration that they were not organisers of the stayaway, and did not participate in intimidating fellow workers, they could be recruited.

He asked that workers' positions as new employees be reviewed after three months when management could decide whether to reinstate them in former positions.

Smoking row ends up in court

CAPE TOWN — A man who complained that a pipe smoker in a restaurant was bothering him was attacked by the man's companion, the Cape Town Magistrate's Court heard today.

Mr Henry van Embden was giving evidence in the trial of Americans Mr John Harvey Vidal (30) of Oakland in the US, and Mr Howard Richard Gordon, (49) of California.

They have pleaded not guilty to charges of assault with intent to do grievous bodily harm, common assault and criminal injury after an incident last week.

It is alleged that they hit and kicked Mr van Embden, tried to gouge Mr Harold Lebowitz's eyes out and slapped and hit Mrs Gillian van Embden.

Mr van Embden said that when he complained to Mr Gordon for a second time, he (Mr Gordon) pushed the pipe under his nose and said it was unlit.

Mr van Embden pushed the pipe away and was then attacked by Mr Vidal.

The hearing continues.

— Own Correspondent.
WAGE NEGOTIATIONS

Recession bites

The last round of wage negotiations at African Explosives and Chemical Industries (AECI) have reached a critical point as unions report the company's latest offer back to their members. Twelve unions are negotiating on behalf of the 13 000 workers at AECI's Modderfontein, Somerset West, Midlands (Sealog) and Umbogintwini plants.

According to a union source, the company has rejected the unions' 20% demand and has made a counter offer of 13% for lower-paid workers and 10% for more skilled ones. AECI's offer will raise the minimum wage in the company to R408.90 a month.

The SA Chemical Workers' Union (Sawu), an affiliate of the Council of Unions of SA, represents the majority of black workers while the SA Allied Workers' Union (Sawu) represents a small portion of the workforce. Other unions involved include the SA Boilermakers' Society, the Amalgamated Engineering Union, the SA Iron, Steel and Allied Industries Union, the SA Electrical and Allied Workers' Union, and five other all-white conservative unions.

Boilermakers' assistant general secretary Ookie Oosthuizen says he "doubts that the unions will accept the company's offer." He foresees the possibility of a dispute being declared with the support of most of the unions.

The black unions, however, are likely to tread cautiously this year. Last year's wage dispute led to the first-ever national legal strike by more than 8 000 Sawu and Saawu members.

Continued on page 31

"Next we have Blanc Fume sat the 1983 character is classic at one time and proves itself."

1984

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"Fume price"

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SASOL SACKINGS

Conditional hiring

Dismissal of more than 6 000 Sasol workers in the wake of the recent 48-hour stayaway has created problems for the corporation — despite protestations that normal production is being maintained.

Last week Sasol announced that it had received numerous applications from former employees during its recruitment drive. It said their applications would be "sympathetically" considered provided they could satisfy the company that they were "not guilty of intimidation or incitement in any way and that they were victims of intimidation or incitement."

Mindful that discrimination against members of the Chemical Workers Industrial Union (CWIU) would bring charges of victimisation, Sasol was careful to state that union membership would not be taken into consideration.

Last Friday Sasol PRO Robin Hugo told the FM that nearly 2 000 workers who had not previously been employed by Sasol had started work in the Secunda plants and that

A few thousand" more return applications were being processed. He refused to divulge what methods Sasol would use to establish whether the dismissed workers complied with the company's criteria.

According to the CWIU's Chris Bonner, large numbers of workers have been streaming back to be interviewed, although it was not yet clear how many dismissed workers had been re-employed. She said former workers were being asked:

☐ Why they stayed out on November 5 and 6.
☐ Why they had not heed management ultimatums to return to work.
☐ Whether they could name people responsible for causing the stayaway. Some workers have been told that if they name just one person they will get their jobs back.

Shop stewards who gave negative replies to questions about whether they had led the stayaway were being asked to name people who had.
☐ Whether they would participate in further stayaways, and
☐ About their work records and their relationship with their seniors.
Support for asbestos campaign

ALL OF THE seven black unregistered trade unions which formed an alliance to help each other, have supported a campaign by the Black Allied Mining and Construction Workers' Union to ban asbestos mines in South Africa.

The alliance's co-ordinator, Mr Phandela Nefoloswodwe, told The SOWETAN after a meeting that the unions have agreed to inform and advise their members about the campaign, which was gaining momentum.

The campaign was launched by Bamewu following numerous incidents of people who died or contacted asbestosis in the mines, especially at Penge in the Northern Transvaal.

Union sources have argued that most miners who went on retirement after working at these mines were lowly paid or received very little money in terms of the Workmen's Compensation Act.

They also contended that white miners received large sums of money whereas the black, who do most of the work at these mines, received only a pittance.
Durban's workers reject 'increase'

MORE than 1 000 Durban municipal employees this week declared a dispute with the municipality over wage increases due to come into effect next year.

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

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

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

In a statement the union said workers went on strike early this year because they were desperate. "Many of us are not only feeding our own families in these difficult times, but our brothers and sisters and their families as well."

The workers returned to work on condition that the council consider our case. But now the circumstances have not changed," the statement said.

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

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

"We will therefore be worse off than we were this year," the statement said.

"Our wages do not reach the minimum living level. We have not even been offered 10 percent," the statement said.

"The council has broken its word to us and has misled us," the statement said.

The statement said the workers would inform the Durban Mayor, PFP leader Frederiek van Zyl Slabbert, all Durban's MPs, KwaZulu Chief Minister Gatisa Buthelezi, Inkatha's secretary-general, the SOLDENTY Party and the Durban Management Committee of "this affair so that the rightness of our cause may be understood."
ZWELITSHA — President Lennox Sebe has asked why public service officials have not yet established their own professional association or union such as the Medical and Dental Council.

At the third independence anniversary at the Zwelitsha Stadium at the weekend, President Sebe said such an association would not only be empowered to advance the interests of its members as far as their conditions of service were concerned but should be vested with disciplinary powers in order to ensure that its members maintained the highest possible professional and ethical standards.

He was sure this important matter would be pursued soon by senior public service officials.

President Sebe also called for the establishment of a Ciskeian youth movement — DDR.
Bhawusa signs agreement

THE BLACK Health and Allied Workers' Union has signed a recognition agreement covering a wide range of benefits for members with Pretoria Wholesale Druggist.

The agreement was signed by the union's president, Mr Tlou Komape and the company's director, Mr S Goldstein at a ceremony in Pretoria this week.

In terms of the agreement the union can negotiate wages, grievance procedures, maternity leave, retrenchment procedures, and health and safety measures with management.

Mr Komape told The SOWETAN yesterday that the union was "pleased with the recognition agreement which was delayed for some time by both parties. However the delay was unavoidable and both parties were looking forward to a long and mutually rewarding association," Mr Komape said.
New forum for biscuit men

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

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

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

This is the third agreement the union has notched up since its inception a year ago and signifies that it is a growing force to be reckoned with on the pharmaceutical front.

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

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

Those interested in securing a platteland position or finding a platteland employee should contact Dr G H Craven at 04952 1650 or write to PO Box 89, Steytlerville 6550.
Asbestos-plagued school to be moved

By PHILIP VAN NIEKERK

A SCHOOL housed in an old hostel next to an abandoned asbestos mine in the northeastern Transvaal — and found to be contaminated by deadly fibres — is being moved to a new site.

The Griqualand Exploration and Finance Company (Gefco) announced this yesterday.

The school — which the Rand Daily Mail found to be contaminated by deadly asbestos fibres in the ground, air and buildings when it first publicised its existence five months ago — is situated at Kromelmooi, which is owned by Gefco.

In a press release yesterday, Mr. Pat Hart, Gefco's managing director, said the removal of the school had been decided upon with the agreement of the Lebowa authorities.

The company has decided to demolish the buildings, some of which are made of asbestos, from the beginning of the December holiday, and to cover the nearby asbestos dump and the surrounding area.

Construction of a new school, being built to Lebowa Education Department standards has already started on a site off the mine property, the statement said.

Gefco said it was assisting the school committee in the supervision of the new project, and would provide free building materials and skilled labour.

Mr. Hart said the school was already housed in the hostel when Gefco bought Penge Mine from the previous owners, Transvaal Consolidated Lands, in 1981.

"We did not regard the situation we had inherited as ideal," he said, "but having taken a number of additional safety measures, and having satisfied ourselves through dust surveys that the proximity of the hostel to the dump presented no real threat to the health of the 500 pupils, we allowed it to continue."

Gefco was yesterday condemned by the Black Allied Mining and Construction Workers' Union (Bamcwe), which has called a national anti-asbestos conference early next year to press for the closure of all South African asbestos mines.

Bamcwe said unless Gefco accepted that labour leaders had a right to represent their members in matters affecting their health and safety, such "unilateral" good intentions would not bear fruit.

Parents remove sheets of asbestos roofing from the primary school, situated at a disused mine Kromelmooi, which is being demolished and rebuilt at another site off the mine property.
Workers stand up for their rights

ABOVE 12 domestic workers and representatives of domestic workers' organisations visited Pretoria last week — determined to speak to Department of Manpower officials.

They went to ask how much longer it was going to take before the Special Commission of Inquiry into the working conditions of domestic workers and farm labourers gave its report.

More than two years ago, domestic workers' organisations from all over South Africa made their recommendations to the commission, but they claim they have heard nothing since.

One of Durban's representatives on the delegation, Mary Khwamahle, said they had been able to see a member of the commission, who said there would still be a delay before the results would be released.

"But I believe the trip was definitely worthwhile. We were able to make sure that our views on the issues were well-discussed with the official, and were to be conveyed to the Minister.

"I am sure that no one in Pretoria ever dreamed that domestic workers would dare to go to Pretoria to try to see officials. "It has done us a lot of good to discover that we could do it."

We want the best

IN A BID to make the taxi trade more professional, the SA Black Taxi Association has set up a disciplinary committee to help maintain good working relations between taxi drivers and traffic cops.

New drivers will be screened before they take to the road and Sahta is also trying to organise a free towing service for its members.
Unions want report on miners' deaths

TWO trade unions recruiting black mine workers have demanded a full report of the circumstances surrounding the killing of at least 14 miners in two separate accidents on the 'Reef this week.

The unions — the National Union of Mine workers and the Black Allied Mining and Construction Workers' Union — are waiting for reports from their shaft stewards who were busy compiling reports on the accidents.

Burst

Eight miners died after a pressure burst at the ERPM gold mine in the Boksburg / Germiston area on Monday, while six miners died in a mudrush on the 74th level of Vaal Reefs Number 9 shaft, on the same day.

Rescue teams were still searching for the missing miners at both plants by late yesterday, according to mine officials. The names of the dead have not been released because the next of kin have not been informed.
FREE TO ATTEND BURIAL

By MONO BADELA

Motor Assemblers and Components Workers' Union national organizer Fikile Kobese has been freed from detention — and the funeral of his brother Leslie Kobese, which was postponed on Monday, will take place today.

Mr. Kobese was detained with 90 others in a pre-dawn raid by cops at his Kwanobuhle home near Uitenhage on Monday.

They were detained after Zamuxolo Mondile, a nephew of Kwanobuhle councillor TB Kinkinikini, was allegedly stoned and battered to death outside Mr. Kobese's home.

On Wednesday, 13 of the detainees appeared briefly in the Uitenhage Magistrate's Court charged with murder.

According to police spokesperson Gerrie van Rooyen, cops responded to a call by the youth's father.
Tramways pay freeze rejected as unions disagree

By JERRY McCABE

THE newly-formed and as yet unrecognized Democratic Transport and Allied Workers' Union (DTAWU), has rejected the recent pay freeze agreement between Port Elizabeth Tramways and two other unions, and has called a general meeting for all the company's workers on Sunday.

Mr Moses Louw, general secretary of the DTAWU, said the meeting — to be held in Port Elizabeth — had been called to discuss the profits made by PE Tramways and their failure to pass on a portion of this to the workers in the form of a wage increase.

Mr Louw claimed that the union was always ready to discuss the profits made by PE Tramways, but that the company, in its attempts to withhold part of its profits, had refused to negotiate.

Recently PE Tramways and two of the three recognized unions (Port Elizabeth Bus Workers' Union and Bay Bus Workers' Union) agreed that there should be a temporary wage freeze to enable the company to hold back bus fare increases.

However, the third and only other recognized union, TAWU, is to hold further discussions with management in this regard.

In a written statement, the DTAWU rejected the pay freeze agreement between the company and two of the three recognized unions as "pure fraud".

It said the unions that had been party to the agreement represented fewer than 36% of the total workforce and members of these unions had expressed their dissatisfaction with the agreement.

TAWU has a 5.5% membership of the 1,553 hourly-paid workers at PE Tramways.

It was also claimed that workers had not received pay increases last June as had previously been stated by the company and if this had been done it had been done on a selective basis.

"Despite the ever-increasing cost of living, 1984 saw us going through the whole year without a cent in pay increase," the statement said.

Mr Louw claimed that the union officials who had agreed to the pay freeze had been acting as individuals and not on behalf of the workers.

"It was not a democratic decision as the workers were not consulted," Mr Louw said.

Mr Stamp said his company was still negotiating with the three recognized unions with regard to wage increases.

"This is a continuation of what has been done in the past. We are hoping to come to a decision by the end of February. In the meantime we will continue with our present agreement."

He said that before there could be a wage increase there would have to be a bus fare increase and this was something that all the parties concerned had agreed upon during last week's Industrial Council meeting.

With regard to the DTAWU's claim, Mr Stamp said he realized the union was striving for recognition and as soon as they could prove that they were representative of the workers and had the other unions' approval this could be considered.

Any agreement that had been reached between the company and the unions had been made with the unions' executives and these people had been elected by their members and thus were representative of the workers.

Mr Stamp said DTAWU were quite entitled to hold their meeting on Sunday as the company believed in freedom of association or disassociation.

He disagreed with the DTAWU's claim that no pay increases had been given.

"Increases were given in June, 1983, and in December, 1982."

"Between last December and now merit increases, which went according to the years of service, were also given."

All hourly paid workers received a notice last week to their pay packets last week explaining the position as far as the wage agreement was concerned.

The company gave the assurance that as soon as agreement had been reached on the size of a wage adjustment, an application would be made to the Local Road Transportation Board for an increase in bus fares.

It was predicted that the time lapse between making the application and the introduction of higher bus fares would be about four months.
Teargas fired at Kobese funeral

Uitenhage police fired teargas this week as a massive crowd of over 5,000 black workers and supporters gathered to mourn the death of a local trade unionist, Leslie Kobese, who was shot dead in a free-fire zone earlier this month.

The police had escorted the coffin to the cemetery after the five-hour funeral service at the Old Apostolic Church, 10km away. Eight anti-riot trucks and two armoured cars were stationed metres from where the services were held.

The funeral attracted the biggest crowd ever to attend a service at Uitenhage. The service was interspersed by freedom songs and slogans.

Speakers also called on Uitenhage residents to boycott business owned by business owners of the Ka/Eldorado Council members.