IND. RELATIONS - WORKERS' ORG. - AFRICAN UNIONS

1985
Workers oppose 139 segregation

By Jo-Anne Collinge

Any moves to further divide health services on racial lines will be resisted by health workers serving black communities and by a wide range of community organisations.

The new alignment of professional and lay forces became evident at the weekend when representatives of 35 trade unions and community organisations attended a meeting of the Health Workers' Association.

In a joint statement at the end of the meeting, the participants asserted: “It is clear that the new constitutional structures in health are going to fragment services further, with the creation of coloured and Indian Ministers of Health and the community councils. “The cost of these new bureaucracies, spawned by Nationalist ideology, will be borne by the people.”
By JOSHUA RABOROKO

TWO trade unions have intensified their campaigns for a boycott of products in an attempt to have their sacked members reinstated by the companies.

The Cusa-affiliate Food Beverage Workers Union (FBWU) has launched a campaign against Dairy Maid products in Pretoria while the South African Black Municipal and Allied Workers Union have called for a boycott of all liquor outlets owned by the Orange-Vaal Development Board.

The FBWU accuses Dairy Maid of several grievances, including the sacking of its members at the plant and the fact that the practices constitute an unfair labour practice.

Numerous attempts to break the impasse ended in deadlock when management could not meet the workers demands, and the union started the boycott in an attempt to pressurise management to change its decision.

The union has also alleged that its members were often referred to as “bobbejane” and “kafirs” by white personnel, and “we are quite concerned about these allegations,” a spokesman said.

Mr Andrie van Rhyn, group personnel manager of Imperial Gold Storage, of which Dairy Maid is a subsidiary, said that he was surprised by the allegations which were raised by the union some 10 months ago. He was dismayed by the boycott.

Sabmawu’s boycott against all liquor outlets owned by the OVDB follows the sacking of workers at Big S sorghum beer depot and Big Malt company — both are subsidised by the board.

The union said that management had refused to negotiate “in good faith” with them and “we had no alternative but to call for the boycott which is gaining momentum in the area.” Sabmawu’s Phillip Dlamini said.

However, Big Malt’s manager Mr J Scholtz has reiterated that the company did not belong to the OVDB and that the boycott was unfair on the board.

The management was willing to discuss the matter with the union at the earliest convenience in an attempt to resolve the matter. He contended that the workers refused to work and were dismissed. They also refused to collect their money when requested to do so.

Meanwhile the Black Allied Mining and Construction Workers Union has reiterated that its campaign to ban all asbestos mines in South Africa was still on a several meeting.
THE POOREST you are, the sicker you are — and less able to afford medical treatment. (TSK)

This was pointed out by Penzville Civic Association secretary Eric Molobi at a Health Workers' Association meeting this week.

"With the hospitals charging R12 per treatment (excluding follow-up treatment), it doesn't matter how malnourished your children are — if you are poor, you just can't afford to pay R12 each time you take one of your children to hospital."

"The overall effect of these high hospital tariffs is that mothers will find it extremely difficult to bring their malnourished children to hospital for follow-up treatment," said Mr Molobi.

"Also, the majority of the working class — who earn low wages — may not take treatment regularly due to the high fees," he said.

Too inhospitable!

THERE'S a wide discrepancy in Government expenditure on medical treatment for this country's different race groups.

According to statistics in the 1983 Hospital and Nursing Year Book of Southern Africa, the hospital expenditure per patient per day at Baragwanath Hospital is R39,81 — while it stands at R118.75 in the all-white Johannesburg Hospital.

The ratio of nurses to patients is 1:48 for whites, and 1:707 for blacks — far more than the recommended international standard.
OK to discuss staff cuts

The OK Bazaars chain store and the unions representing its staff have failed to agree on the retrenchment of about 2,000 workers countrywide, but may do so tomorrow.

OK Bazaars executive Mr Alan Fabig told Sapa the company would hold further meetings with the Commercial Catering and Allied Workers' Union and the National Union of Distributive Workers' tomorrow morning.

He said he could not confirm a newspaper report that sources at OK Bazaars expected between 5 and 10 percent of workers in the group — up to 2,000 — to lose their jobs. The cuts are said to affect all race groups — Sapa
Court frees five mineworkers

FIVE mineworkers who spent four months in custody were freed this week when a Roodepoort magistrate acquitted them of taking part in an illegal strike. All are members of the Black Allied Mining and Construction Workers' Union (BAMCWU) employed at Rand Mines' Durban Deep gold mine on the West Rand.

They were arrested on September 17 last year during nationwide strikes in the mining industry over pay.

The magistrate, Mr B P Luyt, said the charges were not framed correctly in terms of the Labour Relations Act.

The men are Mr Vivian Mabiko, Mr Paulus Mchunu, Mr Sebolokane Mahlayona, Mr Joseph Thulambo and Mr Paulus Nduli.

It could not be established yesterday whether they had been discharged by Rand Mines.
We'll take legal action - Bamcwu

THE BLACK Allied Mining and Construction Workers' Union has threatened to take legal action against a gold mine if five of their shop stewards, acquitted on charges of intimidation following a strike at the plant, are not re-instated.

Bamcwu's general secretary, Mr Pandelani Nefolovhodwe, yesterday told The SOWETAN that the management of Durban Deep Gold Mine, owned by Rand Mines, has refused to accept the workers in their posts after a court hearing.

The five, Mr Themba Mabika, Mr Paulo Mchunu, Mr Sebokwane Mabuyana, Mr Joseph Chilanko and Mr Paulos Nhlopi, were found not guilty and discharged in the Roodepoort Regional Court this week when they appeared on charges under the Intimidation Act.

Their appearance is a sequel to the industrial action taken by hundreds of miners at the plant on September 17, last year, in Roodepoort. They were arrested after violence broke out. 

Mr Nefolovhodwe claimed that the workers went back to their company for their posts and were refused admission and told to fetch their money the following day - because they were dismissed.

But, the company's general manager, Mr Gordon Mosenthal, said in a statement, two of the workers were re-instated after they had approached management.

The three other workers, he added, had not yet approached the company for their posts.

Mr Nefolovhodwe said that the union was convinced that from the beginning it was clear that the actions of the company were calculated to stop the activities of the union in the plant. The workers were fighting for their rights - wage increases.
Association fights for the rights of domestic workers

By Inga Molzen

The festive season is over, but the results linger on for many domestic workers who have returned from their annual leave this month to claim unfair dismissal.

Many of these workers in the Witwatersrand area have approached the South Africa Domestic Workers' Association (SADWA) for assistance.

Mrs Margaret Nhlapo, SADWA regional organiser, has dealt with more than 60 cases this month.

"The most common grievance at this time of year is that employers are not prepared to listen to legitimate excuses.

"It is annoying for the housewife when her domestic worker arrives late from leave. But there are instances where it was impossible to contact the employer.

"One woman was fired because she was two hours late for work. She had left her seven-month-old baby to its first day at a creche in Daveyton and it just happened that all the trains that day were running late — she returned to work to find she was unemployed and with no means to support her child.

"Another woman returned to collect a second load of her possessions from her room after being fired to find that her employer had called the police. She was accused of stealing a few household items left in her room."

MARGARET NHLAPO
"Some madams won't listen to legitimate excuses."

Most of these unpleasant situations can be avoided, says Mrs Nhlapo. A domestic employment contract can go a long way towards eliminating misunderstanding, uncertainty and distrust between employers and their domestic workers.

"A discussion at the start of the contract is important.

"Domestic work can be boring and repetitive. The employer should help the domestic worker to be professional about his or her job, encourage the development of new skills and appreciate initiative and innovation.

"Often disputes arise because important issues are not discussed in good time," she says.

"Ideally the employer and the domestic worker should sit down and discuss their problems before any bitter feelings emerge.

"But when a situation has reached a point of no negotiation, I ask the domestic worker if she wants to continue working for the employer. Then I write to or phone the employer to resolve the problem, or settle severance pay."

Housewives who ask domestic workers to babysit at the last minute are assuming they are not entitled to any free time, Mrs Nhlapo says.

"Workers should be asked a few days earlier to ensure that they don't have other plans," she says.

"When I was a domestic worker I had to do the breakfast dishes and make the beds before I could take my day off — the domestic worker should have no duties on her day off," she says.

The only law protecting the domestic worker, who is not covered by the Workman's Compensation Act or household cover in the case of an accident, is common law (each party is required to give one month's notice or payment in lieu of notice).

SADWA is pressing for legislation to protect workers' rights.
More than 1,000 OK Bazaars workers at branches throughout South Africa are to lose their jobs tomorrow.

This announcement was made yesterday by the chainstore's management and unions representing the employees after a fortnight of negotiations.

The number to be laid off temporarily or retrenched because of lean times — 1,051 — represents about four percent of the workforce of 25,500.

A joint statement was released after talks between OK Bazaars management, the Commercial, Catering and Allied Workers' Union, and the National Union of Distributive and Allied Workers, who persuaded the chainstore not to retrench as many as 2,000 people — as planned originally.

"The OK accepted the unions' proposal to implement an initial staff reduction programme which will affect 1,051 of the 25,500 employees instead of the original 1,500 contemplated in the first phase of the plan," the statement said.

"A number of proposals were made by the unions and the company. Finally, the unions' proposal for the option of a lay-off with the guarantee of re-employment by August 7, 1985, or retrenchment, was agreed.

"Retrenchments and lay-offs will take effect on January 31 (tomorrow) OK has guaranteed to give preference to employees who are laid off or retrenched when it requires casual, part-time or full-time staff in future," the statement added.

OK Bazaars workers and the Press have been in the dark about the negotiations throughout because of an agreement between the management and unions not to discuss the issue in public.

The statement said the negotiations were characterised by "frankness and co-operation" and were arranged after the chainstore gave notice to the unions that it wanted to retrench about 2,000 employees.

An independent auditor was called to verify OK Bazaars' reasons for the staff cuts, the statement said — Sapa.
L A Y - 0 F S  A T  O K

A compromise has been worked out with regard to the first group. Apart from about 200 who have been retired, all have been given the option of accepting a temporary lay-off. Those who take this option will be guaranteed their jobs back at the beginning of August. Workers will also receive between two and eight weeks' severance pay depending on their length of service.

An interesting feature of the talks is that the company made available comprehensive financial records to a union-appointed accountant in an attempt to prove to the unions the necessity for retrenchments.
Motor unions fight merger

PORT ELIZABETH — The National Automobile and Allied Workers Union (Naawu) yesterday resolved to fight the Ford/Amcar merger.

Widespread discontent with the move was expressed by workers at a meeting last night organised by the Motor Assemblers' and Components Workers' Union of South Africa (Macnusa) and the General Workers' Union of SA (Gwusa) where the merger was described as politically motivated and exploitative.

Last night the regional secretary of Naawu, Mr Les Kettleman, said the merger would be fought at factory level. — DDC

Gleam ahead, F2
Domestic workers: just what has happened in the last five years...

This was the research finding of sociology lecturer Jacklyn Cocks in 1980. "As an occupational group domestic workers are subject to ultra-exploitation. They are deprived of a negotiated contract, a reasonable working wage, reasonable working hours and family and social life. They are also denied favourable working conditions, respectful treatment and any acknowledgement of the dignity of their labour, as well as specific legal protection, membership in an effective worker organisation and effective bargaining power." INGA MOLZEN looks back to see just what has happened in the last five years...

**January 1980**
- Preparations are made for an organisation to represent domestic workers.

**Domestic workers**
- A year later in February 81 the South African Domestic Workers' Association is launched.
- Ex-domestic worker Mrs Margaret Nhlapo, present Association director, says "The organisation had to stand on its own right from the beginning because it was organised by domestic workers themselves."
- The Association followed in the steps of improving conditions of domestic workers of the Domestic Workers and Employers Project launched in 1970 by Mrs Sue Gordon.

**April '83**
- The Maritzburg branch of the Lawyers for Human Rights identified domestic low wages as a major problem.
- It was suggested that domestic workers should have written contracts even though they had certain rights under common law, including wages, reasonable notice of dismissal, safe working conditions.
- The South African Domestic Workers' Association said domestic workers should receive a minimum monthly wage, extra pay to cover transport for living-out workers, a full day off every week with another half day each weekend, properly ventilated, heated, burglar-proofed and furnished rooms for living-in workers, four weeks' leave on full pay.

**October '83**
- The Old Mutual abolished its pension plan for domestics because of lack of support.
- In five years the plan had attracted only 200 members.

**February '84**
- The Natal Building Society launches a new retirement plan for domestic workers.

**March '84**
- Under the New Income Tax Act employers have to register domestics for PAYE levies.
- There are more than 200 Centres of Concern throughout the country which aim to help domestic workers in their rights and improve their skills to make them more marketable and improve relations between workers and their employers.

**April '84**
- Women for Peace say it is a poor reflection on our society that employers can get away with dismissing workers without notice, severance pay or financial acknowledgement of years of service, knowing that the average domestic worker cannot afford the law.

**June '84**
- The Domestic Workers' Association reports that some domestics receive as little as R20 a month in the Orange Free State.

**July '84**
- The Machinery and Occupational Safety Act (No 6 of 1983) does not provide compensation for the domestic servant, but if the employer is penalised for not taking adequate safety measures the domestic servant has more chance of receiving compensation in a civil case.

**October '84**
- Black Sash says most pension schemes for domestic workers are inadequate and advises employers to invest in proper training for domestics.

**November '84**
- More than 1,000 domestic workers unite in Port Elizabeth for a national rally.

**December '84**
- The Domestic Workers' Association had 2,000 registered members this year but had to deal with a further 800 grievances by non-members.

Conditions of Employment Act and the Workman's Compensation Act. By law the Domestic Workers' Association may register as a trade union.
workers: just what has happened in the last five years?

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At the beginning of the month representatives of domestic workers' organisations from all over the country travelled to Pretoria to discuss the plight of domestic workers in South Africa with Manpower Minister Mr Pietie du Plessis.

These organisations demanded that the Minister speed up enquiries by the National Manpower Commission and request a report on progress.

Requests for progress reports by the Domestic Workers' Association on August 16 and October 7 in 1983 and May 15 in 1984 were made without response.

Last December it was said that the official report on labour laws affecting domestic workers was complete.

If the Government did decide to change the law, it would be able to do so in 1986 at the earliest.
Trade unions seek voice

in workers' reinforcement
Trade unions seek voice

in workers' representation

"Conditions are so unbearable..."
did you hear

plug, appreciative readers were told, was “SABC approved.”

That BMW’s official Dealer Standards Manual, which enforces high standards for dealerships both inside and out, lists the FM as required literature to grace management’s coffee tables? The manual says that in the customer contact area a BMW-approved chrome/black and glass coffee table must carry fresh flowers and “up-to-date topical” magazines. The other magazines required are Car, Time and BMW’s own in-house publication.

That some motorists will go to any lengths to avoid prosecution? In 1972 a Californian driver admitted driving dangerously, but pleaded that his attention had been distracted by the shrieks of a woman passenger who was being mugged by a lobster.

That the New York Times’ Grand Prize for Euphemism was awarded to the Central Intelligence Agency (CIA) for referring to an assassination unit as a “health alteration committee”?

About the latest method of dissolving gallstones? The Minnesota-based Mayo Clinic has successfully treated two patients with methyl tert-butyl ether, a solvent normally used in petrol. The process usually takes one to three years, but according to doctors at the Clinic, the solvent worked in hours.

A Natal Mercury columnist’s rather irreverent joke about Bishop Desmond Tutu?
10 was a bishop
22 was 12
101 a peace prize
22,112
If you read it as “one on” etc, it will probably make more sense?

About the SATV cameraman who nearly got killed while covering township unrest? He complained to the top brass, who assured him there was no point in taking legal action because “the SABC is above the law.”

That the New York Review of Books offers to discerning literati T-shirts with pictures of their favourite authors? The list covers just about everyone from Schopenhauer and Camus to Tolstoy and Poe.

How to get your money out of the country without incurring personal legal risk? Buy Escom stock.
'TIMES ARE TOUGH — SO WHY AREN'T WE?'

by ZB Molefe

DISINVESTMENT and the capitalism-socialism debate must be considered seriously now and in the future — especially after South Africans finally win their liberation — a prominent trade unionist said this week.

Black Allied Mining and Construction Workers' Union publicity secretary Motsom Mokhune told City Press about the recent three-week International Labour Organisation seminar attended by 26 leading black unionists in Harare, Zimbabwe.

Union representatives included Sydney Mufumadi (Gawu), Sisa Nyikelana (Sanwu), Dennis Neer (Macwasa), Sam Made (Mwasa) and Matthews Oliphant (Nasamu).

"The question of multinational companies was of focal interest to us, and the message was clear that in our struggle we have to look at this question now and in the future," said Mr Mokhune.

American company Gulf Oil during Angola's independence was cited as an example Zimbabwe president Robert Mugabe's practise of capitalism to achieve a socialist state was quoted as another example.

"This can become a serious problem if the masses' interests in the workplace are hampered.

"It also became clear that most Zimbabweans are very informed about their destiny under Mugabe — something which lacks in this country among blacks."

Another area which impressed Mr Mokhune at the seminar was the political education of the masses' interests at the workplace. This, he emphasised, has led to the sharing of ideas.

"This is what is desperately needed to run our unions here. And we hope this can be done as our unions gradually become a force to reckon with," he said.
PORT Elizabeth's townships are soon going to observe a "Black Long Weekend".

Residents will stay away from work and the city's business area in protest against the increased cost of living and recent bus and railway fare increases.

The boycott is being called for by the independent trade union movement and progressive organisations in Port Elizabeth - and is being spearheaded by the Port Elizabeth Black Civic Organisation and the Port Elizabeth Women's Organisation.

The decision was taken at a mass rally attended by organisations affiliated to the United Democratic Front in New Brighton last weekend.

The date and form of the four-day weekend stay-away will be decided on by a committee representing the organisations. Labour, church, civic and sporting bodies will be approached to make the protest a success.

The planned protest was called for after growing discontent in the townships over the recent 40 percent petrol price rise - which will push up the prices of consumer products - and over increased bus and railway fares.

The meeting decided that black people should not come to the city to shop and that PE City Tramway buses shouldn't enter the townships from Saturday until Monday - with people staying away from work on Monday.

Only doctors and nurses would be allowed to use buses during this time to enable them to care for the sick.

Speakers at the meeting blamed the Government for the decline in the country's economy, the increase in the price of fuel and the declining value of the rand.

The meeting called for the dismantling of apartheid and the scrapping of homelands and other Government-created institutions.

Speakers complained that workers had to contend with constant increased rental, food and transport costs at a time when employers were using the recession as an excuse to block wage increases.
'What about us?'

The Federal Council of the 230,000-strong SA Transport Services Staff Association came under heavy fire this week over its meeting for pay increases with Transport Minister Hendrick Schoeman next week.

"These people approaching Minister Schoeman are the electorate," said General and Allied Workers' Union president Samson Ndou. "The Government will try to satisfy them at the expense of blacks."
'Rhodesian' keeps calling them 'kaffirs'

WORKERS at 'Crown Mines in Johannesburg have claimed that a white supervisor, formerly a Rhodesian, calls them “stubborn kaffirs” who would have been killed if they lived in the old Rhodesia.

The workers at the goldmine — owned by the Rand Mines — told The SOWETAN that the supervisor had used other racial slurs and had cast aspersions on their black trade union.

They also accused the supervisor of contributing to the dismissal of several members of the Black Allied Mining and Construction Workers' Union (Bamuwa) on the mines' surface operations, after allegedly refusing to address him as “baas.”

Company spokesman Mr Paul Forbes, however, explained that there were grievance procedure forms, which workers were expected to use.

The management had not received any such complaint “and if they were properly channelled then we should have known about them,” he said.

Mr Forbes also said the matter would be looked into, and if anybody was found guilty, “drastic” action would be taken.

The workers however maintain that their bosses have ignored their grievances “They ignored our complaints, allowing his remarks,” said one “Unless these grievances are taken as very seriously by management, then we are sure that this matter could spark off industrial action on the plant,” the workers said.

Mr Forbes said that the management had deemed receiving any letter of complaint from the union, though, he added, “we take a strong view of anybody who uses racial slurs.”

Robben Island lifer opts for ‘freedom’

ONE prisoner serving a life sentence on Robben Island has accepted President Botha’s freedom offer — and it is almost certain that he is Walton Mccai, one of the Rivonia trialists.

The Prisons Department’s statement this weekend said the prisoner, whose name would be given only when he was freed, had served more than 20 years of his sentence.

The man had accepted President Botha’s amnesty offer “unconditionally and without qualification”, a spokesman said.

There are only two lifers still on Robben Island. One of them is Govan Mbeki, a hardline ANC militant who was also a member of the outlawed Communist Party before he was arrested in the Rivonia swoop.

Informers sources believe there is little chance that Mbeki would have accepted the offer without first hearing the reply from Nelson Mandela. His son, Thabo, is currently a key member of the ANC’s Department of Information and Publicity in Lusaka.

The other is Mccai, the 62-year-old former treasurer of the SA Congress of Trade Unions (Sactu) and a leader of the 1952 Defiance Campaign in the eastern Cape. Mccai left the country in the 50s to seek support for Sactu and returned secretly, going into hiding before he was arrested in the huge Rivonia swoop that netted the core leadership of the ANC’s military wing, Umkhonto We Sizwe. He was charged with helping to organise Umkhonto and received a life sentence.
National Union of Mine Workers conference in Welkom enthusiastically expressed support for a resolution condemning the dismissals and affirming the 110 000-member union's intention to take action in support of the Sasol workers if they are not rehired.

CWIU held two meetings with Sasol management during December where the two parties failed to reach agreement on criteria to be used when considering the re-employment of the dismissed workers. Sasol has said it will not take back people who had intimidated others during the work stoppage. Neither party is prepared to confirm reports that Sasol has refused to restate the shop stewards whose applications have been considered.

It is not clear whether a full-scale strike or merely a brief demonstration stoppage is being contemplated if the dispute is not settled. But should any such event materialise, it will spell an abrupt end to the year's thus far relatively peaceful industrial relations scene.

SASOL
Strike threat

The threat of a general strike by members of 24 unions hangs over this week's meeting to discuss the reinstatement of more than 5 000 Sasol employees dismissed after participating in last November's stayaway. The Chemical Workers' Industrial Union (CWIU) will hold talks with Sasol management later this week to review developments at the company. A Sasol spokesman says the company has received 4 500 applications for re-employment and as at January 22, 2 613 of these had been approved. In addition, "further appointments have since been made and the process is continuing." However, some former employees have been told they will not be rehired. The exact number is "not available."

Meanwhile, the FM understands that Sasol is opposing a CWIU application to the Manpower Minster for the establishment of a conciliation board to hear the dispute in the event of inconclusive negotiations. The spokesman says a reply to the application has been forwarded to the Minister, but he declined to comment on its contents.

Sympathy action

The unions which have indicated their intention to take sympathy action include the affiliates of the Federation of SA Trade Unions (Fosatu) and the Council of Unions of SA (Cusa), the Food and Canning Workers' Union, the General Workers' Union, the Commercial, Catering and Allied Workers' Union and the Cape Town Municipal Workers' Association. CWIU is a Fosatu affiliate.

The union plans received a boost on January 18 when 3 500 delegates to the
Union may go to court

By JOSHUA RABOROKO

THE Black Allied Mining and Construction Workers' Union (Bamcuw) is considering legal action against Rand Mines, owners of Durban Deep Goldmine on the West Rand for the reinstatement of their members sacked during a mine strike last year.

The workers claim they were dismissed after they were found not guilty and discharged in the Roodepoort Magistrate's Court when they appeared on charges under the Intimidation Act, according to Bamcuw's publicity secretary, Mr Motshumi Mkhuni yesterday.

He said the workers went back to the mine for their jobs after the court hearing but were told that they could not be employed again and their services have been terminated.

They were then subjected to an inquiry which found them "guilty", but were immediately told that they could appeal against the conviction. Thus they did and "it appears that management is not prepared to re-employ them because of the court case — and this is aimed at victimising union members," he said.

Resigned

However, the company's spokesman, Mr Paul Forbes, said the workers were re-engaged after the trial, but a disciplinary inquiry found them "guilty". One of the workers then resigned and later applied for a vacancy which he could not get.

He added that the rest of the workers were told that they have the right to appeal against the disciplinary inquiry and "we are still looking into their case."

A worker who did not want his name mentioned told The SOWETAN that his "bosses" accused him of being a trade unionist, being in-

involved in an illegal strike and terminated his services. He was paid his wages, but did not get his severance pay and other benefits.

Two other workers who management had claimed did not approach them after the court case, declared that they did apply for their jobs, but were not welcomed. They were also not going to be paid for the period they have been awaiting trial.

Mr Forbes said that much will depend on the outcome of the "appeal hearing". He could not guarantee that they will be re-employed.

But Bamcuw's Mokhani said if they were not reinstated they will consider taking legal action against the company.
Dwasa meeting to discuss higher wages

BY BESSIE BOUWER

A MEETING to discuss higher wages for domestic workers in Port Elizabeth has been arranged by the Domestic Workers Association of South Africa (Dwasa).

Mrs Pat Maquina, general secretary of the association, said the increasing cost of living and price increases in fuel and foodstuffs had made it impossible for domestic workers to support their families on their present salaries.

She said it was important for residents employing domestic workers to attend this meeting in order to to assess the situation and to review the present recommended wage structure.

The meeting will be held on February 28 at 7.30pm at St John’s Methodist Church in Havlock Street.

All employers and employer organisations are invited to attend the meeting.

Recommended wages for domestic workers were last reviewed in 1982 and had remained unchanged despite increased costs, she said.

Wages recommended by the association in 1982 were:

- R110 a month for full-time live-in or live-out domestic workers
- R10 a day for temporary char
- R5 a half day for temporary char

These recommendations excluded bus fares to and from the city, said Mrs Maquina.

Reviewed wages to be recommended by the association are R130 a month for a full-time domestic worker, R12 a day for a temporary char and R6 a half day for a temporary char, excluding the cost of transport.

The exploitation of domestic workers, especially during the present recession, will also be discussed at the meeting.

In some cases domestic workers were being offered full time jobs for as little as R30 a month, said Mrs Maquina.

Surveys had shown that a family of four required a minimum amount of R133 to live on each month, said Mrs Maquina. This included food, clothing and other expenses.

The survey also showed that it cost parents a minimum of R57.20 a month to keep a small child, R117.70 for a child aged between 11 and 14 years and an adult needed at least R177.70 to live each month.
THE Black Allied Mining and Construction Workers' Union is to hold an urgent executive meeting on Sunday to consider taking legal action against the Minister of Law and Order concerning the alleged "rough treatment" their members received from police during a strike on the West Rand last year.

The union was reacting to reports that 164 members of the National Union of Mineworkers (NUM) were serving letters of demand on the Minister, Mr Louis le Grange, amounting to a total of R2 million.

Bamcweu's publicity secretary, Mr Motsoam,"
MORE THAN 540 employees of Pilkington Tiles in Meyerton yesterday went on strike over several issues, including wages and demanding an urgent meeting with the company's chairman who is visiting South Africa from overseas.

The workers said that they were promised two pay increases — one in June and one in December last year — and management has failed to fulfill its promises. They have also been working shorter hours and thus has affected their pay packets.

They asserted that following the two day stay away from work their bosses have forced them to work shorter hours because they wanted to retrench them. The company has refused them permission to meet Mr A N Smit who is the company's chairman from Great Britain.

The workers' grievances are: Management's delaying tactics to recognize the Building and Construction Workers' Union, threatening to dismiss workers who belong to the trade unions; no channel of communication and low wages.

The company's manager, Mr D B Curran, said they were prepared to increase the workers' pay, but in the light of the economic situation they could not meet the workers' demands in full.

Referring to the union rights, he said they were holding talks with the union on the possibility of recognition. He also said that there was misunderstanding on meeting and talking to Mr Smit. He hoped to resolve the matter soon.

Meanwhile more than 500 medical students who had refused to return to Durban's King Edward VIII hospital for training, went back yesterday, according to the hospital's superintendent, Dr Justin Moropoulous.

He said the situation has returned to normal at the hospital and no workers who had been sacked following the strike, had been reinstated.
Focus on retrenchments

Union role

change in

staff cut decision

WHEN the recession took its first bite in 1982, managements and unions found themselves sitting at opposite ends of the negotiating table talking retrenchment. It took a lot to get them there.

Managers, used to dismissing staff when it suited them, found that unions had been legalised on the recommendation of the Wiehahn Commission. Then the industrial councils began giving the unions teeth to add to their bark.

It's a situation that has stretched the minds of managers and left others stubbornly facing court actions rather than negotiating with worker representatives.

Distress is evident as unions matter darkly of "pane retrenchments" and "a crisis of profits" — implying that some companies are retrenching staff because smaller profits rather than going to the wall.

Managers, on the other hand, curse the "Arms of the World" and workers who "think the world owes them a living."

Two weeks ago, OK Bazaars spent six days locked in negotiations with trade unions from CCAWUSA (Commercial, Catering and Allied Workers Union of SA) and Ndad (National Union of Distributive and Allied Workers) over 2,000 retrenchments.

In the end, they hammered out a compromise: 1,051 workers could choose whether to be retrenched or laid off for six months. The figure included a number of retirements and early retirements.

Negotiations continue over the fate of the other 949 workers but, in a significant breakthrough for the unions, OK Bazaars agreed to accept an independent auditor nominated by the unions to verify the company's statements on the need for retrenchments and the number affected.

Corobrik is currently talking retrenchment with its staff. Last week the firm's holding company, Toncor, retrenched 176 salaried employees.

The company is reviewing its position after decreased production at 30 brick factories, the closure of six and a previous retrenchment of 1,200 weekly paid workers.

The principle of consultation before retrenchment has been firmly established and is backed by the industrial court. Yet there are still companies which retrench without adequate notice or consultation.

While there is no statutory law on retrenchment procedures, there are guidelines from the industrial court on what is fair and unfair.

These guidelines were listed in a recent article by labour lawyer Mr Halton Cheadle in the SA Labour Bulletin as:

- An employer must plan to avoid retrenchment to the moment he first becomes aware that retrenchment might become necessary.
- The employer must give proper notice to the union of its intention to retrench.
- The employer must meet union representatives and shop stewards at the earliest opportunity to explain the necessity to retrench, to consider alternatives to retrenchment and to discuss selection criteria.

Report by MARION WHITEHEAD

for those to be retrenched,

- The employer agrees to the principle of "last in, first out" (some exceptions are made for workers with special skills).
- The employer must take special personal circumstances into account.
- Proper notice of retrenchment must be given.
- The employer must give severance pay (two weeks pay for each year served is the norm).
- The employer must undertake to re-employ when vacancies arise.

"Many employers have entered into agreements with unions such as those. However, there are many employers who refuse to recognise trade unions or to negotiate with them on any matter," Mr Cheadle wrote.

There are also those who believe it is their managerial prerogative to retrench without negotiating a fair retrenchment procedure or consulting the union representing their work force. In such cases the unions have used the industrial court effectively.

The Genkor group prides itself on having an "informal and modern" approach to industrial relations, while still emphasising the management prerogative to retrench when it seems necessary.

Mr Naas Steenkamp, director of manpower for Genkor's mining group, said, "We think about retrenchments first, we don't just do it, and we try to establish current enlightened practice. We believe we have a defensible retrenchment policy."

About 12,500 workers were retrenched by Genkor's engineering, transport and construction sectors last November.

It costs a lot for a company to retrench and all of the factors cannot be measured in cash.

The direct cost is in the separation packages paid to retrenched workers. An industrial relations consultant, Mr Andrew Levy, said the indirect costs came from the blow to morale and productivity that retrenchments brought.

"It also cuts into the bank of skills and experience needed for take-off when things pick up again," he said.

"It's always in the company's interests to avoid retrenchments as far as possible."

The most taxing was the whole debate, however, remains when — how are retrenchments decided on?"

Mr Nelis Strydom, human resources director for Nissan SA, which retrenched 1,200 workers last year as well as parts of their motor plant on working short time, said, "It takes months before retrenchment is a last resort."

Corobrik's managing director, Mr Errol Rutherford, said, "Retrenchment is the toughest part of being in management. You know its effects on people's lives."

At Volkswagen in Uitenhage, "retrenchment is viewed as a last resort, according to the company's industrial relations office. Mr Brian Robb.

Trade unions are involved in and consulted matters relating to retrenchment. Mr Rabin said the company was well aware of the social implications caused through the hard times resulting from retrenchment and decided on that nature were entered into lightly."

Mr Alec Irwin, chairman of Fords (Federation of SA Trade Unions), said his union found the generally management did not exhaust other options before retrenching."

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Decisions

dure or consulting the unions representing their work force. In such cases the unions have used the industrial court effectively.

The Gencor group prides itself on having an "informal and modern" approach to industrial relations, while still emphasizing the management prerogative to retrench when it deems necessary.

Mr Naas Steenkamp, director of manpower for Gencor, the mining group, said: "We think about retrenchments first, we don't just do it, and we try to establish current enlightened practice. We believe we have a defensible re-trenchment policy."

About 12 500 workers were retrenched by Gencor's engineering, transport and construction sectors last November.

It can cost a lot for a company to retrench, and all of the factors cannot be measured in cash. The direct cost is in the separation packages paid to retrenched workers. An industrial relations consultant, Mr Andrew Levy, said the indirect costs came from the blow to morale and productivity that retrenchments brought.

"It also cuts into the bank of skills and experience needed for take-off when things pick up again," he said.

"It's always in the company's interests to avoid retrenchments as far as possible."

The most taxing question in the whole debate, however, remains when and how are retrenchments decided on?

Mr Nelis Strydom, human resources director of Nissan SA, which retrenched 1 200 workers last year as well as putting their motor plant on to working short time, said "it takes months before we retreat. It's a last resort."

Corobrik's managing director, Mr Errol Rutherford, said: "Retrenchments are the toughest part of being in management. You know its effects on people's lives."

At Volkswagen in Uitenhage, retrenchment is also viewed as a last resort, according to the company's industrial relations officer, Mr Brian Robinson.

"Trade unions are involved in and consulted on matters relating to retrenchment,☠

Mr Robinson said the company was well aware of the social implications caused through the hardships resulting from retrenchment and decisions of that nature were not entered into lightly.

Mr Alec Luev, education secretary of Fosatu (Federation of SA Trade Unions), said his union found that generally, management did not exhaust other options before resorting to retrenchment. Mr Dave Lewis, general secretary of the GWU, agreed: "In the absence of unions, they would retrench as they pleased and on the criteria they liked."

A spokesman for the National Union of Clothing Workers said that while many companies did not stick to the industrial court guidelines, negotiating procedures had started to improve in the clothing industry since the union had carried out an information campaign among employers.

Professor Jeremy Keman, head of the University of the Witwatersrand's development studies programme, said: "My impression is that a number of 'responsible' managements are trying to cushion the blow."

He said retrenchments would intensify the degree of absolute poverty and inequality in South Africa.

Mr Jon Lewis, editor of the SA Labour Bulletin, said large-scale unemployment meant the unions would have to take over a wider role.

Mr Mark Astley, director of the Institute of Industrial Relations, which cut its ties with Anglo American some time ago to become an independent consultant to both management and trade unions, said companies had to remember they were dealing with people, not just jobs.

Fear, anger as more lose their jobs

Fear and anger are not on the agenda at retrenchment meetings, but these emotions bubble just below the surface during negotiations.

The workers' desperation is easily understood as starvation frequently goes hand-in-hand with being dumped among the unemployed.

Latest available figures from the Central Statistical Service in Pretoria put unemployment at 617 371 for all races in August/September last year.

Officials admit this is a conservative figure — last year academics put the figure at between two and three million. It is impossible to estimate how many of these have been retrenched, as nobody is keeping count.

Unemployment Insurance Fund payouts jump by more than R1 million each month. In October last year they went from nearly R17 million paid to 33 470 people to more than R18 million paid to 36 000 people in November.

Pretoria UDF commissioner Mr Jack Scheepers said this figure was not an accurate reflection of the unemployment situation as the figures included those claiming maternity, illness and death benefits.

One trade unionist said a retrenched worker could expect to wait between three and four years before getting another job, so it was not surprising a group of workers had refused nine months' severance pay which would have been considered a generous offer in more prosperous times. "They just want their jobs," he said.

Companies also have reason to worry about their futures in 1983 more than 25 000 companies went out of business while every day in 1984 about 12 companies were liquidated.

Retrenchments place unions in a defensive position as they frequently lose members. The General Workers' Union has lost 3 000 members, or 20% of its membership, in the past year.

General secretary Mr Dave Lewis does not see this as weakening the union movement, but rather as increasing militancy. More people joined the union when their jobs were threatened.

Mr Lewis said retrenchments had also made it harder to negotiate wages last year, as those still in employment had to stretch their money further among family members who had lost their jobs.
New union will fight for 'maternity leave'

The newly-formed South African Black Municipal and Allied Workers' Union's women unit has resolved to intensify their fight for maternity leave and to mobilize women in trade unionism.

The resolution was taken at the launching of the unit at a meeting attended by over 200 people at the Ipelegeng Centre, Soweto, at the weekend.

The emotion-charged meeting took this decision after complaints by most participants that women were often dismissed from their jobs when they go on maternity leave.

Maternity leave has become a contentious issue in recent days as trade unions press to include it when negotiating for recognition agreements with management.

**Liquor boycott**

The meeting also resolved to intensify the boycott of the Orange-Vaal Development Board's liquor outlets in an attempt to pressures the board to re-employ 30 sacked workers at Jwala-Ba-Sesotho depot near Sebokeng.

The workers were dismissed after going on strike demanding the reinstatement of their colleagues.

The union has since declared a dispute with the board over the issue.

Other resolutions include:
- Intensifying education and political awareness among women,
- To encourage more women to participate in trade unionism, and
- To fight for women's rights in the industry.
UNIONS DECLARE DISPUTES

By JOSHUA RABOROKO

TWO BLACK trade unions have declared disputes with managements over recognition, victimisation of members, and fighting the closed shop system.

The Retail and Allied Workers' Union (RAWU) and the South African Black Municipal and Allied Workers' Union (SABMNU) have also threatened to take legal action against Motami Furniture near Pretoria and Potschefstroom Municipality respectively.

RAWU's president, Mr Donsie Khumalo, said Motami management had refused to negotiate with them and had threatened to dismiss their members.

Management has a closed shop agreement with an "older trade union", which he declined to name.

SABMNU's Phillip Dlamini said the Potschefstroom Municipality has a closed shop agreement with the South African Association of Municipal Workers and has refused to negotiate "in good faith" with them.

Their members have been "victimized", while some have fallen victims of retrenchments.

A municipal spokesman said that their doors were always open to discussions with any union.

In another development, the Food and Beverage Workers' Union has called off the community-based boycott of Dairy Maid products after the company had agreed to reinstate 80 workers and pay them out R70 000.
Workers in court after strike

A TOTAL of 270 black municipal workers appeared briefly in three Potchefstroom magistrate's courts yesterday following a strike over wages and demands that their trade union be recognised.

The workers, members of the South African Black Municipal and Allied Workers' Union (Sambawu), pleaded not guilty to charges of attending an illegal meeting after they were allegedly ordered by the police to disperse to their respective workplaces.

They appeared before Mr F R Boshoff, Mr B T Bester and Mr D C van Gruwen. The case was postponed to March 12 and 13 and bail was fixed at R200.

There was drama in one of the courts, when Sambawu's general secretary, Mr Phillip Dimani, broke down as Mr Boshoff instructed workers to plead guilty.
Union launches self-help project

By PHILIP VAN NIEKERK
THE Black Allied Mining and Construction Workers' Union (Bamcwa) has launched a self-help project for fired former members in the poverty-stricken rural areas of the North-Eastern Transvaal.

The project, announced this week, is believed to be the first of its kind in recent years to be started by an emerging trade union.

A spokesman for Bamcwa said the idea of the project followed the mass dismissal of workers at the Penge asbestos mine in Lebowa who went on strike over wages last year. "Knowing that the area was plagued by unemployment and due to the economic circumstances in the country we realised it would be almost impossible for the workers to find new jobs," he said.

The projects being planned include brick-making, poultry farming and the setting up of a legal aid office for the residents of the area.

He said it was being run on a co-operative basis, and that whatever profits came from the venture would be put back into expanding the enterprise and create more jobs for the workers.

placement in other positions within the Ford and Anglo American companies.
'Recession leads to unionism'

The alliances which emerged late last year between trade unions and popular "community" organisations, indicate a new phase of resistance to apartheid, said Professor Eddie Webster of the University of Witwatersrand last night.

Speaking at a panel discussion on the East Rand stayaway and election boycotts last year, Professor Webster said he did not believe the stayaways were specifically the work of the United Democratic Front.

"With the overall depth of the economic recession and high levels of unemployment, trade union membership steadily grew," he said.

"Workers movements are becoming increasingly sophisticated," said Dr Duncan Innes of the Industrial Sociology Department at Wits. "They understand the need to get more involved in community issues and to use their strength on the factory floor to resolve these community issues."

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Note: The text appears to have been partially obscured or damaged in places.
258 arrested as stoppages spread

By Terry Friend, West Rand Bureau

A group of 258 Potchefstroom former municipal workers were arrested yesterday for holding an illegal gathering after losing their jobs.

The workers were dismissed yesterday afternoon after refusing to work that morning.

They had demanded recognition of the SA Black Municipality Workers' Union.

The 258 workers were taken to court by police.

Seventy-nine who pleaded guilty were fined R180 (or 90 days) and the others were remanded on bail of R200 until March 2.

"There was no strike. The workers simply held an illegal gathering after being dismissed," said Brigadier Jaap du Preez, the divisional criminal investigation officer at Potchefstroom.

About 200 Potchefstroom Town Council workers were arrested yesterday morning for refusing to go on duty.

The workers, members of the Black Municipality and Allied Workers' Union (BMAWU), spent the night in jail and will appear in court today on charges of holding an illegal strike.

The strike is one of four work stoppages involving about 3,000 workers which have taken place in Reef firms in the past few days.

The general secretary of the BMAWU, Mr. Phillip Diamini, claimed the causes of the Potchefstroom strike were the refusal by the council to recognise the union and the retrenchment of workers who were not given notice.

Mr. Diamini said in the past few weeks about 17 employees had been retrenched and sent to the homelands.

He also claimed an executive member of the union, Mr. Titus Vlopo, was dismissed unfairly.

The secretary of the Potchefstroom Town Council, Mr. A. Viljoen, said about 200 people were involved in the strike.

He said the council was trying its best to get workers to act in a responsible way.

In another strike, the entire workforce of about 650 at Sedums plant in Phalaborwa refused to work yesterday, demanding a white foreman be dismissed on grounds of harassment.

In another strike by about 1,000 employees of the AECI dynamite plant at Modderfontein - where 14 people died after a blast last week - the employees refused to work for the fifth day, demanding that management pay them R500 "danger money" for having to work with explosives.

The management is still having talks with union representatives.

Refusal to work for the past seven days by about 1,000 Bakers Biscuit workers demanding a pay rise, has resulted in the dismissal of all but five of the workers.
THE industrial court has found that the British-owned company Johnson Tiles acted in breach of an agreement with the Building Construction and Allied Workers' Union in unfairly retrenching a number of workers. It ordered their reinstatement.
SA unions grow despite recession

South Africa was the only country in the world where trade unions had grown in power during the current recession, said Professor Eddie Webster of the sociology department at the University of the Witwatersrand.

He was speaking this week at the launch of the book, "South African Review Two", written by academics and journalists, which examines contemporary South African events.

"In most countries trade unions decline during a recession because of lay-offs and the closure of factories South Africa has challenged this conventional view," he said.

But, he added, the growth in trade unionism was not caused by the recession.

"In South Africa black trade unions were artificially held back until 1979 when they were officially recognised." Professor Webster said.

The National Union of Mineworkers (NUM) provided the most dramatic evidence that trade unionism had strengthened.

Since NUM's inception in 1982 it had become the "fastest and biggest" trade union in South Africa, with a membership of 100,000 workers.

He added that trade unions had grown in strength also because they provided legitimate channels for workers to articulate their grievances.

The economic crisis in 1983 and 1984 had pushed trade unions "beyond "pure and simple" trade unionism, Professor Webster explained.

"The unions have been unable to resist pressure from their members and they were catapulted into a central role during the stayaway last year," Professor Webster said.
Dwasa 'benefits  employers, too

By BESSIE BOUWER

EMPLOYERS should encourage their domestic workers to join the Domestic Workers Association of South Africa (Dwasa) so that both could reap the benefits of skilled labour.

This was the consensus at a meeting between Dwasa and representatives of some Port Elizabeth employer organisations held in the city recently.

New recommended minimum wage levels for domestic workers were also discussed.

Mrs Pat Maquina, administrative secretary of Dwasa, recommended a minimum wage level of R130 a month for full-time workers, R12 a day for a full-day char and R6 for a half day. She also recommended an extra amount of R2 should be paid for overtime.

These wage levels excluded the cost of transport to and from the place of work.

Mrs Maquina told Weekend Post that Dwasa was recommending the increases because of the rising cost of living and the high rate of inflation. At present a family of three needed a minimum amount of R55 each month just to cover their costs, she said.

Dwasa chairman Mrs Elitua Suka said a lack of communication between the employer and domestic worker often led to misunderstanding and friction. It was essential that good working relations be established from the start. This was where Dwasa could play an important role, said Mrs Suka.
Ciskei police raid reporters' homes

EAST LONDON — The homes of three journalists who are members of the Media Workers Association of South Africa and another trade unionist were searched by Ciskei police and various documents were confiscated, the Ciskei police liaison officer, Captain Fikile Gatya, confirmed yesterday.

Captain Gatya said during such raids the police would make a list of items that had been taken away.

The homes that were raided were those of Miss Lulama Jijana, Mr Owen Vanga, both Daily Dispatch staff members, Mr Leslie Ximwa editor of a monthly magazine and Mr Mamkele Mngaza, a trade unionist.

The four said the raids took place at their Mdantsane homes and that some documents and books had been taken away by the police.

Captain Gatya said it was routine for the police to conduct raids where they felt it necessary and this was done within the law. He declined to elaborate. — DDR
The Argus Company announced today that, as a result of cost-cutting proposals made by the SA Typographical Union, it had been possible to save 16 jobs on two of its newspapers, The Star, and the Pretoria News.

A spokesman for the company said that, initially, 34 enforced retrenchments were necessary in the production and technical departments of the newspapers.

"We had maximum cooperation from the chapels of the SATU, however, in searching for ways to reduce this number," the spokesman said.

"Proposals put forward to adjust shifts and for-felt inconvenience allowances enabled the newspapers to achieve reductions in costs equivalent to the wage bill of 16 jobs. In the light of this positive approach, the company was very happy to preserve this number of posts in the departments involved."

At the company's newspapers in Cape Town and Durban, sufficient applications for voluntary retrenchment were received from the production and engineering departments to obviate the need for any enforced retrenchments.
Seven jobs — five in Durban and two in Johannesburg — have been saved at Argus Company newspapers as a result of cost-cutting proposals put forward by the Media Workers' Association of South Africa.

A company spokesman said that these brought to 25 the total of retrenchments which had been avoided as a result of trade union co-operation.

"The constructive role of Mwasa in this necessary exercise has been appreciated," he said.

Concessions were made by the trade union at the company's Cape Town operation too, but fell away when the target for staff reduction was reached through voluntary retrenchment.
with the health and safety of mothers and their children.

A Metro spokesman says that the agreement is a "pioneering document" which "reflects the philosophy of the company and its belief in its people." Ironically, it was made public in the same week that the Kirsh Trading Group's half-yearly figures — showing a deteriorating trading situation — were published. However, the spokesman says the maternity agreement is a "long-term investment" while the recessionary conditions are only temporary. Metro employs 6,700 people of whom about 2,000 are women.

Major points in the agreement are:

☐ All permanent female employees may take up to 12 months' maternity leave, beginning no more than four months before and ending no later than eight months after confinement, with a guarantee of re-employment.

☐ Mothers will be paid a proportion of their wages for seven months. Members of the medical aid scheme will receive 25%, and the company will pay both its own and the employees' medical aid contributions for the full leave period. Employees who are not members of the scheme will receive 33% of their wages for seven months. Women on maternity leave are entitled to claim 45% of their wages from the Unemployment Insurance Fund for six months provided their income amounts to less than 33.3% of their previous earnings.

☐ If women choose to take less than seven months' leave, the balance of the money will be paid out on their return to work.

☐ Before and after their maternity leave women will be entitled to one paid day off a month to visit a clinic.

☐ Women may ask for time off to nurse their children if the request is accompanied by a doctor's recommendation.

☐ Employees on maternity leave will be entitled to R100 worth of baby goods free at any Metro store, and

☐ Male employees will be entitled to three days' paid paternity leave in the first month after the birth of their children.

Employees who are already pregnant at the start of their service with the company or fall pregnant within the first month will not be entitled to paid leave or the free baby goods. They are, however, covered by the rest of the agreement.

The FM understands that this is the first comprehensive maternity agreement yet negotiated in SA.

The agreement is the first in the commercial distributive trade — a sector employing a high proportion of women — to provide for paid maternity leave. It also includes a number of novel features like time off for fathers and a lengthy section dealing...
Two men fined for incitement

PRETORIA — Two Vereeniging men who played a leading role in encouraging people to stay away from work and not to pay rent and other tariffs last November were fined a total of R1,300 after being convicted in the Pretoria Regional Court yesterday.

The secretary of the Commercial, Catering and Allied Workers Union of South Africa, Mongeni Joseph Radebe, 27, was fined R800 (or eight months), plus a further nine months jail conditionally suspended for five years.

Paulus Motsosoo Ramakau, 30, was fined R500 (or five months).

The court found that they incited and encouraged different ethnic groups in Sharpeville on November 5 and 6 last year not to go to work, not to pay rents, water or and electricity tariffs.

They were also charged with engendering racial hostility between the black ethnic groups and white population groups of Vereeniging, Vanderbijlpark and Meyerton.

The two men, both of Sharpeville, pleaded guilty to the charges.

They were acquitted on the main charge of sabotage.

The magistrate said every individual should be discouraged from inciting, encouraging and fomenting racial hostility.

— Sapa
A POTCHEFSTROOM magistrate this week fined 88 Potchefstroom municipality workers a staggering R35 200 for offences under the Internal Security Act.

The 88 workers — members of the SA Black Municipal Workers' Union — appeared before Magistrate B J Bester, and changed their plea of not guilty to guilty during the trial.

The court found that the 88 accused were among 276 workers who convened an illegal meeting on February 20 at the Potchefstroom municipal premises, and refused to disperse when ordered to do so by a senior police officer.

They were each fined R400 or 12 months' imprisonment — with R220 or nine months of each sentence suspended conditionally for five years, which means each worker has to pay R180.
Union conference rejects strategy of disinvestment

Political Reporter

A BLACK Allied Workers Union of South Africa conference in Durban at the weekend rejected disinvestment as a strategy for change in South Africa because of the implications this would have for black people.

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

The resolutions were taken during discussion on the theme of the conference, 'Revolutionary or evolutionary change — the role of the workforce'.

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

'We want negotiation with government and any non-violent forces seeking effective change,' he said.

Although most of the organisations and unions invited to the conference did not attend, Mr Khumalo said: 'We are more than satisfied the conference was a success and are optimistic those organisations which were invited and did not attend will soon learn we have common interests.'

There is only one movement for liberation in this country, but with many organisations approaching the problem from different angles 'at some stage we are going to have to come together', he said.

Among those invited were Fasatu, Cosatu, Tucsa, the UDP, Inkatha, the SA Black Social Workers Association, Azapo, the African American Labour Centre and the Lesotho Congress of Free Trade Unions.
Judges hear appeal by
Mpetha against jail term

BLOEMFONTEIN — The appeal by Oscar Mpetha — 75-year-old trade unionist and community leader of Nyanga East — against imprisonment of five years for participation in terrorist activities was heard by the Appeal Court in Bloemfontein today.

The conviction arose from violence in and near the Crossroads squatter camp in August 1989 with particular reference to August 11 when two motorists were attacked and killed in Kipling Road close to Crossroads.

Mpetha, an organiser for the Pood and Canning Workers’ Union and chairman of the Nyanga Residents’ Association, was convicted by Mr Justice D M Williamson in the Cape Supreme Court in June 1983.

The sentence was the minimum prescribed under the Terrorism Act in force when the trial started. But the trial judge indicated that, had he not been obliged to impose a minimum prison term, he would have suspended the sentence.

The appeal was heard by Mr Justice Corbett, Mr Justice Kotze, Mr Justice van Hebrdin, Mr Justice Hefer and Mr Justice Galgut (acting judge of appeal).

DISCRETION

The argument revolved around whether the Internal Security Act, No 74 of 1982, which came into force after the trial started and before it ended, had amended or repealed the provisions of the Terrorism Act and the provision in the Interpretation Act of 1957 whereby a penalty “may be imposed” as if a repealing law has not been passed.

It was contended that this allowed discretion to the judge to impose the penalty as provided under the former law, but also the discretion to impose another penalty.

Thus, it was contended, an appropriate sentence would have been a period of suspended imprisonment as indicated by the trial court.

Reasons for this would have been Mpetha’s age, his poor health and his life expectancy, circumstances prevailing when the offence was committed, the nature of his participation — it was submitted that there was nothing to show that Mpetha’s actions contributed to events at Kipling Road and elsewhere — and the fact that he was in detention for 34 months before and during his trial.

For the State, it was submitted that the word “may” in the relevant portion of the Interpretation Act meant that it permitted unfinished business of a trial to be properly concluded according to the law that originally set it in motion.

The State contended that the new Act created new offences and new penalties and was not an affirmation or continuance of the old Act because it was too dissimilar. The trial judge was said to have been correct to penalise Mpetha in terms of the old Terrorism Act.

Judgement will be announced later.
Retrenchments: Union may take bosses to court

By JOSHUA RABOROKO

THE Black Health and Allied Workers Union has resolved to take a pharmaceutical company to court following the retrenchment of 17 workers accused of theft by their bosses.

At a meeting in Johannesburg at the weekend, the union's president, Mr Daniel Komaphe, said Bhowu demanded that the company, R M Salters, reinstate the workers unconditionally.

Mr Daniel Komaphe wants workers reinstated.

Mr Komaphe said that management "lied to workers" by telling them that they were retrenched because of the country's economic situation. Later they were accused of theft and paid-off.

The company's director, Mr Lambert, was not available for comment when the SOWETAN telephoned him yesterday.

Mr Komaphe accused the company of not bargaining with the union in "good faith" during three meetings which they held to discuss the workers' grievances.

Management was against the union taking the matter to court, yet they did not want to reinstate the workers.

Members resolved to brief their lawyers today about the possibility of going to court.
POISON

BY JOSHYA RABOKA

Asbestos

Control

Bid To

SOWETO, Wednesday, March 27, 1996

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Report warns of industrial

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The report warns of industrial

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which harms the lungs, but also of bronchial cancer and of mesothelioma (cancer of the pleura and peritoneum), maladies which are usually fatal.

In South Africa, trade unionists have reacted strongly to the diseases which they claim have caused the deaths of many workers. They maintain that the occupational exposure to its dust may, in some instances, present a serious health hazard.

The general secretary of the Black Allied Mining and Construction Workers Union, Mr Pandelani Nefolovhodwe, has claimed that hundreds of families close to asbestos dumps in rural northern Transvaal villages are ignorant of the possible deaths they face from inhaling asbestos fibres.

Crippling

Many are unaware of having already contracted the crippling lung disease and thousands of children growing up around asbestos dumps also face death within the next 20 years from inhaling the mineral's fibres.

The union has since started an anti-asbestos campaign which it claims has gained momentum when it was supported by most emerging black trade unions.

In its bulletin, the ILO says that the risk of lung cancer has shown to be particularly high in cigarette smokers among workers exposed to asbestos.

"It is its insidious nature that makes the asbestos hazard particularly dreaded. The clinical signs or related diseases may develop many years after exposure to asbestos has ceased.

Occupationally, millions of people are at risk of inhaling a significant amount of asbestos dust in their work. Such exposures occur mainly in asbestos mining, processing the mineral, manufacturing asbestos prod-

utilised in asbestos cement and their remainder as an ingredient for some 1 000 other industrial products.

"Why not replace this potentially dangerous substance by one which is harmless or less harmful? Or even better, why not ban asbestos in particularly hazardous conditions," the report says.

This view has been supported by Balcwu in its campaign which is finally aimed at banning all asbestos mines in South Africa, according to the union's publicity secretary, Mr Moshilwe Mokhane.

Hazards

The ILO report says such principles are generally accepted and put into practice whenever possible. But unfortunately no technologically suitable alternative materials have been suggested for the majority of industrial uses of asbestos.

The report notes that threshold limits vary from country to country as do methods of monitoring. The various methods need to be harmonised internationally in terms both of strategy and technique to ensure comparability in the establishment and implementation of basic protection measures.

The report stresses the importance of technical control measures such as prevention of formation of dust, effective control of dissemination of dust at the site of its formation and adequate ventilation of the workplace.

Attention also must be given to the control of possible secondary sources of airborne asbestos, such as dust settling on surfaces in the working environment or contaminating work clothes.

Medical supervision of all workers is also essential.

Workers should be informed about the dangers of the mineral dust and should also participate actively in the application of protective measures, the
Union joins boycott call

THE South African Black Municipal and Allied Workers Union (Sbamawu) women unit has joined the boycott of M and B Jwala Basetswana and the Oranje-Vaal Development Board's liquor outlets.

In pamphlets distributed in all Vaal Triangle townships, the unit says it joined the boycott because the board did not want to unconditionally reinstate the sacked workers, refused to pay a living wage and continued to underpay.

M and B, a subsidiary of the OVDB, sacked more than 30 workers following an industrial action at its plant near Sebokeng last July. The workers went on strike, demanding better wages and working conditions.
CITIBANK-PROTEST

The internal campaign for US companies to disinvest in SA was highlighted in Johannesburg this week when more than 20 United Democratic Front (UDF) activists picketed the offices of Citibank. The activists held placards and sang freedom songs. They included Leah Tutu, wife of the Anglican Bishop of Johannesburg, Nobel laureate Desmond Tutu, Commercial, Catering and Allied Workers’ Union general secretary Emma Mashimpu, and Sampson Ndeu and Amos Masondo of the General and Allied Workers’ Union.

A statement “deploiting” US President Ronald Reagan’s attitude towards the SA political struggle and the presence of foreign companies in this country — adding the “oppression and exploitation of our people” — was presented to Neil Munro, Citibank’s personnel director.
Unions strive to establish worker maternity rights

By Sheryl Raine

The cooing of newborn babes has always been a joyful sound to the ears of mothers but the financial strain babies bring for working mums these days, is no joke.

Certain trade unions, aware of the difficulties which working mothers face, are striving to establish worker maternity rights.

The latest such agreement to be reached — between the Commercial Catering and Allied Workers Union of South Africa (CCAWUSA) and Metro Cash 'n Carry — has for the first time included a health and safety agreement for pregnant and nursing mothers as well as a wide range of protective measures and rights.

The latest agreement is significant, according to the latest issue of the South African Labour Bulletin, in that the company is not only a major employer but also belongs to the large Kirsch Group. As such, the agreement could lead to others.

Sections of the agreement which are important include:

- Twelve months maternity leave with the guaranteed right to return to work
- Seven of the 12 months are paid at 32 percent of normal salary, which together with Unemployment Insurance Fund payments amounts to 78 percent of salary for six months and one month at 33 percent of salary
- Paid maternity leave for fathers of three days during confinement
- A comprehensive health and safety section
- A commitment to health and safety education for pregnant and nursing mothers

One of the advantages of the latest agreement is that it enables a considerable amount of choice on the part of the mother as to when she takes her maternity leave.

It is the choice of the worker as to when she wishes to take leave and claim her seven months paid leave, provided this is not sooner than four months before and not later than eight months after confinement. If she decides to take less than her seven months she may be paid out for the balance of her leave on returning to work.

There are no pre-conditions to qualifying for these maternity benefits, with the exception of women taking up employment when already pregnant and those who fall pregnant during their first month of service. Women who do not qualify for seven months maternity leave will nevertheless be covered by the agreement and will be entitled to 12 months unpaid leave.

CCAWUSA negotiated the first full maternity agreement negotiated in South Africa with OK Bazaars and has also established agreements with Woolworths, CNA and Makro. The union hopes to bring existing agreements into line with the latest agreement.
the

MINISTER OF COMMUNICATIONS

1986-87 Communicator, a journal of the Department of Communications, the Ministry of Communications, PO Box F 80, Pretoria, 1987

The Minister of Communications:

1. How many people are involved in the drafting of communications?
2. What is the average length of the communications?
3. How many communications are drafted each month?
4. What is the average number of communications drafted per day?
5. What is the average number of communications drafted per year?

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Union dispute with SADF

By PHILLIP VAN NIEKERK

A PRETORIA-BASED trade union, the National General Workers' Union, has declared a dispute with the South African Defence Force (SADF) over its refusal to recognize the union at Military Headquarters, Voortrekkerhoogte, in Pretoria.

This is the first time that an emerging union has applied to the SADF for recognition — and could be another test of the Government's willingness to implement the new labour dispensation among its own employees.

Mr Donnie Khumalo, general secretary of the NGWU, said they had declared the dispute after writing several letters to the SADF since last December requesting a meeting with SADF management.

He said the union had organised about 300 black workers employed at Voortrekkerhoogte and they were demanding the right to be represented by the NGWU.

Colonel D. L. de Kock, a spokesman for the SADF's personnel section, said he had referred Mr Khumalo to the Commission for Administration, the body which determines the service conditions of workers employed in the public service.

A spokesman for the commission yesterday denied, however, that it had anything to do with the recognition of trade unions, and said the matter should be referred to the Department of Manpower.

Mr Khumalo said the workers had had a meeting to discuss the Commission for Administration, and decided they wanted nothing to do with it because it had never "articulated their aspirations".

QUESTIONS

PARLIAMENT — There were 528 strikes and work stoppages involving more than 83,000 employees which caused a loss of 3,148,826 man hours between November 1983 and December 1984, the Minister of Manpower, Mr Pietie du Plessis, said yesterday in reply to Mr J. J. B. van Zyl (CP, Sunnyside) — Sapa
Union starts boycott of Spar in Tvl

THE Commercial, Catering and Allied Workers' Union of SA will launch its consumer boycott campaign of Spar shops in the Tembisa town at a rally at the union's Khotso House offices tomorrow at 8am.

The rally comes at a time when the Manpower Department is stepping in to try to resolve the dispute between Spar and 143 shop workers, who were sacked at eight Spar retail chains in Natal early in December when they downed tools in support of their demands.
The explosion at the Spar store in Smith Street, Durban, last night was not connected with the strike at certain stores or with boycotts by the Commercial Catering and Allied Workers Union (CCAWU), the executive director of the Spar organisation in South Africa said today.

Mr. Sydney Matus said he could not connect the incident with the strike that has occurred at certain W. G. Brown stores or the boycott that CCAWU is attempting to mount against the individually owned Spar stores.

The bomb rocked the Spar Foodliner supermarket in Trustbank Building, Smith Street, last night, causing little damage.

While the food rack was the only solid item damaged, automatic fire sprinklers that went off soon after the explosion soaked most of the food items, causing damage estimated at thousands of rand.

A police spokesman confirmed that an explosive device had been used. — Sapa
A FORMER national officer of the SA Ahmed Workers Union, Mr. Herbert Barnabas, who was expelled during internal strife within SAHWU, has been elected president of a recently launched worker body, the National Federation of South African Workers recruiting in East Rand factories.
Two SAAWU men detained in Ciskei

EAST LONDON — Two members of the South African Allied Workers Union (SAWU) had been detained in Ciskei, Major Fikile Gatya, Ciskei police liaison officer, confirmed yesterday.

The two are Mr Humphrey Masegwana and Mr Malcomess Mgabela, both of Mdantsane.

Major Gatya said the two had been detained under section 26 of the Ciskei Security Act which provided for indefinite detention — DDR.
Nasionale Pers refuses to recognise Mwasa

The Media Workers' Association of South Africa (Mwasa) is "appalled" by Nasionale Pers's refusal to recognise it, a spokesman said today.

Mwasa, which represents 80 percent of the staff on City Press and the True Love and Drum magazines, owned by Nasionale Pers, began negotiations on recognition last July. It was told by the company this month that it would not be recognised.

"Mwasa is appalled by the refusal. What makes it particularly galling is that these publications give the impression of being champions of black liberation, and have gone out of their way to expose companies that run roughshod over workers."

"But management's arrogant reply is not the last word. Mwasa will fight to the highest tribunal in the interests of its members to see the principles of freedom of association respected by this management."

Mr. Deon Smut, general manager of Nasionale Pers, was not available for comment.

Commenting on the refusal, Miss Pat Sidi, South African Society of Journalists president, said the society condemned it. "We thought enlightened employers would feel an obligation to negotiate with legitimate employee representatives." — SAPA
Nasionale Pers, Mwasa at odds over recognition

By MONTSHIWA MOROKE

THE Media Workers' Association of South Africa (Mwasa) said yesterday Nasionale Pers had refused to recognize it, but a spokesman for the Afrikaans Press group denied the claim, saying talks with Mwasa over recognition were continuing.

Mwasa, which represents more than 80% of the staff on City Press, Drum and True Love magazines, owned by Nasionale Pers began negotiations with management on recognition in July last year.

A Mwasa spokesman said the chapel executive was told by management last Friday that the union would not be recognized and that the matter was not negotiable.

"Mwasa is appalled by management's refusal to afford us recognition. What makes this refusal particularly galling is that these publications gave the impression of being champions of black liberation and have gone out of their way to expose companies that run roughshod over workers. "Management's arrogant reply is, however, not the last word on the matter. Mwasa will fight to the highest tribunal, in the interests of its members."

Sapa reports that the publisher of Drum Publications, Mr Tobie Bosshoff, said yesterday that claims by Mwasa that Nasionale Pers had refused to recognize the union were incorrect.

"As far as Nasionale Pers was concerned, talks were continuing. He said there was a firm appointment at an agreed upon date and time when the parties would meet again."

According to a memorandum read out to staff on the takeover of the three publications last April, Nasionale Pers said journalists would continue to enjoy the same degree of freedom of expression as they had had in the past.
Johannesburg —

The publisher of Drum Publications, Mr. Tohe Boeshoff, says a statement issued by the Media Workers’ Association of South Africa that Nasionale Pers had refused to recognise Mwasa — is incorrect.

Mr. Boeshoff said that as far as Nasionale Pers was concerned, talks were continuing with Mwasa. He said there was a firm appointment at an agreed-on date and time when management and Mwasa would meet again. — SAPA.
The Phoenix also rises

When the gap between rising expectations and gratification grows too wide, people revolt. Business and industry in PE are determined to grown out of their problems. At last government has given them the incentive to do so.

Bryan Matthew of the Midlands Chamber of Industries says that one in four out-of-work is a conservative estimate of the unemployment problem in the area. Matthew says the unrest is closely linked to unemployment, although not in its entirety. Roux van der Merwe, professor of industrial relations at the University of Port Elizabeth, gave his view in a recent article: "The warnings, sounded over a considerable period, that continued unemployment in the east Cape will have disastrous consequences for the stability of the area, are becoming true. The continuing and growing presence of thousands of retrenched and fired jobless, together with disaffected youths who have never worked and have little hope of doing so, is no less than explosive."

In PE and nearby Uitenhage the fortunes of the population are inextricably bound up with the motor and related industries which account for about 60% of the region's industrial product.

Two major motor assemblers—Ford and General Motors—are situated in PE. A third—Volkswagen—has its plant at Uitenhage. In December 1982 the three companies had a combined workforce of 17 048. In March this year the figure had dropped to 11 334. Most of these jobs—but certainly not all—were lost through retrenchment. Since July last year Bill three have also worked intermittent periods of short-time. There have also been periods of temporary lay-off at the plants.

More retrenchments—at least at Ford—are in the pipeline. The big crunch for Ford workers will probably come at the end of the year when, in terms of the US multinational's plan to merge with Amcor to form Samcor, the Neave plant will cease production. Originally it was thought that this would claim 2 000 jobs. But, according to Samcor human resources executive director Fred Ferrera, the non-replacement of people who have left Ford's service and the absorption of the maximum number of others into other company activities means
that the figure will be significantly lower. This strategy forms part of a remarkable agreement Ford has reached with two of the unions operating its plants — Fosatru's National Automobile and Allied Workers' Union (Naawu) and the conservative Yster-
en-Staal Ume. Other aspects of the agreement include an undertaking by Ford to help people find alternative employment and a benefit programme which provides that retrenched workers are paid a certain assured income for up to 18 months after they become unemployed. Ferreira says Samoor is hoping that the Neave closure will coincide with the expected economic upturn so that its impact will be diminished.

Why has the recession hit the Port Eliza-

beth nexus harder than other areas in SA? The answer is to be found in the economic history of the region. Ford and GM established themselves in PE about 60 years ago for the simple reason that the harbour was a perfect conduit for car parts which arrived from abroad. In those days the car business consisted primarily of taking parts out of boxes and assembling them. VW set up shop after World War 2. The Japanese began to enter the car market, but consumer resistance to their products ensured that eastern Cape companies kept ahead. Many component fac-
tories were attracted to the area. Times were good.

But the local content programme, intro-
duced in 1960, spelt trouble — mainly because it coincided with several other factors. The most significant was the tremendous population growth in the PWV area and the development of Durban as an industrial centre. This meant that when several other car as-
semblers came to SA the newcomers had the advantage of knowing that the major car market had shifted to the Johannesburg-Dur-
ban axis. Then there were high costs involved in transporting steel from Pretoria and get-
ging cars up to the Highveld. The coloured labour preference policy interfered with normal labour patterns until it was lifted in the late Sixties.

Another problem, as PE and Uitenhage industrialists see it, is that their area has always been accorded "poor cousin" status in government's economic planning. There are bitter complaints that until November last year, when government markedly upgraded the terms of the decentralisation incentives in the area, its package had always been less attractive than that in other regions.

Says Roos van der Merwe: "The coloured labour preference policy, combined with the decentralisation package, represented double interference with normal economic growth in PE."

Revealing the past, Matthew says "We should have been talking to government about the area in the mid-Sixties. But our technical leadership still kept us ahead. However, as the other car companies de-
veloped the PE/Uitenhage share of the market grew smaller and smaller. All the chickens came home to roost about three years ago. There was a dramatic drop in car sales from about 32 000 units sold in June last year to 17 000 in July after the gas hike. The motor industry cannot adjust to such sudden swings in the market. The brakes should have been on sooner."

Government's decision to upgrade the re-
gion's decentralisation incentives has been greeted with widespread relief — and it seems to be having the desired effect. Louis Koch, chairman of the Regional Development Advisory Committee for region "D" which covers PE/Uitenhage, says 1 800 new jobs have been created since the new incentives were approved. This includes expansions to exist-
ing industry and new industry. Says Koch: "We believe the new incentive package will go a considerable way towards improving the competitiveness of this region. What is neces-
sary now is to make quite sure that all indus-
trialists here are totally informed about what they are entitled to. Many businessmen were unaware that they qualify for benefits." Koch says there is a new, aggressive mood among businessmen.

And it seems he is right. A local newspaper, the Eastern Province Herald, in conjunc-
tion with commerce and industry, is sponsoring a one-day symposium "Focus on Opportu-
tunity" which will take place in June to formulate a plan to stimulate economic devel-

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Funeral for Lange victims... the community mourns.

Macewusa's Dennis Neer... tensions with the more mainstream unions.

Langa township... the scene of the March 21 shootings.
SAMANCOR

Swings and roundabouts

There is a touch of frustration in Samancor MD Colhe Officer's voice. "This is one of the most difficult businesses to manage that I know," he says. That may seem a somewhat peevish comment right now. The world's largest integrated producer of ferro-malleys this week announced huge increased profits for the year to end-February. It is a sterling performance — the best in the group's history, which stretches back to the establishment of SA Manganese in 1925.

Pre-tax profits were R1188m after last year's loss of R485m. Earnings a share, including the share of associates' earnings, made a quantum leap from 9.4c to 66.38c and the dividend is up 640% from 5c to 37c. Shareholders can justifiably be depicted with this performance. None more so than majority shareholder Gencor, whose management can now comfortably say that this is one recent acquisition that has not gone sour.

The problem is that this recovery exemplifies the violent fluctuations in the earnings pattern. The last time that profits were anywhere near as good was 1979, when earnings a share were 46c. Investors must now ask how much more growth lies ahead before the next sharp downturn in profits?

In fact, the immediate outlook is encouraging: The devaluation of the rand had a potent effect on last year's profits.

- The economic revival overseas worked through to the long-depressed steel producers, whose activity rose for the second consecutive year. This industry is ultimately the main user of Samancor's basic products — chrome ore (used by ferro-chrome producers) and manganese ore, ferro-chrome and ferro-manganese.

- Samancor splits steel-making activity into two sectors. First, the Western world production of crude steel — which consumes manganese ore and ferro-manganese — rose from 447 Mt in 1983 to an estimated 477 Mt in 1984. This sharply increased sales of manganese ore. Ferro-manganese sales remained static owing to the large over-capacity in this market.

- Second, output of stainless steel — the main market for ferro-chrome — rose by 14% to a record 8 Mt of ingot production and this led to increased ferro-chrome sales. Prices also firmed, although they turned softer late last year. Because of the strong consumption of ferro-chrome, demand for metallurgical grade chrome ore also rose.

- Higher tonnages of export products absorbed spare capacity.

Roux Van der Merwe believes there can be improvement if changes are made even in the short term — and the long term — the chances of creating full employment in the region are slim. "We have got to try to create more employment opportunities. That has a spin-off effect in the rest of the community. Government totally ignored PE all these years. Perhaps it is unfortunate justice that it took one of the most serious blows to the eastern Cape for government to stimulate change at a crucial point."

Nevertheless, Art Tragensa, GM director of personnel, goes to the heart of the problem when he says: "Until there is franchise to provide for representation of blacks we will continue to have difficulties."

Samancor has reported the best results in its 60-year history. But it is locked into cyclical markets and the next downturn could again cause profits to collapse.
Unions unite against longer shop hours

Johannesburg — Shopworkers' unions representing workers of all races have come out against longer shopping hours and are likely to campaign against the extension.

The unions say extended trading hours would inconvenience workers, fuel inflation and snuff out many workers' jobs. They say the move will not prompt consumers to spend more and will therefore not increase stores' profits.

These charges are contained in a memorandum by the (coloured and white) National Union of Distributive Workers, which is supported by the (black, coloured and Indian) Commercial, Catering and Allied Workers Union.

The memorandum comes amid mounting demands by traders, particularly in Hillbrow, that they be allowed to open after normal hours and on weekends. Police recently intervened to prevent Hillbrow shops from trading after hours.

In their memorandum, the unions support action against traders who open after hours and call on Provincial Councils, who control shop hours, not to allow general trading at nights or over weekends.

Difficult to attend church

Workers would also have to do domestic work at inconvenient times, would be denied leisure time over weekends and would have less time to visit doctors, government offices and other places where they conduct their personal business. Those with strong religious beliefs would find it more difficult to attend church.

Black shopworkers, the unions charge, would be hit particularly hard because they have long distances to travel between work and homes, have "tremendous transport problems" and face the threat of township crime at nights and over weekends.

The unions say overseas experience has shown that longer hours lead to a loss of full-time jobs because stores take on growing numbers of casual workers to work after hours and are able to dispense with full-time workers.

The Shopworkers' Union adopted a resolution opposing Saturday afternoon and Sunday trading, at a meeting held at St George's Cathedral on Saturday and called on workers to refuse to work on Saturday afternoons and Sundays.
SA unions nurture democratic values
By Sheryl Raine

Trade unions and organised labour are fragile but important institutions in which democratic values are being nurtured in South Africa, says Professor James Leatt of the Cape Town University Business School.

Professor Leatt was guest speaker at a Wits Business School graduation ceremony last night. Fifty students from trade unions, the legal profession and business received diplomas for completing the Certificate Programme in Industrial Relations.

Mr Tim Trollip SC was named top student of the year.

Professor Leatt said new labour laws introduced in South Africa at the start of the decade had given industrial citizenship to the workforce before political citizenship.

In Western countries democratic government had traditionally formed the first phase in the evolution of a democracy, followed by a second phase in which the rise of collective bargaining occurred. In South Africa a unique socio-political experiment was being played out because this process had been reversed.

Professor Leatt said the collective bargaining process that was developing in South Africa, involving Government, workers and management and concerning a broad range of issues in and outside the workplace, was important for the future of the country.

Experience gained in trade unions was being carried over into the public arena and could play a healthy role in solving the country's problems.

He saw trade unions as essentially democratic in nature, with clear evidence of this in their elected representatives and commitment to collective bargaining.

Belief in the collective bargaining process was fragile and needed to be nurtured, Prof Leatt said.
Editor is not guilty under Police Act

By CHRIS RENNIE

THE editor of the Umthonyama community newsletter, Mr Palo Tshume, was acquitted by the Regional Court today on a charge under the Police Act.

The charge stated that during December, 1982, Mr Tshume and others published an article in which it was alleged that members of the Security Branch broke into a safe and cabinet in the offices of the General Workers Union and the Motor Assemblers and Component Workers Union of South Africa and stole money.

It was not disputed that during September, 1982, a Lieutenant Dennis and other members of the Security Branch visited the union offices looking for a man on whom to serve a banning order. It was not disputed that the article was published, but the defence had disputed that it said the Security Branch was responsible for the theft and damage.

The magistrate, Mr P J Botha, said a particularly heavy onus was placed on the State to prove that something never happened. The court accepted the evidence of Lt Dennis that it did not happen while he was present. But his evidence could not exclude the possibility of subsequent visits by other policemen.

Mr Botha stressed he had found only that the State failed to prove beyond a reasonable doubt that the information was false. This did not show it was true.
SOUTH AFRICAN Allied Workers' Union member Humphrey Maxhegwana has been bouncing in and out of Cape Town jails like a yo-yo - and he's back inside again, just two weeks after being released.
Conference delayed

SOUTH AFRICA'S first major anti-asbestos conference, organised by the Black Allied Mining and Construction Workers' Union for the weekend, has been postponed to next month.

Samwu publicity secretary Motsumi Mokhine said this week the unavailability of a suitable venue and visa delays for overseas speakers were the main reasons for postponing the conference.

The new conference dates are now June 1 and 2.
Black unions talk about unification

by Phillip van Niekerk

Moves to unite the emergent black union movement have taken a new turn with informal talks being launched between Black Consciousness unions, United Democratic Front (UDF) unions and federation unions.

Unlike the publicity accorded peace moves between the UDF and Afriwo, the talks are being conducted in a low-key manner and are still at a tentative stage.

They follow four years of attempts to forge unity in the emerging, predominantly-black union movement which resulted in several important unions being excluded.

Unity talks among the federation unions, including the Federation of South African Trade Unions (Fosatu), the Council of Unions of South Africa (Cusa) and several independents, are at an advanced stage. A meeting to discuss the constitution is due in June.

The new federation, which could be the largest organisation in black political and union history, would represent about 400,000 workers.

<i>figure</i>

Below trade we have a position in the exporting country where we have:
1) a large supply of the product
2) relatively low price.

In the importing country we have the opposite case where we have:
1) a minimal supply of the product
2) relatively high price.
Fosatu's new moves

The Federation of SA Trade Unions (Fosatu) has initiated moves which could lead to the inclusion of more unions in the proposed new "super federation" of emerging unions. However, serious differences between the "unity" unions and the others will need to be resolved before such a plan comes to fruition.

Fosatu is engaged in unity talks with the Council of Unions of SA, the General Workers' Union, the Commercial, Catering and Allied Workers' Union, the Food and Canning Workers' Union and the Cape Town Municipal Workers' Association. The federation has sent circulars to its partners proposing that copies of the new federation's draft constitution be sent to "all independent unions".

This is taken to refer to unions linked to the United Democratic Front (UDF), the black consciousness (BC) Azanian Confederation of Trade Unions (Azactu), and possibly ex-Trade Union Council of SA unions like the SA Boilermakers' Society, the Engineering Industrial Workers' Union and the Motor Industry Combined Workers' Union.

The FM understands that Fosatu has also suggested these unions be invited to a meeting of the "unity" unions scheduled for June 8 and 9. The meeting was called to ratify the draft constitution and set a date for the inaugural congress of the new federation. However, Fosatu's new proposal, which is still being considered by the other "unity talks" unions, lays down certain conditions.

The most important makes the participation of the other unions conditional upon there being no delays in the timetable leading to the formation of the new federation.

But already there are signs that the Fosatu initiative may not work. Fosatu's Transvaal region convened an "informal" meeting last Saturday which was attended by the local branches of the "unity unions," the UDF unions and Azactu. They were invited to discuss the differences which have prevented a wider unity until now.

According to an FM source, the meeting was acrimonious. Representatives of the SA Allied Workers' Union, the Municipal and General Workers' Union, and the General and Allied Workers' Union — which were originally part of the unity talks — are reportedly still unhappy at the circumstances of their withdrawal in March last year. They had been accused of delaying progress and were given the option of accepting observer status, or withdrawing completely until they had established industrial union structures and supplies the "unity" unions with details about their organizing activities.

At the meeting, the UDF unions also indicated they are not prepared to accept a constitution which they had no part in drafting as a fait accompli. However, a spokesman for the United Metal, Mining and Allied Workers of SA (Ummawona), which is also linked to the UDF, says the UDF unions are keen to participate further and, if invited, will attend future meetings.

An Azactu spokesman says his organization favours greater unity in principle. But, before responding to the latest developments, Azactu wants a satisfactory explanation as to why some unions were initially excluded from the talks which began in 1981. It will also have to study the draft constitution. Some answers may be forthcoming at the next informal meeting, due to be held soon.

That contact, between the "unity" unions and the others, has been made at all is remarkable. There has been much ill-feeling between the "unity" unions and the UDF unions since last March, and for years there was no official contact at all with the BC unions — which reject the non-racial philosophy of the other groupings. However, in the past month the "unity" unions have joined forces with the UDF and BC unions over two issues — May Day and the death, after release from police custody, of unionist Andriese Raditsela.
THOUSANDS of unemployed black seamen living in Natal are finding it increasingly difficult to get work on both foreign and South African ships. This has been disclosed by Mr. Vincent Mofukeng of Chesterville, who is trying to unite black seamen by forming a union.

Yesterday he produced a list of 156 seamen in the Durban area who were out of work.

Mr Mofukeng explained the background to the hardships experienced by about 6,000 men since 1974.

"In 1974 we were told the ships in which we were working were going back to their owners overseas and they no longer needed our services — some of us had worked on the ships for more than 10 years," he said, adding that no benefits were given.

Attempts were made to get jobs through the South African Marine Corporation in Cape Town, but this failed, as employment could be offered only to coloureds living in the Peninsula, Mr Mofukeng said.

Although the men had been able to seek employment by going on board ships in Durban harbour, the main job source was at Richards Bay, but the distance involved made it impossible to travel there regularly with no assurance of getting a job, he said.

Mr Mofukeng now hopes to get all unemployed seamen in the Durban area together to discuss the possibility of appealing to foreign governments for help in getting jobs on foreign lines. This would increase the chances of forming a union.

"If the shipping agents in Durban and Richards Bay need us, we have all the experience they need in any of the three departments — deck, engine-room and catering," he said.
SA scooter union changes its name

By SELLO SERNPE

THE SA Scooter Driver's Union has changed its name to the SA Scooter and Transport Allied Workers' Union.

At its annual congress, held at Jabavu's Iphelegeng Centre recently, the union also decided it would stay affiliated to the United Democratic Front.

Other resolutions were:

That the police and the army should withdraw from the townships immediately.

That the freedom of Soweto given to 21st Battalion be immediately withdrawn and given to "the workers".

That the SADF and Koovet withdraw from Namibia.

That Nelson Mandela and Walter Sisulu be unconditionally released from prison.

Sastawu's new executive committee includes: Lucky Mlayiwana (president), Nana Nyembe (first vice president), Ganakhalo Khumalo (second vice president).
THE DOORS OF LEARNING ARE CLOSING DOWN...

The Medical University of Southern Africa has been closed until June 2 - the third black campus to shut this month.

First to close was Fort Hare University, where students have been boycotting classes since May 8 - a day after the police arrested eight students, including members of the interim SRC.

And at Turffontein, 4,000 students also boycotted classes on May 8 demanding the immediate expulsion of Prof Paul van Wunnik.

Turffontein's council will meet today to decide when to reopen the campus.

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Just when Spar wars was over...

BY PHINDA KUZWAYO

A WAR of words erupted this week between Ceaususa and a Natal supermarket group - only hours after the two reached a settlement.

The Comrades Cleaning and Allied Workers Union of SA called a Press conference in Durban to announce the settlement in which, among other things, 143 workers dismissed in December were reinstated.

During the conference a union spokesman said the settlement showed the management that their unfair actions will not be tolerated by the working class or the community.

He was referring to the nationwide boycott of the Pienetown-based Brown Group - holders of the Spar supermarket franchise - after they fired 143 workers from eight Natal outlets last December.

NOTES: May be speeded to all races if proposed changes to the Liquor Act are made.

Liquor Board chairman Tommy Foster told the Fed and Catering Association's annual congress in Durban this week.
Domestic servants employment report will have to wait

Labour Reporter

A LONG-awaited report on employment conditions for domestic servants and farm workers will have to wait for the next parliamentary session for consideration.

The National Manpower Commission was instructed in 1982 to begin an inquiry into employment conditions for the two groups and the long delay in producing it has already been severely criticised.

It had been hoped the report would be ready for the current parliamentary session and the further delay is expected to produce even more criticism.

The director-general of manpower, Dr Piet van der Merwe, said today the report was still being printed and would not be available this session.

A spokesman for the Cape-based Domestic Workers' Association said they would be discussing the delay and a statement would be issued later.

In December last year a delegation from three domestic workers unions — the SA Domestic Workers' Association, the Domestic Workers' Association and the Domestic Workers' Association of SA — travelled to Pretoria to protest to the Minister of Manpower, Mr Piet de Vries, about the delay.

Earlier requests for progress reports by the DWA in 1983 and May 1984 had no response.

The report is expected to deal with statutory mechanisms which could be created to govern conditions of employment for both groups and whether these mechanisms should fall within the ambit of existing legislation.
‘Rude’ security police search seven city offices

SECURITY police “ barged” into seven offices in Corporation Chambers in the city centre, looking for banned literature, according to a member of the Grassroots organisation.

She said the men had spent nearly two hours yesterday searching the offices of Grassroots, the Media Workers’ Association of South Africa (Mwasa), the Clothing Workers’ Union (Clow), the Retail and Allied Workers’ Union (Rawa), the Media Support Project and Molo Songolo.

They had removed photographs and negatives taken at a meeting between the South African Congress of Trade Unions and the United Democratic Front, and minutes of the meeting, she said.

“BARGED IN HERE”

She said the policemen had been “rude and arrogant.”

“They barged in here with a search warrant covering banned literature and walked out with things that were not in violation of any law.”

The men had also searched office workers’ handbags.

Police liaison officer Lieutenant Allie Laubscher confirmed that security police had raided offices in Corporation Chambers.
Domestic worker bodies angry at report delay

Labour Reporter

DOMESTIC workers’ organisations in South Africa are dismayed that the long-awaited report on conditions of employment will be delayed at least until September.

Three organisations — the Domestic Workers’ Association of South Africa, the South African Domestic Workers’ Association, and the Domestic Workers’ Association — condemned the delay.

The latest delay in publishing the report, commissioned in 1982, came when the Director-General of Manpower, Dr Piet van der Merwe, disclosed that it was still with the Government printer and would not be tabled in this session of Parliament.

WAITING

Mrs Maggie Ouwies, of the Cape Town-based DWA, said a vital workforce was being overlooked and it was a shame the Government was holding back its help.

She said “We have been waiting so long for this report — which we are hoping will give us something to fight the employers and now we have to wait even longer.”

After a delegation from all three organisations visited Pretoria last December in a bid to see Manpower Minister Mr Piet van der Merwe, they were told that the report would probably be published in April.

UNIMPORTANT

“They are delaying our struggle,” said Mrs Pat Maquina of the Domestic Workers’ Association of South Africa in Port Elizabeth.

“It makes one very fed up. We need this report.”

Mrs Mary Mkhwanazi of the South African Domestic Workers’ Association said the Government seemed to regard domestic workers as unimportant.

She said “But who wakes the country up every morning? What would all the working housewives do without their domestic servants?”

“Without us things would be very different in this country and we are fed up with waiting for this report.”
Union, Foschini clash over part-time work

THE giant Commercial Catering and Allied Workers Union (Cawusa) has declared a dispute with the Foschini group over its decision to place 230 workers at Pages Stores nationwide on part-time from July 1.

The union said management had refused their alternative suggestion of short-time for all workers in the 133 Pages stores, and affected workers would lose one-third of their wages. They charge the company with trying to break the union's strength by placing some workers on part-time.

John Corlett, Foschini's representative on industrial matters, said the Foschini group had been negotiating with Cawusa and national shop stewards for four months on the matter.

Instead of retrenching, the company would introduce part-time on a last-in-first-out (lifo) basis, a procedure which Cawusa had agreed to in its recognition agreement.

The union was not being harmed because the lifo system was not a selective one and part-timers, who would be getting two-thirds of their pay for 65% of work time, would be treated as permanent employees.

By contrast, he said, short-time was inflexible and difficult to administer and failed to provide a permanent solution.

Foschini had also been interviewing affected workers for positions in other group companies.

The union said it intended applying for a conciliation board and a court interdict to prevent the company placing workers on part-time.
Unions and management share provident fund power

CG SMITH Sugar has established a company provident fund with control shared jointly between the company and representatives from four unions. According to consultants Price Forbes this is the first fund to operate on such a power-sharing basis.

Unions represented on the fund — an alternative to the existing company pension fund — are the National Sugar and Refining and Allied Industries Employees Union, the Sweet, Food and Allied Workers Union, the Chemical Workers Industrial Union and the Natal Sugar Industry Employees Union.

The eight trustees of the fund will be advised by their representatives on the management committee. The chairmanship of the trustees will rotate annually between the company and the union representatives.

Decisions by these trustees must be on a consensus basis. In the event of a dispute the appointed actuary will arbitrate.

"We considered this shift of the balance of power from the company management alone to sharing with a third party, and we felt quite relaxed about the concept," said Smith's personnel di-

rector Barrie Horlock — also trustee's chairman for 1985. "The unions have felt in the past, although they have not said it, that they were in a weak position because the management had all the information on the fund. This gives them more access to that information.

"The direction is that the employees have control of their own fund, with independent advice from the actuary. We foresee no problem."

The union motivation is also prompted by the dissatisfaction employees felt in 1981 when preservation of pensions was proposed. This led to mass resigna-

tions from pension funds, and cost industrialists time lost in strikes.

"The advantage now is that the employees have control of a fund which can supply them with either a pension or cash for use as bridging finance in the event of their becoming redundant," said Horlock.

Other industries are understood to be negotiating similar schemes on provident funds, but none have yet been formed.
Unity talks stumble

Last weekend's trade union unity talks in Soweto, although the most representative so far, were inconclusive and may lead to a delay of several months in the formation of the proposed new "super-federation" of emerging unions.

More than 200 delegates, representing about 42 unions — almost the entire emerging union movement — met in an attempt to broaden the base of the proposed new federation which has been under discussion since 1981. Present were:

- The original "unity" unions which participated in the drafting of the constitution. They are the Federation of SA Trade Unions' nine affiliates, the Council of Unions of SA (Cusu), representing 11 affiliates, General Workers' Union, Food and Canning Workers' Union, Commercial, Catering and Allied Workers' Union, and the Cape Town Municipal Workers' Association.
- The black consciousness (BC) Azanian Confederation of Trade Unions (Azactu), representing nine unions, and
- Another 10 unions, most of them allied to the United Democratic Front (UDF). They include the SA Allied Workers' Union, General and Allied Workers' Union, Motor Assembly and Components Workers' Union of SA, General Workers' Union of SA — who were originally part of the unity talks until their withdrawal early last year — United Metal, Mining and Allied Workers of SA, Federation of Retail and Allied Workers, Orange Vaal General Workers' Union, the PET-based Domestic Workers' Association of SA, and two unions called the Retail and Allied Workers' Union — one based in Pretoria and the other in Cape Town.

Draft constitution

Unions which have not been party to the unity talks until now expressed disagreement with a number of the principles and structures laid down in the new federation's draft constitution. The FM understands that Azactu expressed unhappiness with the non-racial character of the constitution, a cornerstone of the original "unity" unions' philosophies. Azactu wants it replaced with the BC concept of "anti-racism."

Surprisingly, Azactu was supported on this point by a number of the Cusa unions, lending substance to speculation that some of Cusa's affiliates will not join the new federation. The National Union of Mineworkers is the only Cusa union irrevocably committed to this stage. According to a Cusa statement, the organisation will hold meetings in the coming weeks to discuss "the position of the various Cusa unions."

Before a new federation is formed it would be necessary for the UDF-linked general unions to take steps toward forming industrial unions. This was a problem which led to their earlier withdrawal. Nevertheless, one source says these unions have shown a "more positive attitude" in this regard.

A further complication is the desire of the newcomers to the talks to further discuss the draft constitution, and they have proposed that the envisaged October inaugural conference be postponed for several months to allow time for this. Such a move would be in conflict with the wishes of most of the original "unity" unions, which would prefer that a committee be elected to prepare for an October conference.

It is a moot point whether the BC unions will be able to resolve their ideological differences with the other unions. It is also unclear whether the launch of the new federation will be delayed. The choice, it seems, is between a smaller organisation this year or the possibility of a larger one some time in the future.
URBAN TERRORISM

Targeting business

SA's business community is facing an escalation of urban terrorism. Security specialists forecast that the 10 major bomb attacks in the past month mark the beginning of a new trend that will not only grow in intensity but in sophistication.

There have been six bomb attacks in urban centres the last ten days — the latest a limpet mine explosion in the Carlton Centre offices of AECI on Monday.

Craig Williamson, intelligence chief of the Security Police, says the African National Congress (ANC) has planned the latest rash of bombings, on economic and "soft" targets, to coincide with its important secret conference in Lusaka (see Tom Lodge, In My Opinion). He says the police predicted an escalation of urban terrorism six weeks ago, and their intelligence has now been confirmed.

A new trend is that some bombings are targeted at companies experiencing labour problems. Williamson tells the FM that ANC leader Oliver Tambo has recently told the ANC's military wing, Umkhonto we Sizwe, to act in defence of workers' rights. Williamson says this as an act of "armed propaganda" designed to show solidarity with the workers and to intimidate management. He does not believe that trade unions involved in disputes having anything to do with the planned violence.

Statistics from Pretoria University's Institute for Strategic Studies indicate that until June 24 there were 55 bomb incidents in the country, while there were only 19 such incidents in the first six months of last year. The total for the whole of last year was 44.

The main targets were civilian, with 16 attacks since the beginning of the year, while there were only eight such attacks from 1976 until the end of last year. Next most frequently attacked were police and witnesses in political trials — with 13 attacks since the beginning of the year compared to 10 during the whole of last year.

The Institute's Professor Mike Hough explains that the statistics reflect only acts of terror linked to organisations such as the ANC. Other weapons, such as limpet mines, were used. They don't include those where weapons of spontaneous anger, such as petrol bombs and stones, were used.

The administrative director of the Security Association of SA (SASA), Frank Sims, tells the FM that there can be no doubt that urban terrorism is increasing sharply, and getting more sophisticated and better planned. "We have been very fortunate; we've had far fewer bomb attacks in cities than the rest of the Western World. The only really big bomb we've had was the Pretoria bomb of April 1982. It is changing now and we must get ready for it."

"The problem in SA is that there is a serious lack of security awareness in the business community and among the general public. The attitude is that security practices are inconvenient. We will definitely have to change our lifestyles, and start implementing body searches and entry control. We also have to start using measures like security glass, because broken glass after a bomb explosion is the main source of injury."

"But that is not enough. The most important is a public awareness of this danger. People must get used to being on the look-out for suspicious objects."

Several recent explosions confirm the trend that bombings are aimed to coincide with labour disputes.

- On April 30, limpet mine explosions rocked the Johannesburg head offices of Anglo American and Anglovaal while strikes were occurring on their Vaal Reefs and Hartbeesfontein mines respectively.
- Three limpet mines went off in the Brakpan area on May 14 — the day trade union leader Andrei Raditse was buried in Tsakane township.
- A limpet mine exploded on the 15th floor of the Carlton Centre, which houses AECI's personnel department, on Monday this week.

Williamson tells the FM that more important than physical security is a system of sound labour relations based on real and effective communication between workers and employers. This, he says, will remove the ability of the ANC to exploit grievances.

UNION UNITY TALKS

Slow progress

Another round of talks aimed at establishing a new "superfederation" of emerging unions was held last Friday. The talks were attended by most of the original "unity" unions and they agreed to establish the new organisation as soon as possible. But there was one noticeable absentee — the Council of Unions of SA (Cusa).

Cusa general secretary Phiroshaw Camay says the organisation was not invited to the meeting. Observers speculate this may be because — apart from the National Union of Mineworkers (NUM), which was present at the meeting — no Cusa union has fully committed itself to the new federation. A Cusa executive committee meeting at the weekend decided that all affiliates should make a final decision about joining the federation by early August.

The FM understands that the participants in last week's meeting — Fosatu, General Workers' Union, Food and Canning Workers' Union, Commercial, Catering and Allied Workers' Union, and Municipal Workers' Association — decided that a date should be set soon for an inaugural conference. There is a strong lobby which argues that it should not be delayed beyond October unless convincing reasons are given by the black consciousness and UDF-aligned unions which recently participated in a meeting with the "unity" unions.
Four detained in PE

Own Correspondent

PORT ELIZABETH — The regional vice-president of the United Democratic Front, Mr Henry Fazie, a trade unionist and two others were detained by security police yesterday, according to Mr Themba Dube of the Motor Assemblers and Component Workers’ Union of South Africa (Macwusa).

Mr Fazie and a UDF employee arrested with him, Mr Jeffrey Bothole, were released after questioning according to a UDF spokesman.

The others allegedly held are Mr Dennis Neer, secretary general of Macwusa and the General Workers’ Union, South Africa (Gwusa), and Miss Nomaxabiso Lolo, a Macwusa secretary.

Asked to confirm the detentions, Lieutenant-Colonel Gerrit van Rooyen, police liaison officer for the Eastern Cape, said: “The work of the police is not a cricket game. We cannot give ball-by-ball comment about what we do.”

Meanwhile, two of the four people detained here on Thursday have been released. They are the vice-president of Macwusa and Gwusa, Mr Thobile Mhlahlolo, and Mr Noto Gusta of the UDF executive.
United against soaring costs

THE Department of Manpower seems to be heading for a battle with a difference — from unemployed workers.

In a letter to Manpower Minister P du Plessis, the newly-formed Unemployed Workers' Union asks that the weekly benefits from the Unemployment Insurance Fund be increased "as soon as possible".

Unemployed Workers' Union chairman Joseph Msimang said: "We also ask the Government to include domestic and agricultural workers as employees in terms of the Unemployment Insurance Act."

The Durban-based union also plans to write to city councils, boards, town councils and provincial administrations, urging them to freeze all rentals and stop evicting the unemployed.
Big unions' bitterness could abort unity effort

By SIPHO NGOBOBO

The formation of a super-federation of all emerging trade unions may be aborted because two large federations are discontented.

The two disenchanted labour fronts are the Council of Unions of South Africa (Cusa) and the Azanian Confederation of Trade Unions (Azactu), which are bitter about their exclusion from the unity talks meeting of June 21.

A senior official of Azactu claimed that certain unions were turning the unity talks into their "own property".

"We at Azactu are concerned about unity. However, there is a tendency by others to play around with unity. We have no objection to any caucus, but we are cautious that other people should not impose their decisions on us to make unity their own property," he said.

'POLITE PEOPLE'

Azactu, which has eight unions affiliated to it and a membership of more than 75,000, adheres to the black-consciousness philosophy.

Cusa's secretary general, Pireshaw Camay, also confirmed that his organisation had not been invited to another round of unity talks.

Asked to comment on Cusa's exclusion from that meeting, Camay said: "We are polite people, and we do not go to places where we are not invited."

According to sources in the labour movement, trade unions affiliated to the United Democratic Front also did not take part in Friday's unity talks.

Unions present at last week's meeting were the National Union of Mineworkers (NUM), General Workers' Union (GWU), Federation of South African Trade Unions (Fostatu), Commercial Catering and Allied Workers' Union (Cawusa), Cape Town Municipal Workers' Association (CMWA) and Food and Canning Workers' Union (FCW).
Detention now indefinite

Staff Reporter

ORDERS under which three women were detained in Port Elizabeth last week have been changed to allow for indefinite detention.

The women, detained under Section 50 of the Criminal Procedures Act, in terms of which detainees must be charged or released within 48 hours, are now being held under Section 29 of the Internal Security Act.

They are Miss Janet Cherry, co-ordinator of the Adult Literacy Project, Ms Nomhle Ngumane, branch secretary of the General Workers' Union, and Mrs Sisabela Lobi, branch secretary of the Motor Assemblers and Component Workers' Union of South Africa.
THE KWAZULU capital of Ulundi was this week left without bread after Sasko Bakery workers went on strike.

About 200 workers went on a sympathy strike after some of their colleagues were retrenched at short notice and without any prior discussions with the National, Iron, Steel, Metal and Allied Workers Union — of which they are members, say the workers.

Meanwhile, the bakery has been closed temporarily pending the outcome of talks between Ncama and management next Wednesday.

Workers have been camping outside the factory gate daily after an unsuccessful plea to KwaZulu Interior Minister — whose Kwazulu Finance and Investment Corporation owns half the shares at the bakery — to intervene.

By late this week Ulundi was getting a supply of bread from bakeries in Metmark, 40km away.

Sasko spokesman J Laing confirmed that the bakery had been closed temporarily.

He said the company had retrenched some workers because of re-organisation to ensure the viability of the bakery due to its unstable financial position.
Two trade unionists freed

POLICE today confirmed the release of two Port Elizabeth women trade unionists who were held under the Internal Security Act.

They are Mrs Nomaxabaso Treasure Loli, secretary of the Motor Assemblers' and Component Workers' Union of South Africa (Macwusa), and Mrs Nomonde Irene Nqumane, an organiser for the General Workers' Union (GWU).

Miss Janet Cherry is still being held under Section 29.

The release of the two women was confirmed today by the Police Directorate of Public Relations in Pretoria.

Mrs Sandy Stewart, a member of the Black Sash, said she was phoned late yesterday by one of the women, Mrs Nqumane, to say that she and Mrs Loli had been released without being charged.

They were detained two weeks ago under Section 29(c) of the Internal Security Act together with three others. Two were released soon afterwards.

Only Miss Cherry, co-ordinator of the East Cape Adult Literacy Project and the Port Elizabeth Relief Project, and chairman of the End Conscription Campaign, now remains in detention.

Mrs Stewart said the Black Sash would hold a poster demonstration in PE today to protest against the continued detention of Miss Cherry and the disappearance of three executive members of the PE Civic Organisation, Mr Sipho Haake, Mr Osgwamuth Godolozi and Mr Champion Gulela, and the disappearance of a Congress of South African Students' leader, Mr Sipho Mthembu.
More West German companies in South Africa are recognising emerging unions for black workers. Some 24 out of the 47 companies reporting to the West German Government in terms of the European Economic Community code of conduct, co-operated and recognised emerging trade unions in the past 18 months. In the previous 18-month period this was only achieved by 15. The 24 companies employ about 60% of the black labour force employed in West German subsidiaries in South Africa.
Clothing Workers Face Big Job Losses

According to the Cape Times, Cape Clothing manufacturers are facing a recession. The closure of the Cape Clothing industry has led to job losses for workers employed in the clothing sector. The Clothing Workers' Federation has called for urgent action to prevent further job losses. Cape Clothing firms have gone out of business this year.

Cape Times, 15/7/89
Blacks to block Sats union move

By ALAN RUDDOCK

ONE of the 10 SA Transport Services unions, Die Spoorbond, is ruing for a fall if it expects to swell its ranks with black Sats workers, say industrial relations observers.

The application for extended membership will be opposed by Sats' black union and sources say that in any case, it is highly unlikely blacks will want to be represented by a white minority association.

"I will advise the Black Staff Association (BSA) to object to Die Spoorbond's application to extend its membership," says J R Benade, general secretary of Sats' Federal Council of Unions.

"If the application went through it could mean the BSA losing up to half of its 60000 members to Die Spoorbond. Because blacks have been taking over jobs that used to be done by whites, unions like Die Spoorbond have been steadily losing membership."

Die Spoorbond's application is motivated partly by financial considerations.

Of Sats' unions, three are white only, three are multi-national, two are coloured, one Indian and one black.

"Psychologically, Die Spoorbond's action is a very sensitive issue whether we have co-existence or integration," says Benade.

"The BSA has already withstood onslaughts from the likes of the General Workers' Union (GWU). At the moment, they control a whack of the vote in Sats, with the non-white block controlling half the votes. They will not want their voting strength purloined by another union," says Benade.

Observers say that although blacks are spreading throughout the Sats organisation, politically they will prefer to remain aligned on racial grounds.

The general secretary of Die Spoorbond, Eben-Jacob, could not be contacted for comment yesterday.
Cutting the cake

A ballot among unions in the bakery and confectionery industry in the greater Durban area indicates strong support for strike action.

Says Renée Roux, branch organiser of the Sweet, Food and Allied Workers Union (SFAWU), one of the four unions involved: "We're in no hurry to strike. The pressure is now on the employers to move." 

There could be a further reason why industrial action is being delayed. The dispute was declared on June 18 and, in terms of the Labour Relations Act, there has to be a 30-day grace period before workers can resort to a legal strike. The statutory period expires on Thursday this week. Roux hopes both parties will use the time to resolve the dispute.

Employers were taken aback at the ballot outcome. With four unions involved in the dispute, the degree of solidarity displayed clearly surprised them. Of the 1782 workers involved in the dispute, 1221 voted in favour of a strike in a 68.5% percentage poll.

Other unions involved in the wage deadlock, apart from Fosatu's SFAWU, are the Natal Baking Industry Employees' Union, Cusa's Food and Beverage Workers' Union and the Black Allied Workers' Union. Negotiations within the industrial council ground to a halt when employers offered an R11.40/week increase against the unions' final demand for a R23/week increase on the basic wage of R82.50.

Employers maintain wage levels in the Durban and District Industrial Council for the Baking and Confectionery Industry are the highest in the country. Moreover, they claim that bread is a controlled product. The prices of raw materials are controlled. So are profits, due to a mechanism known as the "bakers' margin.

The unions reply that, by means of an unofficial cartel, employers have kept wages in the industry artificially depressed.
GAZANKULU Legislative Assembly Speaker Chief Samuel Mohlabi this week came under fire from the the Black General Workers' Union for allegedly siding with management in a wage dispute.

The chief was called in by Basal management this week to address bus factory workers who had downed tools since Friday in demand of a 14 percent increase and the recognition of their union.

He is alleged to have told the workers to accept management's offer of a 15-cent-a-shift increase because "15 cents a shift is better than nothing."

Management said it could not meet the workers' 14 percent demand because of the present economic situation.

The union says the chief is "deserting his flock."

Chief Mohlabi could not be reached for comment.
Dismissal dispute resolved

A dispute referred to the Industrial Court involving the dismissal of seven workers from the Cape Times has been resolved.

"In an agreement reached out of court yesterday it was agreed that the dismissal of three of the workers — D. Bestman, W. P. Barnes and W. H. Blommetjie — would be confirmed and that they would receive three months' wages.

The other four — G. A. Swartz, A. Jacobs, M. A. Gammie and R. M. Fredericks — were reinstated with effect from August 1, although they were regarded as having been suspended with pay between February 7 and April 23 and as having been suspended without pay between April 23 and July 1.

The dispute arose when the workers were dismissed by the newspaper for failing to comply with an instruction and to attend a later disciplinary hearing."
Fight on to save jobs hit by crisis

Labour Reporter

"The fight is on to save workers’ jobs in the "very serious crisis" facing industry generally," according to Zubeda Jaffer, general secretary of the Clothing Workers' Union.

She was speaking yesterday at the second of a series of lunch-hour seminars during the Peninsula Technikon's labour week.

She said employers in the clothing industry, who had for years been making vast profits, were facing an economic crisis and their only concern was to maintain profits instead of considering what could be done so that all could come through it with the least pain and enough to eat.

"We are not saying there are not problems," said Ms Jaffer.

"But the way we see it is that the workers are having to pay for the problems.

"The situation in the Eastern Cape and Transvaal is not unconnected with the unemployment situation and one would expect that in a situation like this employers would exercise the utmost social responsibility to avoid worsening the crisis.

"But we continually find that employers will dismiss workers without even following the basic procedures laid down for retrenchment."

A scholarship of R600 per annum for five years is available for pupils entering Standard VI in 1986.

The examination will be held at the school on Saturday August 17 1985 and will include tests in English, Mathematics and General Knowledge.

Application forms are available from the School Secretary (Phone 64-4010)

Councillors at their next meeting...
Bosses warn striking bakers: You’ll be fired

EMPLOYERS yesterday warned the 2,500 striking bakery workers in Durban that they could not be allowed to continue to occupy the premises indefinitely and that they could face dismissal.

According to a spokesman for the four trade unions involved, strikers were given a verbal ultimatum to leave the premises of B.B Bread by 4pm yesterday.

In their pay packets yesterday the workers found notices that their services might be terminated if the strike continued.

A spokesman for the Master Bakers' Association said: "The actions of the unions have now held the people of Durban to ransom for long enough. Sooner or later workers are going to be asked to leave bakery premises to let bakers get on with the business of making bread," he said.

He reiterated that the workers had been told that the association’s pay offer was final and workers were free to accept it.

Meanwhile, at Umlazi, joined the other strikers, making a total of more than 2,500 workers refusing to work as the strike entered its fourth day.

Consumers were still battling to get bread as small independent bakers worked overtime to produce enough special “fancy” bread for hospitals as well as the public.

The B.B Bread plant workers in Sydney Road were refusing to allow Red Cross trucks into the plant to collect bread baked at the weekend for charitable distribution.

Rumours of a milk workers' strike sent shoppers scrambling to supermarkets and cafes on Wednesday afternoon.

However, a spokesman for Clover Darries said emphatically: “There is no strike." He said his firm had been swamped by calls from anxious shoppers.

He had spoken to a senior shop steward who had confirmed there were no plans for a strike.

Rumours of strikes by petrol delivery workers and petrol station attendants also proved unfounded.

The bakers' association message the strikers found in their pay packets read:

1 Management urgently requests workers to accept the wage offer of:
   □ R11,40 a week increase to all weekly paid workers.
   □ Two additional public holidays (being 10 October and 26 December).

2 Hours of work for security guards to be reduced from 48 hours to 44 hours, and pay for public holidays and Sundays for security guards to be the same as for all other workers.

3 Management cannot increase the wage offer which it has made. The new wage will be the highest in the baking industry in South Africa.

4 Management earnestly requests workers to accept the wage offer and to return to work.

Management advises striking workers that if they do not return to work on their normal shifts with effect from Sunday, 28 July 1985, they may be dismissed. Any worker who does not return to work on his normal shift commencing 28 July will therefore understand and accept that he could be dismissed.

5 Workers are clearly reminded that they may be dismissed by management if they strike.
Durban bakers plan to thwart the strikers

By SHAUN HARRIS and MICHAEL JOHNSON

BAKERS plan to thwart the strike which has left Durban without regulation bread for a week.

They will bake their loaves today for collection by consumers.

The wage strike this week was one of the most widespread and highly visible legal strikes seen in South Africa.

It totally cut off the supply of regulation bread to Durban.

Demand

More than 2,000 workers at eight different bakeries and a flour mill in Durban are demanding an increase of R23 a week.

Employers say they can offer no more than an R11.60 increase.

By late yesterday it seemed that at least one bakery in Durban, the B I Bread plant near the city centre, would be making bread today despite the strike.

Mr Maurice Grant, vice-chairman of the Master Bakers' Association, said, "I have all my monthly paid staff here and we will start making bread if our workers don't return today."

The workers were asked to return to work today, but a union spokesman said it was unlikely that they would.

Mr Grant said: "If the men don't return, one of our options would be to start hiring new staff, although we certainly won't hire more staff if they are not here for the first shift."

A spokesman for the strike committee set up by four unions said workers were "strong in their resolve" not to return to work until their wage demands were met.

"We have been blamed for causing this strike, but it is the low wages and the attitudes of employers that has caused it."
Union duty to represent views of the workers

From ZUBEIDA JAFFER, General Secretary, Clothing Workers Union (Cape Town):

I WISH to reply to the comment of Mr Cedric Petersen, secretary of the Garment Workers Union, in the Cape Times of July 20.

He objects to our union's criticism of the lack of retrenchment procedures presently in the clothing industry.

We have ample evidence to prove that no accepted procedures exist. We are indeed horrifying to note that he claims to represent the views of 53,000 clothing workers and in the same breath goes on to explain how all employers cannot be expected to adopt the same procedures.

If Mr Petersen knows anything about trade unionism, then he would know that his responsibility is to express the views of the workers and not the employers. He accepts one rand a week from every clothing worker in Cape Town because he enjoys the luxury of a closed-shop agreement. Yet he uses his energy to put the view of the employer and not the worker.

He explains that no employer has retrenched workers under pressure. Whom do you speak for Mr Petersen? What about the pressure on the workers?

Mr Petersen's unrepresentativeness is unquestionable in our view.

It is sad to note that despite evidence to support such a view, employers choose to carry on a relationship with a union that inadequately represents the feelings of their workers.

This is in spite of the present critical situation that the country is in.

It is indeed disheartening that a big company like Rex Trueform will hide behind Mr Petersen at a time when they should be seeking proper discussion with their work force.

To any clear-thinking person it will be evident that the union has a record of cooperation with employers at the expense of the workers.

Our union believes in the regulation of relations between employers and workers to the satisfaction of both.
All-race council

The growing numbers of Indian, coloured and black public servants are to be given representation on the influential Joint Advisory Council of the Public Service, according to chairman of the Commission for Administration, Dr Johan de Beer.

There are four employee organisations in the service: the Public Servants' Association (white), the Public Servants' League (coloured), the Public Servants' Union (Indian), and the Institute of Public Servants (black).

At present the PSA is the only staff body recognised for appointment to the council. Previously a personnel association had to have as members at least 50% of the officials in the A or B division of the service to nominate six members to the council. The commission appointed the other six members.

The council is now to be enlarged to 16 members — eight of them nominated by the commission. De Beer said each association would have at least one representative on the council.

PSA president Dr Colin Cameron said the PSA accepted "without reserve" the right of other groups in the service to have representation in the council. However, he stressed, the council had no negotiating powers.

Flatland flat

Many of Hillbrow's flatland dwellers are giving banks on their doorstep a hard time, complain bankers in the area.

"Since January the number of bad debts has increased alarmingly," said one manager. "The amounts involved are not astronomical but we have between 40 and 50 people every month leaving us high and dry with R300 debts."

The bankers' problems have lead to a dramatic increase in the number of bounced cheques.

According to Dun & Bradstreet, a credit-checking agency, the value of bounced cheques and promissory notes has increased by 67.4% over the past year.

Big banks were reluctant to comment on the specifics of private debt, saying that they had made bad debt provisions that were "more than adequate."

Despite one bank manager's claim that none out of 10 applications for a cheque account were now being rejected, the banks said that their policy towards credit had not changed "for some years."

The financial dilemma in flatland has been underscored by a D & B report which reveals that rent arrears is the biggest single cause of judgments.
No more dough

The Durban bakers' strike is rapidly reaching a crisis point. With the stoppage now well into its second week and bread production virtually at a standstill, employers say their options are narrowing.

If there is no breakthrough within the next few days, they could conceivably turn to their weapon of last resort—the dismissal of the entire workforce.

The strike, which involves around 2,000 workers from eight bakeries represented by four different unions, has been marked by intransigence on all sides.

Workers claim they are not prepared to go back to work until management meets their final demand for an additional R23/week on their basic R82.50/week wage. That position was reiterated at a meeting of the unions on Saturday.

Employers say their final offer of R11.40/week stands. They want workers to go back to work but they are not prepared to talk further on the wage issue.

As is typical in these situations, there is a degree of reasonableness in both positions.

The real bugbear appears to be inflation. Workers maintain they are part of a larger family of food unions and their basic wage of R82.50 is below average for the sector. They say they want to bridge the gap—even if this requires an immediate large increase.

Employers, on the other hand, maintain that their R11.40/week offer represents a 13.8% increase, well in line with other wage awards and high by comparison with other bakers' increases.

The R23/week increase demanded by the union, they charge, is totally unrealistic. It would represent a 27.8% increase on current wage levels.

Further, employers contend that bread is a controlled commodity. Their profits are determined by a mechanism known as the "bakers' margin" which is agreed annually in discussions between industry representatives and government. Therefore they don't have the degree of elasticity required for making a higher offer.

Unions argue that it is not their fault the workers are involved in an industry that relies on government subsidies. They, too, deserve to be paid a living wage—even if it means that the industry has to be restructured.

Meanwhile, the stalemate continues. Some bakeries are using white-collar workers to bake about a quarter of their normal production and others are likely to follow suit.

Workers who were encamped on the premises of some bakeries left after the management threatened legal action to have them evicted.

However, they are against scabs being hired to produce bread and say they will block any moves in this direction.

Employers have warned that "the strike cannot go on indefinitely and normal production must be resumed."

Undeterred, union spokesmen remained hopeful that "employers will see reason and return to the negotiating table."

(3-28-85)
Resist apartheid medicine, says HWA

By SINNAH KUNENE

THE “Indians only” Hillbrow Hospital opens on Monday amid criticism from political and health workers’ organisations.

Strongly opposing the Government’s decision to open the hospital, the Health Workers’ Association issued a call on health workers to resist the implementation of apartheid in all walks of life, including health services.

In its latest newsletter, HWA says the “implementation of this apartheid hospital” means:

● Having separate Indian, African and white hospitals within a radius of three kilometres in the same area, and consequently, poorer health services.

● Further segregation of communities along racial lines since patients arriving at Coronation Hospital will be transferred to the “Indians only” hospital, which is an inconvenience.

● Using bully tactics and victimisation of health workers who object to the transfer.

HWA points out that the Government is also building the new R200-million Groote Schuur Hospital despite opposition from the Mitchell’s Plain community organisations.

Instead of spending large sums of money on new hospitals for whites and duplication of facilities the State should tackle the problem of poor health services in Mitchell’s Plain, said HWA.

HEALTH bodies locally and abroad have successfully campaigned against South Africa’s plans to host the World Medical Association assembly in Cape Town in October.

A Health Workers Association spokesman said the venue has been changed to Belgium.

The WMA would have been hosted by the state-funded Medical Association of SA.
UDF Eastern Cape vice-president Henry Fazzie and three others held since the start of the state of emergency 12 days ago appeared at the New Brighton Magistrate's Court this week charged with attending an illegal gathering.

Charged with Mr Fazzie were, Motor Assemblies and Component Workers' Union of SA organiser Temba Dube, Zolile Peter and freelance photographer Ephra Jokane.

They are accused of attending the memorial service for four dead Caledon community leaders attended by 20 000 mourners at Dan Qwaqwa Stadium, Zwide on Sunday July 14.

They were not asked to plead and were remanded in custody pending investigations.
A
other round
of trade un
ions talks
takes place in Jo
an
tesburg tomorrow
and already there are
indications that the
talks are floundering.

Two federations the
Council of Unions of
South Africa (Cusa) and
the Azanian Congress
of Trade Unions (Azactu)
which have a total of 18
unions, will not partici-
pate in the talks

This means that par-
ties to tomorrow's talks
will be eight Fosatu af-
filiates and independent
unions that include the Na
tional Union of
Mineworkers (NUM),
which disaffiliated from
Cusa at the weekend,
and the Commercial,
Catering and Allied
Workers' Union of
South Africa
(Ccwusa)

Nine Cusa unions de-
cided at a joint execu-
tive committee meet-
ing at the weekend to
withdraw from the talks,
while the other nine
Azactu unions were
booted out of the talks
by the organiser.

The booting out of
Azactu unions is likely
to start a series of
reactions because it is not sup-
ported by all the unions
that are still involved
in the talks.

Differences
Mr. Samson Ndhoul,
president of the General
and Allied Workers' Unions
(Gawu), which is
one of 11 unions affilia-
ted to the UDF, said
the exclusion of Azactu
unions was not decided
by all the unions which
participated in the So-
weto talks.

He said "We do not
support those who de-
cided on the exclusion of
Azactu because it has
caused differences that
these unions have with the
other unions involved in
the talks, are not so se-
rious as to necessitate
their exclusion.

The differences can-
be ironed out. We had
actually hoped to iron
them out at the next
meeting. We need to do
some homework, such
as building strong indus-
trial unions, before set-
ting dates for inaugura-
ing a federation," he said.

Mrs. Emma Mashumy,
general secretary of
Ccwusa said she knew
nothing about the exclu-
sion of Azactu.

"All I know is that we
will be attending further
talks on August 8. Our
union has been invited
to the talks," she said.

Letters written to
Azactu affiliates inform-
ing them of their exclu-
sion state that they are
excluded because of
their rejection of the
principles on which the
ensagued super federa-
tion is to be based.

The letters further
state that most unions at
the meeting at Ipele-
geng and that it was
taken because of their
disagreement with some
of the five principles.

Mr. Cyril Ramaphosa,
who wrote the letters,
said he was not going to
speak to the press about
the issue. He would also
not say which unions
were going to partici-
pate in the talks.

Important
Mr. Pandelane Nelo-
lovhode, co-ordinator
of Azactu, said the let-
ters informing Azactu's
affiliates of their exclu-
sion from the talks came
as a surprise to him.

"Our knowledge is
that the talks held at
Ipelegeng Community
Centre were adjourned
because no consensus
could be reached on im-
portant issues such as
non-racialism vis-avis
anti-racism, the attitude
of the new federation
ofwards the liberation
struggle as a whole and
its relationship to in-
ternal political organis-
tions," he said.

“It is now becoming
apparent that a certain
clique has been trying to
make unity its own
property through cau-
ses and under-cur-
rents.”

"Thus, Azactu wishes
to make it clear that if
unity is not achieved,
Azactu cannot be held
responsible and that
those who exploit the
emotions of the black
working class shall be
held responsible.

"It should be noted
that is the second time
that the so-called feasi-
ability committee abro-
gated to itself the res-
ponsibility of knocking
out those unions which
do not agree with one or
more of the principles
they uphold.

"The difficulties that
the unity talks have run
into are confirming the
predictions of sceptics
that it would be almost
impossible to start a su-
per federation of emerg-
ing unions because of
ideological and person-
ality clashes.

FOCUS

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By SAM MABE

UNITY TALKS

FLOUNDER

6/6/85

SOWETAN

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per federation of emerg-
ing unions because of
ideological and person-
ality clashes.
Mary Bediker is a worker at UCT. She is about to be retrenched. Her problem is the problem of many workers in the Residences and the Cafeterias. Fellow workers need to know about these problems. This is her story:

'I started to work at university in 1980. I was in the Robert Leslie cafet. I worked as a contract worker for a few months every year. In October we are put off work and come back the next January. I worked like this for a few years. In August 1984 I had to leave my job and take maternity leave since I was pregnant. In September I gave birth and the following month I phoned my manager to tell him I am prepared to work again. The manager, Mr Rupp, said he had no job for me, I should try again in a year's time.

NO REASON

'About the middle of the year I talked to Mr Heinkelein at Medical School. He gave me a job as a casual in Devil's Peak and Tuck Inn restaurants. Then, on the 12th August I was called into his office and told I would finish off my job by the end of the week. He gave no reason. When I asked him, he said I was the only casual and could no longer be kept. The other workers were put on contract, and now could do my work.

'I have two children. One has asthma. My husband earns R75 a week, since he is a labourer in the building trade. I live in Lotus River.'

DISMISSED WITHOUT NOTICE

The Workers Committee then approached her manager, Mr M. Heinkelein. He said: 'I have been told by Fedics Catering Manager to dismiss casual staff... The reason is that Mary's fellow workers are all on contract and can work extra hours now. So we no longer need Mary. I have no problems with her work performance. The only problem is overstaffing.'

He then showed us two letters Mary had signed in July, stating that she accepted, she was employed as a casual. She accepted, according to the
Court bid to jail unionists postponed

Labour Reporter

An application by the Garment Workers Union to have officials of the rival Clothing Workers Union (Clowu) jailed for contempt of court was today postponed in the Supreme Court.

In terms of the postponement Clowu agreed it would not publish any defamatory statements or comment on actions before the court.

Mr. Petersen and his union last month each began a $50,000 suit against Clowu for defamation over statements made in Unity, a newspaper published by Clowu.

Today’s application refers to the publication by Clowu of further statements about the GWU and Mr. Petersen.
Black unions hold major merger talks

AT LEAST 24 black trade unions representing thousands of workers met in Johannesburg yesterday in an attempt to form a giant federation aimed at fighting oppression and exploitation from management.

The union's summit took place in a tense atmosphere behind close doors because of the emergency regulations declared by the Government a few weeks ago.

The tension was further deepened by the absence from the meeting by two trade union federations - the Council of Unions of South Africa (Cusa) and the Azanian Congress of Trade Unions (Azactu).

The unions represented in the talks are Fosatu and its nine affiliates, National Union of Mine Workers (NUM), General Workers Union (GWU), Food Canning Workers Union (PCWU) Cape Town Municipal Workers Association (CTMWA), Commercial Catering and Allied Workers Union (Cawusa) and eleven UDF union.

The press was barred from the meeting and photographers were not allowed to take pictures of the delegates. The meeting's chairman, Mr Cyril Ramaphosa, said: "We did not invite the Press as we are discussing sensitive issues."

However, sources close to the meeting disclosed that the majority of unions did not see the federation as complete without other unions which participated earlier, while others contended that they should go ahead without them.

The delegates also disclosed that the meeting was divided on these issues and it was not expected that the date for the inauguration will be agreed upon.
WE could have written the script for the drama of the trade union unity talks last week: as early as last year, The SOWETAN predicted the collapse of the talks and we anticipated the reasons for the collapse.

At the time we pointed out that fundamental issues — the way the various unions interpreted South African society and its future, and personal conflicts — were being glossed over or were being swept under the carpet, in the hurry to get the emerging unions united into a giant federation that would have a membership of more than 300 000.

We said there would be a shake-up and new re-alignments, but the issues that divided the unions in the first place would leave them more or less where they were before.

As if reading from a script we had prepared, the unions that were originally in the talks, which started in 1981, wrote letters to the newcomers (Azatu (the Azanian Confederation of Trade Unions) telling them that they would be excluded from the talks on August 8.

The executive committees of the unions in the Council of Unions of South Africa (Cusa) met on the weekend before August 8 and decided they were withdrawing from the talks.

A Cusa union that had been at loggerheads with the rest in the Council, NUM (National Union of Mineworkers), decided to pull out of Cusa and to continue in the talks.

Incidentally, NUM leader Cyril Ramaphosa signed the letters excluding Azatu from the August 8 meeting.

In our forecast of last week's events, we pointed out that when the Federation of South African Trade Unions (Fosatu) was formed in April 1979, the unions that are now in Cusa were part of the preparatory talks.

We said 1985 would be a re-play of 1979 and we were proved right.

In 1979 the unions in the Consultative Committee of Black Trade

FOCUS on trade union unity talks

1985 a replay of 1979

CYRIL RAMAPHOSA

Unions — a loose alliance that developed into Cusa — charged that the new federation (Fosatu) was going to be under white control.

When they got round to forming Cusa in 1981 they insisted on "black leadership" as a basic principle.

In their statement explaining their withdrawal, the Cusa unions said: "Because of the present oppressive and exploitative system of apartheid the black workers have reservations in taking part in talks which do not enforce the principle of black leadership."

That is the basic divide among black trade unions in this country. Some allow for white participation, others want it limited, while the rest reject any white participation.

A number of officials in Fosatu are white.

Their first secretary, Mr Alec Erwin, was white and resigned when Fosatu was being accused of being under white control.

Mr Erwin is now heading Fosatu's education programme and critics see this as an even more strategic position in the union. The feasibility committee of the unity talks has recommended that Fosatu's education programme should be retained for theSuper federation.

Many of the organizers in Fosatu's strongest union, Mawu, are white.

These things have led to the charges that Fosatu's whites come in at the top, to lead, and direct.

The charges were muffled when Fosatu's motor union recruited a few whites at the Volkswagen plant in Uitenhage.

Cusa, on the other hand, says it does not mind white workers joining unions at the factory floor. They could then work themselves up to positions of leadership within the unions.

But then they would have come in at the bottom.

They believe that white workers, a privileged group, will not go through that process. They believe that by insisting on black leadership, they will exclude whites from their unions.

Azatu, at the extreme end of the spectrum, believe that there is no place for whites in...
black trade unions and they do not care to be fancy about saying it

These positions are not new; they have been with us since whites first set foot in this country

The argument then is Why did unions like the Cusa ones, or the Azactu ones, participate in the talks from the beginning and continue in them until this late hour, when some people are already talking about an October deadline to launch the super federation?

In their statement Cusa say that although they initiated the unity talks the "intention was never to take over or highjack the federation"

"The main aim was to form a federation of the workers by the workers for the workers," the statement said.

It is noble-sounding, but there is still a suspicion that they knew, just as much as Fosatu knew, that the super federation was not going to get off the ground. What they hoped for was that when everything settled back after the shake-up they would have grabbed some members from the opposition Fosatu, the statement said.

As things stand now, Cusa has lost its biggest union, but they are still hoping to gain from Fosatu unions that have become disillusioned with white leadership.

An alliance between Azactu and Cusa is a possibility, but after it can materialise, Cusa will have to adopt a more radical stance, particularly on white membership and relationships with management and the Department of Manpower.
Herald staff to talk to chairman

Staff Reporter

STRIKING Cape Herald staff are to meet the executive chairman of the Argus, Mr Hal Miller, this week.

Staff requested a meeting with Mr Miller to discuss demands that the Herald editor be removed from his position and that management reconsider its decision to retrench 25 percent of the staff.

Almost the entire Herald editorial and advertising staff went on strike on Friday afternoon and this week's paper was produced by the editor, Mr Ted Do- man, editorial and advertising executives, and two sports writers.

The chairman of the Herald's ad hoc staff committee and Western Cape chairman of the Media Workers Association of South Africa, Mr Aneez Salie, said staff would meet today to "assess the situation" and if there was no movement on management's part the strike would continue.

'Far short'

Mr Miller is due in Cape Town tomorrow on business and has undertaken to address the staff on the Argus's policy on editorial appointments.

Mr Salie says this falls "far short" of staff demands.

The dispute between the staff and management began two weeks ago when management announced its intention to fire 25 percent of the staff because of a continuing drop in the paper's circulation.
THE trade union talks take place again today while indications are that the envisaged "super federation" will not get off the ground because of problems among the participating unions.

Several trade unions in these talks are divided and disgruntled over key issues, including the absence of two federations — the Azamani Congress of Trade Unions and the Council of Unions of South Africa — from the controversial talks. At least 24 unions whose aim was to form a giant federation met in Johannesburg last week, but little progress was made towards achieving unity and the talks were postponed until today.

The unions are disappointed by the absence of Azactu and Cusa because they were originally included after local and international outcry that the federation will not be complete if other unions are excluded.

Another obstacle which unions see is the draft constitution which was drawn earlier by Nosatu and other "original unity talks" unions.

Newcomers feel they should not be forced into accepting the document.

Further obstacles include political debate, differences between organizing practices and structures of industrial as opposed to general unions, regionally-based versus nationally-based unions and how the federation is to be financed.

On the agenda today is the credentials of unions, the proposed inauguration date and report back.
Herald staff given deadline

THE Argus Company has warned striking Cape Herald staff that it will take them to the Industrial Council if they do not return to work by 8.30am today.

The warning came after thousands of pamphlets calling for a boycott of this week's edition of the Herald were distributed throughout the Peninsula yesterday.

The staff went on strike last Friday, after management announced it intended to retrench 25 percent of the staff and refused the staff's demand that the editor, Mr Ted Doman be removed from his post.

The general manager of the Argus Western Cape, Mr Fred Collings, said yesterday the Argus Company had declared a dispute with the staff as it considered the strike "illegal."

No pay

Asked to comment on the call for a boycott of this week's paper, which was produced by the editor, editorial and advertising executives and two sports writers, Mr Collings said the company would "continue to publish the Cape Herald."

The strikers confirmed yesterday that they had been told that those on strike would not be paid.

They said in a statement that some of the newspaper's "biggest advertisers" had sent telegrams to Argus management backing the strikers.

"We reject management's contention that we have refused to negotiate, as a cynical distortion of the facts," they said. "We have been involved in protracted negotiations with them only to be told that what we regard as the main issue, the editor's removal, was beyond their jurisdiction."

Argus policy

"They said this was a matter for the Johannesburg-based executive chairman, Mr Hal Miller."

Mr Miller is due in Cape Town today.

"But even so, he has indicated he will merely outline Argus policy on the appointment of editors and has not clearly indicated he is willing to negotiate."

"We have thus rejected management's ultimatum, and will continue with our strike action."
Cape Herald staff end strike

CAPE HERALD staff yesterday decided to end their strike when they met management representatives of the Argus Company, which included executive chairman Mr Hal Miller.

Most of the Herald's editorial and advertising staff had been on strike since Friday in support of demands that its editor, Mr Ted Domon, be removed and that management reconsider its decision to retrench 25 percent of the staff.

The dispute began two weeks ago when management announced its intention to retrench staff because of a continuing drop in circulation.
Cape Herald staff call off 'illegal' strike after top-level talks

Labour Reporter

CAPE Herald staff, who have been on strike since Friday, have returned to work.

This followed a management statement that the strike was illegal and setting a deadline of 8.30am today for strikers to return.

Staff representatives met Argus Company chairman Mr Hal Miller to discuss grievances, including the position of the editor, Mr Ted Doman, and retrenchments.

JOINT STATEMENT

According to a joint management/staff statement after the meeting, proposals were made by both sides and they will be considered in continuing discussions on the future development of the Cape Herald.

Representations by community, trade union and business leaders on the editorial content of the Herald and staff retrenchment were presented to management, who undertook to give these consideration.
Mashinini to bow out

Commercial Catering and Allied Workers' Union (Ccawusa) general secretary Emma Mashinini has announced that she will not be available for re-election to the position next year. She made her decision known at the union's annual conference in Soweto last weekend.

However, she will continue, for the time being at least, to be active in the union as its Transvaal branch secretary Mashinini, who turns 56 later this month, tells the FM this move marks the beginning of a phasing-out process.

She has been Ccawusa's general secretary since the union's birth 10 years ago and has built a reputation among management as being a tough but pragmatic negotiator. Under her guidance, Ccawusa has grown to be one of the largest of the emerging unions in SA. Membership is now approaching 50,000, second only to the National Union of Mineworkers.

The conference focused on the State of Emergency and the possibility of a nationwide union-supported consumer boycott in protest against it (Current affairs August 9). Ccawusa's membership, which consists largely of shopworkers, is particularly vulnerable to the spread of such action and the conference formulated a number of proposals which it hopes will protect members from hardships which could result from boycotts (see Consumer boycotts).

The meeting also decided to open union membership to all workers. The constitution originally limited membership to blacks and last year was extended to include coloureds and Indians. The latest move brings Ccawusa policy on the issue into line with that of Fosatu and other unions with which it has traditionally been aligned.
Rights Issue of R254 Million of Preferred Ordinary Shares

Barclays National Bank Limited

(Registered Commercial Bank)

25% and less of the Southern Life Association will increase to an excess of 7.5% interest of Barclays Bank Plc in the Bank will reduce to 10.4% of the Anglo American Corporation and the bank's capital in the Corporation of South Africa Limited will increase by 5% the banks will be the

Banking Bank Plc owns 50% of the issued share capital of the Bank. Its rights will be represented by Barclays Bank PLC's rights

The purpose of the issue is to strengthen the financial position of the Bank in line with the increasing capital needs of the banking industry.

The Board of Directors has determined not to proceed with a further issue of 14% 25 preferred ordinary shares at 750 cts per share to

The Board of Directors has determined that the issue be conducted in accordance with the directions of the Board of Directors of Barclays National Bank Limited.
is authorised to announce that the directors of Barclays National Bank, issue of 14,506,268 preferred ordinary shares at 1,750 cents per share to

the Bank in line with the increased capital needs of the banking industry programme related to the enhancement of its information systems and the

Bank. Its rights will be subscribed for by Anglo American Ltd. by The Southern Life Association Limited. The result will be that the 4%, that of Anglo American Corporation and its associates will increase to in excess of 7.5%.

Control will be held by South African shareholders. In view of this, and to become more active in its own name in international markets, it has been agreed for its name to change by the end of the decade to reflect the South

Barclays Bank PLC and the Bank, including the existing general banking

3.5% of the share capital to follow their rights and arrangements have been a consortium of underwriters.

The issue, before taking into account any benefits from the proposed issue, are in the year ended December 31, 1984, in the absence of unforeseen - in the level of provisions for bad and doubtful debts. On this basis, 95 cents per share for the year

preferred ordinary shares in the ratio of 25 preferred ordinary shares for

will be entitled to a fixed non-cumulative annual cash dividend of per annum on the issue price, payable half-yearly in arrear at the time of

The first dividend of 40 cents per preferred ordinary share in respect of

March, 1986.

ordinary shares from the beginning of the financial year of the Bank

its ordinary shares equal to or exceed 157.5 cents per share. Except for preferred ordinary shares will, on issue, rank pari passu in all respects

preferred ordinary shares. As the holders of the rights issue, a general meeting of members will be convened to

preferred ordinary shares and to increase the authorised share capital from

ordinary shares of R1 each.

holders on August 15, 1985

100,000,000 share capital of the Bank have irrevocably undertaken to vote in

August 30, 1985.

new-comers in the conference will be given enough time to study the draft constitution which was made available to delegates before the June 8-9 summit in Soweto.

The Wednesday meeting, which took place in a tense atmosphere because of the emergency regulations declared by the government, also resolved to

- support consumer boycotts throughout the country,
- call on the government to release all detainees and political prisoners,

Rights

- call on the government to remove members of the SADP and SAP from black residential areas; and
- call on the government to give all South Africans political rights.

One delegate told the SOWETAN that the extension of the deadline has been asked because "we want a strong federation.

Unions represented were the Federation of South African Trade Unions (Fosatu), Commercial, Catering and Allied Workers Union (Cca- wusa), General Workers Union (GWU), Cape Town Municipal Workers Union (CTMWU), Food

Canning Workers Union (FCUU) and 11 UDF unions.

The unions participating in the talks have to conform with the following demands:

- they should make it clear that they are prepared to join the federation
- federations must have decided to disband in order to form a new federation.
- general unions must be in the process of forming industrially
demarcated unions or of confining their activities to certain industries.
- unions should present their credentials, constitutions, financial position and other requirements
Dairy workers fired

ABOUT 400 dairy workers were fired after going on strike at Dairybelle's factory in Epping and its Philippi branch yesterday morning.

The workers downed tools yesterday morning in support of demands for a payrise as well as recognition of the Retail and Allied Workers' Union.

Dairybelle's personnel manager, Mr Norman Jenkins, said yesterday workers had been given an ultimatum to return to work but had failed to do so and had then been told they were dismissed.

A Rawu spokesperson said the union had entered into an interim recognition agreement with management last year and a workers' committee had met regularly with management. Earlier this year, however, management said it no longer regarded the union as representative.

The spokesperson said Mr Jenkins had refused to meet with either the workers' committee or union officials yesterday, on the grounds that the union was not representative of the workers.

Imperial Cold Storage, Dairybelle's parent company, were due to meet with workers later.
Dairy workers end strike: Secret ballot to be held

Labour Reporter

WORKERS who went on strike at Dairybelle’s Epping and Philippa operations in support of demands for union recognition and an increased minimum wage are back at work

A secret ballot to determine support for the Retail and Allied Workers’ Union will be held on Monday.

“A union spokesman said workers were demanding that management sign a recognition agreement and a R600 minimum wage

Mr Martin Henning, general manager of Dairybelle in the Western Cape, said an agreement would be negotiated after Monday’s ballot.

“We were deadlocked on the recognition issue because we wanted to determine union representation from their subscription lists.

“They refused to show these to us and demanded a ballot,” he said.

He said about 400 workers were dismissed last night when they refused to return to work, but they had been reinstated.
Date set for launch of union federation

The long-awaited formation of emerging trade unions, believed to cover several hundred thousand workers, will be launched on November 30 — four years after the idea was first mooted in Langa, Cape Town.

This was said by a spokesman for the unions yesterday, adding that the venue for the launch still had to be decided.

At their meeting in Johannesburg this week the unions demanded the lifting of the state of emergency and the immediate withdrawal of the army and police from the townships. They also decided to throw their weight behind the nationwide consumer boycotts and called for the release of political detainees and the extension of political rights to all.

Talks aimed at forming the federation have been rared by political and other differences since the idea was first raised in 1981.

It has been pointed out that while the ideal was to include all emerging unions, the withdrawal of some would not be a death blow to the new federation.

The participating unions are the Federation of South African Trade Unions, the Commercial, Catering and Allied Workers' Union, the Cape Town Municipal Workers' Association, the National Union of Mineworkers, the General Workers' Union, Food and Canning and the 11 United Democratic Front-affiliated unions.
ABOUT 400 striking Dairybelle staff returned to work yesterday after management and the Retail and Allied Workers' Union agreed on a ballot to test the union's representivity.

A union spokesperson said management had agreed to a ballot on Monday.

Staff returned to work about 8.30am after management's agreement to the ballot had been conveyed to a workers' committee.

Mr Martin Højning, Dairybelle's general manager in the Western Cape said he had "no doubt" that the union would attain a majority vote — but the ballot would "for once and for all" enable management to justify negotiating with the union.
Unions are being more ‘responsible’

Political Reporter

MANY formerly radical trade unions in South Africa had become more responsible and some had even registered, the Minister of Manpower, Mr Pietie du Plessis, said yesterday.

He also said South Africa had one of the lowest strike frequency rates in the world and that strikes in South Africa were of shorter duration than anywhere else in the world.

Mr du Plessis made a strong defence of South Africa’s labour laws at the Natal congress of the National Party.

He did this after a delegate, Mr Koos van der Merwe of Newcastle, had accused many unions of being irresponsible and had called for greater Government involvement in labour relations.

Mr du Plessis admitted that ‘many of our people are concerned that trade unions are moving increasingly into the political terrain and are being used as a vehicle for political activities.’

But he said the process of reform in the field of labour had been ‘one of the quickest and most successful’.

The Government believed it should be involved as little as possible in the relationship between employers and employees.

There were trade unions which went into the political terrain and made radical demands, particularly new unions which had to compete with existing unions for membership.

‘But some of the unions which were absolutely radical in their demands are now applying for registration. We see these unions becoming more responsible,’ said Mr du Plessis.

If the unions became really radical, and were a threat to the security of the State, then the laws of the country would apply to them.
About 400 striking Dairybelle staff returned to work yesterday after management and the Retail and Allied Workers' Union agreed on a ballot to test the union's representivity.

A union spokesperson said management had agreed to a ballot on Monday.

Staff returned to work about 8.30am after management's agreement to the ballot had been conveyed to a workers' committee.

Mr. Martin Henning, Dairybelle's general manager in the Western Cape, said he had "no doubt" that the union would attain a majority vote — but the ballot would "for once and for all" enable management to justify negotiating with the union.
Talks end
Mwasa split

JOHANNESBURG

The split between the northern and southern regions of the Media Workers' Association of South Africa (Mwasa) has come to an end after five hours of discussions in Soweto yesterday.

The two regions of Mwasa, namely the Transvaal and the Cape regions, said in a joint press statement that the split between them had now been healed.

"A national structure has been established to run the union Mwasa is now again operating as a national trade union in the media," the statement said.

The one-day conference had appointed a four-man committee to run the union's affairs until a national meeting was held in two weeks' time, when a new constitution would be drafted.

— Sapa—
Dairy workers show support for their union

By Reporter

Workers at Dairybelle overwhelmingly voted in favour of the Allied Workers Union in a ballot at all Cape Town plants to determine union support.

A union spokeswoman said more than 50 percent of the workforce voted and 92 percent were in favour of the union.

Negotiations on a main recognition agreement were expected to start this week.

The union already had several agreements with Dairybelle, but wanted a consolidated recognition agreement to be negotiated.
WORKERS’ DIARY

- The split between the northern and southern regions of the Media Workers Association of South Africa (Mwasa) was healed after five hours of discussion in Soweto over the weekend.
- The Transvaal and Cape regions of the union said a national structure has been established to run the union. Mwasa is again running under a national trade union in the media.
- The Trade Union Council of South Africa (Tucsa) has nominated a management ‘development and industrial relations’ consultant, Mr. Ron Marsden, to the vacant post of general secretary.
- The nomination follows a decision by acting general secretary Mrs. Ruth Lime to have her nomination withdrawn.
- More than 400 workers in Fraser and Johnson in Springs, who went on strike over wage demands, have returned to work after management agreed to revise their demands, according to sources. The workers were demanding pay rises, improvement of working conditions, and the recognition of May and June 10 as public holidays.
- A RECOGNITION battle has been settled between the National Union of Textile Workers (NUTW) and Consolidated Frame Cotton, Natal Knitting Mills and Consolidated Woolwashing and Processing Mills in New Germany, Natal.
- Both the Textile Workers’ Industrial Union (TWIU) and the NUTW have been recognised.
- MORE than 35,000 motor industry workers have been laid off this year because of a drop in production. Jobs in the sector are now down 22 percent from the 1982 peak.
- Lay-offs have increased as all sectors of the industry struggle to regain even a 50 percent production capacity. Even market leader Toyota is at 50 percent, according to chairman Mr. Colin Adcock.
- CCAWUSA’s general secretary Mrs. Emma Mashinini may not be available for re-election to the position next year, according to sources. However, the sources say she will continue, for the time being at least, to be active in the union as its Transvaal branch secretary. She has been in the position for 10 years.
Lift emergency - union

By JOSHUA RABOROKO

The newly formed Vaal Trade Union coordinating Commi-
tee has blamed the state of emergency for the continuing of the rent and service charges boycott in the Vaal Triangle townships.

Several attempts by the committee aimed at resolving the 11-month boycott have drawn a blank because of detention and harassment of leaders and a ban on meetings in the townships. This was told to The SOWETAN yesterday by a spokesman of the committee, who also said that the Government should lift the emergency to enable leaders to voice their grievances.

The committee consists of the following unions: Metal and Allied Workers Union (Mawu), Engineering and Allied Workers Union (EAUWU), Orange-Vaal General Workers Union (OVGWU), Sweet Food and Allied Workers Union (SFAWU), Teamate General Workers Unions (TGWU), and Council of Unions of SA (Cous).

The combined membership of these unions ranges between 30,000 and 40,000 in the area.

The controversial rent issue has angered thousands of residents in the Vaal. They have not paid tariffs since the outbreak of violence that claimed the lives of scores of people, injury to hundreds, and damage to property totaling over R40 million.

The VUROC spokesman said the rent issue has caused concern among residents who want it to be lowered to R30. Their argument has been that they were paying the highest rents compared with other townships.

The Orange-Vaal Development Board together with the Lekoa Town Council have tried several means to persuade them to pay, but with little success. They also tried to make employers deduct money from their employees in order to pay the rents. But this has been strongly contested by unions.

We appeal to the Government to lift the ban, release our leaders so that we can come together and solve the boycott which the angry residents have been involved in for so long.

The spokesman added that the residents demand that rents be reduced, that the employers should stop deducting money from their salaries and that the authorities should investigate other means of meeting these demands.
Underpants sacking 'unfair', claims union

Labour Reporter
THE Clothing Workers' Union (Clown) claims the dismissal of its leader, Mrs Careva Davis, is a deliberate attempt to break the union and is considering legal action.

Mrs Davis, who had had 21 years' service with Cape Underwear, was dismissed this week after an error ruined a R21,000 order of underpants.

The union claims the error was due to work-pressure and an inadequate checking system.

A company spokesman said yesterday Mrs Davis was given a previous written warning for a similar, but less costly, mishap.

The company gave her a hearing and considered her dismissal to have been fair and according to accepted procedures.

He said the checking system had been unchanged for five years and at no stage had she or her works-committee representatives raised problems of work-pressure.

Ms Zubeida Jaffer, general secretary of Clown, said the union thought management had made a decision to dismiss Mrs Davis before the hearing.

She said further steps would be taken to reverse the dismissal.
THE Clothing Workers' Union claims the dismissal of its chairwoman, Carevia Davis, is a deliberate attempt to break the union and says it is considering legal action.

Davis, who had 21 years' service with Cape Underwear, was dismissed this week after an error cost the firm a R321,000 order.

The union claims the error was due to work pressure and an inadequate checking system.

However, a company spokesman said yesterday Davis had previously received a written warning for a similar but less costly mistake.

The company had given her a hearing, attended by union representatives, and considered her dismissal fair and in accordance with accepted procedures.

The checking system had been unchanged for five years and at no stage had Davis or her works committee representative raised the question of work pressure, he said.

Zubeida Jaffer, general secretary of Clown, said the union believed management had taken the decision to dismiss Davis before the hearing.

Further steps would be taken to reverse the dismissal and a number of ministers planned to write to management and point out the negative effects the dismissal would have on community relations, she said. — Sapa
Cape workers in 25% pay demand

DEMANDS for a 25% across the board wage increase have been made by Western Cape Development Board workers.

The demands were among grievances raised at a meeting of the workers' union in Guguletu, near Cape Town, on Wednesday afternoon.

The union has about 2,000 members in all categories of employment.
For the love of a Daimler

A UNION official who bought a R75 000 Daimler and paid R5 180 in parking fines with union money – leaving only R45 – was caught out this week.

The Durban Supreme Court stopped Selby Nsapande from acting as the union's general secretary, and from collecting any funds on the union's behalf.

Following an urgent application at the Supreme Court, Judge J Shearer granted an order on behalf of the National and Refining and Allied Industries Employees' Union calling on Nsapande to show why he should not be stopped from acting in his office and handling the union's bank account.

Nsapande was also told not to sell his dream car before he could file answering affidavits by September 20, arguing why he shouldn't be removed from his position.

According to papers filed in court by union vice-president Bernard Bongani Mbeki, in June this year NRAIEU's national council called a meeting to ascertain the union's financial position, but Nsapande was unable to provide any information.

At that meeting Nsapande had admitted misappropriation of funds but refused to pay them back.

Nsapande is also said to have boasted: 'that nobody could arrest him' saying he had "done what, Eichel,Rhodie did?"
Tucsa to seek sacking curbs

A resolution calling on government for laws to limit the right of employers to fire legal strikers was passed unanimously at the Tucsa conference in Johannesburg yesterday.

A proposal by the national executive committee that laws be introduced to "prevent" employers dismissing legal strikers was softened to "restrain" by an amendment moved by Gert van der Walt of the East London Municipal Worker's Union.

Seconding this, Jan Barter of the Mines Surface Officials Association said following correct procedure was a big bluff unless the employer's right of dismissal was restrained.

In certain cases, the Labour Relations Act declared striking a criminal offence, but a legal strike did not exist in the sense that strikers had no more common law rights under the circumstances.

He said there would be fewer strikes if employers' rights of dismissal were limited in legal strikes.

"This would prevent wildcat strikes and encourage strikes to utilise negotiation procedures which often resulted in a settlement," he said.

The resolution requested proposals from Tucsa. Some possibilities suggested by Tucsa include that:

☐ The employment contract is suspended for a time limit or indefinitely during a strike;
☐ Dismissal of legally striking workers constitutes an unfair labour practice;
☐ Summary dismissal of legally striking workers be declared illegal.
AN unprecedented wave of terror is sweeping the Durban black townships of Umlazi and Kwa Mashu where "horde of armed warriors," are "purging" the townships of United Democratic Front (UDF) sympathisers.

At least three people have been abducted and brutally killed by the "impis" who roam the streets at night, forcing males to join them on their murder and destruction spree.

Last week two organisers of the National Federation of Workers, a UDF affiliate, were attacked at their Umlazi homes.

Thabo Robert Mokoena, 33, was abducted and killed, and his colleague Mandla Ndilela, 37, had his house destroyed by about 50 men who critically assaulted him.

These are just some of the incidents that have followed a "warning" by the KwaZulu legislative assembly member for Umlazi, Mr Winnie Sabelo, that all UDF sympathisers should leave Umlazi or else they would be "dealt with."

Mr Sabelo announced this at a press conference about three weeks ago, but has since been reprimanded by Dr Oscar Dhlomo, secretary general of Inkatha who said Mr Sabelo had not been mandated by either the KwaZulu government or by Inkatha to issue the "warning."

But despite Dr Dhlomo's assurances, the UDF has borne the brunt of the impis' acts of killing, maiming and destruction.

The impis were initially vigilante groups that were formed by Inkatha at the height of the recent unrest to "restore" normality in the townships.

Mr Sabelo who was in charge of these vigilante groups claims the impis now terrorising the residents are not his people — despite several claims that he has been seen with them.

Several people are known to have left the townships in fear of their lives. Among them is Rev Wesley Mabuza, a prominent member of Davonswaan, an organisation of Christian churches in the Greater Durban area. Rev Mabuza was frog-marched by the attackers who forced him to chant anti-UDF slogans.

But chants were before the present reign of terror that has seen even journalists inciting the wrath of the impis when they tried to photograph them in action.

Police are investigating.
DEFINITIONS

OUTCRY OVER

AT LEAST 62 people were killed and 35 others were injured in a gun attack at a shopping mall in Nairobi, Kenya, on Saturday, the government said.

The attack was claimed by Al-Shabaab, a militant group based in Somalia. The group has been blamed for a series of attacks in Kenya in recent years.

The government said the attackers were targeting non-Muslims and foreigners, but it did not specify how many of the dead were foreign nationals.

Kenya's security forces are said to have launched counterattacks against the attackers, who were equipped with heavy weapons.

A statement from the government said the attackers had been engaged in "acts of terrorism" and that the country's national security agencies were working to bring the attackers to justice.

The government also said it was "deeply saddened" by the attack and that it was "wholeheartedly" supporting the families of the victims.

The attack comes as Kenya prepares to host the African Games later this month.

The government has been stepping up security measures in recent weeks, with police and military forces patrolling the streets and monitoring public gatherings.

A number of people have been arrested in recent days on suspicion of planning or carrying out attacks.

The government has said that it is "determined to prevent any terrorist attacks from succeeding".

The attack on Saturday was the latest in a series of attacks in Kenya that have left more than 200 people dead and hundreds injured in recent months.

The government has been under pressure to address the country's security challenges, which have been exacerbated by the conflict in Somalia.

Kenya has been a key member of the African Union Mission in Somalia (Amisom), which has been fighting to stabilize the country after two decades of conflict.

The government has also been under pressure to address the country's economic challenges, including high unemployment and inflation.

Kenya's economy has been growing at a rate of around 5% a year, but the government has said that it needs to do more to create jobs and reduce poverty.

The government has been working with international donors to secure funds to help finance its development plans.

The government has also been working with the African Development Bank to strengthen its financial systems and to improve the country's infrastructure.

The government has said that it is "determined to take all necessary measures to ensure the safety and security of all its citizens".
Germiston Council to be taken to court

THE SA Black Municipal and Allied Workers Union (Sahmawu) is taking the Germiston City Council to the Industrial Court for unfair labour practice following the dismissal of a top nursing sister.

The dispute between Sahmawu and the council followed the suspension and subsequent sacking of Petronella Poho, a senior Sahmawu member, early this month.

Poho, a nursing sister in charge of Katlehong Clinic, was allegedly dismissed for her involvement in politics — because she was a member of the union.

She was also accused by the senior medical officer of health of calling nurses to meetings and forcing them to sign resolutions against the council.

In her affidavit, Poho said the suspension and termination of her employment were ‘based on unfounded and unjustified allegations.

She also submitted that allegations of misconduct were untrue.

According to papers filed with the Industrial Court by the union's legal representatives, Sahmawu wants the council to:

☐ Re-instate Poho on terms not less favourable than those governing her employment before she was fired.

☐ Make the order of reinstatement — to be fixed by the court — retrospective to the date Poho was suspended.

☐ Pay Poho's legal costs.
400 sales workers strike over 'racism'

26/5/85

ABOUT 400 workers have been staging sympathy strikes at Edgars, Jet Stores and Sales House outlets following a dispute over a store controller who employees say has a "racist attitude".

The strikes, which are now affecting stores in Johannesburg, Pretoria, Vereeniging and Sassenburg, began last Friday after workers at Edgars's Crema branch were fired for striking in protest against the controller.

This was followed by the dismissal of over 300 strikers and the Federal Council of Retail and Allied Workers (Fedcraw) are now demanding unconditional reinstatement of employees and the transfer of the store controller.

Edgars management said the store controller had been removed from the Crema branch last week while workers' charges were investigated. But they had not found evidence proving his attitude was racist and were not going to transfer him.

Fedcraw President Masilo Mputi said a deadlock had been reached in talks between Fedcraw and Edgars, with the union rejecting management's offer to reinstate all the workers with a "final warning hanging over their heads".

Management, in turn, believe their offer is reasonable.

Mputi said Fedcraw had appealed to management for talks on Monday, but employers were not prepared to discuss the Crema issue. Management says it will only agree to talks if the union encourages those strikers who have not been fired to return to work, he said.
DOMESTIC workers in Green and Sea Point have lost their chance of acquiring the Cape Town Art Centre as a permanent venue for recreation and training.

The City Council voted yesterday to lease the centre for commercial or non-commercial purposes for 10 years, provided the Jessee has the funds to restore and maintain the building.

During the debate Mr Sam Gross argued that the Domestic Workers Association (DWA) which currently has part-time use of the building should be given permanent occupation.

The council has undertaken to find another venue for the DWA but Mr Gross claimed there was no alternative to the Art Centre.

Mrs Joan Kantor said the council should support the efforts of domestic workers to improve their skills.

The council, with only four women members, did not represent Cape Town women and certainly did not represent domestic workers, she said.

An attempt to have the matter referred back to the Executive Committee for reconsideration was lost by 18 votes to 14.
Domestics' plea on art centre

Municipal Reporter

DOMESTIC workers in Green and Sea Point have asked their employers to join them in their fight for the Cape Town Art Centre as a permanent recreation and training centre.

The City Council yesterday decided to lease the Art Centre for commercial or non-commercial purposes, provided the lessee was able to restore the building.

The Domestic Workers' Association, which is currently using the building twice a week, has been unable to raise the R100,000 needed for restoration.

In a statement yesterday, the DWA said the council was "clearly not aware of the situation of domestic workers in Green and Sea Point."

"These people have no facilities whatsoever."

The chairperson of the DWA in Green and Sea Point, Mrs Alice Jacobs, is pleading to all employers to stand with the domestic workers to appeal to the city council for the Cape Town Art Centre.

"These women are contributing to the economy of South Africa."

"It is the domestic worker's child who is an unskilled labourer."

"It is the domestic worker who gives her employer a chance to run her business plus having children and a successful home."
THE longest strike to hit Edgars ended yesterday after an agreement between management and the Federal Council of Retail and Allied Workers (Fedcraw).

The strike — sparked by complaints of racism against a store controller — began more than two weeks ago at Edgars' Cresta branch and eventually included nearly 400 workers at Jet Stores, Edgars and Sales House stores.

Edgars' group personnel executive Don Findlay said yesterday that workers who had been dismissed for striking had been re-instated without final warnings or loss of service benefits.

Fedcraw, in return, had undertaken to follow agreed procedures in future before taking industrial action.

This follows two days of intensive meetings.
Weak rand insulates SA asbestos industry

ONLY a year ago, the prospects for the South African asbestos Industry were gloomy.

In June 1984 the operating income of asbestos producer Msaub fell from R1.6m to R222,000 for the first six months of the year, a fall of more than 50%, and production at the mine declined by 20% as a result of Cyclone Domona.

The other main producer, Griqualand Exploration and Finance (Gefco), experienced a fall of 24% in income.

Worse seemed to follow as the United States Environmental Protection Agency (EPA) began a campaign to ban asbestos from that country.

In October 1984 the Black Allied Mining and Construction Workers Union (BAMCU) called for an end to asbestos mining because of the hazards of occupational and environmental exposure to the material.

This year, however, there has been a turnaround in fortunes.

Most importantly, the Msaub mine overcame its underground difficulties with a considerably expanded capital expenditure programme.

In February the EPA called off its banning campaign which had threatened the major market for blue asbestos. By May there was talk of a possible repeat of the spectacular growth of 1974/75, when Msaub shares went up from R3c to 54c and Gefco from 11c to 145c.

However, a Gefco spokesman warned of too much false optimism.

"There is still a glut in the world supply of asbestos," he said. "The turnaround can largely be attributed to the weak rand/dollar exchange rate. Although in our June figures we were slightly ahead with profits, our sales were down in volume.

"The dollar price itself is under pressure and we cannot be sure that all our orders will materialise. I think though that we are seeing the bottoming out of the decline."

The company has no fear that artificial substitutes such as susul will pose a major threat to asbestos.

"The main market for asbestos is in underground areas. Susul will never be able to compete in that area as it is known to be perishable while asbestos is effectively indestructible."

STEPHEN CRANSTON
High-noon for super-union

By PHILLIP VAN NIEKERK

Monday is high noon for the planned super-federation of emerging unions.

The walk-out of the National Union of Mineworkers (NUM) and the Metal and Allied Workers Union (Mawu) from the talks last week is a sign of major upheavals in the ranks.

The consensus among the unity unions is that the formation of the federation will go ahead as scheduled on November 30, but its form could still undergo major changes.

At the root of the current dispute is the uneasy relationship between the United Democratic Front (UDF) unions and the mainstream unity unions, including Potatsu and five large main union industrial unions.

These five are the NUM, the Commercial, Catering and Allied Workers Union (Crawusa), the Food and Canning Workers Union, the General Workers Union and the Cape Town Municipal Workers Association.

Division has arisen over the issue of how to allocate votes at the inaugural congress.

Some of the UDF unions have been insisting on one union, one vote, while the bigger unions such as Mawu and the NUM have been demanding proportional representation.

If the system is one union, one vote, the nine UDF unions and the 11 affiliates of the Natal-based National Federation of Workers (NFW) would easily outnumber the other unions.

The NFW, with little sign that it has major worker support, would have 11 votes to the one vote of the 230,000-strong NUM.
25 March to Caledon Square

Staff Reporter

TWENTY-FIVE women from the Clothing Workers' Union marched from their Corporation Street headquaters to Caledon Square police station today to deliver a petition calling for the release of a union organiser "and all detaines"

The marchers, who left their premises about 10.30am, were allowed into Caledon Square, where they delivered a statement to a Captain from Heerden.

The statement read: "We are concerned about the continued detention of our organiser, Shirley Gunn, detained under Section 29 of the Internal Security Act from August 23. Several persons detained at the same period have subsequently been released and we are concerned about the well-being of Ms Gunn so far no word has been received or contact made with her. We call for her immediate release and that of all detainees."

The women were told they would have to go through "the right legal channels". They marched back singing. A crowd dispersed peacefully after police thanked them for "their cooperation."

The women found security policemen on the premises when they returned Mr Braggett Pritt, a worker for the Grassroots community newspaper, which shares the premises, was detained for 'questioning about the content of the paper'; a Grassroots spokesman said.

Pupils vote for class boycott

Staff Reporter

PUPILS at John Ramsey Senior Secondary School in Bishop Lavis have voted to continue boycotting classes but say they will resume normal classes if their short-term demands are met.

In a statement the pupils condemned the regulations issued by the Minister of Education and Culture, Mr Carter Ebrahim, last week.

The demands include recognition of SRCs and PTAs.

Fixed Period Paid-up Shares
(5 years - Partly tax-free)

*Ordinary Paid-up Shares
(Partly tax-free)

*Subscription Shares
(Partly tax-free)

Tax-free Paid-up Shares (Tax-free)
Maximum investment R20 000 per taxpayer

Subscription Shares (Tax-free)
Maximum investment R50 000 per taxpayer

State Assisted Homeowner Saving
Maximum investment R20 000 per household

*Equivalent taxable interest rate assuming 3% inflation
*Effective date for existing shares: 1 December

We Help You

South Africa.
Super-union smooths quarrels

THE 36 trade unions involved in plans to launch a super-union have smoothed over the difficulties which arose two weeks ago and are proceeding with a launch at the end of November.

The new federation could call itself the South African Congress of Trade Unions (Sactu), the name used by the banned ANC for its trade union wing.

Although Sactu was driven into exile alongside the ANC in the 1960s, it was never banned as an organisation.

Sactu was one of the names mooted when representatives of the unions met again in Johannesburg this week and smoothed over difficulties which arose two weeks ago.

The chief cause of friction at their meeting was the Metal and Allied Workers Union (Mawu) and the National Union of Mineworkers (NUM) walked out — was settled.

The NUM and Mawu had objected to the insistence of some of the smaller unions that representation at the inaugural conference be on the basis of one union, one vote.

This would have given the smaller unions, particularly those affiliated to the United Democratic Front, far greater influence than the larger unions, such as NUM and Mawu.

At Monday's meeting all unions agreed that the principle of proportional representation would be adhered to.

On November 30, every union will be allowed one delegate per 500 members up to 20,000 members. Thereafter, they will be allowed one delegate per 1,000 workers.

This decision might appear as a step down for the UDF unions, but sources at the meeting said it reflected their willingness to be part of the new federation.

When it came to discussing the name, several alternatives were put forward, including Sactu.

Another possibility mooted was the South African Federation of Trade Unions (Saftu), while some delegates suggested the name should be Cosatu — the Congress of South African Trade Unions.

Meanwhile, talks are continuing to draw four more presently excluded unions into the federation — the Motor Assembly and Component Workers Union (Macwusa), the General Workers Union of South Africa (Gwusa), the Federal Council of Retail and Allied Workers (Fedcraw) and the United Mining, Metal and Allied Workers of South Africa (Ummawosa).
CONSUMER BOYCOTT

A short-time option

Shopkeepers in the eastern Cape, alarmed for nearly three months under the pressure of an almost total boycott by black consumers, are attempting to save their businesses by severely cutting their employees' working hours.

The Manpower Department has granted shopkeepers and restaurateurs in East London and Queenstown a blanket exemption from wage determination regulations which forbid short-time work. The exemption permits working hours, and hence wages, to be reduced by up to 80%. This move followed an application by the local Chamber of Commerce.

Port Elizabeth retailers are now emulating their East London counterparts. The local Commercial Employers' Association (CEA) has just asked the Manpower Department for a similar dispensation. The CEA, however, is not requesting a blanket exemption. Rather, it wants the department to approve of the idea in principle and to have officials at the local Manpower office assessing exemption applications on the basis of individual shopkeepers' needs.

Employer spokesmen, aware of the tense situation in the eastern Cape, have gone to great lengths to emphasize that their moves should not be interpreted as hostility towards the black community and shopworkers. Says PE Chamber of Commerce director Tony Gilson: "This is not a counter-boycott measure. It is a means of maintaining employment levels."

But Emma Mashamba, general secretary of the Commercial, Catering and Allied Workers' Union of SA (Cawusa), is skeptical. The move, she says, may not be popular with the majority of shop workers, who are already suffering from short-time work and wage cuts. "Many workers have already accepted short-time working, but this is not so in our sector. It is a very high risk for the employer, and we are not sure that they will gain in the long run," she says.

The Manpower Department, meanwhile, is taking a wait-and-see approach. "We are not too sure about this," says an official. "We have had a few complaints from shopkeepers about the effects of the short-time work, and we are trying to get a clearer picture of the situation."

One feature of the East London exemption is that it is implemented only after full consultation with employees. The PE CEA has recommended that consultation be a pre-condition of any agreement. The PE CEA has recommended that consultation be a pre-condition of any agreement.

"We are not asking for a blanket exemption," says Cawusa's Gary Mothibe. "We are just asking for a way to deal with the problem in a humane way."

The refusal to accept alternative suggestions, Mothibe adds, is disrespectful. "We are not asking for a blanket exemption," says Cawusa's Gary Mothibe. "We are just asking for a way to deal with the problem in a humane way."

"We need to be able to negotiate with the employers, and we need to do it in a way that is acceptable to all parties," he says.

East London Chamber of Commerce secretary Jack Allison, who estimates that the majority of shops in the eastern Cape are on short-time work, says he is confident that the alternative suggestions will be accepted. "We have been working with the Manpower Department on a number of issues, and we are confident that they will take a fair and reasonable approach," he says.

And in the Transvaal there is little sign of the boycott having gained widespread popularity. "It is a matter of time before we see the effects," says a Transvaal spokesman. "But for now, we are just waiting to see what happens."
City Building Wrecked

Offices of UDF-Linked Organizations Gutted

By Peter Denny
Undaunted by intense heat from the flames, a fireman directs a powerful jet of water from a snorkel hydraulic platform into the fire.
Fire destroys unions' offices in city

Policemen opened an arson docket after fire destroyed several trade union offices in a historic Victorian building opposite the City Hall, late yesterday afternoon.

The building, Corporation Chambers on the corner of Corporation and Darling streets, held the offices of the community newspaper, Grassroots, three trade unions, a children's magazine, Molo Songolela, the Media Support Project and a workers' advice office.

The unions are the Clothing Workers' Union (Clomons), the Media Workers' Association of South Africa (Mwasa) and the Retail and Allied Workers' Union (Rawu).

No one was injured in the blaze which was put out by six fire engines from the Cape Town Fire Brigade.

The cause of the fire has not been established.

Chief Fire Officer Joop Hamel said an electrical fault was "unlikely".

Two witnesses claimed to have seen a small fire burning in a bin inside a ground-floor door leading to the offices of the Clothing Workers' Union at about 3.45pm.

They hurried to alert a caretaker at a nearby building. When they returned five minutes later with fire extinguishers the blaze had spread up a wooden stairwell and was burning fiercely on the first floor.

A police liaison officer, Captain J Calitz, said an arson docket had been opened.

Hundreds of spectators watched from the Grand Parade as firemen fought the rearing flames which threatened to spread to the adjoining City Hall Hotel.

At 5.40pm, flames were leaping out of upper windows and clouds of black smoke billowed out.

At times, night appered to descend on Darling Street as the wind changed direction and blew smoke among the spectators.

Firemen formed four hoses on the blazing structure as flames shot out of the roof. Two fire-fighters perched high on ladders — one a hydraulic platform, the other a turntable — pumped thousands of litres of water into the building from roof height.

The fire was rapidly brought under control and by 6.15pm was only smouldering.

The spire of a turret, weakened by fire, was dislodged by water from the hoses and crashed into Darling Street.

Here of the evening was 29-year-old Derek Parker of Mitchell's Plams who helped a middle-aged man from an upstairs room soon after the fire started.

He said he heard shouts and entered the smoking building.

"I went up the stairs to the second floor," he said. "The man seemed to be confused and didn't know there was a fire. I pulled him along with me and down the stair." Onlookers said an elderly woman was also rescued by a passer-by.

Mr Hamel said structural engineers would have to decide whether the recently renovated building could be saved. There were "bad cracks" in the building below the turret.

Picture DOUG PITHEY.

Weekend Argus.

A fire engine ladder overlooks the scene of yesterday's fire in Corporation Street. A crowd of bystanders gathered as the building blazed fiercely for half-an-hour.
Call to restore burnt building's 'grandeur'

Two leading architectural experts yesterday called on the authorities to do "everything in their power" to ensure that Corporation Chambers, the Corporation Street building wrecked by fire on Friday afternoon, is restored to its former grandeur.

They are Professor O Pryce-Lewis, Associate Professor Emeritus of Architecture at the University of Cape Town, and Mrs DesRee Picton-Seymour, National Monuments Council member and 1983 winner of the Cape Times Centenary Medal for Architectural Conservation.

The building, which housed seven organizations closely connected to the United Democratic Front, was gutted in a suspected arson attack. Damage is estimated at over R1-million.

It is located in an historic area of old Cape Town, opposite the City Hall and diagonally opposite the Parade.

Corporation Chambers was built in 1902 by the owners, Messrs S Zuckon and M Saacks, and was designed by the first architect of note to be born in South Africa, Berlin-trained Mr Johann Steilger, Professor Pryce-Lewis said yesterday.

"The building is historically and architecturally important, and if it is structurally possible, it must be preserved."

"This is going to be difficult to do because of the damage but it is important that every effort be made in this direction. It is next to the City Hall and is part of an architectural environment which has been fairly well preserved," Professor Pryce-Lewis said.

Mrs Picton-Seymour said the building's overall importance was that it faced onto the City Hall and "the two buildings go beautifully together."

"It is difficult at this stage to say whether or not restoration is viable but everything possible must be done to save the building. It is important that the City Council should not be over-hasty in demolishing the shell."

An artist's impression of what Corporation Chambers originally looked like, with cast-iron balconies and an onion dome that is repeated in the minarets of many of Cape Town's mosques.

They must first do a thorough study on the possibilities of restoration," she said.

- The Clothing Workers' Union secretary, Ms Zubeida Jaffer, described the destruction of their offices as an "act of terror against democratic opposition."

In a statement yesterday, Ms Jaffer said the fire was "a vicious attempt to eliminate the organized community services of the oppressed."

"Our union has been systematically subjected to harassment ranging from the detention of our organizers to daily interference in our work," she said.

She said Clowu would not be deterred by the incident and was confident that Clowu and the other organizations would be able to reconstruct what had been destroyed.

- The cause of Friday afternoon's fire has not yet been determined.

A police spokesman for the Western Cape, Captain Jan Calitz, confirmed yesterday that an arson docket has been opened and that police were continuing their investigations.
Demonstration at burnt-out city building

Staff Reporter

CITY workers and shoppers watched a silent lunch-hour demonstration outside the burnt-out Corporation Street offices of United Democratic Front affiliates.

Seven demonstrators — representatives of the organisations affected by the fire — held placards and stood a metre apart for nearly one hour yesterday.

The demonstration was a protest against a suspected attack on the offices — police have opened an arson docket — and one placard said "Who burnt our offices?"

Police arrived about 2.15pm and ordered bystanders to disperse.

Spokesmen for the organisations affected by the fire estimated that damage to documents and equipment alone was about R150 000.

The offices of the Clothing Workers' Union, the Retail and Allied Workers' Union and the Media Workers' Association and two community newspapers, Grassroots and Mole Songololo, were damaged by the fire, which swept through the building on Friday.
Part of a lunch-time picket outside the gutted offices of seven UDF-related organizations in Corporation Street yesterday.
Consumers will pay, warn unions

Extra shopping hours opposed

TRADE unions yesterday reasserted their opposition to extended shopping hours after the announcement by MEC Skippe Botha that a draft ordinance permitting shops to remain open between 6am and 11:30pm would come before the Provincial Council in February unaltered.

National Union of Distributive and Allied Workers Union general secretary Dulcio Hartwell said longer hours would be inflationary.

Her view was backed by the SA Society of Bank Officials, the Commercial, Catering and Allied Workers Union and the National Council of Transport Workers.

Hartwell said she agreed fully with the OK Bazaars, which has argued that extended shopping hours would lead to price rises.

"Shoppers must watch closely the pattern of prices in Hillbrow (Johannesburg) when late shopping starts there. Employers' costs must rise and will be recovered from consumers," she said.

If the ordinance had to go through, it should restrict shopping from 6am to 9pm, Hartwell said.

Pick 'n Pay chief Raymond Ackerman said that although extended hours placed an extra burden on management and staff, they would be in the interests of consumers.

Experience in Cape Town, where shops could open from 6am to 9pm, had shown clearly the strong demand for flexible hours. The effects of extended hours on turnover had been favourable.

Meanwhile, PETER WALLINGTON reports that while the Hillbrow Traders Association has welcomed the move, it would have liked extended hours to be implemented immediately.

Spokesman Peter Rose said shop-keepers had waited a long time for flexible shopping hours and saw no reason why they should wait any longer.
Vigilantes' started City fire

By Ebrahim Moosa

AN ANONYMOUS group called the Vigilante Action Group yesterday claimed responsibility for the fire which destroyed the Corporation Street offices of seven UDF-linked organizations last Friday.

In a telephone call to the Cape Times yesterday a polite and well-spoken caller said his organization, the Vigilante Action Group (VAG), had acted on “evidence that the organizations housed there have direct links with the SA Communist Party” and described it as a “communist nest.”

“We were responsible and you will hear from us again soon,” he said.

Police are to investigate the claims by the anonymous “spokesman.”

Brigadier Henkie Kotze, former head of Western Cape security police and now Chief of the CID, said it was the first he had heard of such an organization. He promised that the information would be passed on to the officer investigating the fire.

At a City press conference yesterday representatives of the organizations reported certain “irregularities” which implied that someone had ransacked the offices before the fire.

Ms Colleen Lombard, an organizer for the Clothing Workers' Union (Clown), said the union had been approached by two security policemen in September asking whether they were aware of the Vigilante Action Group.

Ms Lombard said that on September 23 Lieutenants Mostert and Trollope, both visited the Corporation Street office inquiring about the Clown secretary, Ms Zubeida Jaffer.

“Lieutenant Mostert asked me if I was aware of the VAG I said no.” He explained that it was a group of people who were against what we were doing. He said they bomb the houses of people like myself and that I should be careful and then asked me where I live. I gave him a vague explanation,” Ms Lombard said.

The fire caused damage estimated at over R1-million.

Captain Jan Calitz, a police liaison officer for the Western Cape, said that no arrests had been made in connection with the fire.

He denied that Lieutenant Mostert had said what was reported in his conversation with Ms Lombard and also denied having any knowledge of the existence of the vigilante organization.
By RONNIE MORRIS

ABOUT 200 people marched on Caledon Square yesterday afternoon after about eight people picketing in Corporation Street were arrested by police.

The eight picketed outside the burnt-out Corporation Chambers which housed the offices of seven UDF-linked organizations, while 17 men and women marched to Caledon Square to demand the release of detained Clowns worker Ms Shirley Gunn and to ask what progress had been made in the investigation into the circumstances surrounding the fire.

Scores of lunch-time shoppers stopped to watch.

A man shouted anti-UDF abuse from a window. The crowd did not respond at first but shouted back when he shouted louder. He then exposed his buttocks from the window.

Two police patrol vans arrived and the picketers were arrested and their posters confiscated. Crees of “Viva UDF!” and “Viva Mandela!” rang out.

By then the crowd had swollen to several hundred people, some of whom called for a march to Caledon Square.

Several youths then linked arms and marched down Corporation Street in the direction of Caledon Square. They stopped in front of the Thomas Boydell Building where a small group of people chanted and sang freedom songs.

They were watched by office workers and policemen leaning out of the windows.

When they got to Caledon Square, several policemen watched as they again chanted and sang freedom songs near the charge office.

At 14.00pm a platoon of 26 policemen with protective shields and helmets, some carrying teargas launchers, marched out of the building into Buitengracht Street where they took up positions.

A police lieutenant then warned spectators that the gathering was illegal in terms of the Internal Security Act and gave them 15 minutes to disperse. The crowd broke up.

The police platoon then marched into Darling Street and halted opposite the Grand Parade where some of the marchers had regrouped.

A second warning to disperse was then issued.

Two stones then landed near the police platoon. At 2.20pm a third of the platoon broke away and chased after some youths on the Parade. They then marched back to Caledon Square.

Police vehicles continued to patrol the streets.
Call for end to 'terror'

NINE of Cape Town's major trade unions, representing about 40,000 workers, yesterday called for a joint statement for an end to the "regime of terror unleashed by the State" in Cape townships.

The statement read: "We condemn the brutality of the security forces displayed towards students and residents in Guguletu, Elsies River, Athlone and other places in South Africa. "

"The deaths of children at the hands of the security forces cannot be forgiven."

"The shooting of young people and workers in the areas where workers live is unacceptable."

The statement was released after a meeting on Monday night was called by the Cape branches of the General Workers' Union, Food and Canning Workers' Union, National Union of Textile Workers, Paper, Wood and Allied Workers' Union, Retail and Allied Workers' Union, Cape Town Municipal Workers' Association, National Automobile and Allied Workers' Union, the Commercial, Catering and Allied Workers' Union of South Africa and the South African Allied Workers' Union."
A NEW super federation of trade unions, numerically the strongest and potential- ly the most powerful union grouping in South Africa, will be launched at the end of November.

With a paid-up membership of 380 000 and signed-up membership of 500 000 the federation has so far had an easy road to unity, with differences on labour and political issues having to be hammered out along the way.

It has also faced external factors such as the dramatic downturn in the economy and the political turbulence that surfaced during the negotiations and has been fuelled by the economic conditions.

But after four years of negotiation and discussion, splits withdrawals and the thrashing out of national political and labour issues, the federation will finally be launched at a congress in Durban.

Final grouping

The final grouping will be nine affiliates of the Federation of South African Trade Unions (130 000 members), National Union of Mineworkers (100 000), General Workers Union (12 000), Food and Canning Workers Union (25 000), Commercial, Catering and Allied Workers Union (30 000), Cape Town Municipal Workers Association (12 000), 11 unions affiliated to the United Democratic Front (40 000) and nine affiliates of the National Federation of Workers (12 000).

Five principles have been accepted by all the unions:

- Non-racialism
- One union, one industry
- Worker control
- Representation on the basis of paid-up membership
- Co-operation at a national level

The unity discussions started at Lange in August 1981 and although the meeting rejected the state's attempts to control the union movement, division emerged on the issue of whether or not unions should register and very little was achieved.

Non-racialism

Underlying this division were other debates on questions of non-racialism, general versus industrial unionism and participation in community issues which continued, with differences in emphasis almost all the way.

By March 1984 the principle of industrial unionism had won and by the end of the year three distinct groupings within the independent labour movement had emerged — the "Unity" unions, unions affiliated to the UDF and emergent black consciousness unions affiliated to the Azanian Confederation of Trade Unions (Azacut).

In May 1985 the scope of the talks was widened and all unions were invited to a meeting in June to discuss the federation's draft constitution.

At these talks, attended for the first time by the black consciousness unions, differences emerged over the question of non-racialism, with Azacut arguing for an "anti-racist" position which left open the possibility of blacks-only constitutions for members.

Five principles

But the core of "Unity" unions were firm on one point — they wanted the federation established before the end of the year on the basis of the five principles — and Azacut did not attend subsequent meetings.

Accepting the principle of one union-one industry, discussions between the Sweet, Food and Allied Workers Union and Food and Canning Workers and between Transport and General Workers Union and General Workers Union are already underway.

"Unity is strength. It eliminates competition between unions for members and organisation," says Mr. Johann Maree, sociology lecturer at UCT.

"There can be no question of divide-and-rule when one union is negotiating on a national level and especially in industrial councils a single, large union is more effective than a series of smaller ones.

Strikes

"At the same time a large union has more resources to maintain strikes which are also more effective on a national level than when they affect only one factory or one region."

Federation also adds to the resources available to a union, by merging resources with another union and by being able to use a body through which it can draw support from other unions.

Sharing resources also strengthens the union movement in its day-to-day functions where there is no competition for membership there are no debilitating disputes between unions, transport can be pooled, venues can be shared and educational structures combined for more effective union mobilisation.

Although the federation has tended to soft-pedal questions of political involvement, there is no doubt that it will have to become involved in issues because its members are almost exclusively politically denied and because it seems unlikely that the UDF unions would have agreed to enter without some sort of commitment in this direction.

The vehicle for this will probably be regional bodies of some sort, possibly shop steward councils, which will take up local community issues outside the work place with the possibility of united nations action always lurking in the background.
Shirley Gunn release application dropped

Staff Reporter

A SUPREME Court application for the release of detained Clothing Workers' Union organizer Ms Shirley Gunn was withdrawn before it came to court yesterday.

An attorney said Ms Gunn was the longest-held detainee in the Western Cape. She had been held under section 29 of the Internal Security Act since August 23.

Ms Gunn's mother, Mrs Audrey Gunn, was to have brought the application against the Minister of Law and Order and two others. Affidavits had been filed by the attorney.

The State filed replying affidavits and the matter was then dropped.

Access to the papers could not be obtained at the Supreme Court yesterday.
NEARLY 700 workers at the Coca-Cola bottling company in Sandfontein near Pretoria, entered their second day on strike yesterday protesting against the company's alleged unfair dismissal and its retrenchment policies.

The workers, 689 of them, and all members of the Food and Canning Workers' Union are also angry at remarks made by a white official who allegedly called them "scraps which must be fired."

The strike started at 7am on Wednesday, sparked off by the company's announcement that some staff was to be retrenched. The SOWETAN was told "The victims," a spokesman for the workers said, "were on sick leave and they were sick because they are overworked."

Another grievance voiced by the strikers was the recent dismissal of four of their colleagues who included a personnel clerk and a supervisor. The workers said their dismissal was "unjustified and unwarranted because management employed a number of people — afterwards."

The company's plant manager Mr Tom Carrier could not be reached for comment yesterday. His office said he was in a meeting. But a spokesman from the company's head office in Johannesburg yesterday said he was not aware of the strike. He said he would investigate the SOWETAN.

A spokesman for the Food and Canning Workers' Union yesterday confirmed the strike and said some of their officials were still involved in talks with management to resolve the matter.

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Movement for jobless started on Cape Flats

A movement for unemployed workers has been formed in Cape Town. The Unemployed Workers' Movement, founded to organise unemployed workers initially in the Western Cape, aims to link up with similar initiatives in other parts of the country.

Long-standing unemployment and underemployment has been sharpened in the present recession. The need to switch from labour-intensive to capital-intensive production has increased as industrialists struggle to remain competitive in the international market. The increase in capital-intensive production has led to more workers being fired or retrenched. Present estimates indicate that there are between 2.5-million and 3-million unemployed.

Because of this situation, the Unemployed Workers' Movement says it is important to forge strong links between employed and unemployed workers to prevent bosses from playing off one section against the other.

The Movement hopes to initiate practical schemes to help workers and their families who suffer the consequences of unemployment, to fight for the right to work, to improve conditions for those who have been retrenched and those who enter the labour market with no prospect of finding work.

Among the demands the Movement has raised are the right to work and equal pay for equal work, the right to free movement of labour and the right to control at factory level.

According to the organisation, the problems of unemployed workers are linked to those in the factory and South African society and, in the light of this, it hopes to work with trade unions and other progressive organisations struggling against exploitation and oppression.

Further information may be obtained by contacting the Unemployed Workers' Movement Interim Committee at PO Box 21, Maboneng 776, Cape Town.
3 from Clowu in detention

THREE of the six organizers of the Clothing Workers Union (Clowu) are in detention. Ms Shirley Gunn has been in detention since August 23, while the detentions of two other Clowu organizers, Mrs Colleen Lombard and Mrs June Ezeau, under the emergency regulations, were confirmed by the police last week. Three other trade unionists are also in detention. They are Ms Luzia Phike, who works for the Food and Canning Workers Union in Paarl, the Rev Howard Marawu, of the General Workers Union, and Mr Thozama Tsolo of the South African Allied Workers Union.
Fire was an attempt to destroy clothing union

From ZUBEIDA JAFFER, General Secretary, Clothing Workers Union (Cape Town)

THE fire which destroyed the offices of the Clothing Workers Union on October 11 marks an ominous development in the escalating conflict situation in Cape Town.

It represents an attempt physically to eliminate the organization and so end its service to the community and its efforts to bring an awareness to the clothing workers of Cape Town.

Destruction of the union's offices does not equal destruction of the union, which is entrenched within the minds of thousands of workers and supported by numerous institutions within the community. A fire cannot wipe this out.

The fire represents a heightened form of harassment which has been common to the union's experience since its inception less than two years ago.

Our organizers have been followed by security police, who have barged into the homes of workers, threatening them with imprisonment. The homes of workers of the union have been arbitrarily searched. The security police have offered money to executive members to act as informants. They have occupied our offices, disrupting our work routine.

They continue to hold organizer Ms Shirley Gunn under detention laws.

There has also been a petrol bomb attack on the car of one of our organizers. Bricks were thrown through the front window of my home.

These are but some of the attacks which have been directed against CLOWU. Since the fire, the security police have been present at our temporary offices in Salt River.

Telephone calls have been made to executive members in an attempt to intimidate them.

In spite of these constant threats, the group of organizers and the executive, all women, have remained committed to the ideal of building a democratic union for clothing workers.

The clothing industry employs more than half of the entire coloured working class in Cape Town — an average of about 60,000 workers, 90 percent being women.

Workers associated with CLOWU are not only outraged by what has been done but are asking what is the attitude of employers to this attack on their union.

The continued existence of CLOWU is clear evidence that a significant number of workers desire a transformation of the stifling conditions obtaining in the clothing industry.

The dialogue which is sought by the majority of South Africans must permeate all aspects of our society.

(This letter has been shortened — Editor, Cape Times.)
Miners' unions call for probe into gas claims

By JOSHUA RABOROKO

SOUTH Africa's biggest black miners' unions have called for an independent probe — with worker participation — into bizarre claims that disabling gas was pumped into the living quarters of black miners.

The unions — the Black Allied and Construction Workers' Union (Bamcwe), the African Miners and Allied Workers' Union (Amawu) and the National Union of Mineworkers (NUM) — are concerned about the allegations.

The claims caused an international furor last week after former Australian Premier Mr. Malcolm Fraser had revealed that the disabling gas system existed just as Anglo American's Western Deep Level gold mine near Carletonville.

However, the company which earlier disputed the claims as unfounded yesterday admitted that the "conventional tearsmoke system" installed at the mine has been dismantled.

The company's public relations manager Mr. Neville Huxman, added that the equipment was removed last week because it had fallen into disuse.

He also emphasized that the system was limited to installation at one mine and only in certain areas of the mine — liquor stores, hostel kitchens and hostel administration offices — which had been attacked during the 1974-75 riot.

Mr. Huxman said the tearsmoke was used only once in 1975 to stop rioters getting illegal access to one of the areas.

Western Deep Levels chairman, Mr. Peter Gush, also admitted the existence of the tearsmoke equipment.

Meanwhile, Bamcwe said it viewed the admission of the device in a serious light, adding: "These allegations have strengthened our members' accounts of management's conduct during strike actions by miners.

"A NUM spokesman said their shift stewards were collecting information from workers and would release a statement soon.

A Mawu spokesman said they would study the developments with keen interest and then decide on a course of action."
POLICE are investigating a charge of contravening the Internal Security Act against Cape Town's English morning newspaper, the Cape Times, which published an interview with the leader of the ANC, Mr Oliver Tambo, on Monday.

SABC Radio News quoted a spokesman for the Department of Law and Order in Pretoria as saying the Minister Mr Louis le Grange had told the newspaper for quoting a banned person without the Minister's permission.

The spokesman confirmed the department had not received such an application.

The case is to be referred to the Attorney-General once the investigation has been completed.

Two black consciousness-orientated trade unions have formed a sub-committee to explore the future of the working class in South Africa.

The Council of Unions of South Africa (Cusa) and the Azanian Confederation of Trade Unions (Azactu) representing more than 200,000 workers took this decision at a meeting in Johannesburg at the weekend.

The move is seen in trade union circles as a step towards forming an alliance of the working class after the two federations have been excluded from talks aimed at forming a super federation to be launched on November 30/December 1.

Cusa pulled out of the talks and Azactu was excluded from further talks after the controversial summit of all trade unions in the Transvaal last June.

The two believe in black leadership in the trade union movement and have been opposed to white leadership as propounded by most of those in the current federation.

The weekend meeting agreed on the following principles:

- Worker control
- Black leadership
- Acceptance of white involvement at the grassroots level.
- Non-affiliation to political organisations
- Agreement on financial accountability to members within unions
- Independent action of the unions within a federation.
- Method of international financial assistance, and working-class community involvement.

A spokesman for Azactu said that further meetings would be held with other unions that believe in black leadership especially the Media Workers Association of South Africa (Mwas).

A spokesman for the proposed super federation said there was no need for two federations to be formed in the country. Cusa and Azactu should be invited back to the talks aimed at forming the federation.
Emma Mashinini — tiny giant of trade unionism

By Marika Sborsos

If Emma Mashinini had her life over again, she says she would travel the same road — unionisation.

This year marked her 10th as general secretary of the second-largest and fastest-growing emergent union in South Africa — the Commercial, Catering and Allied Workers Union of South Africa (Cawusa).

Mrs Mashinini has had the satisfaction of watching a union she formed in 1978 grow from a handful of members to its present nationwide tally of more than 40,000.

With her at the helm, Cawusa has successfully challenged the might of all South Africa’s retail giants.

The union’s first major victory in 1980 against Allied Publishing and a second victory in 1982 against the massive Edgars retail chain meant an upward spiral and, within three years, there was union recognition by all major retail employers throughout the country.

Cawusa’s collective bargaining power in the retail industry and Mrs Mashinini’s formidable negotiating skills have meant real progress in the fight for workers’ rights.

Working conditions and wage structures have improved dramatically although, she adds, the bases were low at the start. The union is still fighting rampant discrimination in the field of promotion.

For its female workers, Cawusa has made breakthroughs in maternity benefits. All its workers in the retail trade now have job security should they become pregnant. Maternity leave and payment vary from company to company. The union is still fighting for improved pay deals for workers on maternity leave.

While it was necessary for the union to go through a stage of being restricted to blacks, that time has now passed, Mrs Mashinini says. The union opened to all workers at the beginning of this year.

Determined in stature, she is huge in inner resolve, fighting spirit and commitment to the workers’ cause.

Coping with the frustrations inherent in fighting for the rights of black workers and the recognition of their dignity and worth, has not been easy.

“My whole life seems to have been one long battle — but it’s been worth it,” she says.

“My only regret is that I did not continue with my formal education. I sit at the negotiating table with people who have a string of university degrees.”

But the experience and maturity she has displayed while piloting the union through disputes to favourable conclusions would indicate that this has not been much of a handicap.

Mrs Mashinini has come a long way since she worked herself up from garment worker to assistant manageress, without the title or commensurate salary.

With this first-hand knowledge of the exploitation of black workers she embarked on a path of active unionism from which she has never deviated.

She served as shop steward and was on the national executive of the Clothing Workers’ Union for 12 years, until she took up her executive post at Cawusa.

Ask her what she has achieved in her life and she will talk about union victories. Ask from where her strength comes and she’ll say the union’s members ask about her hopes for the future and she’ll talk about the path she hopes the union will take.

Mrs Mashinini is chairman of the Southern African area of the Shop Workers’ Union and, this year, was re-elected vice-president of the union for the entire African continent.
Putco probes free rides

By JOSHUA RABOROKO

PUTCO is investigating the possibility of carrying thousands of pensioners and disabled passengers free.

This undertaking was given at a meeting between representatives of Putco and members of the Azaman Confederation of Trade Unions (Azactu) and the Federation of South African Trade Unions (Fosatu) in Selby, Johannesburg, last Friday.

A Putco spokesman confirmed the meeting and said a decision would be taken soon.

The unions and the company are to meet again to "iron out" certain issues.

A spokesman for the unions said they discussed the following:

- The possibility of suspending the fare increases implemented last week,
- The safety of passengers and drivers, and
- The possibility of ferrying pensioners and the disabled free.

In a statement, the unions' spokesman said Putco has refused to suspend the increases on the basis that it was currently running its operations at a loss of R20 million a month.

However, Putco has promised that should the Government increase the subsidy they might consider scrapping the increases. Putco has also undertaken to improve its services, safety and general operation.

"We have been given an assurance that if we come with a system of control, then our pensioners and disabled people might be ferried free," the spokesman said.

The spokesman said the two unions would meet urgently to devise strategies and method of control that may be introduced so that Putco could implement this decision quickly.

Putco said it was not prepared to release details of the meeting because "we do not wish to prejudice further discussions," the spokesman added.
The power base of the National Party has always been in the Transkei. So how is the office of president subject to competition within the party? The answer is that done more for change than any other SA. The best of SA depends on an effort policy being carried out through to logical conclusion with a time scale that is very limited hence the SP is attempting the impossible task — just as the United Party did in the past — of carrying through new radical policies without materially changing a power base which was put together a generation ago with different objectives in view. I am very much afraid that unless the president can find it in his heart to build and to trust a rational — and I cannot call that — power base which not only reaches out into English-speaking South Africans but transcends conventional white politics altogether — his brave reform policy will fail with disastrous results for his party, and much more importantly, for SA.

URBANISATION

Strong steps urged

The newly-established Private Sector Council on Urbanisation, having set itself the task of developing proposals for a new national urbanisation policy and strategy, has recommended that government urgently implement a series of interim measures.

Formed under the auspices of the Urban Foundation, chaired by Jan Steyn and consisting of a who's who of top businessmen, town planners and white workers, the council issued a lengthy statement at the weekend after its first meeting. It says government should immediately:

- Make a commitment to the abolition of influx control,
- Halt forced removals and demolitions,
- Open all public facilities to all races, or, at least, reallocate under-utilised ones,
- Develop a process for the acquisition and servicing of affordable land,
- Facilitate the development of informal housing at affordable standards,
- Lift barriers and actively encourage economic activity in the informal sector,
- Reassess the 1982 White Paper on industrial development strategy, and
- Reassess the 1913 and 1936 Land Acts.

The council has established four working groups to further investigate urbanisation policy and strategy.

THE MEDIA

A silent war

While government's latest clampdown on media coverage of unrest were not unexpected they were harsh enough to attract a new wave of local and foreign condemnation.

Coupled to further measures announced this week, unrest areas have now been virtually sealed off to reporters unless they have permits from the police — or defy the law.

The ban announced last week on TV and photographic coverage of unrest in emergency areas unless permitted by the Commissioner of Police — was introduced in response to the scenes of violence screened almost nightly on foreign TV.

The visual coverage of the unrest — particularly police action — severely embarrassed government overseas and contributed significantly to the foreign perception of the country's crisis. In recent weeks, government spokesman — including President PW Botha — have mounted unprecedented attacks on foreign correspondents operating in South Africa.

There have been unsubstantiated insinuations and allegations that unnamed foreign newsmen have been directly or indirectly responsible for promoting unrest and even paying rioters to perform for their cameras.

In what is believed to be the only court case brought against foreign correspondents, a two-man CBS TV crew was acquitted in a Cape Town court last week after being charged with refusing to obey a police order to leave an unrest area. The court found that they were in fact obeying the order when arrested.

In response to the new curbs, the Foreign Correspondents' Association (FCA) in Jo-
Top unionist barred from speaking overseas

A TRADE union leader invited to address international labour seminars and congresses overseas has been refused a passport several times.

Philip Dlamini, secretary-general of the South African Black Municipal and Allied Workers' Union (Sahmau), said he applied for a passport in July after an invitation by American municipality employees.

A spokesman for the Directorate of Home Affairs confirmed that his applications were unsuccessful. He declined to give reasons.

In September Dlamini was invited to address a Labour Seminar in London but was again refused a passport.

The same month he was invited to address the World Annual Congress of the Post Telecommunication and Telegraph International in Switzerland. Dlamini was also barred from attending labour meetings in West Germany and Venezuela.

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Auctioneers form institute

LEADING Reef and Pretoria auctioneers met in Johannesburg this week to form the SA Institute of Auctioneers.

One of its main aims will be to set standards of practice.

The institute also plans to introduce training programmes to improve the standard of professionalism.

A six-member steering committee was elected to draw up a code of ethics — Sapa.
Chaos after rampage by nurses

700 held in strike at Bara

Staff Reporters

More than 700 daily-paid workers were arrested at Baragwanath Hospital in Soweto today after striking for better wages.

A police spokesman said people gathered on the hospital premises about 3 am. A total of 144 men and 574 women were arrested and taken to the Orlando Police Station, where charges against them are being processed.

A doctor who called The Star said the situation at the hospital was "chaotic" and all surgery except emergencies had been cancelled.

By refusing to work, domestic workers and student nurses had brought large parts of the hospital to a standstill, he said. Doctors were even doing the work of porters.

Sapa reports the Police Divisional Commissioner for Soweto, Brigadier Jan Coetzee as saying that cooks, cleaners and other labourers offered themselves for arrest this morning after a strike for better pay and conditions of service.

They were arrested on a main charge of attending an illegal gathering, alternatively staging an illegal strike. They will probably appear in court on Monday pending a decision by the Senior State Prosecutor.

Today's arrests follow incidents last week when student nurses demonstrated against an 8 pm curfew were baton-charged by hospital security guards as they marched on the administration block.

Some nurses were injured.

Guards at the gate to the nurses' home fled as nurses destroyed one of their posts and stormed through.

A spokesman for the Hospital Workers' Association (HWA) said the guards had been issued with firearms.

Today some of the student nurses — 1,000 live in the nurses' home — who had refused to take up duties or report for lectures, sang freedom songs and chanted slogans.

Outside the hospital, two army trucks stopped under a pedestrian bridge and dispersed a crowd which had gathered on the bridge.

A team of newsmen from The Star was barred from entering the hospital by an officer commanding the police unit there.

The officer said: "This is an unrest situation. You are not allowed to be here."

Student nurses last week presented the hospital authorities with grievances about the 8 pm curfew, the quality of their food, and alleged victimisation of those who speak out.

This morning they added a rider that they refused to "act as scabs" and do the work of the striking cleaners and kitchen staff.

The HWA spokesman said the student nurses were told last night that the authorities would not accede to their requests.

"We, the hospital cleaners, messengers, porters, who staff and nurse-aides have been agitating since last year for pay increases."

"Although some of these workers have as much as 10 to 20 years' service, they are still viewed as temporary staff."

He added that some earned as little as R110 a month.

At the mass meeting yesterday they were told their demand for pay increases could not be considered before March.
All operations cancelled

Bara strikers threatened with dismissal

By Joe Openshaw, Medical Reporter

Striking student nurses and workers at Baragwanath Hospital have been threatened with dismissal if they do not return to work — and nurse-aids have joined the strike.

The laundry at Baragwanath has closed down and laundry workers at the Zola Clinic, where the dirty washing was sent, have refused to handle it.

All theatre cases for today have been cancelled and new patients are being turned away.

Between 50 and 70 striking workers were arrested at Baragwanath Hospital today.

Asked to go back

Mr Samson Ndou, president of the General and Allied Workers' Union said the striking workers reported to Baragwanath Hospital this morning. They were addressed by Mr F van Niekerk, secretary of the hospital, and were asked to go back to work.

"The workers were not prepared to do so and they were asked to go and collect their salaries and told they would be dismissed. They refused and some were then arrested," said Mr Ndou.

The workers were taken to the Protea police station. It was not known what charges, if any were to be put to them.

Negotiations between hospital management and student nurses took place today but the outcome is still not known.

A mass meeting of all health workers was to be held at Baragwanath Hospital at 4.30 pm today to discuss the deterioration of services because of the continuing strike.

Yesterday only two of 60 patients scheduled for surgery were operated on and there is concern about health care which is falling off due to lack of staff and the arrest of 860 workers yesterday.

The arrested workers appeared in the Protea and Orlando magistrates' courts yesterday charged under the emergency regulations. Their cases were postponed to November 29.

The strike began after a meeting of daily-paid workers on Wednesday "deteriorated and groups of workers rampaged through the kitchens and dining rooms, destroying crockery and throwing food on the floors", hospital superintendent Dr Chris van der Heever said.

See Page 17
Tv1 health services ‘crumbling’ because of underpaid staff

By Marika Sboros

Health services in the Transvaal were crumbling because the Government was directly responsible for grossly underpaying medical staff, Professor Selma Browde said yesterday.

Professor Browde, head of the radiation therapy department at the Johannesburg and Hillbrow hospitals, was commenting on the strike by Baragwanath Hospital staff members.

“I believe the Government discriminates against the Transvaal in its health services budget,” Professor Browde said.

“I believe it is impossible for the Transvaal Provincial Administration’s hospital services to provide adequately for the needs of the Transvaal’s population because they are short-changed by the Government,” she said.

The Government apportioned medical budgets to the four provinces. Population numbers and the inclusion of Pretoria and the FWP area meant the Transvaal province had greater medical responsibilities and needed more money relative to the other provinces than it was in fact getting, Professor Browde said.

The Transvaal public should not tolerate the situation.

“They should be aware that health services are crumbling,” she said.

The situation in black hospitals was “totally unacceptable.”

At the Hillbrow Hospital, there were almost as many patients on the floor in some wards as in beds, with nursing staff short even for normal ward occupancy, Professor Browde said.

Nurses often suffered from “burn out.”

At Baragwanath Hospital wards catering for 24 patients had more than 60. Wards holding 36 beds had 90 and even 100 patients at times, she said.

The Government spoke about the economic crisis, yet there was money to execute ideological policies and to prop up a system of government the majority found intolerable.

“Why then can they not find the money to enable the TPA to provide for the basic needs of the public?” she asked.

Professor Browde said the radiation therapy department she headed also suffered seriously from this short-changing.

“The number of patients we handle is the largest in South Africa in one centre, and one of the largest in the world. We have the best available equipment. The quality of treatment we can offer is high. Yet we have the worst premises. Her department’s infrastructural staff was so poorly paid she was unable to get the quality of staff desperately needed.”

The effect on “cancer patients who need expensive handling” was devastating, Professor Browde said.

Grievances behind the Bara strife

By Joe Openshaw, Medical Reporter

Two separate issues are involved in the strike at Baragwanath Hospital which today entered its second day — a demand by the daily-paid or unclassified workers for more pay and the redress of grievances presented to the authorities by 1 000 live-in student nurses.

The daily-paid workers and student nurses have been brooding over their differences with the administration for some time and yesterday matters came to a head when the authorities were unable to meet their demands.

The last increase daily-paid workers received was in 1983.

The Hospital Workers’ Association (HWA) claims the issues have been shelved for too long.

Student nurses presented these grievances to the hospital authorities last week.

The curfew imposed on them — gates to the nurses’ home were locked at 8 pm and they are not allowed to leave or enter the home after that.

The poor quality of the food.

Victimisation of student nurses who are outspoken.

Hospital cleaners, messengers, porters, kitchen staff and nursing aids have been agitating since last year for an increase in salaries and wages.

At a mass meeting on Wednesday, they were told their demands for increases could not be considered before March next year, a spokesman said.

Soon after the meeting, some of the daily-paid workers went on the rampage in kitchens and dining rooms, throwing prepared food on the floor and smashing crockery.

The monthly wages of daily-paid workers is as little as R110 in some cases.
Crisis at Baragwanath

Admissions halted as strike by student nurses and workers causes chaos

Date: 16/11/83

The crisis was brought to the fore because of the strike by student nurses and workers at the Baragwanath Hospital. The crisis was exacerbated by the fact that the hospital was already experiencing staff shortages due to the ongoing strike by student nurses. The strike was called by the South African Students Congress (SASC) in protest against the hiring of strikebreakers by the hospital administration. The strike by the nurses and workers was supported by the National Union of Healthcare Workers (NUHW), which has been in a long-running dispute with the hospital management over pay and working conditions. The strike has caused widespread disruption to the hospital's services, with patients being refused treatment and medical supplies running low. The hospital administration has been under pressure to address the staff shortages and improve working conditions, but the strike has made this more difficult.
By Phil Mtimkulu

Baragwanath Hospital was quiet over the weekend, but not because only a few victims of Soweto's high crime rate came to the hospital. On this score it was business as usual.

It was quiet because the people who make it lively were conspicuous by their absence.

The porters, nurse aids and student nurses were missing.

The usual laughter and chatter from the nurse aids and porters as they meet on their rounds in the corridors were lacking.

*SILENT CORRIDORS*

The corridors were safe — free of fast-moving stretchers.

If the wards and the silent corridors there was a funereal atmosphere.

In place of the young and pretty student nurses in the wards one saw khaki-uniformed members of the South African Defence Force with maroon berets.

It was a contrast to see members of the army, usually on top of Casspars and Buffels with rifles on their laps, gently pushing stretchers while others prepared food in the kitchen.

The soldiers were all over this giant hospital doing all kinds of chores.

Of course men of different professions are called up into the army.

The man in the khaki uniform I saw putting stitches in an ugly knife wound of a Soweto youth was probably a doctor.

Medical orderly must have been among the men who were helping patients out of private vehicles and ambulances.

But it was still a strange experience to hospital visitors to see tough men pushing wheel-chairs and mopping up blood in the casualty department.

Although their presence alleviated the situation, to a regular at "Bara" it was clear that a certain professionalism was lacking.

Pushing a stretcher appears to be an unskilled job which can be done by anyone. The porters who scream down the corridors at breakneck speed have made it look easy, but I noticed a few stretchers going off course and the passengers seemed unsure if they would reach their destinations.

Neither could the soldiers collect all the laundry and heave it into the big Transvaal Provincial Administration trucks. Piles of uncollected laundry could be seen next to the wards.

The student nurses who do a valiant job changing patients, feeding the children and applying medication were missed by all — nursing sisters, doctors and patients alike.

A group of Civil Defence members, doctors and nurses drafted from private practices and other hospitals arrived and were soon assigned to various wards.

A Casspar was positioned outside the hospital this morning.

*NURSING SISTER*

A nursing sister who could not get a post at Baragwanath after completing her studies there last year was sent a letter of appointment on Saturday and told to report for duty the next day.

A doctor, who for professional reasons cannot be identified, said the doctors were told not to hand in their coats for cleaning as there was no guarantee that they would get them back.

"The doctor also complained of the manner in which the food was prepared by the soldiers. "It did not resemble food at all. They just poured it in our plates and you had to scream at them to stop."
Bara strike could spread

The Baragwanath Hospital strike may spread to other Transvaal hospitals.

And 17,000 members of the Black Municipal and Allied Workers Union (BMAWU) have threatened to join the strike if the grievances of nurses and daily-paid workers are not resolved soon.

"The Black Health and Allied Workers' Union (BHAWU) have also indicated they will give us support if the situation is not resolved," a spokesman for the Health Workers' Union (HWU) said today.

The strikers were informed on Saturday they had been dismissed and told to collect their salaries and wages today.

The dismissed student nurses will be meeting with the hospital superintendent Dr Chris van der Heyden at 10 am today to discuss their grievances.

SADF

The Director of Hospital Services in the Transvaal, Dr Henne van Wyk, announced at the weekend he had asked the South African Defence Force for assistance.

SADF units are now mainly engaged in cleaning, cooking and washing linen and volunteers from civil defence services in Johannesburg also moved into the hospital at the weekend in an effort to continue essential services.

Senior doctors and heads of departments at the hospital had decided not to allow SADF members to interfere in the running of their wards, a doctor said yesterday.

They had also decided to reject the superintendent's order that non-urgent cases not be admitted to the hospital during the strike, he said.

See Page 13
17 000 threaten to join strike

CRISIS AT BARA

MORE than 300 nursing assistants who have been holding the medical service together at Baragwanath Hospital are set to join the workers and student nurses on strike this week.

A spokesman for the South African Black Municipal and Allied Workers' Union yesterday said the union resolved in Johannesburg to join the strike in solidarity if a solution had not been found by the end of this week.

He said the 17 000

members of his union would walk out in solidarity with Baragwanath workers.

The union has informed its mother bodies, the Post Telecommunications and Telegraph International and the Public Service International to take up the matter with Government at the respective head offices.

It is understood that senior medical officers were to formally object to the presence of the army personnel in the wards because their presence psychologically affected the recovery of patient.

This comes after the nursing assistants decided to join the strikers on Friday.

"A group of nurses, who said they had no leadership, but delegates, yesterday said they were not on strike but were awaiting the results of talks between their delegates and the authorities at Baragwanath Hospital.

Scores of people visiting patients admitted to the Baragwanath Hospital during the week were told they had been transferred to Hillbrow Hospital yesterday.

Uniformed soldiers were present and not police guarded the entrance.

Some soldiers pushed trolleys and others attended to patients in the surgical wards.

Patients' clothing and sheets had not been changed since Thursday and a team of outsiders cooked in the maternity kitchen only.

The head of the health secretariat of the Azanian People's Organisation, Dr Abu-Baker Asvat, yesterday slammed the authorities for "failing to act in a crisis situation."

He said the blame for the deterioration in medical services at the hospital would be laid on "officials." See page 3.
Baragwanath nurses' strike 'could spread'

Johannesburg — The Baragwanath Hospital strike may spread to other Transvaal hospitals and 17000 members of the South African Public Service Association of Workers Union (SAPSAWU) have threatened to join the strike in solidarity if the grievances of nurses and daily-paid workers are not resolved soon.

A spokesman for the union said the weekend's strike would have ended by the end of this week.

Pay demands

The union has also told its parent bodies the Post Communications International Telegraph International and the Public Service International to take up the matter with governments at the head offices.

'The Black health and Allied Workers Union (BHAWU) - pharmacists' workers - have also indicated that they will give us support if the situation is not resolved. A spokesman for the health workers' union, HWA, said today:

'We said the nurses and the matrons would meet the matron today because they are upset with the nursing style, but we are still waiting for the report to be tabled at the next meeting.'

On Friday nurses and health workers went on strike in solidarity with the daily-paid workers and student nurses.

'Not legal'

The strikers were told on Saturday that they had been dismissed and should collect their salaries and wages today.

The dismissed student nurses were to meet the hospitals superintendents.

Dr Chris van der Merwe called today to discuss the grievances.

'The strike will continue until our demands are met. We are not going to work until our grievances are resolved.'

According to him, the crisis continues at the hospitals and things are very bad.

Surgery backlog

'Webb, there are still operations at the hospital. There are only two cases of the list of 10 this week.'

The Director of Hospital Services in the Transvaal announced that he had asked the Defence Force to help.
Mwaşä lays charges over fired workers

By Sheryl Bain

The Mwaşä Workers Association of South Africa (Mwaşä) has laid criminal charges against an employer who allegedly failed to reinstate or pay dismissed workers. After the Industrial Court ruled in the workers' favour, the case will be heard early next year in the Johannesburg Magistrate's Court.

Mwaşä is also considering taking legal action over a decision by the Minister of Manpower not to establish a conciliation board to settle the dispute.

Trouble started on December 14, 1984, when seven workers were dismissed by M. T. Cody, of Facts and Investors Guide, and Facts Investors Services.

DISCUSSIONS

The employer claimed the workers had gone on strike. The workers claimed they were not on strike but merely wished to discuss certain aspects of their employment with Mr. Cody. They had stopped work for about 30 minutes.

Even after the Industrial Court ruled in the workers' favour, the Minister of Manpower declined to appoint a conciliation board to settle the dispute. Although the union's legal representatives have asked for reasons, none have been given so far.
Doctors and nurses at Baragwanath Hospital in Soweto might take action in protest against the dismissal of 1,800 striking student nurses and auxiliary workers if the deadlock is not resolved today.

The hospital authorities were locked in a crucial meeting with a delegation of doctors and nurses today in a last-ditch effort to resolve the crisis.

At the time of going to press an urgent application to the Supreme Court seeking the reinstatement of the fired workers had still to be heard.

"Early this morning a meeting at the hospital of 500 employees - doctors, nurses and other classified workers - decided to draw up a petition calling on the authorities to resolve the crisis immediately. The petition signed by 700 health workers was presented to Dr Chris van der Heever, the superintendent."

The health workers decided to hold a report-back meeting this afternoon to consider on the latest developments and possible action.

The deadline for student nurses to vacate the nurses' home was extended from 11am today to 12noon. Some nurses left the hospital grounds. The rest of the 940 congregated in the nurses' home while the army moved in to evict them.

**Confrontation fears**

The situation is tense. We are hoping there will not be an ugly confrontation," a spokesman for the Health Workers Association told The Star.

There had been confusion earlier when soldiers began evicting student nurses. Those who had packed their belongings last night crowded to taxi ranks and bus stops to begin their journeys home.

A meeting of dismissed workers called for noon today was postponed until 10am tomorrow. It will be held at the offices of the General and Allied Workers Union (GAWU).

The application for the reinstatement of sacked student nurses and auxiliary workers will be submitted to the Rand Supreme Court by GAWU.

About 100 black hospital workers from the Johannesburg and Hillbrow hospitals met last night and resolved to send a telex to the Minister of Health today seeking an urgent meeting to find a solution to widespread grievances among health workers.

They indicated that unless all the 940 student nurses and 800 auxiliary workers fired for striking were reinstated and their pay grievances addressed, further industrial action could hit other hospitals - including one for whites.

Some of the workers earn as little as R150 a month and none have had pay rises since 1983.
State sector workers are on the move

Baragwanath strike crisis: ‘Battle has only just begun’

The strike by about 1,800 auxiliary workers and student nurses at Baragwanath Hospital plunged the hospital into chaos as cleaners, cooks, kitchen staff, laundry employees and porters down tools.

Although all the strikers have been officially dismissed, and personnel from the defence force, Transvaal Hospital Services and civil defence units are filling vacancies, the crisis is far from over.

The hospital superintendent has said things are back to normal, but reports from the Health Workers' Association (HWA) tell a different story of suspended operations schedules, a casualty department in chaos, an overloaded laundry, dirty wards and disrupted food preparation and ward services.

As far as the strikers are concerned, the battle has only just begun.

More than 800 workers will appear in court on November 29 to face charges of attending an illegal gathering or staging an illegal strike.

About 1,700 members of the SA Black Municipal and Allied Workers' Union have threatened to strike in solidarity if the grievances of nurses and daily-paid workers are not resolved by the end of the week. About 300 nurse-aids are also threatening to strike.

The Baragwanath Hospital strike has signalled a new era of organised labour in State organisations.

Report by SHERYL Raine.

The strikers are represented by the HWA and unions which have been organising in hospitals including the General and Allied Workers' Union (GAWU) and the Black Health and Allied Workers' Union of South Africa.

State institutions are generally hostile territories for unions.
The Baragwanath strike indicates that workers are on the move in State sectors which, to date, have been largely untouched by the kind of labour organisation other industrial sectors have experienced in the past six years.

"We have 10 hospitals in which we have been organising since 1982. At Baragwanath we do not have a majority, but we are the main union," Mr Samson Ndou, president of GAWU.

"We are not recognised and have not participated in wage negotiations yet, but we have represented individual workers and submitted collective complaints."

Asked whether his union received cooperation from the hospital administration, he said: "They are still in a learning process as regards working with trade unions. They are not experienced in this field."

He said there had been a lag in the organising of State institutions such as hospitals, but that this was understandable.

"South African workers are still organised in the true sense of the word. There are about 10 million workers who still have to be organised while only 1.5 million are in unions."

According to Mr Ndou, the Bara workers have legitimate pay grievances.

He said cleaners, cooks and laundry workers in the A1 category of pay earned between R1 962 a year and R2 858 a year depending on their length of service.

Workers in the A2 category, which included cleaners, messengers, porters and dispensary staff, earned R2 096 a year in their first year of employment and R3 725 a year thereafter.

After repeated attempts failed to resolve their grievances and get them redressed, the workers were told last week that there would be no chance of an increase until March next year.

The last time the workers received a pay rise was in 1983.

Mr Ndou said.

RECOGNITION

The HWA, a broad-based organisation of health workers, including doctors and nurses, started in 1979, has tried without success to gain recognition at hospitals.

A spokesman for the HWA said the refusal of the hospital authorities to recognise the association was one of its biggest problems.

He said the labour dispensation under which hospitals and other state organisations were operating was "archaic."

"The Bara strike, the first of its kind, heralds a new era in organising labour in the State sector. The laws concerning workers in the State sector are out of date. The atmosphere for unions organising in hospitals is extremely hostile. The high-handedness of authorities does not do much for good labour relations."

State employees are not covered by the Labour Relations Act and do not benefit directly from the labour reforms introduced after the Wehahn report."
Job deal for whites angers black unions

SOUTH Africa's biggest black mineworkers' trade unions have been angered by mining houses' undertaking to protect white employees once job reservation has been scrapped on the mines.

The unions said the Government and mine management's intentions to scrap apartheid in the industry was just a ploy because it was now clear that they were not prepared to do so.

The Chamber of Mines, to which most mines are affiliated, announced at the weekend that it had promised to guarantee job security for white workers once non-racial practices were implemented in the mines.

The chamber's president, Mr Clive Knobbs, said the undertaking had been given by the chamber during discussions with unions and it was aimed at securing agreement for cancellation of the controversial "scheduled person" clause in the Mines and Works Act.

Mr Knobbs also said the chamber had undertaken that "under no circumstances will the services of a member of the employee organisation be terminated specifically to create a vacancy to be filled by someone of another race."
Bara doctors and nurses threaten to down tools

Doctors, nurses and professional staff at Baragwanath Hospital have threatened to down tools today if 1800 student nurses and workers dismissed for striking are not immediately reinstated.

The decision to take such action was made at a meeting yesterday by 300 health workers despite the fact that they could face disciplinary action, prosecution with the possibility of a maximum fine of R1 000 or a year in prison and automatic removal from the medical register of convicted.

A Health Workers' Association spokesman said the medical professionals were aware of the serious disciplinary action they could face, but in spite of that had decided to take action in support of the dismissed strikers.

Their ultimatum that they would take an active part in the week-long strike was given to hospital superintendent Dr Chris van der Heever yesterday.

A delegation will meet Dr van der Heever this morning for his reply.

This action by the professionals could bring the hospital to a standstill.

A co-ordinating committee has been set up to discuss ways of continuing looking after the estimated 12,000 patients still being treated at Baragwanath.

CONFRONTATION

Yesterday 942 student nurses were ordered to vacate the nurses' home and although they refused to do so, left the hospital grounds rather than face a confrontation with the army and police sent to evict them.

An urgent application by lawyers representing the General and Allied Workers' Union (Gawu) asking for the reinstatement of the fired workers will be brought before the Rand Supreme Court this morning.

A meeting of the dismissed workers will be held today at Gawu's Johannesburg offices.

A telex requesting an urgent meeting with the Minister of Health to resolve the situation at Baragwanath was sent to Pretoria yesterday by the SA Black Municipal and Allied Workers' Union and the Black Health and Allied Workers' Union. The unions asked the Minister to reply by tonight.

Three dismissed student nurses are bringing an urgent application to the Rand Supreme Court today to stop their eviction from the nurses' home and to declare their dismissal unlawful.

The application was expected yesterday but was delayed by the preparation of lengthy court documents.

See Page 17.
Baragwanath staff ‘didn’t expect to be fired’

By Mike Siluma

Baragwanath Hospital workers did not expect to be fired when they went on strike for higher wages last week — after all, they said, the demand was a reasonable one.

About 800 workers were dismissed at the weekend.

The General and Allied Workers’ Union (Gauwu) said cleaners, cooks and porters who had worked at the hospital for up to six years earned R2 106 a year. Messengers and dispensary employees got R3 135 after an equal length of service, while the hospital’s security guards received R3 883 after eight years’ service.

Workers interviewed by The Star yesterday preferred to remain anonymous for fear of reprisals.

An indignant Mrs. A, a mother of three school-going children who had worked in the hospital’s linen room for the past 12 years, said: “We asked for an increase because the price of everything had gone up and we could not make it with the money we earn. But it is not as if we were asking for R1 000. We are very bitter about the way we were treated by the hospital authorities, especially after so many years of loyalty. It was not necessary for the authorities to react the way they did because we were not fighting. “Even the decision to strike was taken because we were left with no alternative.”

After their dismissal, the workers were not even given a chance to take their belongings, she said.

Mrs. A said in addition to her children, she looked after her mother and elderly grandmother. Although she earned R89 a month and her husband R85 a week, the high cost of living made it difficult to survive.

She said she worked a five-day week, from 7 am to 5 pm, with a 30-minute lunch break and a 15-minute break in the morning and afternoon. Her account of the dismissal was matched by a colleague, Mrs. B, who had worked in the hospital’s kitchen for 10 years.

Having started at a monthly salary of R56, Mrs. B now earns R240. She works a six-day week from 7 am to 4 pm.

She is the only breadwinner in a family of three children, one in matric.

She said she was finding it difficult to see her children through school and to pay the monthly rent of R24.

Mrs. B was adamant that she and her colleagues would not accept re-employment, only reinstatement.

Strike action by doctors, nurses is grave offence

Medical Reporter

Strike action by doctors and nurses holds grave consequences — they are liable to be heavily fined or imprisoned and automatically removed from the register by their respective councils.

In the eyes of the law, striking public health professionals are viewed in the same serious light as kidnappers, hijackers and people who hold hostages — they are considered guilty of bargaining with people’s lives.

If complaints are lodged against medical professionals for striking, and they are found guilty in terms of Section 55(a) of the Medical Act, they are liable to maximum fines of R1 000 (or a year’s imprisonment).

“Doctors and nurses found guilty of striking are automatically struck off the register,” the registrar of the South African Medical and Dental Council, Mr. Nico Prinsloo, told The Star.

They are also open to departmental disciplinary action.
'Gunpoint' collection of wages

Johannesburg - A Baragwanath doctor has described what he called an "extremely disturbing scene" at the hospital yesterday when about 300 dismissed workers were rounded up by armed soldiers and some escorted one by one to collect their final pay packets.

Workers have signed affidavits saying they were forced at gunpoint to collect their pay, and have handed their wages back to officials of the General and Allied Workers' Union (Gawu) so that they can be returned to the hospital.

The doctor, who cannot be named, said the workers were surrounded by armed soldiers standing one metre apart. The workers told the doctor they had been forbidden to go to the toilet and had not been allowed water to drink.

The commanding officer told the doctor that the workers would "cause havoc" if they were allowed to move around freely.

The commanding officer denied that the workers were not allowed to have water or go to the toilet. He said he would provide water and that workers were allowed to go to the toilet under escort one at a time. — Sapa
Johannesburg.—Doctors, nurses and other health professionals at Baragwanath Hospital have threatened to stop work today if 800 student nurses and workers who were dismissed for striking are not immediately reinstated.

The decision was made at a meeting yesterday by 300 health workers in the full knowledge of the consequences they could face by striking—disciplinary action, prosecution with the possibility of a maximum fine of R1,000 or a year in prison and automatic removal from the medical register if convicted.

An ultimatum stating that health workers intended taking an active part in the week-long strike by student nurses and non-classified health workers was given to the superintendent of the hospital, Dr Chris van der Heever, yesterday.

A delegation of doctors, nurses, radiographers, physiotherapists and technical staff were to meet Dr van der Heever today for his reply.

12,000 Patients

A co-ordinating committee of 15 medical workers has been set up to discuss ways of looking after the estimated 12,000 patients still being treated at Baragwanath.

A spokesman for the Health Workers' Association (HWA) said the medical professionals were aware of the serious disciplinary action they could face, but in spite of this had decided to take action in support of the dismissed strikers.

Intransigence

"These are desperate acts by medical staff brought about by the intransigence of the authorities. The medical staff believe they have no alternative but to take the action planned," the spokesman said.

Yesterday 542 student nurses were ordered to vacate their bases and although they refused, they left the hospital grounds rather than face confrontation with the troops and police sent to evict them.

"Only 40 of the student nurses surrendered the keys to their rooms. The other 500 kept their keys," the HWA spokesman said.

A meeting of the dismissed workers was to be held today at Gau's Johannesburg offices.

A telex requesting an urgent meeting with the Minister of Health to resolve the situation at Baragwanath was sent to Pretoria yesterday by the Black Municipal and Allied Workers' Union and the Black Health and Allied Workers' Union.

The unions asked for a reply by tonight.
Govt gets Baragwanath ultimatum

TWO of the unions representing the more than 1,500 sacked Baragwanath student nurses and auxiliary workers have sent a telex to Health and Welfare Minister George Morrison warning him to resolve the issue or face a general strike.

Officials of the Black Health and Allied Workers Union of SA (Bhawusa) and the SA Black Muncipal and Allied Workers Union (Sahmawa) said a similar message had been teleed to the Transvaal Regional Director of Health Services.

Doctors and health workers at Baragwanath yesterday also urged the hospital's chief superintendent, Dr Chris Van Heevo, to reinstate the strikers.

But the situation looked set to deteriorate further when government slapped a second ban on the Health Workers Association (HWA).

The HWA was banned from holding any meetings until 6.30am next Monday.

A ban last Friday prohibited the association's executive from addressing striking staff at the hospital until Monday.

Meanwhile, lawyers acting on behalf of the 900 Baragwanath nurses gave notice in the Rand Supreme Court yesterday that they would bring an urgent application tomorrow for the reinstatement of the sacked staff.

Some of the student nurses were granted a stay of eviction and allowed to sleep at the nurses home last night after the ban re-applied for their jobs.

However, hundreds who did not respond were evicted by defence force members.

The hospital administration had given the nurses until 11am yesterday to evacuate the hospital premises but the deadline was later extended to 12pm.

The latest banning order was served on the HWA executive on Monday afternoon after the Baragwanath employees had been dismissed.

A hospital spokesman refused to comment on any of them or their applicants for their jobs would be reinstated.
Bara chaos after strike

five demands to the hospital superintendent, and on Wednesday had been told they would not be met.

The demands included asking that their residence gate, which was closed at 8pm, be kept open later; better quality food and a bath to unfair dismissals and victimisation. They also objected to working an extra two-and-a-half hours a week with no extra pay, and refused to carry out the cleaning duties of the striking auxiliary workers.

They had not refused to attend to patients.

When the nurses were told the gates would continue to be closed at 8pm, they marched to the gates and tore them down, the nurse said.

They were then bashed by the hospital security guards. Several nurses received head injuries and were treated in the hospital’s casualty section and then discharged.

"We were then herded into the hostel and locked up for the night," the nurse said.

"We waited the next morning for the superintendent to address us, but he did not turn up," she said.

The nurses had not taken part in the workers’ strike, she said. The two actions were unrelated.

An official of the all-black Health Workers’ Association (HWA) said late yesterday they were trying to sort out which of the workers belonged to their association before taking action.

The HWA fully supported the demands from the workers, he said, and called on the administration to listen to their grievances.
Unions threaten mass strike at Baring
Wanath
Supreme Court Report
A TEMPORARY interdict restraining police from
assaulting or unlawfully interro-gating detained Clothing
Workers' Union (Cwalu) organiser Ms June Jeannette
Essau has been granted in the Supreme Court, Cape
Town.

This follows allegations by
Ms Essau to a doctor that she
was assaulted by security po-
lice at Caledon Square.

She claimed that she was
punched on the head and the
back of the neck, pushed
around, made to stand with her
head between her knees and
forced to stand for "long
hours".

Ms Essau, 33, of Observatory,
was arrested on October 22, ac-
cording to her brother Jacob, a
teacher who brought the ur-
gent application against the
Minister of Law and Order and
the Commissioner of Police.

**Hunger strike**

Dr Norman Victor Maharaj,
a senior medical officer at
Groote Schuur Hospital said he
first saw Ms Essau at the emer-
gency unit on November 14.
She had been referred by a dis-
trict surgeon because of lack of
fluid and food after a five-day
hunger strike.

“My clinical examination re-
vealed a healthy adult who was
mildly dehydrated. She was ad-
mitted overnight and dis-
charged the following day.

"On November 19 she was
wheelied into the emergency
unit accompanied by two po-
icemen and a nursing sister.

“Her first impression was of
a distraught anxious individ-
ual crying and supporting the
back of her neck with a towel.

An examination revealed
bruising around the left eye,
upper eyelid, left temple, right
death of her neck and right elbow.

**Severe pain**

She complained of severe
pain in her neck and there
were limitations to its move-
ment.

Mr J A Le Roux for the re-
spondents, said he had been in-
structed to oppose the granting
of a temporary interdict be-
cause of "the adverse publicity".
by Getting Ready to Neglect
Doctors warn, to Dispel Rumors
Hospital head in bid for 3rd term
Nurses demand info on wages
Deporable conditions
TLV Hospital official denies
UNION RAISES TO 10 cents
Nurses sue for job security
UNION RAISES TO 10 cents
Nurses sue for job security

...more from the St. Louis Post-Dispatch...
Maids want more money

By HILARY VENABLES

DOMESTIC workers' associations throughout South Africa are to form a national body to push for better conditions for their members.

The five associations, representing about 20,000 workers, have held a series of meetings at various centres during the past few months to discuss the formation of a united organization.

In a joint statement released on Tuesday, the workers made the following demands:

- A minimum salary of R150 a month for unskilled and R200 a month for skilled workers working an eight-hour day, five days a week.
- An hourly rate of R2.50 plus a travel allowance for daily chores.
- Overtime pay of R2.50 an hour.
- The abolition of child labour. No one under 16 should be made to work.
- Maternity benefits for all women — eight weeks fully paid leave before they give birth, and six weeks fully paid leave after pregnancy as well as full pay for days taken off for ante-natal classes.
- Sick leave of 14 days a year on full pay.
- Fully-paid annual leave of 21 working days.
- Pay slips stating hours of work and deductions.
- All public holidays off, or the payment of overtime in addition to their normal salary.

The Domestic Workers Association in Cape Town has called on all employers of domestic workers to attend a special meeting on Sunday, November 29, at St Saviour's Church, Claremont, to discuss these demands and "to find the missing link between the workers and their employers".

The five associations also sent a list of their demands to the Department of Labour, which has said it will consider them and reply in due course.
Hospital a ‘shambles’ — doctor

JOHANNESBURG — Baragwanath Hospital was reported yesterday to be a “shambles” as remaining staff considered their next step after threatening a strike in support of the fired student nurses and auxiliary workers.

A doctor at the hospital, who asked not to be named, said: “The place is a shambles, wards are half-empty because we are discharging patients who are still sick.”

Concerned

In the children’s ward there is a rank smell as the children’s diapers are not changed as frequently as they should be. Flies are swarming all over the place.

We are deeply concerned about our patients and fear that some will get worse as the clinics in Soweto are just not sufficient to cope with the burden.

However, in Pretoria, the senior deputy director of Transvaal Hospital Services, Dr J A Fourie, said yesterday that reports that conditions at Baragwanath Hospital were deplorable were “totally untrue.”

In a statement, he said: “Despite the bad reports in the newspapers by unknown and undignified Baragwanath Hospital personnel who criticized and slated the presence of the SADF, a lot of positive reaction was received from the staff of most departments in the hospital.”

Terminated

He also said another issue which had repeatedly been misrepresented in the press was that the chief superintendent, Dr Chris van den Heever, had called off negotiations with the now dismissed student workers and that he refused to talk to blacks.

“The true state of affairs is that the student nurses terminated negotiations and not the superintendent,” he said.

Conditions in the wards were “highly satisfactory” and all essential services were “functioning well.”

Meanwhile, the chairman of the Baragwanath Hospital Board, Dr Teddy M Matse, said the board had reached a stalemate.

“We were scheduled to have held our meeting with Dr Chris van den Heever, the superintendent, on Monday. These meetings are held every two months and I had duly called one.”

Postponed

“But the superintendent called it off and said the postponement was indefinite. I cannot say at this stage what our next step will be.”

Meanwhile, the urgent application brought before the Rand Supreme Court by the 940 dismissed student nurses was yesterday postponed until today.

The respondents in the case — the Transvaal Administrator, the Director of Hospital Services and the chief superintendent of Baragwanath Hospital — had not filed their affidavits by the time the court sat at 2pm — Sapa.
Baragwanath: Other workers to take action

Argus Correspondent
Johannesburg - In a move towards the formation of a "solid workers' outside the hospital service" last week, the hospital authorities have been preparing for the possibility of workers to take action or demand better conditions.

Workers from several hospitals in the Johannesburg area, including Hillbrow Coronation and Baragwanath hospitals met on Monday to discuss the possibility of workers refusing to work if their demands were not met. The meeting was attended by representatives of the unions involved in health service.

Enthusiasm

A man who identified himself only as a "food worker" said they were prepared to put pressure on their management so that the situation could be resolved to hospital management's list. The grievances of health workers

His suggestion that the struggle of the health workers should be nationalised and that the workers' immediate goal should be the general workers' strike. It was agreed that the grievances should be presented.

A broad coordinating committee would be established to organise a nationwide involving the whole community.

Heavy workload

The meeting decided that representatives should go back to their hospitals where they would form committees representing the workers. These committees would then form a central committee.

The central committee is to meet on Monday afternoon.

Workers from Hillbrow Hospital were particularly vociferous at yesterday's meeting calling for immediate action. They said they were directly affected by the situation at Baragwanath Hospital because patients were being transferred from there to Hillbrow, increasing their already heavy workload.

Two women said workers at Hillbrow had been told that they would be made "examples" if they attended meetings such as the one held yesterday.

Defence Force members preparing stretchers outside the casualty department at Baragwanath Hospital.
We were beaten after trying to discuss grievances — nurse

Miss Tshabalala, Mr Thembu Mjobé and Mr Macbeth Nhulala are trying to gain a temporary court order halting their eviction from their hostel rooms. They are also asking for an order declaring their dismissal unlawful and stating their right to occupy their hostel rooms.

In her affidavit, Miss Tshabalala said nurses were beaten by hospital security guards on November 13 after they were refused permission to discuss grievances at a routine meeting with the chief matron.

"The students then decided to march from the residence to the pay point, which is within the hospital grounds," she said.

"It was then the hospital security guards attacked the student body with batons and stones, causing bodily injury to certain students and damage to the nurse's hostel." Miss Tshabalala said that "at no stage did I or any member of the student body go on strike or withhold his or her labour.

Their "desire to report back for duty as soon as their grievances were dealt with was at all times made clear to the senior members of staff, including the chief superintendent (Dr C van den Heever).

Finally, a student delegation was told on November 16 by Dr van den Heever that they were dismissed as from November 13. On November 16, they were given 24 hours to vacate their hostel rooms.
Nurse alleges attack

Johannesburg — A student nurse from Baragwanath Hospital described in papers before the Rand Supreme Court yesterday how she was “attacked with batons and stones” after trying to discuss grievances with a matron.

Mrs Mardulate Tshabalala and two others brought an urgent application calling for their reinstatement at the Nurses’ Home at the hospital.

In her affidavit, Mrs Tshabalala said nurses were beaten by hospital security guards on November 13 after they were refused permission to discuss grievances at a routine meeting with the chief matron.

March in hospital grounds

“The students then decided to march from the residence to the pay point which is within the hospital grounds,” she said.

“It was then the hospital security guards attacked the student body with batons and stones, causing bodily injury to certain students and damage to the nurses’ hostels.”

She said that “at no stage did I or any member of the student body go on strike” and that their “desire to report back for duty as soon as their grievances were dealt with was at all times made clear to the senior members of staff, including the chief superintendent (Dr Chris van den Heever).”

Finally, a student delegation was told on November 10 by Dr Van den Heever that they were being dismissed as of November 13. On November 10, they were given 24 hours to vacate their hostel rooms.

Mr J Browde, SC, for the nurses, said the court should grant an interim order allowing them to be fully re-instated until the entire matter could be brought to full trial.

‘Refused to work’

In argument before Mr Justice R Goldstone, Mr J Coetzee, for the respondents, argued that 867 nurses were dismissed because they refused to work while there were 1,112 patients in the hospital.

In his replying affidavit, Dr Van den Heever said he could not approve the reinstatement of the second and third applicants — Mr Thembo Morobo, a final year male student nurse, and Mr Macbeth Nxumalo, a male pupil nurse — because they had acted irresponsibly by striking.

Mr Coetzee said Mrs Tshabalala had been unreasonable in “rushing” to court when the authorities did not even consider her dismissed as she was on leave when the alleged strike occurred.

The judge said he could not see how Mrs Tshabalala, who had acted as a representative for the nurses in negotiations, should have considered that she was excluded from the dismissal order.

Over 1,000 patients will be tended by army personnel at least until Monday when the court will pass judgement — Sapa and Own Correspondent.
Fake pamphlets, call off strike
Bara’s future hanging in the balance

By MUDINI MAIWA

THE FUTURE of Baragwanath Hospital hangs in the balance – and much depends on the outcome of a Supreme Court ruling on the student nurses’ eviction.

The ruling was expected late yesterday. On the basis of the ruling, senior hospital staff – including doctors, nurses, radiographers, physiotherapists and technical staff – will decide today for or against a strike.

On Wednesday a proposed strike by the hospital’s remaining staff was suspended pending the ruling. Meanwhile services at Bara were said to be deteriorating.

Staff accused the hospital of concealing true conditions by barring the Press. They said hospital authorities arranged for the SABC to “dupe” the public by screening a “stage-managed ward with happy patients” on Wednesday.

A Health Workers’ Association spokesman said the SABC also misinformed student nurses by reporting their colleagues were re-applying for their jobs – and they could do so too.

He said those who had re-applied were cancelling their applications yesterday. A condition for re-admission was that nurses would forfeit pension, leave and accumulated leave and their years’ training. They would start as first-year students, he said.

Another form students completed stated they were appointed as “locum” – casual workers – with effect from November 17.

The HWA said about 100 workers at Coronation Hospital pledged their solidarity with the student nurses and 900 non-classified workers. They have formed an interim committee to research the salary scales at Bara.
City domestic workers meet

Staff Reporter

AN ASSOCIATION to represent the employers of domestic workers, which could negotiate with workers on behalf of employers was suggested at a meeting in Claremont yesterday.

The meeting attended by employers and workers was organized by the Western Cape-based Domestic Workers Association (DWA) and by the South African Domestic Workers' Association (SADWA).

A recent conference of domestic workers' organizations from all four provinces looked into the possibility of forming a national body and at a follow-up meeting to the conference a resolution was taken to bring together employers and workers to find solutions to problems experienced by both sides.

Yesterday's meeting was one of many held throughout the country and was attended by about 60 people mainly employers.

Mrs Florrie de Villiers, spokesman for DWA, chaired the meeting and expressed disappointment that more employers had not attended the meeting, the first of its kind in Cape Town.

"We are not here to condemn employers but to work out the relationship between employer and worker," she said, adding that more meetings of this kind would be held in the future.

One of the employers present asked for constructive suggestions as to what she could do to help workers and suggested that some kind of employers' body which could negotiate with workers would be very effective. This suggestion was welcomed by Mrs De Villiers.
Johannesburg — The 96 student nurses dismissed from Baragwanath Hospital were found to be the work of the Rand Supreme Court today to have been given an invalid and ineffective dismissal notice.

Mr Justice R.J. Goldstone found that the hospital's chief superintendent, Dr C. van der Heever, had not properly exercised his discretion in firing all the students in a boot.

The notice followed the recent strike by a number of student nurses who believed that certain grievances had not been dealt with properly by the authorities.

**URGENT ACTION**

Three student nurses, Miss Margarita Setshaba, Mr Thembekile Sono and Mr Macbeth Nxumalo, brought the urgent action last week in the hope of having their dismissals declared unlawful and of being returned to their jobs and hostels.

Mr Justice Goldstone said that each student had been entitled to a hearing.

His order did not automatically mean he added, that the three applicants were entitled to reinstatement.

Miss Setshaba could return to her job and hostel room as she had been on leave at the time of the strike action.

**TEMPORARILY**

Mr Mbobo denied having been on strike but the dispute would have to be resolved in the main action. In the meantime he was temporarily reinstated to his job and hostel.

Mr Nxumalo had not denied striking. The court could no order the reinstatement of someone who took part in an illegal strike, the judge said. It would “subvert the principles of the professor.”

A spokesman for the Health Workers Association said today he was “reasonably pleased” with the court ruling.

“We hope the authorities will immediately see their way clear to meeting student nurses to discuss reinstatement to get the hospital back to normal for the benefit of the community and in the interests of patient care,” he said.
Baragwanath: problem of a fight for existence

Three unions are co-operating to build unity among mineworkers following the essential wildcat strike at Baragwanath.

The strike, which began more than a week ago has resulted in the sacking of 1,800 student nurses and auxiliary workers.

The difficulties confronting the nurses and auxiliary workers were outlined at several mass meetings.

One problem faced was a moral one now to use the workers most effective weapon — strike action — when it is clear that the state is acting.

While the chance of a co-ordinated strike has not been scotched, there remains against less radical move — a hunger stop — because people are dying.

Yet they argued, their fight is also for their own existence (some workers earn as little as R15 a month).

A Baragwanath Health and Allied Workers Union of SA (Baswa) spokesman stressed that state employers refused to listen and that the health union, although they have been negotiating wages as a condition of employment in most private hospitals for some time.

However, despite this it has been decided that committees would be formed at a number of Johannesburg and Rand hospitals to improve organisation.

The crisis at Baragwanath hospital triggered by the strike of student nurses and daily-paid auxiliary workers has had more impact on the black community than any other public sector strike over the past five years writes CLAIRE PICKARD-CAMBRIDGE.

Another major event last week was the coming down of the Industrial Court's decision for the running of Gencor's Marikana mine which temporarily reinstated several hundred workers dismissed in a September wage strike.

The ruling is significant because it is the first to encourage workers to use legal dispute procedures and highlights the need for management to base decisions on principles of fairness and not on common law rights.

By Gencor wants the decision reviewed at the Supreme Court. The outcome will be important because it could set a precedent on the question of the overlapping jurisdiction of the two courts.

The National Union of Mineworkers (NUM) has, however, pointed out that they are having great problems in getting the miners to re-instate.

They say the majority of the 1,800 workers have not been re-instatement and the union find it had to send organisers to villages in Lesotho and the Transvaal to find affected workers.

The NUM also say there have been difficulties in getting contracts renewed for the Employment Bureau of Africa (EBA) for employment.

A further development last week was the decision by about 800 workers at three mass plants in Pretoria to suspend a "go slow" after talks between management and the Metal and Allied Workers Union (MAWU).

The MAWU is still in dispute with more than 40 employers in the metal industry over the issue of plant-level bargaining. But although neither MAWU nor Asea have yet revealed what progress has been made, the union claims that there has been a substantial move towards conciliation.

A milestone was the formation of a Southern African Miners Federation in Harare last week with NUM president James Motsweni exercising as president of the new body.

The federation, which represents workers from SA, Zambia, Botswana, Lesotho and Zimbabwe, resolved that total sanctions be imposed against SA. It has called on the international labour movement to organise the economic boycott and has warned it will take strong action if the SA government repatriates foreign mineworkers.
Nurse, main burnt to death.

A Baragwanath student nurse and her mother were burnt to death at the weekend apparently by monsters who accused the nurse of being a "selion.

Miss Nomsonto Siza (25), and Mrs Gertrude Siza (53), died when their Dube house was attacked and set alight.

Miss Siza had been accused of being a "selion" because she had re-applied for employment after she and more than 200 other nurses were dismissed after a strike at Baragwanath Hospital last week.

Hospital authorities declined to comment on the killings today.

A hospital spokesman said: "It is a criminal offence. I suggest you speak to the police. We are in no position to comment."

Four other people who were in the house when it was set alight are still in a critical condition in hospital.
Domestic workers in nationwide campaign

Labour Reporter

DOMESTIC workers' groups have launched a countrywide campaign for better wages and working conditions.

The campaign - co-ordinated by groups in Cape Town, Johannesburg, Durban, Port Elizabeth, and East London - is also likely to receive legislative backing next year for at least minimum working conditions.

Meetings to clarify the demands to employers are being held by all the groups.

The demands include:

- A minimum wage of R150 a month for unskilled workers and R200 a month for skilled workers for an eight-hour day five days a week.
- An hourly rate of R2.50 for chores plus travelling allowance.
- No employment of children under 18.
- Maternity benefits for all women eight weeks before birth and six weeks after, plus days off to attend ante-natal clinics.
- Fourteen days sick leave a year.
- Twenty-one days paid annual leave plus all public holidays.
- One month's notice on either side.
- Paid sick notice of work and deduction.

Outlining the demands at a meeting of employers and employees, Domestic Workers Association spokesman Mrs Florence de Villiers said "We don't want to attack employers but to find common ground and understanding of each others' problems."

More meetings to expand the campaign will be held in coming weeks.

Mrs de Villiers said the groups hoped legislation covering basic conditions of employment would be introduced in Parliament next year.
Bara dismissal notice 'invalid and ineffective'

The 946 student nurses dismissed from Baragwanath Hospital were found by the Rand Supreme Court today to have been given an "invalid and ineffective" dismissal notice.

Mr Justice R.J. Goldstone found that the hospital's chief superintendent, Dr C. van den Heever, had "not properly exercised his discretion" in dismissing all the students as a body.

The action followed the recent strike of student nurses who felt certain grievances had not properly been dealt with by the authorities.

The students were subsequently given a general order of dismissal and eviction from the nurses' hostel on November 18.

These student nurses - Miss Mardus-Max Tshabalala, Mr Themba Nhobo and Mr Macbeth Nxumalo - brought the urgent action last week in the hope of having their dismissal declared unlawful and of being returned to their jobs and hostels.

Mr Justice Goldstone said each student had been entitled to a hearing.

Dr van den Heever should have made sure which students were guilty and given each the chance to be heard.

The backdating of the dismissal order to November 13 "made it worse" as no students had withheld their labour at that stage.

The judge said his order did not automatically mean the three applicants were entitled to reinstatement.

Miss Tshabalala could return to her job and hostel room as she had been on leave at the time of the strike action.

Mr Nhobo denied having been on strike and this dispute would have to be resolved in the main action.

In the meantime, he was temporarily reinstated to his job and hostel.

Mr Nxumalo had not denied striking.

The court could not order the reinstatement of someone who took part in an illegal strike, the judge said. It would "subvert the principles of the profession".

A spokesman for the Health Workers' Association said he was reasonably pleased with the court ruling.

"We hope the authorities will immediately see their way clear to meeting student nurses to discuss reinstatement to get the hospital back to normal for the benefit of the community and in the interests of patient care," the spokesman said.

A spokesman for the General and Allied Workers' Union (GAWU) said the union had sent a telex to the MEC in charge of hospital services in the Transvaal requesting a meeting to discuss the position of 800 non-classified workers also dismissed for striking.

"If we do not get a reply today we will take legal action. We are considering an urgent application to the Supreme Court for the reinstatement of the non-classified workers because we feel they were unfairly dismissed," said Mr. Samson Ndon, president of GAWU.
Hospital staff get jobs back

OWN CORRESPONDENT
JOHANNESBURG — All the student nurses and non-classified workers dismissed from their jobs at Baragwanath Hospital have been reinstated.

Their legal representatives were told yesterday afternoon that the hospital authorities had resolved to reinstate all the workers — approximately 900 student nurses and 800 non-classified workers — with immediate effect, under the same conditions as before they were dismissed and with their full benefits.

The 600 non-classified workers were dismissed on November 18 following a wage increase strike and the student nurses on November 19 after complaining about the hospital’s curfew regulations.

Three nurses who said that they had not gone on strike brought an action in the Rand Supreme Court against the Minister of Health and Welfare, Dr C V van der Merwe, the Director of Hospital Services, Dr Hennie van Wyk, and Dr C van der Heever, Chief Superintendent of Baragwanath Hospital, claiming the right to remain in the hospital’s nurse’s home and to continue working.

Mr Justice R Goldstone ordered that Miss Mardurata Tshabalala, one of the three nurses demanding to be reinstated, should be fully reinstated and allowed to live in her room in the nurses’ home. He ordered that the case of the second applicant, Mr Themba Mboobe, should go to full trial to decide whether he was employed on a permanent or temporary basis, and if he had been on strike between November 14 and November 18.

He found that the third applicant, Mr MacBeth Nxumalo, did not deny taking part in the strike action and therefore could not be granted any relief.
Baragwanath nurse, mother burnt to death

From SOPHIE TEMB
JOHANNESBURG — A student nurse at Baragwanath Hospital and her mother were burnt to death when their house was attacked and set alight by unknown men last week.

The home of Miss Nomthandazo Sishi, 23, who had re-applied to the Baragwanath Hospital after about 95 nurses went on strike, was attacked and burnt by four men who accused her of "selling out."

Her mother Mrs Gertrude Sishi, died after she was trapped in the flames while four other people were seriously burnt and were admitted to the Baragwanath Hospital's intensive care unit.

One of the four people who sustained severe burns and who is reported to be in a critical condition is well-known organist Mr Bongane Mdunge, who backs the famous vocal singer Yvonne Chaka Chaka.

The three other people who also suffered serious burns are Miss Lindi Sishi, Mrs Margaret Kunupi, and her husband Mr Anthony Kunupi.

According to the Sishi family, four men came to their Dubbe house about 20 minutes after Nomthandazo had arrived at home.

They entered the house and said there is a "sell-out in here" as they spoke they sprinkled a powder-like substance on the floor before setting it alight.

The whole house was soon engulfed in flames and Mrs Sishi, 53, burnt to death.

Nomthandazo and the other burn victims were taken to hospital. She died on Friday night.

Relatives of the Sishi family said the last words the dying student nurse spoke were "I am sorry to have caused you all this trouble."

Miss Sishi's father, Mr Aaron Sishi, a road safety lecturer in Maritzburg, said his daughter had spoken to him at the hospital and told him that their home was attacked because she had re-applied to the hospital after she and 949 other student nurses had gone on strike.

Mr Sishi said he stopped her from saying anything further because he realized that she was in pain.

"She was burned beyond recognition and I could not bear to see her in that state."

Hospital staff get jobs back, page 2
The Health Workers' Association (HWA) has expressed shock and concern at the murder of a student nurse who was killed for her job at Baragwanath Hospital.

Miss Nomthandazo Sishi (23) and her mother, Mrs Gertrude Sishi (35), were burnt to death on Friday at their Dube home by men who accused Miss Sishi of being a sell-out. She was one of 940 student nurses dismissed for striking last week.

Mr Samson Ndebele, president of the General and Allied Workers' Union which represents some of the 600 non-classified workers fired for striking at Baragwanath, said: "We condemn this very strongly. We regard this as a criminal act and it does not represent the feelings of the workers or the union."
Bara agrees to reinstate all 1,700 fired workers

Baragwanath Hospital authorities have agreed to reinstate all 1,700 student nurses and non-classified workers fired last week.

After yesterday's Supreme Court victory for 940 dismissed student nurses, hospital authorities agreed to reinstate all sacked hospital workers on full benefits.

Mr Justice R Goldstone ruled that the dismissal of all the student nurses was unlawful, after an urgent application by three of them.

The attorney for the three applicants, Mr Ismael Ayob, said the terms of the reinstatement would apply to all workers, including those who had reapplied — with resultant loss of benefits — before the court judgment.

The General and Allied Workers' Union's president, Mr Samson Ndou, welcomed the decision, but said the workers were now "back to square one". The union had continually tried without success to negotiate with the authorities over student grievances.

One of the applicants, Miss Mardulale Tshabalala, said the student nurses were still hoping to negotiate. "But if they had listened to us in the first place, we wouldn't have had to go to the Supreme Court," she said.

In his judgment, Mr Justice Goldstone did not condone strike action by nursing staff, which was prohibited by law. "The question here is not whether strike action by nurses amounts to unsatisfactory conduct — that is obvious," he said.

"Nursing is a venerated and noble profession. Acts of an essential service, the lives of health of many people could be endangered by social action that undermines the ethics of their calling.

But the responsibility of nurses implied a reciprocal duty on the part of the authorities. Their terms of employment should be satisfactory and an efficient mechanism should exist for nurses to air their grievances.

He ruled that the dismissal order was invalid as each student had been entitled to hearing..."
Domestic workers' groups have launched a countrywide campaign for better wages and working conditions. Meetings are being held in groups in all the major cities to clarify their demands to employers. These include:

- A minimum wage of R150 a month for unskilled workers and R200 a month for skilled workers for an 8-hour day, five-day week.
- An hourly rate of R2.50 for chart, plus travelling allowance.
- No employment of children under 16 years of age.
- Maternity benefits for all pregnant women for eight weeks before giving birth and six weeks afterwards, plus days off to attend antenatal clinics.
- Fourteen days sick leave a year.
- Twenty-one days paid annual leave plus all public holidays.
- One month's notice on either side.
- Payslips showing hours of work and deductions.

A spokesman for the Domestic Workers' Association said the groups hoped legislation covering basic conditions of employment would be introduced in Parliament next year. - Sam.
Campaign launched by domestic workers

Own Correspondent

CAPE TOWN — Domestic workers' groups have launched a country-wide campaign for better wages and working conditions.

The campaign, co-ordinated by groups in the major cities — Cape Town, Johannesburg, Durban, Port Elizabeth and East London — is also likely to receive legislative backing next year for at least minimum working conditions.

Meetings to clarify the demands to employers are being held by all the groups which drew them up at talks in Cape Town and Durban.

The demands include a minimum wage of R150 a month for unskilled workers and R200 a month for skilled workers for an eight-hour day, five days a week, and an hourly rate of R2.50 for overtime plus traveling allowance.

Other demands are:

- No children under 16 should work.
- Maternity benefits for all women to be paid eight weeks before birth and six weeks after.
- Days off to attend ante-natal clinics.
- Fourteen days sick leave a year.
- Twenty-one working days' paid annual leave.
- One month's notice from either side.
- Pay slips stating hours of work and deductions.
- All public holidays off.

Outlining the demands at a meeting of employers and employees in Claremont, near Cape Town, yesterday, Domestic Workers' Association spokesman Mrs Florence de Villiers said domestic workers had given up things to South Africa — they had given birth to the labour force and then had given up their own family life to go and look after others.

"We don't want to attack employers at these meetings but to find common ground and understanding for each other's problems," she said.

Mrs de Villiers said it was hoped that legislation covering the basic conditions of employees which had been hoped would be brought before Parliament in the past session would be introduced next year.
The stage is already set for the launching of the new trade union federation — the Congress of South African Trade Unions (Cosatu), whose programme starts in Durban on Friday night.

The programme starts on Friday at 7 pm at the University of Natal students' hall. This will be a closed session, but the press will be allowed to take pictures, according to the organizers.

On Saturday another closed session will be held where numerous decisions will be tabled, discussing the biggest worker movement in South African history.

A mass rally will be held at Durban's King's Park Stadium on Sunday, to demonstrate Support Unions Cosatu is still awaiting permission from Durban's chief magistrate to hold its open-air meeting, but "we do not envisage any problem," a spokesman said.

The Commercial Catering and Allied Workers' Union (Ccawa) is to hold its annual congress in Durban this week. The conference is a continuation of the theme of last year's congress, "Stop Racism Now."

The final two years have witnessed the rise of Cosatu, a breakaway union from the Congress of South African Trade Unions (Csaatu). The congress is expected to articulate workers' demands for a more democratic and just society.

The Chemical Workers' Industrial Union (Cwui) has reached a new agreement concerning wages and working conditions.

Agreements were finalised at Pilgirkimk Structural Steel in Springs and SA Cyanamid in Witbank. At Pilgirkimk, the new agreement includes two public holidays, including the May Day.

The Vwu Trade Union Co-ordinating Committee (Vtuco) has made an attempt to break the impasse between Vwu residents and the local town council concerning a 12-month long boycott of house rents. The authorities have promised to cut the rent by 10% for the next six months and to increase the rent by 5% the year after.

The Media Workers' Association of South Africa (Mwasa) is busy with wage talks with management of the Argus Printing and Publishing company and the South African Associated Newspapers (Sanan), owners of South Africa's three biggest newspapers. The talks continue in Johannesburg today.

The Tal Bakery, a subsidiary of Pat Bame Group, has become the first Johannesburg company to recognise May Day as a public holiday for its workers. The agreement was reached between the company and the Black General Workers' Union (Bwui). "It is a victory for us," said Bwui national organiser, Mr. Phokela Rasechaba.

To Page 12 ➤
Back at work — but grievances remain

Bara strike is over — and now the inquest starts

By Sheryl Raine

The crisis at Baragwanath Hospital caused by a strike of about 1 800 student nurses and daily-paid workers is over — but workers, labour relations experts and the authorities are asking what the strike achieved.

Opinions vary, some say that it was rabble-rousing which endangered patients' lives while others say that it brought real grievances to the attention of the authorities and the public

A Supreme Court judge ended the strike yesterday when he found that student nurses had been unlawfully dismissed. The court suggested that an efficient mechanism should exist for the student nurse to air his grievances.

The hospital reinstated all 940 nurses who had been dismissed and about 100 daily-paid workers who were fired for striking in support of pay demands.

No-negotiating structure

Although workers have their jobs back, they have lost pay and their grievances remain unresolved. They still earn as little as R150 a month and the strike exposed a no-negotiating structure for talks with the authorities.

Professor Schamroth, who acts as the hospital's chief physician, said yesterday that the nurses received a 10 percent increase.

Hospital a microcosm of SA's problems, says chief physician

Baragwanath Hospital, with its “critical, sensitive and raw issues”, is a microcosm of the problems of South Africa, Professor Leo Schamroth, the hospital's chief physician, said yesterday.

Professor Schamroth received the 1985 Wits Alumni Honour Award for exceptional service to the community at the university yesterday. The award is the highest the convocation can bestow on a member.

Professor Schamroth, a professor of medicine at Wits, follows such former recipients of the award as Dr Rebeza Sunnan, Professor G R Botzum and Professor Arthur Chadwick.

Speaking of the hospital, where he has been head of the department of medicine since 1972, he mentioned the “difficulties, the mood of desperation and the uncertainty”, which could also be found in the country as a whole. He expressed the hope that the problems of both the hospital and the country would create the “stimulus of adversity” out of which could come “a harmonious, just and peaceful society”.

“In conditions that could euphemistically be called rather taxing and with an increasing deluge of patients, we are proud of having developed an international reputation for research and study at the hospital,” he said.

DEDICATED DOCTORS

The challenge caused by adversity and the dedication of the hospital's doctors is responsible for that.

The hospital has to serve Soweto, which needs at least 800 doctors to provide a “reasonable ratio” of doctors to patients “but in reality has only about 22 general practitioners and 54 clinical doctors”.

“There was marked overcrowding at the hospital, due to rapid population growth and the need to admit all sick patients, so we had to adapt to the rapid treatment of large numbers of patients as possible,” he said.

Besides giving additional primary health care, the hospital also has to provide secondary care, student training and research into the “adverse effects of rapid urbanisation on the black popula-
tion”.

The juxtaposition of a Third World and a First World population provides ample opportunity for research. The high incidence of heart disease among whites, leading to 30 to 40 deaths a day, is an example. Baragwanath had only 12 heart cases last year. This, however, is a six-fold increase on the past 10 years, said the professor.

over which we have no say,” at Mr. Kursten's "Salaries are determined by the Commission for Administration. From our side we are asking the Commission monthly to help us in various areas but the economy is bad and we just haven't got the money.

What are the chances of increases in April for auxiliary workers at provincial hospitals?

"I don't know. The money available depends on the Minister of Finance," Mr. Kursten replied.

As far as talking to the workers was concerned, Mr. Kursten made it clear the authorities would talk only to representatives they considered "genuine".

"The student nurses do have a student representative council but in that case for one reason, they did not use it," said Mr. Kursten. He said the students were "more than welcome to discuss any grievances they may have".

Asked how the situation at Baragwanath got out of hand if such communication lines had been open, he said the nurses had not responded in sympathy with daily-paid workers who stopped work.

Mr. Kursten said he had no written list of student grievances which he had asked the superintendent and the director of hospital services to attend to.

"The daily-paid workers do not have a representative council, as far as I know. But I have the assurance that, at all times, they are welcome to go and see the superintendent and hospital representatives"," he said.

Asked whether the hospital authorities would meet and accept workers' committees which the General and Allied Workers Union and other unions are forming, Mr. Kursten was cagey.

"It depends where the committee comes from. Every genuine committee of people in the hospital's employ is more than welcome to come and discuss their situation. The superintendents would not be prepared to meet people from outside who instigate problems." Presumed to elaborate and to state clearly whether this excluded unions, he said: "We would not be prepared to meet unions from outside. In the government service no unions are recognised. We are not in a position to recognise them.”

But he gave the assurance that "if genuine workers have genuine grievances, any superintendents will be instructed to meet them.

Industrial relations consultant, Mr. Stuart Pennington, commented that many managers made the mistake of failing to establish structures for the settlement of grievances.

"Many managers think that, if they introduce such a structure, there will be a never-ending procession of people bringing problems to management. "Public sector employers have adopted a very conservative view of the new industrial relations dispensation. Essentially the relationship which exists in the private sector between management and employees is no different to that in the public sector. "Of course, partly of the public sector provides essential services and some provision is needed to govern and prevent strike activity in some cases. But, in such cases, mechanisms for dealing with conflict are even more important."
Union to vote today on CNA Gallo strike

The Commercial Catering and Allied Workers Union (CCAWUSA) has announced that a ballot will be held to decide on possible strike action at CNA Gallo in support of wage demands.

In 10 rounds of wage negotiations since the beginning of July, the parties have failed to reach agreement on national wage rates for a range of workers including shop assistants.

Two attempts at mediation have also failed to settle the dispute.

The Minister of Manpower has not yet replied to an application for a conciliation board to resolve the dispute. The application was made on October 30 and the Minister has 30 days to reach a decision.

A CCAWUSA spokesman said union members would start voting on the strike issue today with a view to starting the strike on November 30.

The union is demanding a R75-a-month increase. The company is offering R52 a month. The union claims the company has not implemented a minimum wage rate of R399 established by the Wage Board and is instead paying R265 a month.

The union also warns it may launch boycotts in support of its demands.
Showdown looms in worker unity

Our Correspondent

DURBAN.—The question of Union & Work!

Africa! Game! Race!

for a showdown with the proposed new super-

domination is to be fought out here this weekend.

Mr. Norman Middleton, Nats. co-ordinator of

Cusso, said yesterday that it would be contrary

working-class unity to create new organiza-
tions where democratic

worker-control union

had already been estab-

lished.

Cusso and the Azania

Congress of Trade

Unioin (Azactu) have

broken away from the

African Congress because that was to retain

their all-black mem-

ber.

Mr. Middleton said in a

statement on behalf of

Cusso and Azactu that he

was not surprised if the principle of work-

ing unity

was the basis of a new le-
ceration in a federation

which would unite the

majority of organized

black workers: un-

true aspirations of the

works and labor leaders

by the workers of a new

minority regime.

Azactu and Cusso—

main committee in dis-

cussing the Lr. "working-class unity will

be true if worker-control

organization. He said

Azactu believe that the

role of the work in

case must interest all

participants in the

national "struggle.

Azactu and Cusso have

called for a "struggle

of the working-class

against Fascism and

establishing trade unioin

regional solidarity com-

mittees.

They also called for

the ending of the strug-
gle among the workers,

the establishment of an unemploye

worker project and the forma-

tion of solidarity ana-

ces in the community.
Bara tense as nurses go back

By Rich Mil Dixon

Baragwanath Hospital remained tense yesterday as student nurses, reinstated following Monday's court ruling in their favour, resumed their duties and mingled with members of the South African Medical Services (SAMS) and the Civil Defence.

On Monday, Mr Justice R Goldstone ruled in the Rand Supreme Court that the dismissal of the nurses was unlawful. About 940 nurses were dismissed 10 days ago after they went on strike.

The attorney for the three nurses who brought the court application, Mr Ismael Ayob, said the terms of the reinstatement would apply to all the workers, including those who had reapplied, with resultant loss of benefits, before the court judgment.

Auxiliary workers, who were the first to be fired, had still not returned to work yesterday and nurses interviewed said their absence caused tension.

"Things will not be normal until we have all returned to work and members of the SAMS and Civil Defence have left the hospital grounds and wards," a student nurse said.

"We are glad to be back and will continue where we left off. We hope the authorities will now give us a hearing," she said.

Phased out

Hospital authorities could not indicate how many student nurses were back at work. Mr Daan Kirsten, MEC in charge of hospital services in the Transvaal, said reinstatement procedures were well under way.

Defence Force personnel who helped to keep the hospital going during a two-week strike, would be phased out gradually and should be out of the hospital by the weekend, Mr Kirsten said.

Between 550 and 600 Defence Force personnel were involved in running essential services at the hospital.

"The police and Defence Force were brought in to help at Baragwanath and were not there in connection with the strike," he said.

The hospital's 809 auxiliary workers will appear in court on Friday. They were arrested and charged after they went on strike, demanding a R100 wage increase. The workers presently earn between R140 and R170 a month.

Mr Kirsten said he had asked the director-general of hospital services to investigate allegations by daily-paid workers that they were appointed in temporary capacities. Some workers claim they have been on temporary staff for years and are deprived of service and other benefits.

● See Page 13.
JOHANNESBURG — Baragwanath Hospital authorities yesterday said that although many daily-paid workers and student nurses were back at work, soldiers would remain until the hospital could function fully on its own.

Baragwanath was reported tense as student nurses, reinstated after Monday's court ruling in their favour, resumed their duties and mingled with members of the army's South African Medical Services and civil defence volunteers.

Auxiliary workers who were the first to be fired had still not returned to work and nurses interviewed said their absence caused the tension.

About 900 student nurses and 800 daily-paid workers, who were dismissed earlier this month after a strike, were reinstated by the hospital authorities after a ruling in the Rand Supreme Court on an urgent application brought by the General and Allied Workers' Union.

A hospital spokesman said about 80 percent of the reinstated daily-paid workers and about 60 to 70 percent of the student nurses were back at work.

He said the remaining workers had not reported for duty and the hospital authorities were allowing them time to return because many had already left for rural districts at the time of their reinstatement.

The South African Nursing Council has condemned student nurses at Baragwanath Hospital for unlawful conduct and said it may take disciplinary action against nurses who deliberately neglected their duties.

"It is gratifying that registered and enrolled nurses at the hospital considered the interests of their patients as of paramount importance and were not involved in the alleged strike," said the president of the council, Miss C. I. Roscher. — Sapa
Domestics urged to drop term 'madam'

Own Correspondent

DURBAN — Domestic workers have been urged to address their employers by their first names and not call them "madam" or "boss".

This was one of the decisions taken by the South African Domestic Workers Association at a meeting in Durban.

Meanwhile, the association has collected 300 signatures for a petition to the Minister of Manpower, Mr P T C du Plessis, calling for urgent steps by the government to protect the interests of domestic workers.

Mrs Mary Mkhwanazi, national organizer of the association, said there were many "urgent problems" facing domestics.

Strike action

"Firstly we want the government to set minimum wages and make it compulsory for employers to pay pensions, sick leave pay and give paid maternity leave," she said. "With the emergency and the unrest, the government already has enough on its hands. We don't want to add to the country's problems. But if our efforts through dialogue and negotiation fail, domestic workers will be forced to resort to strike action possibly early in the New Year."

She said yesterday that the association was disappointed by the lack of government response to earlier pleas for legislation on the working conditions of domestics.

"We sent a memorandum to the minister on September 6, 1982, setting out our case for government intervention to protect our rights. "We did not receive a reply, but on investigation we were told that he had not received our memorandum, so we sent him another copy for which we received an acknowledgement about a year later."
Unions threat to call national strike

TWO major trade union federations have threatened to call for a national strike unless the state of emergency was lifted by the end of December and all apartheid laws are abolished in South Africa.

The unions — Council of Unions of South Africa (Cusa) and the Azamani Confederation of Trade Unions (Azactu) — have called on students, parents, community, civic, political and workers organisations, including the newly formed Congress of South African Trade Unions, to join.

This was announced jointly by Cusa's general secretary, Mr Paroshaw Camay, and Azactu's general secretary, Mr Pandelani Nefolovhodwe, at a press conference in Johannesburg this week.

Army

Addressing the conference, Mr Camay said black townships were virtually under siege because they have been invaded by the army. Many people have died while others were harassed by these forces in the townships.

"We feel that this situation cannot be allowed to go on forever and the collective action by the unions will be to register our protest to the climate that has been created by the Government," Mr Camay said.

The federations, representing over 250 000 workers throughout the country, also called for:
- Establishment of trade union regional solidarity committee,
- Development of a worker manifesto,
- Beginning an unemployed workers project,
- Forming solidarity alliance in the community,
- Controlling service organisations through participation on the management committees, and

Nefolovhodwe refuted reports that both Cusa and Azactu have split from the newly formed Cosatu, adding: "We are still prepared to talk to them on the principles that made us differ at an early stage.

"We are not joining the federation. We are prepared to fight against the oppression of the majority and we need to galvanise ourselves on a broader political philosophy of self-reliance and self-determination," Mr Nefolovhodwe said.

"Our belief is that a federation should unite the majority of organised blacks in our country, expressing the true aspirations of black workers and not accommodating the aspirations of a minority," he added.

Azactu and Cusa were fully committed to the unity of the working class in this country, both secretaries said.
Name calling — some are still strongly opposed to it

Argus Correspondent
DURBAN. — A suggestion that servants should call their employers by their first names has received a mixed reception in Durban where some think it is a good idea depending on the relationship while others are strongly against it.

The suggestion was made by Mrs Mary Mkhwanazi, the national organiser of the South African Domestic Workers’ Association, at a meeting in Durban.

“We feel that where employers and workers are on first-name terms, relationships would improve greatly,” she said.

But City councillor Mrs Margaret Cooke said the relationship between an employer and employee was entirely a personal matter.

She felt that a measure of respect was required and that domestic workers should call their employers Mr or Mrs as appeared to be the custom overseas.

Councillor Mrs Margaret Ambler believed that “boss” was totally outdated as were “master” and “madam” and should be discarded.

She felt that domestic workers should either use the first name or Mr or Mrs when addressing their employer.

“It depends on the work relationship,” she said. “My servant calls me by my first name, but then she has been in the family for 20 years and knew me as a schoolgirl.”

But Civic Action League chairman Mr Arthur Morrs, who is also chairman of the South Africa First campaign, said calling an employer by a first name was a lot of nonsense.

“I don’t call my employer by his first name. If I did he would fire me (I think). Nowhere in the world does an employee call an employer by a first name. This is typical of the befuddled thinking of that type of person,” said Mr Morrs.

Meanwhile domestic workers’ groups have launched a country-wide campaign for better wages and working conditions.

The campaign, co-ordinated by groups in Cape Town, Johannesburg, Durban, Port Elizabeth and East London, is also likely to receive legislative backing next year for at least minimum working conditions.
New union federation may pose threat to govt

JOHANNESBURG -- Black trade unions, allowed to organize legally under South Africa’s cautious reform move, are forming a super federation which could pose the government its most serious internal political threat

Union and industrial relations sources say that there are still major differences within the 260,000-worker federation due to be launched today, which could split and destroy it.

But if these can be overcome, the sources say Pretoria could find it has allowed the growth of a radical union group with considerable industrial muscle, determined to join the political fight to overthrow apartheid.

"On any scale, it’s the biggest federation in South African history and by far the most representative," Mr Jon Lewis, editor of the monthly South AfricanLabour Bulletin, told reporters.

"It rests on an alliance between independent trade unions, whose shop floor organization is far better than the equivalent in, for example, Britain, and the national liberation groups."

Political scientist Mr Mark Swilling told reporters, "The federation could become a very, very substantial force to be reckoned with, and may move beyond the comparatively moderate demands of the African National Congress."

Mr Swilling, a Witwatersrand University lecturer specializing in trade union politics, said the federation could end up taking a far more clearly socialist stand than the ANC.

Over the past six years the government has allowed members of South Africa’s estimated six-million-strong black workforce to form recognized unions, seeing their role as limited strictly to negotiating pay and conditions at factory level.

Union leaders in the federation foresee it differently, and the 508 delegates at its launching congress this weekend are due to concentrate debate on how to work with political groups to change South Africa’s political system.

Mr Cyril Ramaphosa, leader of the powerful National Union of Mineworkers (NUM) and widely tipped to lead the federation, said "The labour movement in this country has come of age."

He told reporters, "It is, in fighting against oppression, we have to hit our heads against the government, and be it."

The federation’s title will be the Congress of South African Trade Unions (Cosatu).

Unionists say that compared with unrest in the 70s, protest violence in townships is far more widespread, making it more difficult for the authorities to act against Cosatu. "The government is faced with us as well as with a whole series of other forces," said one union spokesman.

After years of talks to bring together independent unions and general unions affiliated to the United Democratic Front, the

main internal anti-apartheid group

A major ideological difference was settled when member unions agreed on non-racialism — acceptance of whites within its organization — as a guiding principle.

In a significant shift, the 150,000-strong NUM quit a black consciousness federation to back Cosatu on the issue.

But other black consciousness unions with an estimated 280,000 members pulled out, and Cosatu’s preliminary stand amid the complexities of black politics has still to be agreed.

The main practical choice is whether to affiliate to the UDF, or merely to agree to join the UDF in organizing specific political protests and consumer boycotts.

An equally large potential stumbling block is the need to amalgamate unions which have overlapped and competed in recruitment. Cosatu's 38 member unions have been set a six-month deadline to agree to rationalize themselves into 13, and there are battles ahead between rival union hierarchies.

Mr Swilling said that leading liberal employers would continue to back the idea of a board of development of black trade unionism.

"But they will use that against the government to say that if it doesn’t grant political rights to black people, it is effectively going to allow the unions to become vehicles for political mobilization. It's a very sophisticated response."

— Sapa Report

Mr Cyril Ramaphosa
CNA workers set to strike over wages

By Sheryl Ramsey

About 700 workers are poised to strike in support of wage demands at CNA branches and warehouses tomorrow, according to the Commercial Catering and Allied Workers Union.

A CNA spokesman said yesterday the company had made plans in anticipation of the strike by 704 union members and service levels would not be affected. Strike targets included the company's Johannesburg and Durban warehouses and retail outlets.

Following unsuccessful attempts to resolve a dispute, declared in August, a conciliation board, to be established by the Minister of Manpower, was applied for on October 30.

In terms of the Labour Relations Act the Minister has 30 days to reply. However, by this morning no reply had been received.

A union spokesman said a strike ballot was held this week and the union received a 97 percent vote in favour of strike action.
Public hospital strikes, hitherto unknown in South Africa, may become as common in the coming years as they have already become in countries like Britain or Canada. What can we learn from the experiences of these countries?

First, that public hospital strikes are not like industrial strikes. This is a fact which must be appreciated by those who have to handle them.

Workers in public hospitals, like workers in industry or commerce, usually strike to obtain better pay or better working conditions. Like all workers, the weapon which they use to apply pressure on management is withdrawal of service. In commerce or industry the effect of this weapon is to exert pressure on the employer through loss of profit, and in resisting this pressure companies may be badly damaged, even to the point of liquidation. In the public sector, by contrast, withdrawal of service can have no such effect.

The state is no poorer when one of its hospitals is closed. Indeed, though health may suffer, its ends up richer through the money saved.

A withdrawal of service by hospital workers must therefore exert pressure on management in an entirely different way. Surprisingly, it exerts pressure through causing embarrassment to the administration.

This is only possible because there is no implicit understanding in our welfare societies that the State will provide for the hospital care of at least our poorer citizens. Governments must strive to do this and it is important that they be seen to be succeeding. To fail in this commitment is to appear insensitive to the suffering of the sick, uncaring of the well-being of its hospital workers and, what is worse, inefficient. The price is paid in loss of popularity and votes.

Thus in the case of public hospital strikes, the contest between employer and employee has nothing to do with profit and loss, but has everything to do with communication, with "face", and with "image". It is a contest largely fought out in the media for the sympathy of the general population. Strikers who have wide popular support usually achieve their objectives, while strikers who are perceived as excessively demanding or irresponsible do not.

The recent Baragwanath Hospital strike has focused attention on what for South Africa is a completely new phenomenon — the hospital strike. Why do they occur, how best can they be resolved. The authors of the accompanying article, a doctor, who may not be named for ethical reasons, looks at the anatomy of a hospital strike.

There is, simultaneously, however, a battle for goodwill of the workers themselves. Labour leaders achieve solidarity among their followers by reinforcing the conviction that their lot is intolerable and that "the administration" is so unsympathetic and unbending that their strike is not only justified but essential. Thus generosity and flexibility which an employer may display at the negotiating table may not be transmitted back to the workers themselves.

Management can correct this through the media. Salary issues, which seldom evoke great sympathy from a public which also wishes to be better paid, are often given a low profile in preference to a grievance list. Grievances must be rapidly and publicly addressed.

Finally, the best culture medium for false rumours concerning the happenings of management are silence and uncertainty. Decisions must therefore be rapidly made and communicated.

In summary, if the task of strike leaders is to foster an image of management that appears unjust and unreasonable, the task of management is to counter this. It must address every grievance and undertake to rectify it wherever possible. It must make sure that the media is informed of this since both the general public and the strikers themselves may use another way of learning whether their administration is being "reasonable" or not. Management, then, must not only be just and concerned, it must project this image even when it is necessary to be firm. The critical factor in achieving this is communication. Rapid decisions and accurate rapid reporting of facts and denial of false rumours are essential to success.

From this it is possible to derive four simple rules for strike management in the public hospital sector.

First, be reasonable. Be fair, never show aggravation. Your opponents want you to appear "tough", to threaten and, if possible, even to fire workers. Since the call of worker solidarity is at least as powerful as the call of responsibility to patients, such tough tactics may spread your strike rather than confine it. Whatever disciplinary action may eventually be necessary should not be applied in the heat of the dispute.

The second rule, is befriended the media. Not only is it a tool for projecting these issues, but holding a daily situation report could be as dangerous to the worker as to the public.

A fourth and final rule applies especially to South Africa where strikes are a relatively new phenomenon. The psycho-dynamics of such disputes, though complex, are repetitive and can be learned. Thus both management and labour can purchase expert advice which can substantially promote their cause.

To enter the contest without such advice is foolhardy.

It is clearly in the public interest that strikes in our public hospitals be avoided or terminated as rapidly as possible when they occur. In an organisation as large and impersonal as a public hospital, there are countless valid causes for conflict between labour and management. Observation of these simple rules can substantially diminish the chances of conflict and help diminish its consequences when conflict cannot be avoided.
Local workers attend launch

By BARRY STREEK
Political Staff

MORE THAN 40 000 Western Cape workers will be among the approximately 500 000 workers represented at tonight's launch of the new trade union federation, the Congress of South African Trade Unions (Cosatu), in Durban.

More than 800 delegates representing 36 unions, nine of whom are active in the Western Cape, will be at the founding of the biggest-ever trade union federation in South Africa's history.

The formation of Cosatu will herald a new era in industrial relations in the country where black trade unions have been legally recognized only since 1979.

Yesterday, the Western Cape region of the United Democratic Front (UDF) wished Cosatu well in a statement released on its behalf by Mr. Naseegh Jaffer.

"In recognizing the role that a united and organized working class can play in our struggle, we wish the worker delegates well at their launching conference."

"At the same time we call on all unorganized workers to become part of progressive trade unions," the UDF said.

Names

The Western Cape unions involved in this weekend's negotiations are The Food and Canning Workers' Union, the General Workers' Union (GWU), the South African Allied Workers' Union (Sawwu), the National Union of Textile Workers Union (NUTW), the Paper, Wood and Allied Workers' Union (PWWU), the Retail and Allied Workers' Union (Rauw), the Cape Town Municipal Workers' Union (CTMWU), the National Automotive and Allied Workers' Union (Naawu) and the Catering, Commercial, and Allied Workers' Union (Caawu).

Much of the proceedings at this weekend's congress of Cosatu will be held behind closed doors, but a mass rally has been planned in Durban on Sunday morning publicly to launch the new movement.

The Federation of South African Trade Unions (Fosatu), which has a membership of 130 000, will dissolve once the new federation is formed.
After the strike—nothing's changed

CLAIRE PICKARD-CAMBRIDGE

Workers Union (Gwau), the Black Health and Allied Workers Union of SA (Bhawusa) and the SA Black Municipal and Allied Workers Union (Sahamwu) argue that the SADF presence generated great tension among remaining health workers.

Chairman of Bhawusa's advisory board Benny Alexander said bad feelings between employees and the SADF had been reinforced by existing tensions with the SADF in the townships. Others say black patients found the presence of the SADF upsetting.

An HWA spokesman supports this, claiming five senior doctors had gone to the student nurses' quarters early last week to try and facilitate the reopening of negotiations between nurses and authorities.

He said an armoured vehicle had drawn up and numbers of the SADF's red beret units had ordered the doctors at gunpoint to lie on the floor. They had been searched and questioned for 20 minutes before being released.
Healthy judgment

The right of workers to have their grievances properly considered has been re-affirmed yet again in the Rand Supreme Court's decision to order the reinstatement of a student nurse dismissed during the strike at Baragwanath Hospital.

Some 1,500 Baragwanath workers — 800 student nurses and 700 auxiliary workers — were dismissed on November 18. In a test case challenging the dismissals, an urgent application for reinstatement was launched by three of the student nurses.

The first applicant, Mardulile Tsabalala, represented all student nurses who claimed they were on leave during the strike. The second applicant, Thembisile M’bobo, represented permanently employed nurses who were on probation who were dismissed, while the third, Macbeth Nxumalo, represented the temporarily employed nurses. The respondents were the Minister of Health and Welfare, the Administrator of the Transvaal, the Director of Hospital Services and Baragwanath chief superintendent Chris van den Heever.

Mr Justice R Goldstone found that Tsabalala had been unlawfully dismissed and ordered that she be reinstated. He also upheld right to be accommodated at the hospital and awarded her costs. He said oral evidence would have to be led to determine whether M’bobo was employed in a temporary or permanent capacity. In the interim, M’bobo is entitled to remain in the employ of the hospital and can occupy his room. Nxumalo was refused relief as he admitted that he had participated in the strike.

The crux of the matter, according to Justice Goldstone, was that Van den Heever had not applied his mind to the individual circumstanc of the dismissed employees. The notice of termination Van den Heever had issued on November 18 was invalid in the case of all the student nurses because it was made effective from November 13 — before the strike occurred. This gave each student the right to be heard, the judge stated. Van den Heever had also not been entitled to order a general dismissal — each student had to be informed.

"Nursing is a venerable and noble profession," the judge said. "As it is an essential service, the lives or health of many people could be endangered by strike action. It undermines the ethics of their calling." But the responsibility that nurses bear implies that the authorities have a reciprocal duty to ensure their terms of employment are satisfactory and they should ensure that an efficient mechanism to air grievances exists, even if these are considered petty.

Attorney Amichael Soman, who acted for the three student nurses, has pointed out that even though the judge found that Nxumalo could not be reinstated, the student nurse is still entitled to claim for damages on the basis of unlawful dismissal.

Soman also says that the hospital authorities told the State Attorney that they will be reinstating all the nurses and auxiliary workers. Director of Hospital Services Henno van Wyk has, however, refused to comment until he receives the written judgment. Van Wyk tells the FM that 600 of the student nurses had been re-employed by Monday afternoon. Some 930 auxiliary workers have also been employed — more than the total originally dismissed. Meanwhile, national servicemen continue to be deployed at the hospital. Van Wyk says they will be phased out as the workers return.

Leader of the Opposition in the Provincial Council Douglas Gibson has condemned the provincial services for their handling of the strike. He says the MEC for Hospital Services, Daan Kirstein, had rejected his call for an emergency session of the council to discuss the issue. Says Gibson: "We have been kept in the dark about the events. The outcome of the court application is a slap in the face for the provincial authorities. Perhaps Kirstein will now learn that authoritarianism is not the answer."
the Azanian Confederation of Trade Unions (Azactu) have outlined a seven-point programme which they have invited student, parent, community, civic and political organisations and other trade unions — including the “superfederation” — to participate in. This consists of:

- Establishing trade union regional solidarity committees,
- Calling for a national strike if the State of Emergency is not lifted by December 31,
- Drawing up a workers’ manifesto,
- Starting up an unemployed workers’ project,
- Forming solidarity alliances in the black community,
- Controlling “service organisations” — such as the Technical Advice Group and similar organisations — through participation in their management committees, and
- Establishing national May Day committees.

Both Cusa and Azactu were involved in the talks aimed at forming the “superfederation”. But they parted company with the other unions involved over the issue of black leadership of unions. Recently, they announced plans to establish closer working links.

The Cusa-Azactu programme is clearly a challenge to the “superfederation” and amounts to an attempt to gain high political profile at a time of crisis. They have issued a thinly-veiled attack on (white) “minority” leadership in the “superfederation.”

A Cusa spokesman says it is unlikely that the two groups will form an alternative federation.
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The Minister's veto

The Industrial Court has ruled that there is a difference between a strike and a work stoppage. The court drew this distinction in ordering Facts Investors' Guide and Facts Investors' Services to reinstate temporarily nine members of the Media Workers' Association of SA (Mwasa).

The workers' efforts to obtain permanent reinstatement have been foiled, however, by the decision of Manpower Minister Piet de Plessis not to appoint a conciliation board to consider the matter further. This means the union cannot unilaterally refer the case to the court for a final ruling.

The workers alleged they had been unfairly dismissed after they had stopped working for about half an hour in an attempt to meet with the MD of the two companies to discuss grievances arising out of a memorandum relating to annual bonus and leave.

After analysing the relevant provisions of the Labour Relations Act, the court found that "a mere cessation of work" is not, in itself, a strike. There must, it said, be a demand related to a concerted refusal to work, and such a refusal must be shown to be intended to persist until the demand is met.

The court stated that, in these terms, the workers' request to meet the MD did not constitute a demand. "It can only be such if it was clear that the employees would not has been effectively rejected."
Two municipal unions merge

Calls for worker unity by the new federation – to be launched in Durban this weekend – are already bearing fruit.

Last weekend more than 200 representatives of two major municipal workers' unions met in Natal to finalise a merger between them.

And immediately after the new federation is launched this weekend, the municipal workers will approach their Cape counterparts about another possible merger.

About 9 500 workers in Natal, Transvaal and the Free State are involved in the merger between the Municipal and General Workers' Union – based in the Transvaal – and the Municipal Workers Union of SA (a National Federation of Workers affiliate).

The new body, called the Municipal Workers' Union of SA, elected Nuku Maduma of the Transvaal as president and Themba Nxumalo of Natal as general secretary.
Workers declare dispute with board

Staff Reporters

The Western Cape Administration Board Workers' Union, which represents 2,260 workers, has declared a wage dispute with the board.

Mr G Nthuli, president of the union, said last week that at a special general meeting workers had been told that their demand for a 25 percent increase was rejected by the board, which had made a 5.5 percent offer instead.

"The workers feel this should be taken to the Conciliation Board and have declared a dispute with the board. The so-called increase offered is disgusting and is unacceptable to our union workers."

"We ask our bosses — how must we live? How can we feed our children, buy them clothes and educate them? The prices of food and other household necessities have gone up but the value of our wages has come down." He said the lowest paid board workers earned R196 a month.

Mr Sampie Steenkamp, a Western Cape Development Board liaison officer, confirmed that a dispute had been declared and that the matter had been referred to the Industrial Council.

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Aeda Bz Durban nd Pott Elizabethe

Aeda Bz Loure Tegela

Superceding W.d. no: 292

425 - CORDACE AND MATTING INDUSTRY, CERTAIN AREAS.
Retrenched 15 get jobs back after court order

FIFTEEN employees of the United South Africa Brush Manufacturing Company, retrenched in September, have been reinstated after an Industrial Court action.

Settlement was reached without a hearing.

The company agreed to reinstatement on terms “no less favourable” than those before their retrenchment to pay year-end bonuses and to treat their employment as not having been interrupted, but only two will receive back-pay.

The workers, all members of the Plastics and Allied Workers’ Union, were part of a group of about 60 who were retrenched.

Both parties agreed to start negotiations in January to draw up retrenchment procedures and the company has agreed that no retrenchment of union members will be sought before February 15.

If retrenchments appeared necessary the company agreed these would be in accordance with industrial law principles.
Unionists still without passports

THREE leading black trade unionists have still not been granted passports after their applications were turned down nearly eight months ago.

Mr Pandelani Nefolovhodwe, general secretary of the Black Al- hed Mining and Construction Workers' Union and co-ordinator of the Azanian Confederation of Trade Unions (Azactu), Mr Cunningham Ngcukana, the secretary of the African Allied Workers' Union and secretary of Azactu, and Mr Joe Tholoza, journalist and acting chairman of the Media Workers' Association of South Africa (Mewsaw), said they would make fresh representations to the Government on behalf of the unionists.

They were not aware that they have not been granted passports.

Tucsa's spokesman said they would make fresh representations to the Government on behalf of the unionists.

A Government spokesman in Pretoria said although the unionists have been refused passports, they can still re-apply. Normally no reasons are given for refusal.

Tucsa's statement read: "The refusal of passports to these three unionists — and indeed to any individual — is in contravention of basic human rights and freedoms, and the regulations which permit such arbitrary actions are unjust.

"We further believe that the three trade unionists would have gained knowledge and benefitted by going overseas, and we are greatly disturbed that they should be denied the opportunity of broadening their experience."
Pay rises for 175,000 lower-paid civil servants

All labourers in the public service and computer administration — including non-classified hospital workers — are to receive a pay rise, backdated to November 1.

A spokesman for the Commission for Administration said last night the pay rise followed an investigation started in May. It formed part of a series of investigations approved in the last budget with the aim of improving the positions of lowest paid employees.

A spokesman for the Black Health and Allied Workers' Union said daily-paid hospital workers would receive between 10 and 50 percent more and that increases would be backdated to November 1. He believed the announcement was a direct result of the strike action at Baragwanath Hospital last month.

GENERAL ASSISTANTS

"A total of 175,000 general assistants, as the occupation class for labourers is known in the public service, will receive varying benefits," said the spokesman for the Commission for Administration.

All workers are to rise at least one salary notch, but labourers at the bottom end of their salary series are to receive the greatest improvement.

The spokesman said payment of the higher wages would be made as soon as individual departments had completed the adjustments. But because of the large number of people, the implementation process was expected to take some time.

A union spokesman said they would have to study the increases to see what they would mean to workers in real terms.

"But we still maintain that non-classified workers in hospitals must have the right to negotiate their salaries through their chosen union."
The unions surveyed have 106 paid officials — one per 1168 members. They have signed 450 recognition agreements and are organised in 3421 workplaces. A single agreement can apply to scores or even hundreds of establishments — particularly in the commercial and mining sectors. Webster’s survey indicates there were 756 organised workplaces in 1983.

The unions’ attitudes towards official and unofficial conciliation procedures are of interest. Of the 23 10 sit on industrial councils, 14 have used industrial courts, 13 have applied for conciliation boards and 12 have used mediation.

Half of the 23 expressed dissatisfaction with their dealings with the court and only three were happy with their participation in industrial councils. Three expressed satisfaction with the operations of conciliation boards, another three were ambivalent, while the rest were dissatisfied. Notably, three-quarters expressed satisfaction with mediation — the only conciliation method mentioned that is usually conducted outside the official channels.

The survey also reflects the increasing involvement of unions in political affairs. Only three unions said they had not participated in political or community issues. Thirteen had encouraged members to participate in work stayaways, while 15 had supported consumer boycotts.

The SALB notes that the total membership of 1406302 workers in registered trade unions at the end of 1984, as estimated by the National Manpower Commission, represents about 12% of the economically active workforce. However, the SALB argues that this is not a good yardstick for measuring the extent of unionisation. Instead, it suggests it is more realistic to look at the “organisable population” which excludes professionals and administrative, agricultural and domestic workers as well as workers in much of the homelands.

According to these criteria, about 30% of “organisable” workers are unionised, of which 12% are members of the emerging unions.

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**Measuring progress**

Coinciding with the launch of the Congress of SA Trade Unions (Cosatu), the SA Labour Bulletin (SALB) has published an analysis of the state of the trade union movement in SA. It reflects significant membership gains and greater consolidation of organisational structures in the emerging unions.

The SALB report is based largely on a survey of 23 of the new generation of emerging unions representing about 363000 workers — about 70% of the total paid-up membership of emerging unions. Fourteen of the unions are affiliated to Cosatu, while the remainder fall under the umbrella of the Council of Unions of SA (Cusa) or the Azanian Confederation of Trade Unions (Azactu).

According to the SALB survey the 23 unions have a total of 12462 shop stewards, or a ratio of one to every 29 members. By comparison, a 1983 survey conducted by Professor Edward Webster of Wits University’s Industrial Sociology Department found there were a total of about 6000 shop stewards in the emerging unions.
Move to sign meat workers

SOWETAN Reporter

THE newly formed Meat Distributors and Allied Workers Union is ready to organise workers at butcheries, abattoirs and allied industries country-wide.

The union, formed in February this year with a membership of more than 400 in the PWV area, was registered by the industrial registrar in Pretoria this week, its general secretary, Mrs Evelyn Seloro, said yesterday.

Mrs Seloro said workers in this industry had been exploited for a long time, especially in black areas.

Mrs Seloro, who is also secretary of the Transvaal branch of the Textile Workers Union, said workers in black townships were not entitled to pension funds, they earned little, worked overtime without pay, were not registered and did not contribute to the Unemployment Insurance Fund (UIF).
TWO people, including a well-known Natal trade union official, were shot dead in the Durban township of Chesterville where two warring groups are still locked in a fierce fight, it was revealed yesterday.

The body of Mr. Ian Phumza Zamisa, a Natal branch organiser of the South African Allied Workers’ Union, was found near his home in Road 7 this week with several bullet wounds.

A spokesman for the union said Mr. Zamisa had apparently been abducted and shot dead by members of one of the two fighting groups in the township.

Mr. Boyce Melfiata, an East London organiser for the union, said Mr. Zamisa had been confronted early last week by a group of people who had threatened to kill him and had called him a ‘UDF spy’.

Plagued
Police confirmed that a murder docket had been opened.

A police spokesman said Mr. Patrick Biuse, 40, had also been shot dead in the troubled township which had been plagued by fighting between a vigilante group calling itself the ‘A Team’, and another made up mainly of youths, calling themselves ‘Comrades’.

Meanwhile a crowd of 200, was dispersed by police at KwaMakhuta near Durban after they had set alight a car yesterday. No arrests were made.

A group of Umlazi youths, armed with knives and pangas, stole alcohol worth thousands of rands when they forced a truck to stop in the township this week.

The vehicle was stripped of its contents and set alight.

Police later arrested a man in connection with the incident.
Almost 100 'torture' affidavits

THE Port Elizabeth torture case took another step forward on Wednesday when 93 affidavits from detainees alleging horrific assaults were handed in to the court.

Some of the affidavits came from people still held under Emergency powers.

For example, Dennis Neer, general secretary of the Motor Assemblers and Components Workers Union, alleged he was beaten while still in his prison bed, taken on a nightmare ride in the back of a police vehicle during which teargas was sprayed at him and then assaulted so badly in prison that "I could not stand the pain."

"I admitted everything, pleading only that they should stop," he said.

The earlier evidence of Wendy Orr, a district surgeon, was pivotal in securing an extraordinary Supreme Court order prohibiting the South African Police from assaulting Emergency detainees.

She had treated detainees for injuries which she said were related to forms of assault.

Other allegations in this week's hearing were that detainees were whipped with quirts, forced to eat their own hair, forced to eat splinters from a broken pickhandle, had chemical irritants thrown over their bodies.

Others complained of the "helicopter" treatment.

Leslie Manotlaywa, executive member of the PE Youth Congress, claimed he was hung upside down from a piece of wood placed behind his knees. He said a policeman then prodded him with a stick so that he swung "like a helicopter."

In this position, he was beaten and questioned.

One detainee claims the plank from which he was suspended broke and he fell onto his back and shoulders.

A member of the legal team representing the detainees said one person would be suing for damages and that it was "a definite possibility" that all would.

The lawyers are hoping for a ruling preventing the SA Police from ever assaulting detainees. The case has been remanded until February 4.
Industrial Relations

1989

Employment

Figure 8 Activity in the Construction Sector

Construction
RENT-A-LOO TALKS ON DISMISSALS

The South African Black Municipal and Allied Workers’ Union and a Soweto rent-a-loo company meet next week to discuss the dismissal of 24 of the firm’s employees.

A spokesman for Soweto Easy-Loo, Mr. John Howard, confirmed yesterday that a meeting between the two parties was on the cards. The two are scheduled to meet on January 10.

The company’s managing director, Mr. Sam Matona, declined to comment on the matter yesterday. The company was “awarded the KWV Excellence Award last year and Mr. Matona claimed they had a turnover of more than R1.5 million.

The talks will focus on the dismissal of the 24 workers after they participated in a work stoppage. The Easy-Loo employees were protesting against management’s failure to pay them December salaries and bonuses on time.

Employees’ grievances also included:
- Alleged victimisation of employees “because of favours done for them housing and personal loans,” and
- Reduction of employees’ salaries “in line with the Government wage freeze.”
Soweto workers fired by Chicken Licken

FOURTEEN workers have lost their jobs at two fast food outlets in Soweto after the owner sold the businesses allegedly without informing them.

The sale of the Chicken Licken outlets in Dube and Pimville — by businessman Mr Isaac Makhudu — has triggered a war of words between the new owners and these workers, who are members of the Federal Council of Retail and Allied Workers (Fedcaw).

Mr Makhudu recently sold the shops to well-known businessman Mr. Reuel Khoza and his partner Mr John Manaka, and accountant Mr Z J Sithole in separate deals effective from November last year.

Mr Makhudu was not available for comment yesterday.

A Fedcaw spokesman said Mr Makhudu went ahead with the sale of the business allegedly without negotiating with the new owners the transfer of the staff.

“As a result, employees who have worked for him as far back as 1983 are now without jobs,” he said.

Notices

He said the Soweto businessman, instead of transferring the staff to a De Kokloos outlet he still owned, served the workforce with notices of dismissals effective from December 31.

“He still owes our members between R2000 and R18000 each for overtime worked over the past five years,” the Fedcaw official said, adding that the union intended to take the issue to the industrial council.

The new owners, Mr Sithole and Mr Manaka, said yesterday that they “did not need” the old staff.

“I am sure you are aware that you are not dealing with a Mickey Mouse from the townships,” said Mr Sithole, pointing out that this reporter should not forget that he was dealing with “a qualified chartered accountant”.

He also warned that he would sue the newspaper if it went ahead with publishing the story.

Three workers, formerly employed at the Pimville outlet now owned by Mr Sithole, have laid a charge with the police after they were allegedly “pointed with a firearm by the accountant and ordered to leave the shop” last week.

Lieutenant-Colonel Fanyana Zwane, public relations officer for the Soweto police, confirmed that the police were investigating the matter.

Mr Manaka said the staff at the Dube outlet had refused to recognize him and his partner as the new owners of the place.

“We experienced several problems with the staff including absenteeism and refusal to obey instructions,” he said.

He said it was against this background that they decided to hire new workers and “not offer new contracts to the old staff.”
Absence of SAP report angers union

By Mike Sihlame, Labour Reporter

The National Union of Mineworkers (NUM) has criticised the police for allegedly failing to submit a report of their investigation into an underground fire which killed seven miners at Anglo American’s Western Deep Levels mine in October last year.

The NUM statement followed the postponement yesterday of a preliminary hearing into the accident because of the unavailability of a police report.

NUM safety officer Mr Hazzy Sibanyoni said the union’s lawyers would have asked during the hearing that the mine “make available to the union documents which would shed some light on the accident.” The documents are to be used when proceedings start on February 27.

WITNESSES

Police comment was unavailable at the time of going to press.

The deputy Government Mining Engineer, Mr G.A. Haanbroek, confirmed that further statements were still to be taken from witnesses.

Mr Sibanyoni said the absence of a police report had resulted in the Attorney-General not being able to make a decision whether to begin an inquiry, inquiry or to start prosecutions.

“More than three months have passed since the seven workers perished. During this period the police (should have) conducted and completed investigations into the accident, (but) no investigation has been done and there is no report.

“Our union notes with grave disappointment the sloppy manner in which the police treat such an important matter.”
SOME Easy Loo workers, who were dismissed for ignoring the company’s ultimatum, waiting outside the premises in Orlando West, Soweto

Workers’ fate in the balance

By ALI MPHAKI

The fate of the 24 workers who were dismissed by a Soweto rent-a-loo company last month hangs in the balance following the collapse of talks between management and worker representatives.

A spokesman for the South African Black Municipal and Allied Workers Union (Sabmawa), who are representing the workers, Mr Phillip Dlamini, yesterday summed up developments in the matter by saying “In short, there is a breakdown of talks.”

The union met Easy Loo management on January 10 and the meeting deadlocked.

According to Mr Dlamini, management is obdurate that the workers violated the company’s grievance procedure by engaging in a work stoppage and ignoring an ultimatum to return to work on December 19 and December 20, last year.

The workers had resolved to down tools after a list of their grievances had either been ignored or dismissed by management. The company owner and director, Mr Sam Matena, has allegedly repeatedly threatened to fire workers when they went to complain to him about

- The alleged victimisation of employees “because of favours done for them — housing and personal loans”;
- Reduction of employees’ salaries “in line with the Government wage freeze”;
- Management’s failure to pay workers their December salaries on time and failure to pay promised bonuses.

Meanwhile it has been an uphill struggle for the dismissed workers whose December salaries were allegedly not paid out in full.

The company’s turnover revolves around R1.5-million a year and it is also a holder of a KWV Business Excellence Award.
Leatherworkers mend 30-year rift to join forces

THE National Union of Leatherworkers (NUL) will amalgamate with the Transvaal Leather Workers Union (TLWU) this year after a 30-year split. TLWU secretary Freddie Swartz said at the weekend (23/11/89) that final details would be settled at a meeting in March.

NUL general secretary Bobbe Fronc would remain head of the new union and Swartz would become branch secretary.

"The TLWU now has around 5,000 members and after federation the new union will represent around 33,000 workers in the shoe and leather industries — about 90% of the workforce," he said.

He said the remainder either did not belong to any union or were represented by Cosatu's Amalgamated Clothing and Textile Workers Union of SA (Actwusa) and by smaller unions.

Actwusa general secretary John Copelyn confirmed this, but added his union was planning a concerted recruiting drive in the sector this year.

Swartz said the NUL had achieved record wage settlements last year and in the next two weeks the NUL and TLWU would meet to formalise their demands before resuming negotiations with employers in March.

"The TLWU has been labelled a tame union, but ballots indicate our members support us rather than the more radical unions which are trying to raid our membership," he said.

Copelyn said Actwusa was currently awaiting industrial council recognition.
PLANS for lawsuits against three trade unions for a total of more than R4m in damages allegedly sustained through unlawful strike actions have been dropped, at least temporarily.

Industrial relations consultant Phillip van Welbergen and last October he planned to bring actions of R2m, R1,7m and R500,000 against the Transport and General Workers' Union (TGWU), Food and Allied Workers' Union (Fawu) and Commercial, Catering and Allied Workers' Union (Cawusa), respectively.

TGWU general secretary Jane Barrat said van Welbergen had undertaken, during a court hearing over the reinstatement of 260 strikers dismissed by Ullman Brothers last August, not to proceed with the action.

Van Welbergen denied any such undertaking. The action had been "put on ice" in view of threats of a product boycott against the firm if the action proceeded, and a union undertaking that the new workforce would not be intimidated. He was reserving his rights if a contravention of this undertaking occurred.

A judgment on the dismissals is expected this week.

Fawu assistant general secretary Mike Madlala said van Welbergen had recently proposed that he would withdraw the planned action in exchange for Fawu agreeing not to bring an unfair dismissal action on behalf of the 50 employees of Kwela Wholesale Meat Supply dismissed after a work stoppage in June.

Van Welbergen confirmed he had held a meeting with Fawu representatives but Fawu, he said, had breached an undertaking of secrecy. He did not intend doing so.

Van Welbergen said the action against Cawusa by Pyramid Distributors had also been suspended for the moment.
MORE than 800 former employees of the Soweto Council — retrenched while on strike last year — yesterday staged a sit-in protest inside the municipality office demanding their jobs back.

Their action follows the deadlock between the South African Municipal Workers Union (Samwu) and council officials over the reinstatement of the entire workforce which went on strike in June last year.

The stalemate arose from the council’s decision to reinstate some of the 4000 workers on strike, and to privatise the strike-hit cleansing department.

“We will not leave the municipality office until we are given our jobs back,” vowed the 800 workers. A council delegation which included Soweto mayor, Mr Sam Mkhwanazi, deputy mayor Mrs Esther Mkhabela, and management committee chairman Mr Mbutana Tshabalala was due to address these workers late yesterday.

Spokesman for the retrenched employees accused the council of:

- Reneging on their election promises of re-employing all the workers.
- Rather than vote for Sofasonke Party candidates who would then ensure their re-employment;
- Offering jobs to Sofasonke Party supporters in the council, and
- Neglecting staff problems to delve into the school situation in Soweto.

The council strike was sparked off by workers’ demands for recognition of Samwu; upgrading of their salaries and dissolution of the staff association.
THE Garment and Allied Workers’ Union, formed about a year ago out of a merger between two unions in Cape Town and Natal, is on the verge of a four-way merger to create a new super union under the banner of the Congress of South African Trade Unions (Cosatu).

But is Gawu moving too fast?

Gawu’s general secretary Desmond Sampson says not.

“We view the current merger talks as a continuation of the 1987 initiative which formed Amalgamated Clothing and Textile Workers’ Union (Actwusa) and from which we were excluded,” he says.

“This is the first opportunity for unity since then and we should not allow it to pass by,”

Referring to the planned merger with Actwusa, the National Union of Leather Workers and the Transvaal Leather and Allied Trades Union, he said: “The benefits of a single union for workers in the clothing, textile and leather sector are tremendous.”

“The basis of trade unionism is solidarity. Should a merger take place workers in these three sectors would be able to take joint action and gain strength from being united.”

“It would mean an end to the rivalry between the unions.”

“In the past, separate campaigns and approaches have been followed by unions in the different sectors. For example, we pursued very different approaches towards the Labour Relations Amendment Act last year.”

Sampson is firm that any merger would have to include the leather sector.

“The leather unions have already agreed to such a merger and we have made it clear to Actwusa that their inclusion is essential.”

“We are still awaiting Actwu’s response but the provisional date for a merger is June.”

“The entire matter is subject to our membership’s decision. At the moment the issue is being discussed in the locals.”

“We hope to receive a mandate from our members at the special congress in Cape Town on April 15 and 16. The workers will decide whether we go ahead.”

“Of course, there will be problems as well as benefits involved in such a merger. Actwusa and Gawu have very different histories and approaches.”

Sampson believes in what he terms a "holistic approach.”

“The issues that concern workers extend beyond the factory floor.”

“Workers are part of the community. A trade union cannot stand apart from those problems.”

Also to be decided at the April congress is the union’s relationship to Cosatu.

Gawu representatives last year attended local meetings and were part of Actwusa’s delegation at other levels of the federation. Actwusa is already a Cosatu affiliate.

Sampson says Gawu members are discussing the issue.

“We feel our members are ready to join Cosatu. If the merger does not go ahead, we might apply for affiliation anyway. We are not prepared to be inbred into a merger.”

In just over a year, the Garment and Allied Workers’ Union has moved from a conservative union to seeking membership of the country’s biggest and most militant trade union federation.

CHIARA CARTER asked union general secretary Desmond Sampson whether the union was not moving too fast.

Paving way for unity.

P.T.O.
PSA calls for 43% senior pay gap to be narrowed

Own Correspondent
PRETORIA — The Public Servants' Association wants the big salary pay gap between directors-general and their deputies and other senior civil servants to be narrowed.

In its official organ — the Public Servant — the PSA says that before occupational differentiation in 1983, the salary difference between deputy director and a director was a mere 7%. In 1984 the gap widened to 21%, and after the latest revision of management scale on salaries it increased to between 27% and 43%.

And it claims its investigation has shown that deputy directors are between 20% and 60% behind competitive market-related sectors in remuneration.

This "serious disparity" was bound to lead to increased resignations.

The salary adjustments for senior personnel would have to be given the highest priority possible during the new financial year.

The gap was even more impressive when deputy directors' exclusion from the motor car finance scheme and having a salary scale instead of a fixed annual salary were taken into account.
Health workers go national

A NEW national organisation for health workers is being launched in Johannesburg next month.

The organisation, to be called the South African Health Workers Congress (SAHWCO), is an amalgamation of the Health Workers Association (HWA) and the Health Workers Organisation (HWO).

"The organisation will aim to address the problems faced by health workers throughout the country as a result of the implementation of apartheid in health care," said a spokesperson for the HWA.

The organisation will be committed to "people's health" and will work closely with the community.

It also intends to work closely with unions organising health workers such as the National Education Health and Allied Workers' Union.

"We see our roles as complementary. While the unions will be addressing more narrowly defined shopfloor issues, we will be looking at health care from a socio-political perspective," said the spokesperson.

Students

You have a room to spare to offer both lodging, please phone the Student office on 650-3533 3536 between and 4:00 pm.
Union dispute rages on

BY LEN MASEKO

Workers' strike and showdown. 700 workers took strike action. By LEN MASEKO

THE dispute between the Sotho Africa Black Movement and Allied

Soweto, Friday, 7th February, 1969.5

Page 5
MARITZBURG. — Two members of the United Workers' Union of South Africa, including a regional recruiting officer, were yesterday permanently restrained by the Supreme Court from assaulting, threatening or intimidating Cosatu workers at a coal mine near Vryheid.

The Judge President of Natal, Mr Justice Howard, gave the ruling after hearing evidence that Uwusa official Mr James Ntombela and his colleague Mr Noyi Sibusi had threatened to kill workers at the Buffalo Valley anthracite Bordex mine in the Swart Umfolosi district if they joined the Cosatu-affiliated National Union of Mineworkers.

Mr Justice Howard ruled that the matter be heard once the roads were clear. — Sapa
Case of a wrong choice of words

Actions speak louder than words, but sometimes a wrong choice of words can lead you down a wrong path.

Take the Clothing, Textile, Garment and Allied Workers' Union.

Association members have employed about 500 workers out of 15,000 involved in this branch of the clothing industry, but last year they lodged an objection to the new industrial council agreement which enabled to blow up a storm with the Garment and Allied Workers' Union.

One of Gawu's proposals to which the CMT people objected was the maternity and paternity benefits which, if given to the union, could lead to greater prominence among employees.

Gawu took this up in their weekly journal Clothes Lane, along with several other points:

"Many of the arguments used by the CMT bosses are to the dignity of workers," said Clothes Lane.

"For example, the CMT Association says they cannot accept the new maternity benefits.

"These benefits are saying that maternity benefits will encourage women workers to sleep around.

"Gawu outrightly reject such claims. We believe that maternity benefits are a right for all women workers.""

Sleeping around

In the latest issue of The CMT Bulletin, an open letter to Gawu says: "Our objection was interpreted by Gawu to mean that we accuse women of sleeping around, we immediately withdraw that statement and apologize for it.

"Any suggestion of that nature would go against the dignity of the workers.

"We are, like the rest of South Africa, concerned that our economic growth is not keeping pace with our population explosion. Again we would like to play a meaningful part with Gawu as an attempt to contribute to the solution.

"Chairman of the association Roy Dallie Vedove said the letter was a response to 'propaganda' in Clothes Lane.

Maturity benefits

He agreed that 'propaganda' had not been a fortunate word to use, but said it had been taken out of context in their overall position on maternity benefits.

"We supported maternity benefits, but for women who are married or in a stable relationship," he said.

"It is a fact of our industry that at any given time about 10 percent of our female employees are pregnant, and we have a high rate of unmarried mothers.

"We are worried about the possible effects that maternity benefits might have, not in the sense that it could encourage promiscuity, but that the birth rate needs to be reduced," said Mr Dallie Vedove.

He said that in Germany, for example, which faced a declining population growth rate, maternity and paternity benefits had been introduced as an incentive to having children.

Smokescreen

But Mr Dallie Vedove said the maternity benefits issue was being used to 'smokescreen' the main issue - what was going to happen to the economy.

"Wages have to be tailored to the parameters of the economy," he said.

Here he was referring to Gawu's claims that the CMT employs "do not want to give workers a decent wage increase.

The open letter declared support for Gawu's living wage campaign as it fit in the benefit of our country's economy as a whole. We have never declared our opposition to it."
PRETORIA — Trade unions were moving closer to each other and were prepared to face management in greater unity than five years ago, SA Boilermakers Society assistant general secretary B F P Oosthuizen said yesterday.

He told the project management conference at the CSIR the old approach of management to divide the labour force and rule was rapidly becoming something of the past.

A different style of management which acknowledged the aspirations of labour would have to emerge if capital projects were to be managed effectively.

The behaviour and attitudes of the work force were unpredictable because neither labour nor management had established a clear cut power base.

Oosthuizen said to assist the two parties the government had amended labour legislation with disastrous results. Now both sides were having difficulty with amendments.

GERALD REILLY

The state had once again shown its partisanship by introducing a piece of legislation that was swinging the pendulum in favour of capital.

A development becoming progressively more disturbing to trade unions was management moves to fragment workers skills into small specialised aspects.

Oosthuizen said employers were simply training workers in one aspect of a trade for the duration of a contract. Afterwards, they were cast into the wilderness of the semi-employed.

Management and government were alarmed at the reduced number of school leavers willing to become artisans.

The fragmentation of trades and a willingness on the part of employers and government to employ unqualified labour in artisans' jobs left no incentive for young-sters to enter a trade. Labour was also demanding the right to be trained to master technological changes.

DURBAN — Competition between two trade unions to recruit members in the Isithebe area led to attacks on officials and members of the Amalgamated Clothing and Textile Workers Union of South Africa (Actwusa) by officials and members of the United Workers Union of South Africa (Uwusa), it was claimed in the Supreme Court in Durban yesterday.

Mr Justice Broome made an interim order interdicting members of Uwusa from assaulting, molesting, intimidating, threatening or harassing members of Actwusa.

Uwusa is also interdicted from preventing the other union from conducting meetings, and from disrupting the meetings and interfering with the union's lawful activities.

Uwusa must show cause by March 14 why the interim order should not be confirmed.

Elias Bahdza, national organiser of the applicant union, said the two unions were competing in the Isithebe area for members and for the right to represent employees with management.

On February 8 he was holding a meeting with shop stewards in the Isithebe area. The meeting was broken up and he and members of his union were assaulted by officials and members of the other union, he said — Sapa.
Strike at SAB called off

THE prolonged strike at South African Breweries by members of the Food and Allied Workers' Union (Fawu) is over.

The seven week strike ended on Wednesday, but details of the return are still being worked out.

Meanwhile, taverners have resumed selling beer after a two week boycott of the brew by about 1500 taverners in Port Elizabeth and Uitenhage.

National health workers launch

"HEALTH in the Hands of the People" is the theme of the launch of the South African Health Workers' Congress, to be held in Johannesburg on Sunday.

Sister Bernard Ncube and Father Smangaliso Mkhathwa are the guest speakers at the launch, which is being organised jointly by the Health Workers' Association and the Health Workers' Organisation.
Independent unions pull out of summit

Staff Reporter

IN a surprise move, 11 independent trade unions yesterday pulled out of the two-day worker summit amid accusations that invitations had been selective and that they had not been consulted by Cosatu or Nactu.

The withdrawal by the unaffiliated unions came four days after 11 National Council of Trade Unions (Nactu) affiliates broke with a national council policy decision and opted to attend the gathering.

And in a sharp attack on the 11 dissenting Nactu unions, a senior Nactu official yesterday accused the unions' general secretaries of embarking on a "publicity stunt."

"The general secretaries of the unions — not the workers — signed the statement announcing their attendance of the summit. As far as the national council is concerned, no Nactu unions will be attending," Nactu first assistant general secretary Mr Cunningham Ngubane said yesterday.

While Nactu remained committed to the principle of worker unity and a worker summit, it believed that the current summit was premature, he added.

By late yesterday 15 unions affiliated to Cosatu, the 11 Nactu affiliates and about 19 independent unions, together representing more than one million workers, were poised to send a combined total of 700 delegates to the summit.

The gathering, to be held at the University of the Witwatersrand, will focus on workers' responses to the controversial Labour Relations Amendment Act, trade union unity and state oppression, Cosatu said yesterday.

Meanwhile, the 11 unaffiliated unions who have withdrawn said the summit organisers had failed to give certain unions "reasonable time for drawing up mandates" and "failed to reveal the source of funding."

The statement, signed by the general secretaries of Fedcraw, SA Black Municipal and Allied Workers' Union, Zakhazi Transport and Allied Workers' Union and the SA General Workers' Union, said "We suspect that this summit has a hidden agenda determined by the sponsor and has nothing to do with trade unions, let alone workers."

The idea of a worker summit was first mooted by Nactu in 1987. This was strengthened by close co-operation between the federations during last year's three-day stayaway protest at the Labour Relations Amendment Act and ensuing joint negotiations with the Saccola employers group.
Summit a success, says Cosatu
BLACK workers at the United Brewery in Garankuwa are angry about management's failure to take action against the white employee who has allegedly referred to a black colleague as a "kaffir".

Workers told the Sowetan that the black employee was instead persuaded to "make peace" with the white electrician who allegedly called him a kaffir. They said the incident took place three weeks ago at the time when members of the staff were being issued with beer rations.

According to them, the black employee was charged with the issuing of beers. They said trouble started when he refused the white man permission to sign on behalf of a friend who was not present.

They said when the man explained that it was against company regulations to accept beer on behalf of someone else, the white man reacted and allegedly said he was becoming white. "Kaffir, jy raak wit."

Staff members said they were angered by the "racist remark." They said the man in question has on many occasions been summoned to appear before the disciplinary committee because of his attitude towards black people.

Other employees also pointed out that relations between white and black employees were "generally strained." They said most of the whites employed at the factory did not associate with their black colleagues.

They said some have allocated themselves places to sit at the factory's pubs and the canteen.

Mr Mike Hall, the United Brewery's general manager, refused to discuss the matter with the Sowetan. He would not confirm or deny the allegations but stated "such behaviour would not be tolerated by the company. Necessary action will be taken should we find out there has been such an incident."
Summit a success, says Cosatu

Own Correspondent

JOHANNESBURG — A joint committee representing Cosatu, 11 Nactu and about a dozen independent unions has been established to carry on the work of the weekend workers' summit here.

Cosatu president Mr Eliah Barayi said the meeting at Wits University had gone well but he and other leaders declined to divulge further information until a press conference today.

Sources said the meeting had planned no immediate action to oppose disputed sections of the Labour Relations Act. Discussion of other items on the agenda — state repression and building unity — was apparently not completed.

They said certain proposals were made on the act and the committee would discuss these after participating unions had reported back to members.

It is understood these do not include immediate plans for work stoppages like those of last June.

Representatives of the 11 Nactu unions which defied their federation's decision not to attend the summit said they had no regrets.

One said that, as far as working towards greater unity of the labour movement was concerned, the summit, attended by more than 700 delegates, "was only the beginning".

It has, however, caused tension in the labour movement and Nactu has postponed indefinitely a meeting between the two federations.

Nactu sources said the rebellion of the 11 unions was a result of long-standing disagreements between the Africanists, who hold sway at Nactu, and the Black Consciousness (BC) movement.

At last year's congress the BC leadership lost control of Nactu.

The defiance of the unions, all said to have sympathies with the Black Consciousness camp, is believed to be an attempt by the BC to embarrass the Africanists.

Mr Barayi said Nactu and Cosatu differences were nothing compared with the federations' commitment to working-class unity.

"Issues facing all sectors demonstrate clearly the need for workers to act jointly to defend our interests."

Issues he cited were the public-sector wage freeze, Eskom lay-offs, proposed privatization of SATS, anti-living wage policies by employer organisations and companies and the Labour Relations Act.
Unions warn of national strike

JOHANNESBURG — Employers face a national strike if agreement is not reached with trade unions over the Labour Relations Amendment Act.

A warning was sounded yesterday by leaders of about 40 unions with more than a million workers.

ALTERNATIVE

At a Press conference called after decisions were taken by the “workers’ summit” here at the weekend, Cosatu vice-president Mr Chris Dlamini said delegates had recommended workers countrywide to

- Formulate an alternative to the LRA to cover all workers, including those in the agricultural, domestic, forestry and public sectors;
- Revise existing recognition agreements with employers “to circumvent offensive clauses of the LRA’’;
- Find ways of not using the industrial court, “which tends to favour employers”, and
- Submit demands regarding the Act to the SA Consultative Committee on Labour Affairs and individual employers by May 2

DEMANDS

The list of demands would include the right to strike and picket, the right to fair dismissals, the recognition of majority unions and the right to engage in sympathetic strikes. Demands put to the consultative committee during last year’s talks would be included.

Mr Dlamini said workers would “give employers 30 days to respond to our demands and (will) declare a national dispute if employers refuse to make progress in meeting the demands”.

It was possible that a national strike would follow if no solution was found.

“LIBERATION”

In addition, workers and communities would be “mobilised around” the LRA demands and those related to the Living Wage Campaign and the struggle for unemployment benefits for all.

The “summit” also decided that meetings be held involving “all forces that are fighting for liberation” and to continue discussions with the National Council of Trade Unions and non-affiliated unions on the LRA.

“DIVIDE WORKERS”

Delegates to the weekend “summit” felt that the LRA was “intended to divide workers and destroy the labour movement”.

Consultative committee chairman Mr Bobby Godsell said his organisation looked forward to receiving written proposals.
Unions draft new LRA

Own Correspondent

JOHANNESBURG — A committee appointed by the worker summit at the weekend is to coordinate the drafting of a new Labour Relations Act (LRA) to be submitted to major employer groups by May 2 for their consideration.

Union leaders told a media conference that if employers failed to make positive progress towards meeting demands contained in the draft within 30 days of receipt, a national dispute would be declared. This would be followed by a national strike ballot.

All Cosatu affiliates, 11 Nactu and 16 independent unions were listed as having attended the gathering.

It decided the draft LRA should be submitted to the SA Co-ordinating Committee on Labour Affairs (Saccoma) and other employer organisations and individual employers.

The union-initiated draft LRA would extend bargaining rights to public sector, agricultural and domestic employees.

It would also address disputed sections of the LRA including the right to strike, the right to a proper hearing before dismissal, recognition of majority unions, retrenchment procedures and sympathy strikes.

While not happy with the threat of disputes and ballots, Saccoma chairman Mr Bobby Godsell said that to the extent that the statement represented a willingness to return to discussions on labour legislation, Saccoma welcomed it.

"We will approach discussions in a constructive spirit, and hope they come to the table in the same way."
Meeting announced

THE National Union of Steel and Allied Workers will hold a general meeting to discuss various labour issues at the Landium Hotel on Saturday starting at 8am.

Among issues to be discussed will be a report-back on ongoing talks about the Workers' Summit, disputes, forthcoming May Day, medical schemes and the Labour Relations Amendment Act.
Black trade unions and metal industry bosses square again
Many demands are aimed at securing jobs

Metal industry pay talks

Make Siluma
Labour Reporter

Annual negotiations to set 1989 minimum wage rates and improved working conditions for South Africa's 361,000 metal workers commence today, with the industry's employers facing more than 20 demands from 14 trade unions.

Employers are represented by the Steel and Engineering Industries Federation (Seifsa). Although only 3,500 of the industry's 9,000 firms belong to the federation, Seifsa companies employ 70% of all metal workers.

Groupings

The unions fall into two main groupings, the four belonging to the South African council of the International Metalworkers' Federation (IMF) and seven linked to the Confederation of Building and Metal Unions (CMBU). There are three independents.

Wage increase demands submitted to employers range between 17 and 56%. The biggest IMF union, the National Union of Metalworkers (Numsa), has asked for a new minimum rate of R5/hour, while some affiliates have proposed R6.

Demands by the CMBU alliance, representing mainly skilled, white workers, include a raise of 70c/hour at the lowest grade rising to R1.48 at the top.

Many of Numsa's demands are aimed at securing jobs and fighting unemployment. The union seeks a reduction of the working week to 40 hours, without loss of pay. It wants overtime to be limited to a maximum of five hours a week, with the approval of the majority of workers at the affected plant.

It has also made demands regarding the job security of temporary labour, factory closures and resultant retrenchments, as well as severance pay.

Numsa spokesman Mr Alistair Smith said the union's push to secure jobs was linked to job creation. The union believes that the introduction of extra shifts should lead to the employment of additional labour, with former employees being given preference.

“Our proposals are aimed at protecting workers against provisions of the (new) Labour Relations Amendment Act, which makes it easier for employers to get rid of workers,” said Mr Smith.

Having won the right, in terms of the 1988 agreement, to observe June 16 and May 1 as holidays, in exchange for other statutory holidays, Numsa is now demanding the unconditional professional recognition of these days, plus March 21.

Employers have refrained from refusing other annual income tax deductions
Union merger steams ahead

MOVES to form one national union in the clothing and textile industries are moving along at a brisk pace.

In Cape Town last weekend the first high-level substantive talks took place between Garment and Allied Workers' Union (Gawu) and Cosatu affiliate Amalgamated Clothing and Textile Workers' Union (Actwusa) after a series of exploratory discussions which started last year.

A target date of July 1 has been set for the amalgamation and sources from both unions have described the atmosphere as the most promising it has been since the two unions were formed from a series of mergers in 1987.

There are also hopes of including leatherworkers in the national union.

The two unions in that sector, National Union of Leatherworkers and Transvaal Leather and Allied Trades Industrial Union, are close to merging into one national union, but they have not yet made a firm decision either way on joining the Actwusa/Gawu talks.

Since it was formed from a merger between Garment Workers' Union (Western Province) and the Natal-based Garment Workers' Industrial Union, Gawu has been keen to affiliate to Cosatu.

But Cosatu policy is that unions seeking affiliation have to merge with the existing affiliate in their sector. Here Gawu was blocked by tensions between itself and Actwusa hanging over from the days when the Garment Workers' Union was a leading member of Tucsa (Trade Union Council of South Africa) and viewed by the more militant progressive unions as little more than a "benefit society".

Smooth over

But changes in style, content and leadership of Gawu helped smooth these over and open the way to the present merger talks.

Over the past two years Gawu has taken a far stronger position on worker issues than previously. Last year saw the first strikes in the industry for many years and members took part in the June 16 stayaway.

All Gawu locals have given a mandate for affiliation to Cosatu and the national executive committee has set up a national merger committee.

The committee will implement the Gawu merger agreement and work towards forming one union in the garment, textile and leather industries.

"Other tasks are to:

1. Set dates for meetings between the unions' national executive committees.
2. Arrange joint seminars of the leadership of the unions.
3. Set up a committee to draft a constitution for the new national union, and
4. Investigate an agreement on matters such as finance and assets of the unions, a structure, staffing and other organisational matters.

All this will be taken to a special national congress of Gawu on April 15-16 where the merger committee will put forward its proposals on a merger with Actwusa. A merged union involving Gawu and Actwusa would have about 200,000 members, roughly comparable with the National Union of Metalworkers among Cosatu affiliates."
It was decided to discontinue the feedlot because in
the past financial year operations have proved un-
profitable. The increased buying costs of young live-
stock, which needed to gain weight quickly in order
that they be profitable, made the operation unviable.

Added to this were the physical conditions of the
feedlot which was over 17 years old.

Despite a booming beef market the company could
not run the feedlot at a gain.

The feedlot ground had deteriorated. Its location on
a flat land meant that with constant feeding over
the years and the removal of manure, the ground had
begun to slope and the cattle could not reach the
fodder in the troughs.

The costs of relocating the feedlot would be far too
high.

Despite there being no recognition agreement with
the union, officials and workers were informed of the
replacements prior to their effect.

We are still waiting for them to come back with
proposals. We have allowed the workers to stay on
the farm for a period of three months.

The retrenchment procedure, which forms part of
the conditions of service, has been followed to the
letter.

Out of the 40 workers affected by the closure we
have managed to re-absorb 23 As a small producer
the feedlot was only one link in a long chain and
for that reason could not continue to exist.

The union has rejected the retrenchments. It has
pointed out that Terms and Conditions of Em-
ployment introduced by Amfarms in 1984 stated that
endeavours "to avoid the need for retrenchment by con-
sidering alternative measures" shall be made.

The union believes the measures taken were dra-
tic.

Beside the 18 farms owned by Amfarms in the
Transvaal, Free State and Natal there were three
other companies which had substantial shares in the
AAC.

If the 17 employees could not be given work at the
18 farms they could be absorbed by either Anglo
American Industrial Corporation, Vereeniging Es-
tates Ltd/Amcoal or Rand Selection Corporation Ltd.

Arguments by the company that the feedlot work-
ers were agriculturally based and had no skills re-
quired by industry have been rejected.

We believe that management is holding on to
scraped influx control legislation which curtailed
farmworkers' freedom to move from farm to indus-
try or from rural to urban areas.

Management's claim that it is not responsible for
finding jobs for the workers is a breach of Amfarms
Terms and Conditions of Employment.

Referring to claims that the feedlot has deteriorat-
ed, the union said according to its sources there was
no scientific basis upholding the argument that flat
low conditions could result in animals' weight loss.
Council union in agreement

By Stan Hlophe

The Soweto City Council and the South African Municipal Workers Union (Samwu) have reached agreement on last year’s three month strike by 3500 council employees.

The council said the parties had agreed on the following:
- The council would employ former employees who had existing housing loans for which the council had issued guarantees.
- Former employees who had obtained housing loans before July 20 1988 from a registered financial institution would be appointed at the council’s discretion from March 1 and the council undertook to pay their wages, housing, pension, group funeral scheme, and medical scheme subsidies.
- The council has undertaken not to victimise former employees.
Rygersdal Club may mix membership

By PETER OENNEHY
and DI CAELERS

THE management of Rygersdal Sports Club in Rondebosch, which is run by the whites-only South African Association of Municipal Employees (SAAME), shot itself through the foot yesterday.

At the monthly City Council meeting, Mr. Arthur Wienburg, for Rondebosch, read out a document that had been leaked to him from a Rygersdal sub-committee, concerning the introduction of coloured members to the club.

"Increasing pressure is being brought to bear on our cricket and rugby clubs (to admit members who are not white)," he read.

The sub-committee went on to add that a few selected new (coloured) members should be admitted, but they could pay lesser membership fees because they would not have access to all the facilities.

Club chairman Mr. Fred Hoffman last night denied any knowledge of the document or the council incident, but confirmed that the club had no coloured members.

He said the club constitution did not preclude coloured membership, but that he had set up a sub-committee to investigate the entire issue.

"I cannot say at this stage when they will come back to me with their findings. They're dealing with an explosive issue and it is imperative they do all their homework."

Yesterday's situation arose when the club applied for an exemption from rates for a new building it had erected on the premises it leases from the council.

"I find it totally unpalatable that we should exempt this club from rates," Mr. Wienburg said.

He had written to the club and got a very cordial letter in reply, saying that his questions about the attitude of the club could not be answered at this stage.

Mr. Richard Friedlander, the chairman of the executive committee, said the council had a clear policy that grants would not be made to bodies that were not open to all.

However, exemptions from rates were a different matter if the club were privately owned, it would automatically qualify for the exemption, he said.

He believed it would be wrong to deny them the exemption, particularly since they "seemed to be making some progress."

However, Mr. Frank van der Velde stated the club's actions as "tokenism". It was unacceptable that they should allow coloured people access to the sportsman's bar but not to other bars in the complex, he said.

Mr. Hoffman said coloured members of visiting teams were always cordially treated at Rygersdal and that all guests, regardless of colour, were always entertained in the sportsman's bar.

Every councillor in the room yesterday, except Mr. Friedlander, voted in favour of Mr. Wienburg's amendment which temporarily denied the club its exemption from rates.
Shots hit union offices

BY MATHATHA TSEDU

TWO offices belonging to a trade union and an advice centre were shot at in Louis Trichardt on Thursday night in what officials believe is a wave of right wing attacks on black organisations in the Northern Transvaal town.

Officials of the Black Allied Workers Union of South Africa (Bawusa) and the Mulwef Counselling Centre said two and four shots were fired at their offices respectively, shattering glass doors. They said the incidents had been reported to the police who collected empty cartridges from the scene.

"We view this as intimidation to try and scare us away from our responsibilities to the service of the black community. Our commitment to our work however remains unshaken and we will not be intimidated by this," one official, Mr Macdonald Ntshitenzhe, said.
Workers down tools after colleague killed

The Argus Correspondent
STANDETON — About 800 workers at Anglo American's New Denmark Colliery stopped work after the death of one of their colleagues on a farm.

The man, a member of the National Union of Mineworkers (NUM), was killed at the weekend when members of the union allegedly clashed with members of the United Workers Union of SA (UWUSA).

A NUM spokesman said that such violence could be ended only through a code of conduct between NUM and Anglo, as well as the dismantling of the migrant labour system and its ethnically based compounds.

TWO ARRESTED

Police have arrested two mine employees after the incident.

Following the death, about 40 percent of the mine's workforce refused to work yesterday. Anglo American spokesman Mr Paul Clother said representatives of employees had undertaken to return to work today.
Gawu heads for Mayday showdown

THE Garment and Allied Workers' Union (Gawu) is heading for a showdown with employers over the issue of workers taking off Mayday.

Gawu is seeking an undertaking from employers that they refrain from taking action against the union should agreement over Mayday not be reached at clothing factories in the Western Cape.

In terms of the industrial council agreement, workers do not have May 1 as a paid holiday but the matter is open to negotiation at plant level.

Employers warned Gawu that they reserved the right to take action should they consider the union to have breached the industrial council agreement.

Such action could include suing the union for loss of production.

But Gawu regional secretary Lionel October said the union had no intention of breaking the agreement.
THE PRESIDENT of Uwusa, Mr Jabulani Dlamini, has been expelled from the union, SABC Radio News reports.

The decision was taken at a special meeting at Ulundi, attended by representatives from all five-Natal regions of Uwusa.

The vice president, Mr T M Mdletshe, is to take over as acting president.

In a statement issued at Ulundi, Uwusa said Mr Dlamini had acted in a way inconsistent with the constitution of the union and the interests of the workers. No further details were given.

The meeting also reversed a recent decision by the executive of Uwusa to expel the secretary-general, Mr Dumisani Dladla, and pledged their loyalty to him. — Sapa

Matter of fact

THE South African Police Public Directorate in Pretoria yesterday said a story that appeared in Sowetan on April 5, 1989, under the heading "Two slain by cops" was factually incorrect.

A spokesman for the police said a statement was issued and read that, "On April 4 at about 06h15 members of the SAP went to a house in Zondi. Shots were fired at them with an AK-47 rifle. The members returned fire and hurled a hand-grenade at the house. The bodies of two men, one a trained terrorist, were found. Police investigations are continuing."
'Unholy alliance' in unique case

A COMPLICATED legal battle between a small electronics company and the Electrical and Allied Workers' Trade Union (Eawtu) could have far-reaching implications for the metal sector, South Africa's second-largest industry.

The lawsuit, which has been waged for more than a year, resulted in a Supreme Court hearing last week.

The company, Photocircuit, argued that the Supreme Court should overrule an industrial court finding last year, because it fell outside the jurisdiction of the industrial council and court.

Opposing Photocircuit was an "unholy alliance" of the industrial court, the industrial council and Eawtu.

The case, unprecedented in the industry, stems from Eawtu's first legal strike in the Western Cape last year.

At the time, 11 Photocircuit employees went on strike after an industrial council hearing failed to resolve a dispute over the company's refusal to allow Eawtu stoporder facilities.

The strikers were fired, following which Eawtu applied to the industrial court on the grounds of unfair dismissal.

The court reinstated them with full backpay in terms of Section 43, but the company refused to comply with the ruling.

The court again declared them reinstated, this time in terms of Section 46(9).

The company again refused to comply and instituted proceedings for a review of the industrial court decision on the grounds that the company fell outside the jurisdiction of the industrial council and was not party to the industrial council agreement.

Meanwhile, Eawtu obtained a Supreme Court writ for the company's assets to be attached to cover the workers' pay and benefits.

In court this week, Photocircuit argued that the strike was illegal, because the industrial council agreement contains a clause which states that non-parties to the agreement cannot make trade union deductions.

Consequently, it would be unlawful for the company to agree to provide stoporder facilities.

Eawtu argued that this clause was unlawful since it contradicted the Basic Conditions of Employment Act and the main agreement of the industrial council, both of which state that trade unions' deductions may be made upon presentation of the written authorisation of an employee.

The company also argued that the dispute should have been referred to the industrial court by the industrial council and not Eawtu, which is a party to the dispute.

Legal representatives for the industrial court argued the strike was legal and defended the court's decision.

The council's legal representatives argued that Photocircuit was subject to the industrial council and had been referred to the court in the correct way.

Should the court find in the company's favour, it would seriously hamper unions' attempts to organise in the sector, where many of the companies are small and not party to the industrial agreement.

Almost forgotten in the complex web of argument are the 11 dismissed workers, lending strength to unions' claims that labour relations have been "over-legalised".
Detention focus in wage talks

By CHIARA CARTER
METAL industry employers were asked to take a public stand on detention without trial at the industry's latest round of wage talks this Tuesday.

The Electrical and Allied Workers' Trade Union (Eawwu) presented its demands include the removal of all limits on overtime and a proposal that small businesses be exempt from the provisions of the industrial council agreements on the grounds that these businesses would not be able to survive if they were forced to adhere to the wages and conditions of employment set out in the agreement.

Sesafa also argued that unless small businesses were exempted, they would not become party to the council. This would affect the representativity of the council since the Department of Manpower is trying to block extension of the agreement to non-parties.

Numsa rejected Sesafa's wage proposals and said any concession on this was dependent on concessions on other proposals, especially job security, and an overtime ban.

Numsa agreed to swap June 16, Mayday and Sharpeville Day for other public holidays and that the main agreement be extended beyond its expiry date on the understanding that this would not block unions from taking action.

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The case, unprecedented in the industry, stems from Eawwu's first legal strike in the Western Cape last year.

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The company also argued that the dispute should have been referred to the industrial court by the industrial council and not Eawwu, which is a party to the dispute.

This is conditional on satisfactory negotiations regarding wages.

Sesafa wants fewer restrictions on management. Its demands include the removal of all limits on overtime and a proposal that small businesses be exempt from the provisions of the industrial council agreement on the grounds that these businesses would not be able to survive if they were forced to adhere to the wages and conditions of employment set out in the agreement.

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Union to take up black advancement with bank

ALAN FINE

The Banking, Insurance, Finance and Assurance Workers' Union (Bifawu) plans to make black job advancement a key issue in future relationships with SantamBank, in particular its policy of not employing black tellers or front office clerks.

The Naactu-affiliated union last week signed a recognition agreement with SantamBank, following soon after a similar agreement with Auto & General.

The agreement, which covers about 100 black employees in the Johannesburg area, entitles the union to negotiate on matters like wages, grievances, discipline and retrenchment, a union spokesman said.

SantamBank assistant industrial relations manager Ben Spies confirmed the bank's policy until now excluded the employment of blacks, and males, as tellers. However, Spies added, he expected the attitude towards blacks to change, as the bank "had to move into the future as others, such as Standard and First National, have done".
Workers protest
Red Cross firing

UNION members yesterday picketed in central Johannesburg to protest the dismissal of South African Red Cross Society assistant regional director for Southern Transvaal, Mr Bonang Khumalo.

A spokesman for the National Education, Health and Allied Workers' Union (Nehawu), said the protest was aimed at the 'unfair dismissal' and demanded Mr Khumalo's immediate reinstatement in pickets at the Jeppe and Krus Streets intersection.

The picket had been initiated by Red Cross workers, who "feel strongly" Mr Khumalo's dismissal was related to his efforts to end racial discrimination within the SA Red Cross management structure and policy direction, the spokesman said.

"The SA Red Cross has shown an apathy towards assisting and creating facilities for people in black communities and squatter camps whereas it continues to fund and facilitate projects in white communities," the Nehawu spokesman said.

When contacted yesterday Mr Khumalo told SAPA he had not read the letter of dismissal handed to him on May 2 by his immediate senior - Southern Transvaal regional director, Mr Neil Ross - and as a result did not know the Red Cross' reasons for sacking him.

He was, however, aware of moves to oust him from his job after Mr Ross previously asked him to resign.

Mr Khumalo said there was "a build-up of tension" among the SA Red Cross' black members following his attempts to bring to the national executive's attention the racial imbalances at management and policy-making levels.

The fact that all policy-making was dominated by whites had created dissatisfaction and a morale problem amongst black staff and members.

The SA Red Cross' "poor image" in this regard had led to threats that it could be expelled from the international body of the Red Cross, he said.

He had called on the executive to investigate the SARC's interpretation and implementation of the mandate of the International Red Cross - SAPA.
CRISIS IN RED CROSS

Official's plea for harmony

IT is now up to South African Red Cross workers to outline their proposals for a more representative and racially integrated organisation, says the head of the delegation of the International Committee of the Red Cross for South Africa.

Mr Dominique Dufour said his meeting with 35 community organisers from Red Cross House in Johannesburg on Tuesday had clearly shown that the South African Red Cross (SARC) had hit a crisis.

Last week assistant regional director for the Southern Transvaal branch, Mr Bonga M Khumalo, was dismissed, raising allegations of people to voice their frustrations with attitudinal and structural problems within the organisation.

"But now the second page must be written: People must outline constructive solutions to the situation," said Dufour.

"This is the worst thing," he said. "We must try to make creative and imaginative progress out of this situation."

"As part of the process it was necessary to..."

SOWETAN Reporter

He added: "It must be established between the mainly white leadership of the SARC and black staff."

AWB boss is freed

AWB leader Mr Eugene Terreblanche was acquitted of charges of malicious damage to property and criminal

injury in the Krugersdorp Magistrate's Court yesterday.

Magistrate Mr S W van Niekerk found part...
Nusaw to hold meeting

THE National Union of Steel and Allied Workers is to hold a meeting at Laudium Hotel, Pretoria tomorrow.

The meeting will focus on — among other issues — the workers' summit recently convened by the independent unions, the Congress of South African Trade Unions and所属 affiliates of the National Council of Trade Unions.

Nusaw official, Mr. Edward Makhura said the meeting would also discuss May Day and June 16 commemorations. The meeting starts at 8.30am.

The Federal Council of Retail and Allied Workers has called a meeting of dismissed employees of Mzamo Moleko Enterprises tomorrow. Workers dismissed by the company after participating in a strike last year, are requested to report to the union’s Johannesburg offices at Elmol House, 3rd Floor, 93 Delvers Street.
S.A.'s most exploited workers seek protective legislation.

Workers' rights, despite the laws in place, are often violated. While the laws for waged workers protect them from exploitation, the rights of domestic workers are far less regulated. This has led to a significant gap in protection.

The Workers' Rights Act does not cover domestic workers, leaving them without legal protection. As a result, they are often subjected to unfair conditions and low wages.

Domestic workers, who contribute significantly to the domestic economy, need better protection. The government must take action to ensure that all workers, including domestic workers, are protected by law.

The South African Constitution guarantees workers' rights, but these rights are not adequately enforced in the case of domestic workers. The employers' association must also be held accountable for enforcing these rights.

Domestic workers face challenges such as long hours, poor working conditions, and low wages. They need better wages and conditions to ensure their rights are protected.

The government should amend the Law to include domestic workers, ensuring that they are also protected by law. This will help to create a fair and just society for all workers.
Delegation to face Minister of Manpower

DOMESTICS STEP UP CAMPAIGN FOR LIVING WAGE

Sowetan Correspondent

Sadwu, a 50,000-strong Cosatu-affiliate, has called on all domestic workers and other progressive organisations to support the domestic workers' and farm workers' campaign.

Ms Ngudi said since their first attempt in 1982 to get legislation for domestic workers, conditions of farm and domestic workers were worse.

Rentals and bus fares have gone up, food prices are increasing, education fees and medical fees are escalating, yet the wages of domestic workers still remain below the breadline," she said.

Sadwu is calling for and will present the following demands to the acting Minister of Manpower, Mr Eli Louw:

- A R175 wage for fortnightly paid workers and R80 for weekly paid workers,
- Part-time workers to be paid R250 an hour,
- The abolition of child labour;
- Maternity leave to be given to all domestic workers eight weeks before giving birth and six weeks after giving birth, as well as time off to attend ante-natal clinics,
- Twenty-one working days' paid annual leave after completing 12 months of service, with leave to be taken within four months of the due date.

Sadwu is also calling for legislation that covers the Wage Determination Act, Workman's Compensation Act, the Unemployment Insurance Fund Act, medical aid, benefits, one month's notice on either side, pensions, a written agreement of employment and the rights of all workers to be protected by the Labour Relations Act.
THE Federated Mining Union has submitted wage proposals to two mining houses, demanding 30 percent increases for the current year.

The FMU’s general secretary, Mr Sydney Zimba, said his union submitted to the Samancor-controlled Mool Noof and JCI-owned Rustenburg Platinum mines a week ago. The union is expected to start negotiations with the two companies before the end of this month.

The union’s demands include recognition of March 21, May 1 and June 16 as paid holidays; compassionate leave and holiday leave bonus.

The FMU has further proposed to the JCI management that the two parties also open negotiations on issues such as the death benefit scheme and service increases.

“We have also proposed (to Samancor) that all employees keep their jobs and their rates of pay similar to those they enjoyed before proceeding on leave,” Mr Mzimba said.
Khumalo to go for an arbitration

THE dismissal of Mr. Bongani Khumalo as assistant regional director of the South African Red Cross Society southern Transvaal region, has been referred for arbitration.

This follows a special regional council meeting held last week to discuss Mr Khumalo's fate which ended in a deadlock.

**Tension**

Sources within the society told the *Sowetan* that there was high tension between black and white members of the organisation during the meeting. The black members threatened to walk out of the meeting.

Mr Khumalo was dismissed on May 2 in what has been termed a racist dismissal. He is

By ALIMPHAKI

president of the Henri Dunant Coalition (HDC), a union of volunteers, members and employees of the Red Cross Society. His termination of services sparked off a strike by some of the workers in the southern Transvaal which is still continuing.

Mr Khumalo said he was going to contact his lawyers and the HDC to decide his next step of action.

"I had expected the meeting to absolve me or dismiss me," he said.
Red Cross strike in third week

By Sue Valentine

The dismissal of the Red Cross southern Transvaal assistant regional director, Mr Bongani Khumalo, has been referred for arbitration while a strike by workers at Red Cross House enters its third week.

This follows a special meeting last week in which it is understood heated discussion took place and three council members left the meeting. No decision was taken on whether to support or reject regional director Mr Neil Ross's decision to fire Mr Khumalo.

The Star has it on good authority that during the meeting, one white council member, later followed by two black members, walked out of the discussions.

ATTITUDES

Mr Khumalo said he was taking advice from the Henri Dunant Coalition (a group of volunteers within the South African Red Cross) of which he is president, the International Red Cross and his lawyers.

"The position of the HDC is that the issue should not be a personal one about my dismissal, but rather a matter of principle regarding attitudes within the SARC and its policies," he said.

The National Education Health and Allied Workers Union said it had 48 paid-up members in the Red Cross and all of them were on strike.

Union demands include Mr Khumalo's reinstatement as well as "an end to discrimination", payment of a "living wage" and maternity rights for women workers.
Striking workers at Red Cross House in Johannesburg have been paid only for the days worked this month, leaving many with reductions of up to 80 percent of their wages.

This follows a letter to strikers from southern Transvaal regional director Mr Neil Ross that they would not receive any pay for days not worked.

Workers went on strike three weeks ago following the dismissal of assistant regional director Mr Bongani Khumalo.

A spokesman for the South African Red Cross said workers were still on strike, but "every effort" was being made to resolve the dispute.

The SARCS denied earlier reports that council members had walked out of last week's council meeting in protest. The spokesman said three council members left the meeting early because of prior arrangements.

In a statement, the workers expressed their disappointment at the failure of regional chairman Mr Nigel Carman to meet them on Monday.
‘Racism’ and strike in Red Cross for debate

By Sue Valentine

An extraordinary general meeting of the South African Red Cross Society has been called for June 7 following a request by 31 members of the southern Transvaal region.

This follows heated meetings between Red Cross workers and members of the executive in the region over allegedly racist practices within the organisation and the dismissal of regional assistant director Mr Bongani Khumalo at the end of last month.

A strike by black workers at Red Cross House in Johannesburg is now in its third week, with workers demanding improved wages, maternity benefits and the re-employment of Mr Khumalo.

The issues on the agenda at the extraordinary meeting include discussion on the "desperate financial state of the region".

Also listed on the agenda is the "poor state of labour and human relations throughout the structures of the Southern Transvaal Region among volunteers and employees, especially from the point of view of unfair distribution of resources".

The meeting will be held at the Drysdale—Lewis Centre, Erslaw Road, Saxonwold, at 5.30 pm.

People entitled to attend and vote are members of the society in good standing who are resident in the area of jurisdiction of the region.
Sacked store workers in court bid to get jobs back

Labour Reporter

SIXTY-ONE former employees of Seven-Eleven Superettes, dismissed after a strike in March, have applied to the Industrial Court for reinstatement.

They have alleged that the Hotel, Liquor, Catering and Allied Employees Union tried to negotiate a recognition with the company but the managing director, Mr George Hadjidakas, obstructed this, leading to dissatisfaction and the strike.

In papers before the court the company denies it was unwilling to recognise the union and instead blames the union for delays in negotiation over recognition.

It says the union failed to respond to a request for further details about new members and for other particulars which would have established the union's status and representation.

The dismissed employees claim their dismissal was an unfair labour practice because no disciplinary enquiries were conducted.

They say an attorney acting on Seven-Eleven's behalf gave an undertaking that a deadline for their dismissal would be extended pending discussions.

Seven-Eleven denies this and claims disciplinary enquiries were unnecessary in the circumstances, particularly in view of repeated requests that the employees return to work.

Independent unions seek new alliance

PROPERTY/BUSINESS

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Samwu to hold talks on transfer

THE Cape Provincial Administration (CPA) has agreed to meet with the South African Municipal Workers' Union (Samwu) later this month to discuss the transfer of more than 1,000 CPA employees to the Ikapa council.

This follows an urgent appeal by Samwu for the CPA and Ikapa to meet worker representatives to discuss the positions of the workers, who now fall under local authorities.

The appeal was in response to a CPA ultimatum demanding that workers resign from the CPA by this week — a situation which Samwu warned would lead to chaos.

A Samwu spokesperson said 'high-handed hard-line action' would plunge township municipal services into a crisis similar to that experienced in Soweto last year.

The union assumed the ultimatum had been suspended pending the meeting with the CPA on June 21.

Samwu wants the CPA and Ikapa to negotiate workers' status, job security, wages, conditions of service and other related matters.

The union is not recognized by the CPA.
Miners launch new union

By LEN MASEKO

A GROUP of former members of the National Union of Mineworkers have launched a new union that will recruit its members from the mining industry.

The union is to be called the Mine Workers' Union of Southern Africa (Mwusa), and its founders aim to recruit more than 50,000 members within the next six months.

Mwusa's acting general secretary, Mr. Ishmael Ramonyatsi, said the union was formed by "disgruntled" Num members who felt the Cosatu-affiliate had all but forgotten about thousands of miners dismissed during the 1987 wage strike.

He said some of the dismissed miners were deported to places such as Lesotho after the strike. "Most of those workers are still battling to return to South Africa to look for jobs, but they are not being allowed back to the country because the Government seems to have blacklisted them," he said.

The immediate task facing the union was to negotiate with mine companies to reinstate the dismissed workers, Mr. Ramonyatsi said. The union would focus on about 9,000 miners thought to have lost their jobs in the aftermath of the industrial action.

The union aims — among other things — to:

• To recruit and unite into "a single labour union" all workers employed in the mining industry in the country;

• To negotiate for better wages, health and safety, and terms of conditions of employment through collective bargaining and other lawful means, and

• To establish contact with other unions, for example, "the unpoliticiised" trade unions in the country and abroad.

Mr. Ramonyatsi said: "We will not be supporting any political party or ideology in the country."

Of the relationship between the Num and Mwusa, he said: "We will seek a close working relationship or cooperation with other mine unions including the Num."
THE National Union of Mineworkers has distanced itself from the new mining union formed by its former members

The Num said in a statement that founders of the union, Mineworkers' Union of Southern Africa (Mwusa), were "dissidents" known for "the divisive role they played while members of the union" in the Free State.

"On occasion dissidents — dismissed union organisers or members — have attempted to set up rival groups. They will never pose any threat to the National Union of Mineworkers," the Num said.

Mwusa was launched by a group of former Num members in Welkom a fortnight ago, and its founders aim to recruit more than 50,000 members within the next six months.

Mwusa officials said the union was formed by "disgruntled" Num members who felt the Cosatu-affiliate had all but forgotten about thousands of mineworkers dismissed during the 1987 wage strike.

Interests

The Num said other groups could only serve the interests of individuals, bosses and the Government.

Mwusa's interim executive members are Mr S N Motseki (president), Mr T V Mokhathu (vice-president), Mr Ismael Ramonyatsi (general secretary) and Mr Cham Malefane (national treasurer).
Axed officials form own union

PORT ELIZABETH. — Two former office bearers of the Food and Allied Workers Union in the Eastern Cape have formed their own union after being dismissed by the Fawu national executive council.

Former regional secretary, Elliot Ndzuwana, and former regional chairperson, S Thembele Kaha, announced the formation of the new union last week.

The two were dismissed after they propagated a boycott of the workers' summit held in Johannesburg in February this year.

Fawu's NEC had decided to support the summit but Ndzuwana and Kaha said the Eastern Cape region of Fawu did not want to attend.

Fawu has also suspended some shop stewards in factories where Ndzuwana is influential. The factories are Doluex, Cadburys and Harvestune.

"The rally will give workers the opportunity to decide for themselves what is really happening within Fawu," said Fawu regional treasurer M Mluquza — PZV.
Locked out after stayaway

MORE than 100 workers at Speciality Sea Foods in Hout Bay were locked out when they arrived for work on Monday morning after having taken off June 16.

The workers said they had informed management that they would not be at work but management had refused to pay their wages on Thursday.

They were allowed back onto the factory premises after negotiations between management and the Food and Allied Workers' Union.

Negotiations are still continuing over 120 workers dismissed from Premier Wire in Epping after a June 16 row.

The workers downed tools last Tuesday after management refused their request that June 16 be swapped for October 10, said a spokesperson for the Metal and Electrical Workers' Union of South Africa (Mewusa).

A Premier Wire spokesperson confirmed that management had repeatedly refused the request.

He said that management had met with worker representatives but discussion broke down because the workers refused to resume work.

A Mewusa spokesperson said the union was negotiating with the company for the workers' reinstatement.

Workers had rejected a management offer of "conditional re-employment" she said.

Most employers adopted a "no work, no pay" approach to June 16 as thousands of workers stayed at home.

Among these were 56 000 members of the Garment and Allied Workers' Union, who enjoyed June 16 as a paid holiday for the first time.
Pay showdown looms

THOUSANDS of clothing workers in factories throughout the Western Cape this week discussed proposals for pay hikes of up to 40 percent.

But employers say the demands are too high and will price themselves out of business.

The proposed demands, drawn up by the regional executive committee of the Garment and Allied Workers' Union (Gawu) last week, include wage increases totalling almost R3 million.

Last year, Gawu won the highest ever wage increases in the history of the industry for its 56,000 members in the Western Cape.

However, Cape Clothing Manufacturers Association secretary, Mr. C.E. McCarthy, said the economic situation this year made it difficult for employers to meet high demands.

He described the proposal that the minimum wage be raised to between R170 and R180 for machinists and by R40 and R50 for other workers, as a "hefty increase".

While the association could not respond until final demands were tabled, he doubted if employers would meet the demands.

"I would be surprised if employers see their way clear to paying anything near this amount," he said.

McCarthy warned that the industry faced a "tough year" because of the rising cost of living and that high wages would mean factories might close down.

He said clothing manufacturers were being squeezed between retailers who could not afford to pay high prices for clothes and increases in the cost of raw materials.

High wages were pushing manufacturers out of Cape Town to the homelands and neighbouring states where labor was cheap.

Labor costs also made it difficult for manufacturers to compete with the Far East on the export market.

The proposals include a maternity benefits package, paternity leave, the formation of a national industrial council which would set minimum wages throughout the industry, a 40-hour working week, a 15 percent shift allowance and an annual service bonus of R1 a week for each year.

The executive committee has also proposed that workers demand Mayday and Sharpeville Day as paid holidays.

Final demands and a Living Wage campaign programme of action will be drawn up at a crucial shop stewards' meeting this Saturday.

The demands, together with the high cost of living, will be discussed at a Gawu mass meeting at the Goodwood showgrounds next month.
PSL facing tough report

The widespread network that keeps me supplied with information isn’t probably not supposed to have been crammed with another winner — a management report on the Public Servants League (PSL).

The report’s findings draw a picture of what is almost a classic model of the bureaucratic style of unions.

The league has been around for more than 20 years and claims about 80 000 members in the mould of member administration, mostly in the lower grades of the service.

Like other staff organisations in the state arena it has often been criticised for not playing a more assertive role in representing member interests and in recent years has been subjected to internal strains and rumblings, especially since more forceful unions have started recruiting members among state employees.

At Groote Schuur, one of the larger branches, the league is also being “white-acted” by the National Education, Health, and Allied Workers’ Union, a Congress affiliate whose members played a major role in the industrial action last year.

The consultants’ report set out to identify the major problems facing the PSL, analyse its cause and recommend possible solutions.

Although it warns that the material should be viewed in conjunction with comments made at discussions, without which incorrect conclusions could be drawn, it all seems fairly basic.

For a start, the league has about 28 000 paid-up members, or about 25 percent of potential membership which the report concludes is due to ineffective recruitment.

The consultants’ findings on the PSL’s mission and goals are that it has unrealistic constitutional objectives, diverse views about social goals and no formal development of functional goals in support of its mission, and concludes that achievement of its objectives is impossible.

Findings on strategy are that there has been little formal long-term strategic planning, its constitutional goals have not been translated into short-term operating goals, poor marketing of benefits to members with the majority of membership being based on insurance benefits, and slow adaptation to changes in the labour legislation environment.

They found the PSL’s structure was too heavy and inappropriate with poor management control systems. The management information system was undeveloped, financial administration system incomplete and control of expenditure insufficient.

When it comes to bargaining power, the report found that the PSL had “sub-optimal” power, a result of its low percentage representation, low public profile, direct involvement of its decision-maker in negotiators and restrictive legislation.

Steps have, however, been set in motion to eliminate some of the maladies and start a five-year plan which includes “significant progress towards a public service collective bargaining system similar to that provided by the Labour Relations Act.”
Public service to ask for 15% rise

JOHANNESBURG — The board of directors of the Public Servants' Association of South Africa (PSA) has resolved to submit urgent representations to the government for a general salary adjustment of 15% as well as for the voting of additional funds for "occupational differentiation".

This was resolved at a meeting, a press statement from PSA said yesterday.

Representations will, simultaneously, be submitted for the adjustment of civil pensions. The average annuity of a pensioned member of the government service pension fund is presently R15 679 per annum, and that of widows, R8 306 per annum.

According to the statement the real value of the annuity of civil pensioners on June 1, 1969, was as follows:

- Retirements from 1965 to 1973, 61.9% to 89.2%.
- Retirements from July 1973 to end of 1975, 51% to 87.5%.
- Retirements from 1976 to 1985, 58.7% to 70.4%.

"In addition to a 12% adjustment which was granted on November 4, 1968, SATS staff will receive a further salary adjustment of 15% effective from July 1, 1969," said PSA general manager Mr. Hans Olivier.

Sapa
City's workers get pay hike

ALL 4,200 South African Association of Municipal Employees (SAAME) members employed by the Cape Town City Council receive 15% pay increases from today.

Mr. Jack Bondietti, secretary of the Cape Town branch of SAAME, confirmed the across-the-board increases come into effect today.

He said it had been granted as a result of a recent industrial court judgment.
Fire Rammala
says union

THE executive committee of a trade union representing employees of the Atteridgeville City Council yesterday received a mandate to lay criminal charges against the town clerk, Mr Solly Rammala.

At a special meeting yesterday the workers - all members of the Transvaal Association of Employees of Black Local Authorities - filed a petition calling on the council to dismiss Rammala because "we will never be able to work with him again."

The workers said that the only course open to the council was to dismiss Rammala "on grounds that he is incompatible with a substantial number of employees and that he will not be able to do further work for the council effectively or at all."

The trade union also rejected the findings of Mr Justice Hiemstra, a retired judge who acquitted Rammala on 12 counts of irregularities last week.

They also rejected Judge Hiemstra's re-

mandate in his judgment that "Taebla emerges very poorly from this inquiry."

The union lashed out at Hiemstra and accused him of casting Taebla in a bad light. They stressed that the charges against Rammala were laid by the council and not Taebla. Council officials who testified at the inquiry did so as council workers and not as members of Taebla, a spokesman for the union said.

Mandate

Hundreds of employees who attended yesterday's meeting gave a mandate to the union's executive committee to lay charges against the town clerk as soon as possible. The type of charges to be laid against Rammala were not spelt out at the meeting. A spokesman for Taebla said they had already sought legal advice on the matter and only needed a mandate from the employees to act.

(See page 5)
Visit to the loo

heavy burden

By MATHATHA TSEDU

EMPLOYEES and customers at Soutpansberg Panelbeaters in Louis Trichardt have to carry a car wheel rim each time they visit the toilet, it was confirmed yesterday.

This is because the toilet key has since last week been attached to the rim to discourage workers from frequenting the loo, according to workers.

The workers say the manager complained about time wasted by workers who visited the toilet before the introduction of the rim. “Now we have to carry the rim each time we go to the toilet. It is very embarrassing and it is only for the toilet used by blacks,” one worker said.

The manager of the company was not in when Sowetan phoned. The assistant manager, Mr. Brown Naudé, confirmed that the toilet key for the workers was attached to the rim. He however said this was done “in the interest of the workers to stop them from stealing from each other.”

Naudé said the workers’ changeroom was attached to the toilet and people who went to the toilet were able to steal other people’s property.

“Now anyone going to the toilet has to carry the rim. That way every one can see who went to the toilet. Even customers have to carry the rim,” he said, denying that it had anything to do with cutting down visits to the loo.

Workers, contacted after speaking to Naudé, denied that there had been a theft problem. They said only black customers carried the rim as they had to use the toilet for the black workers.
Break-up threat to printers council

By DICK USTER
Labour Reporter

ASSETS of three-sixth the National Industrial Council of the Printing and Newspaper Industry of South Africa are involved in the impending break-up of the council, according to a council spokesman.

The dissolution of the council, the oldest in South Africa, means the entire centralised system of industry-wide bargaining over wages and working conditions for nearly 50 000 employees is at stake.

Notice of withdrawal given by the South African Printing and Allied Industries Federation, the largest employer body on the council, has triggered the possible dissolution. Its notice is effective from December 31.

Other council members are the Newspaper Press Union (NPU), the employer body in the newspaper sector, and the South African Typographical Union (Satu).

A second employee organisation, the Paper, Printing, Wood and Allied Workers' Union (Ppwau), an affiliate of the Congress of South African Trade Unions, has declared a dispute with the federation over its withdrawal from the council.

Ppwau, which claims about 10 000 members, of whom about 5 000 are employed in the printing and packaging sector, made an unsuccessful application for council membership earlier this year.

The federation has denied that its intention to withdraw from the Industrial Council is linked to Ppwau's application.

The union disputes this and claims the printing federation is withdrawing as it wishes to become more profit-oriented and finds the council ineffective in resolving disputes.

The printing federation's withdrawal makes the demise of the council almost certain.

The registrar must cancel its registration if one or more parties withdraw — and the council must give reasons why it should not be dissolved.

Mr. John Nuttall, president of the NPU, said newspaper employers did not intend to resign or withdraw from the council.

He said the NPU supported orderly labour relations in the industry: "The impact of Ppwau on the industry does not concern us unduly because employers in the English-language groups have been negotiating in a multi-union situation for some years," he said.
Gawu all set for wage talks

GARMENT workers last week submitted final proposals to Cape clothing manufacturers for annual industrial council wage negotiations due to begin later this month.

The Garment and Allied Workers' Union (Gawu), which represents more than 54,000 workers in the Western Cape, is demanding that machinists' wages be hiked to R190 a week and that other workers' wages go up by R60.

The union, in its motivation to employers, said that garment workers' wages continue to be significantly below the poverty datum line.

Gawu also claimed that the real value of machinists' wages has declined and that wages have not matched the rise in employers' profits and the greater amount of goods produced.

The union also proposed an annual service bonus of R1 per year of service, a 40-hour working week for all workers, an extra five days' annual leave and a 15 percent shift allowance.

In a first for the garment industry, Gawu has joined a growing number of trade unions which have demanded paternity leave for their members.

In addition to demanding maternity benefits for workers who have more than one year's service, the union is proposing that employers grant 10 days' paid paternity leave.

Another first is a proposal for a R5 weekly travelling allowance to cover escalating public transport costs.

The union will meet with representatives of the Cape Clothing Manufacturers' Association later this week to work out the procedure for the negotiations.
Union's talks with mine bosses continue tomorrow

Wage negotiations between Federated Mining Union (FMU) and the JCI owned Rustenburg Platinum Mines Ltd will resume tomorrow after the union has consulted its members.

Responding to an article in The Star yesterday FMU's general secretary, Mr Sidney Zimba, said the parties had agreed to meet "to get the union's response" to the wage offer made by the company at last week's negotiations. He said the article gave the impression that the negotiations were over and that the union was satisfied.

Last week, the company had made an offer to increase its workers' wages by 16.12 percent for the bottom rate and 13.73 percent for the top rate. This was in response to the FMU's original demand of 30 percent.

The company also offered six days compassionate leave a year for purposes of illness or death as well as granting May 1 as a public holiday. But it was reluctant to move on risk allowances and travelling allowances.
COUNCIL SLAPS
BAN ON PHONING

ABOUT 800 employees of the Daveyton Town Council on the East Rand are on a go-slow strike following a ban on them using the council's telephones.

The workers also claim they have to get permission before leaving the council's premises even during the lunch break.

These new rules were introduced on Monday.

The strike started on Tuesday after a white council official had allegedly told the workers they had to get permission to make business or private telephone calls.

The acting town clerk, Mr R Coetzee, yesterday confirmed workers were barred from using the council's telephones as from Monday.

"In the past months the council's telephone bill was very high. We had to cut our costs and to achieve this, workers had to be stopped from making private calls," said Coetzee.

**Strike**

They were only allowed to make business calls and these had to be approved by the council.

Workers said the strike would continue until their demands for better working conditions were met. They said a delegation would be meeting the council soon to discuss their grievances.
Union settles wage negotiations

Own Correspondent

Johannesburg — Friday's 10.2% to 18.5% metal industry wage settlement, following a week after the NUM/Chamber of Mines agreement, marks this year as the first since 1968 that SA's two major sets of negotiations have been resolved without resort to industrial action.

And, said Confederation of Metal and Building Unions (CMBU) chief Ben Nicholson yesterday, this is the first time in a decade that every union party to the metal industrial council has accepted the settlement.

This, he said, represented a new maturity on the part of unions and an acceptance by Seifsa that employers can no longer take a "take it or leave it" approach to wage bargaining.

Seifsa said the large number of trade union groupings with divergent and sometimes conflicting demands complicated the talks.

Even so, a spokesman added, the negotiations were conducted in good faith on both sides and had, in the main, been approached in a mature and responsible manner.

The public holidays issue, which held up settlement for two weeks because of differences between white and black unions, was resolved with agreement that May 1, Workers' Day and June 16 should all be treated as public holidays.

This aspect of the settlement has been drawn up as a separate common law agreement between the parties.

It will not form part of the official agreement to be gazetted by the Manpower Department because of government's refusal to recognise the unofficial, though de facto, May 1 and June 16 commemoration days as paid holidays.

It was also agreed that the council should make representations to government to revise the Public Holidays Act generally and, specifically, to introduce May 1 and June 16 as public holidays.

Hourly wage increases, to be implemented from July 1, range from 50c for labourers to R1.11 for artisans, raising the minimum rates to R3.56 and R8.31 respectively.

Some further adjustments were made to eliminate anomalies in certain rates on the wage curve.

The industry's sick pay fund would be substantially restructured and sick leave provisions would be extended. The employer body also agreed to speed up payment of benefits under the fund to employees injured on duty.

Shift allowances for the afternoon shift are to be increased from 6% to 7.5% and from 12% to 15% for the evening shift.

Finally, it was agreed in principle to convert the industry's pension fund to a flexible benefit fund, the fund's board of management will attempt to finalize the details of these changes by November 30.
WIN A TAXIBUS

Nelson Mandela
Long Live Comrade Mandela

Negotiations
Bitlewa rejection
Settlement

Report
Acknowledged

The name might be missing, but the number is 4900. Enjoy and enter the
name competition to win tomorrow's "TAXIBUS"

Picture shows the new model of the new taxibus, which is expected to be a big success in the area.

Boards are placed around the area with information about the competition.

BY MOXADAL PEEL

Sowetu 18/9/91

THE BANK

By the way, the name of the competition is "TAXIBUS". The prize is a free ride for one year.
By AUDREY D’ANGELO
Financial Editor
CAPE-BASED Macadamia Bakeries Supplies Holdings — which started manufacturing only three years ago — expects to export nearly R4m worth of equipment to Europe, the Far East and some other countries in the current financial year.

MD Raimund Pouhart says it has helped to revolutionise SA eating habits by providing "hot-bread shops" and mixes, which enable comparatively unskilled bakers in supermarkets and corner cafes to provide products formerly made only by skilled immigrants, who are no longer coming to SA.

Customers and business associates from other parts of the world, and from all over SA, came to see the Macadamia group in its new headquarters and factory in Blackheath at an open day yesterday.

Macadamia and its catering equipment manufacturing company Aloe, which until then had occupied separate premises in Salt River and Epping, both moved into the former Leyland factory in May.

The group bought and refurbished the property, which includes more than 6 ha of land, for R4,2m.

Financial director Kevin McEvoy said it moved in during a period including two public holidays and as a result only one week's production was lost.

Now Macadamia bakery equipment and Aloe catering equipment are both manufactured in a fully integrated 6,000 m² workshop, although the showrooms are separate.

"It was easy to integrate them because they are all made of stainless steel and food-orientated," said Pouhart.

Highly sophisticated computorised equipment is used "because we are competing with European manufacturers and must be as well equipped as they are to do so successfully."

But skilled craftsmen are needed in the machine shop and for welding and assembly. Since they are not readily available in SA the company trains its own. There is a high drop-out rate — only about 15% complete the course successfully.

Although the group's main domestic market is in the Transvaal, which means high transport costs from the Cape, Pouhart says there is no question of starting a manufacturing operation on the Reef.

Explaining that Macadamia was formerly a distributor of imported bakery equipment including ovens bought mainly from Sweden, he said it went into import replacement manufacture when it became obvious that supplies were endangered.

It was decided to manufacture in the Cape because of a readily available and stable workforce, and the group's increasing export activities made it desirable to be near a port.

McEvoy said Aloe Catering had entered the export market for the first time last year with an order "in excess of R1m."

The bakery operation had been active in the export market for some time, exporting to Europe and the Far East and some countries which we prefer not to name."

He expected the group to achieve exports "approaching R4m this year.

Export and marketing manager Mike Clausen said that although the group had originally manufactured under licence its now designed products which African countries found more suitable than some made for use in Europe.

Aloe Catering now imports only 10% of the goods it sells.

"We make as much as we can but there are some items for which the SA market is too small to make it economic to manufacture them ourselves," said Clausen.

The bakery division imports about 40% of its products, mainly intricate machinery, but exports ovens.

Belgian-born Pouhart, who has masterminded the switch into manufacturing and the entry into the export market, comes from a family of bakers whose connection with the trade goes back at least three generations.

His father was disappointed when he switched from baking to become a salesman for a German firm manufacturing bakery equipment.

He says he is a self-taught businessman. But the group's turnover has risen from R10m in 1984 to R41,9m in the past financial year.

Net income before tax was R1,2m last year compared with R1m the previous year, and the group moved to the main board of the JSE from the DCM.

But Pouhart and McEvoy say the group is concentrating on improving profit margins this year. A combination of higher tax and increasing pressure on margins — partly due to rising costs of raw materials — reduced attributable profit last year to R611 000 from R919 000 in 1983.

Pouhart and McEvoy say rationalisation of their sales operations in Durban and Johannesburg, and greater selectivity in domestic business, will improve margins this year.

"We have adjusted our thinking from importing to manufacture", said Pouhart.

"We have spent the last three years finding our feet and building up the right management team. Now we are going to see growth in our company."

The chairman of the Shareholders Association of SA, Issy Goldberg, who was among yesterday's visitors, said "This is the most under-rated company in the Cape."
CF men organise 'trade union'

Defence Correspondent

FOR the first time in South African military history, officers of the Defence Force's 450,000-odd Citizen and Commando Forces -- which make up 80% of the SADF's manpower -- are to have their own "trade union".

In just 45 minutes on Thursday evening, a group of CCF officers meeting in Johannesburg resolved to form a reserve officers' association, agreed on aims and objectives and formed a steering committee composed of senior serving part-time soldiers.

The committee -- Colonel W McIntosh of the South African Medical Service (chairman), Colonel P J Joubert, Colonel G W Snellling, Commandant G Steyn and Commandant M E Rightford (secretary) -- was given a mandate to work out a constitution and define the agreed aims and objectives.

The stated purpose of the proposed body will be to meet a need for harnessing the part-time force's energy and wide spectrum of expertise for the benefit of all men and women serving in uniform.

NATO

The body will be similar to the large and influential reserve officers' associations which exist in Europe and the United States, some dating back to the 1930s.

In Europe the NATO countries, with a total of about 4.5 million reservists, have an umbrella organisation called the Inter-Allied Confederation of Reserve Officers with a membership of more than 800,000.

In South Africa a reserve officers' association would have tens of thousands of potential members, many of them holding influential positions in commerce, industry, public life and the civil service.

It is expected that when the new body is formed it will liaise continuously with the SADF's command structure, making recommendations based on practical experience and highlighting any organisational or managerial deficiencies.

In a recent interview in the independent military-affairs magazine Armed Forces, the Chief of the Army, Lieutenant-General A J Liebenberg, said a reserve officers' association would have his support if it enhanced the effectiveness and image of the CCF.
3000 ON STRIKE IN MAMELODI

ABOUT 3000 Mamelodi City Council employees yesterday went on strike demanding a 15 percent across the board salary increase.

A spokesman for the workers said the 15 percent increase was to have been paid in January following an agreement between the council and the workers' trade union.

The increase was only paid out to senior officials including heads of departments, the spokesman added.

The majority of strikers are members of the Transvaal Association of Employees of Black Local Authorities (TAEBLA).

Mr Zikhali Ndizzi, the mayor of Mamelodi, yesterday confirmed the strike, but blamed the employees for not bringing their grievances to his attention before going on strike.

"The workers forget that they are supposed to serve the interest of the community. The correct procedure was for them to first inform me about their grievances which I am prepared to investigate," Ndizzi said.

Ndizzi said the council would "hold an urgent meeting to discuss the strike."
Wage strike over

SCORES of Mamelodi City Council employees who downed tools on Monday over a wage dispute returned to work yesterday after the council agreed to meet their demands.

A spokesman for the Transvaal Association of Employees of Black Local Authorities (TAEBLA) yesterday said the council had agreed to pay increases which should have been paid in 1987 when the council moved from grade 8 to grade 9 days.

The council, after a lengthy meeting with executive members of TAEBLA on Monday, also agreed to pay a general increment of 15 percent at the end of next month. This increase will be paid retrospectively to January this year.

A spokesman for the council yesterday said workers resumed work after the council agreed to pay out the increases which were described as "long overdue" by the workers. The spokesman said the council resolved in April this year to pay the 15 percent general increase.

"We were just waiting for the date to implement the increase," he added. "That the 1987 increases would vary from person to person because these were actually salary adjustments."
Locked Out

By CHIARA CARTER

INTERNATIONAL support is being sought for more than 500 workers who were left standing outside the gates of a Retreat electronics factory this week after a lockout by management.

Workers at the factory, which is part of the British subsidiary Plessey SA, have been warned that they will be dismissed if they do not accept the company's wage offer by August 8.

The lockout is legal in terms of the Labour Relations Amendment Act, since the company declared a dispute with the Electrical and Allied Workers' Trade Union (EAWTU) over the union's refusal to accept the company's wage offer.

EAWTU spokesperson Brian Williams said the workers had been promised assistance by the British labour movement which opposed the use of apartheid legislation by British multinationals.

The workers claimed the lockout represented a bid by management to "break the union". They also claimed management had adopted an "aggressive approach" from the outset of the wage talks.

This was denied by a Plessey spokesperson, who said half the workforce had returned to work.

The company has offered workers the 17 percent increase negotiated by the industrial council.

Management has also agreed to a 44-hour working week with working hours reduced by another hour from January next year.

A pamphlet distributed to workers, the company claimed, had the best record of wages and working conditions in the industry.

Doubled profits

Williams rejected this as being like "competing apples and pears".

"The company is making record profits and workers want a share in these profits," he said.

"For the past four years there have been plant level negotiations and the settlement has always been significantly higher than that of the industrial council.

"Plessey SA, whose profits increased by 11.8 percent last year, has doubled its profits in the last four years.

"A senior shop steward at the plant said workers were especially angry that people in managerial positions had received an additional R156 000 in bonuses and that a "huge amount" was spent earlier this year on a banquet in Johannesburg to celebrate the company's 25th year in business.

Meanwhile, workers at another multinational are continuing with a marathon nationwide strike over wages.

About 2 500 workers at Evertte, a cement-manufacturing company which is part of a Swiss multinational, have been on strike for more than 10 weeks.

The workers, who are mostly contract labourers, have dropped their demands to 85 cents an hour. Management is holding out for 50 cents.

Part of the crowd at the anti-LRAA rally at Shareworld in Johannesburg
Public servants ask for wage increases

Own Correspondent

PRETORIA — A Public Servants' Association delegation came away from a meeting yesterday with Minister of Administration Dr Dawie de Villiers with little more than vague promises.

Dr De Villiers told the delegation it would "probably" not be possible to grant general salary increases in the service during the current financial year.

Public sector workers got their last increase in January — 15% across the board.

Dr De Villiers said, however, that specific occupational adjustments would be within the financial capabilities of government.

PSA president Mr Colin Cameron said Dr De Villiers was asked for a 15% general salary increase in the current financial year.

Salary increases were the order of the day in the private sector and the gap between the two sectors was widening. The general salary rise in January had helped stem the exodus of well-trained personnel but resignations were again on the increase.
Pull-out of union threatens workers' pensions

Own Correspondent

JOHANNESBURG — The withdrawal of the SA Printing and Allied Inductive Council later this year to dissolve the council and force the liquidation of its R750-million employees' retirement fund, was announced yesterday.

The federation, along with the industry's other major employer body, the Newspaper Press Union, and the SA Typographical Union (Satu), which represents workers, are planning an alternative vehicle for their members' substantial retirement savings.

A council spokesman said he was receiving calls daily from members who were concerned about their investments in the fund.

The federation's executive director, Mr. Chris Sym, said he was meeting pension consultants on August 7 and was confident a solution would be found soon.

Satu's general secretary, Mr. Martin Dewey, said the move was based on the federation's decision to dissolve the council.

"People will not lose their stake in the fund if it is not paid off now," said Mr. Sym.

"However, about 60% of our members do not have alternative benefit schemes and we have to consider whether to set up a new fund for the benefit of members."

The pension fund is managed by Old Mutual, Sanlam and UAL. Old Mutual assistant general manager employee benefits Mr. Hank Beets said the council had two alternatives once the fund was liquidated.

Either its employer members could set up their own schemes for employers, or the federation could decide to opt for a union-managed fund.

Jani has the AWB boss taped

Staff Reporter

CELEBRITY columnist Ms Jani Allan in London to escape the consequences of transcripts of telephone messages allegedly left for her by AWB leader Mr. Eugene Terre'Blanche.

The messages pleading for contact — published yesterday in the Sunday Times — had been left on answering machine in Ms Allan's Sandton flat over the past few months.

Ms Allan was sent to London by the Sunday Times last week and was quoted on Saturday in the London Daily Mail as saying she was in the city to avoid "the possible consequences of the tapes."

"I have been under the most incredible stress the past few months. I only hope I haven't left a trouble behind only to walk into even more."

Ms Allan said in the Sunday Times that she had released the tapes because Mr. Terre'Blanche had said she had so pestered him that he had instructed his receptionist not to put through her calls.

Further claims by Mr. Terre'Blanche that Ms Allan had begged him to keep their relationship were made in an interview published in the newspaper Rapport yesterday.

The AWB leader's wife, Mrs. Marta Terre'Blanche, was quoted as warning Ms Allan to stay away from her husband.

But contrary to such statements, Ms Allan in her interview, "it was he who kept calling me at all hours of the day.

The calls had started soon after last December's Paardekraal Monument incident — which resulted in Mr. Terre'Blanche's being charged with and later acquitted of unlawful damage to public property — and had continued until the middle of June.

Extracts from the tapes include: "You were a muchacho. Please come back. You wanna kill me?"

"Call me back. Please in God's name, call me back."

And "I'm still at my office waiting for you to call me back. Oh God, I'm dying (deep sigh)."

Another message goes: "I wanted you to call, Jani Allan. Won't you please phone me now? PLEASE phone me. I'm at home. Bye."

In one call, Mr. Terre'Blanche threatened to visit the columnist, "Jani, it's me. Please, please, speak to me. If you don't pick up this phone, I'll have to come to you right now."

Two weeks ago, Ms Allan disclosed in another article that Mr. Terre'Blanche had fallen asleep in the passage outside her apartment after she had ignored his pleas to be admitted after midnight on June 26.

The report suggested Mr. Terre'Blanche might not have been sober.

"He visited the apartment complex several times," she said.

Mr. Terre'Blanche, in an interview published in the Citizen newspaper last week, denied he had slept on Ms Allan's doorstep and was quoted as saying "Ms Allan has never refused to open her door for me."
Satu loses closed-shop privileges

Own Correspondent

JOHANNESBURG. — Nearly 40,000 printing, packaging and newspaper industry workers will have to find new methods of protecting their minimum standards of wages and working conditions, and the SA Typographical Union (Satu) is to lose its closed-shop privileges.

These will be among the further consequences of the collapse of the industry’s industrial council, which has prompted employers and unions to seek ways of preserving the benefit funds administered by the council.

The council, established in 1919, is SA’s oldest. But, said SA Printing and Allied Industries Federation (SAPAIF) director Mr Chris Sykes, it had become inappropriate in today’s environment and was no longer able to play its role of maintaining industrial peace.

The council’s pending collapse was sparked by the withdrawal of the SAPAIF, which represents 1,300 of the industry’s 1,600 employers.
Strikers in Kempton get ultimatum

By Abel Mabelane, East Rand Bureau

The 1,200 striking Kempton Park municipal workers served with an ultimatum to return to work today or face dismissal have appealed to Cosatu for help.

The workers have no union to represent their interests. They pulled out of the SA Black Municipal Workers' Union about two years ago.

The workforce of 1,200 (not 12,000 as reported yesterday) went on strike on Monday in protest at what they termed insufficient salary increases.

They claimed the council had promised them a 20 percent increase but gave them less.

Yesterday, the workers were given an ultimatum to report for duty at 7 am today or face dismissal.

Kempton Park town clerk Mr. H. Muller denied the council promised the employees a 20 percent across-the-board increase.

Shopkeepers said refuse had not been collected since Monday. Several expressed fears that the strike, if it continued, could affect their businesses adversely.
Workers defy 'apartheid' beach bylaw

OWN CORRESPONDENT
DURBAN — City Council workers here, including beach inspectors and lifeguards, yesterday voted not to enforce apartheid bylaws on city beaches.

The Durban Integrated Municipal Employees' Society (DIMES), in a decision that directly defies a council bylaw, called it "immoral and reprehensible".

DIMES president Mr Nad Nurugan also proposed that other Natal coastal towns dissociate themselves from Durban unless the beach apartheid laws are repealed. This was adopted unanimously.

Mr Nurugan said many DIMES members were beach inspectors, lifeguards and cleaners.

The 5,600 members of DIMES form 44% of the council's total workforce.
Another sit-in over official

About 700 employees of the Atteridgeville City Council staged another sit-in yesterday calling on the council to immediately fire the town clerk, Mr Solly Rammla, because they could not work with him anymore.

And in another development that could determine the fate of the council itself, a local civic group, the Atteridgeville People's Party, said they had obtained permission to hold a public meeting on Sunday to seek a mandate from residents calling on the 12 councillors to resign because of their inefficiency.

Mr P. A. J. Burger, chairman of the party, said issues to be discussed included rent and the township's R30 million deficit.

The council had, for the past seven months, been presided over by its employees, Mr Rammla.

The town clerk was recently acquitted by Mr Justice Harmrika on all 12 counts of irregularities alleged against him.
CP govt would not recognise black unions

By Paula Fray

The Conservative Party would declare all blasting certificates issued to black mineworkers "null and void" when it came into power, Carletonville MP Mr Arne Paulus said in the mining town last night.

He also said that if the CP came into power it would not recognise black trade unions because they were "the reason for South Africa's economic mess".

Mr Paulus is standing in the constituency for the CP against the NP's Mr Louis Nel.

The meeting, attended by about 250 people, was also addressed by Mr Koos van der Merwe, CP MP for Overvaal.

The meeting was punctuated with comments from the audience, such as "moon", "disreg" and, at the mention of the Afrikaans newspaper, Beeld, "Kommuniste".

Mr Paulus said the NP was asking voters to sign a blank cheque No Nat could spell out how they would ensure the future of whites in South Africa.

Whites would get the shortest end of the stick in negotiations, he said. The NP has left the worker, especially the white worker, in the lurch.

He gave the example of the fight by black workers to have May 1 declared a holiday.

Mr van der Merwe said the problem with the South African economy was that the "white economy can no longer carry the black economy".

(Report by P Fray at Silver Street, Johannesburg)
Union seeks action over recognition

THE National Union of Steel and Allied Workers is to take the Bessaans and Du Plessis company to the Industrial Court today for allegedly refusing to enter into a recognition agreement.

Nusaw official Mr Ndomane Tibane said the dispute with the Pretoria company revolved around management's refusal to negotiate with the union at plant level. Instead, he said, management was prepared to deal with the union only at industrial council level.

"The problem is we are not members of the metal industry's industrial council, hence we have rejected management's response to our demand," Tibane said.

Nusaw has filed the court application on the grounds that the company, because of its apparent refusal to negotiate with it, was guilty of an unfair labour practice.

Tibane said more than half of the company's black workforce belonged to his union.

About 250 members of the SA Chemical Workers Union have called off their work stoppage at Bayers South Africa, a Sacwu spokesman said.

The Sacwu members were fired on July 13 after they ignored an ultimatum to return to work. They downed tools in protest against management's refusal to take disciplinary action against an employee allegedly found in possession of company property.

Sacwu's general secretary, Mr Humphrey Ndala, said the workers resolved to return to work after management promised to attend to their grievances.

"The company offered workers their jobs without loss of seniority, and undertook to look into complaints that led to the stoppage," Ndala said.
Bank staff angry at new Saturday hours

JOHANNESBURG — More than 300 angry Standard Bank employees have instructed their union, the South African Society of Bank Officials (Sasbo), to reject the bank's extended Saturday trading hours, due to come into effect on September 9.

The meeting, which rejected calls from the floor for illegal strike action, censured Sasbo for accepting longer hours without first reporting back to them.

Sasbo is due to meet Standard Bank for further talks on the subject today.

The society's Standard Bank members have also scheduled protest meetings in the Johannesburg and East Rand areas during next week. — Sapa
Bank staff row over pay memo: Dispute declared

By DICK USHER, Labour Reporter

FIRST National Bank staff in Cape Town are up in arms about disciplinary action taken against four employees over a memorandum seeking support for a 20 percent pay rise.

The South African Society of Bank Officials has declared a dispute with the bank and is to apply for a conciliation board hearing.

The society called the bank management's reaction "heavy-handed.

It is concerned because it does not see the members' action as conflicting with industrial relations legislation and because of the way the disciplinary hearings were conducted.

The society said the bank would not postpone the hearings to allow the members to be represented by senior officials from Johannesburg, but flew its own senior industrial relations manager to Cape Town to conduct the hearings.

Canvass support

The memorandum was drawn up after the Cape Town annual meeting of the society to canvass support of members not at the meeting for the 20 percent increase, according to a statement issued by the society.

Once distribution began the bank "immediately resorted to heavy-handed tactics" to squash it.

Four staff members were required to attend disciplinary hearings at which they were found guilty on several charges, but no further action was taken.

Sets of demands over the issue were exchanged between the society and First National and the society declared a dispute when the bank did not comply with its demands.

Mr Colin Hunt, a general manager, said it was an internal matter which would be resolved internally.
Angry staff and bank in showdown?

Staff Reporter

A SHOWDOWN was looming between First National Bank and angry employees this week amid claims that the bank tried to "intimidate" staff who were pushing for a 20% across-the-board salary hike.

The focus of the dispute is Cape Town, where a group of four officials recently circulated a petition to their colleagues calling on them to support "industrial action" necessary to secure their increase.

Bank sources said First National's employees were disgruntled because they had received smaller increases than their counterparts at the Standard Bank.

Their petition said "Inflation has in recent years eroded our purchasing power to the extent that we are no longer able to enjoy a lifestyle befitting our profession."

But the bank's top management were not amused.

And according to the 35,000-member South African Society of Bank Officials, First National resorted to "heavy handed tactics" in a bid to squash the initiative.

Sasbo's deputy general secretary, Mr H G Rowan, has confirmed that Sasbo has declared a dispute and said the union was preparing an application for the Conciliation Board.

"The bank has called an urgent meeting of the standing joint committee in Johannesburg on Monday, and Sasbo members will be attending another meeting in Cape Town on Thursday to thrash out the issue."

Mr Colin Hunt, a general manager at First National's headquarters in Johannesburg, declined to comment, saying the bank regarded the issue as an "internal matter." He confirmed there was a dispute between First National and Sasbo.
About 400 employees of the Rand Water Board have been fired after failing to heed an ultimatum to halt their work stoppage and return to work last week.

The workers, all members of the Orange Vaal General Workers Union, downed tools last week in protest against the arrest of a union member at the board's Suikerbos plant near Vereeniging. They also demanded the transfer of a white manager alleged to have "shopped" a board employee, a Mr Richard Mohapi, who is also a shop steward.

The 400 workers have vowed not to return to work until their colleague is released, according to the OVGWU.

A statement from the board said the workers' grievances had been fully addressed by management, who had already made representations "to the highest possible level" to secure the release of the shop steward. In addition, the statement said, the board had called a disciplinary hearing in which the white manager concerned would be called to answer charges against him.

"Notwithstanding, the undertaking by the workers' representatives and union that the employees would return to work, the employees have declined to return to work by the final deadline of 11am on September 21, leaving management with no other alternative but to dismiss them," the board's statement said.

The board said the dismissals would not affect water supplies.
Attempts to resolve dispute

By Melody McDougall, Vereeniging Bureau

Top management from the Rand Water Board gathered in Vereeniging yesterday in an attempt to settle the dispute surrounding the dismissal of about 400 employees at the Zuikerbosch pumping station outside the town.

The workers were dismissed on Friday after they had apparently participated in illegal strike action since last Tuesday.

The employees were demanding the immediate release of a shop steward from police custody and the removal of the hostel manager from the pumping station.

A Rand Water Board spokesman in Johannesburg confirmed the board’s top management were involved in discussions at the pumping station yesterday in a bid to resolve the matter.

According to the spokesman, the employees’ grievances have been addressed as fully as possible by management, while representations have also been made to secure the release of the shop steward from custody.

She stressed that the board was not instrumental in the steward’s arrest. She said despite numerous appeals to the employees and negotiations with union officials and representatives of the workforce — and an undertaking by the representatives and the union that the workers would return to work — the employees left management with no other alternative but to dismiss them after they failed to resume work by the 11 am deadline on Friday.
MORE than 100 workers at the Blackchain Centre supermarket in Diepkloof, Soweto, were yesterday locked out by management after they allegedly refused to meet the deadline for submitting renewed job applications.

According to workers, management issued them with application forms, but no reasons were given for the reapplication.

Workers' representatives from the Federal Council of Retail and Allied Workers of South Africa (Fedaraw), alleged that management had refused shop stewards entry into the premises to discuss the issue since Monday.

However, management scoffed at claims and said workers had been informed to reapply for their jobs because the supermarket had been leased to a new group of people.

The managing director, Mr Paul Gama, refused to name the company that has taken over.

Shop stewards claimed that on Monday casual workers were employed and yesterday notices were displayed on the doors informing workers to consult management to arrange for their pension and unemployment insurance funds today.
Store changes owners

By Joshua Raboroko

Blockchain, the country's new supermarket is now under new management - for the fourth time within two years. And the new management has a fight with the Federal Council of Retail and Allied Workers Union, the union representing the store's plant minus 100 workers.

Yesterday, Mr. Paul Gama, until Tuesday the managing director of Blackchain, said the store's workers had to reapply for their jobs.

They refused to sign a new contract and fired their pay, severance pay, and other benefits after Fedework has now decided to take over the case against the industrial court.

At a press briefing at Johannesburg, the union's general secretary Mr. Nat Kekile said they had varying problems with Blackchain management regardless of a recognition agreement between them.

Management always failed to respond to their grievances.

According to Gama, the store has lost between R20 000 and R30 000 monthly in turnover since January this year. He refused to name the victims.

However, the new owners are believed to be Ramadu and Associates MD R M Ramadu yesterday refused to confirm or deny the claim.

Workers maintain the sale of leasing the store to the new consortium was an unfair labour practice as they were not consulted.

Workers were told on Monday that the store was now under new management.

He refused claims that the new management was now under new management.

By Sello Namane, said they

Kekile said the store's claim that workers committed theft were unfounded and was an act of "economic sabotage" because they had earlier committed theft, but were later allowed to continue their work. "This is a wrong precedent and we will have to challenge them on these issues and many others," he said.

Small businesses exhibit at Tembisa stadium

ABOUT 120 township exhibitions from the informal sector will participate in the first small business exhibition to be held at the Maboneng Stadium, Tembisa, starting October 5 to 10.

The main aims of the exhibition are:

- To encourage the relationship between Tembisa residents and the business sector.
- To expose residents to business and provide them with entertainment.
- To attract an audience of local business and formal business relationships in the surrounding towns.

The show will be a learning process which will encourage business growth and better.
1 000 on strike

MORE than 1 000 Coke employees yesterday embarked on a work stoppage at plants in Pretoria and Johannesburg apparently triggered by a row over the current national overtime ban.

A m a l g a m a t e d Beverage Industries' plants affected by the stoppage were Midrand, Devland and Benrose.

ABI managing director Mr Alex Reid confirmed the industrial action but said only part of the workforce at Benrose were involved in the strike.

The company's employees, all members of Food and Allied Workers Union, were protesting against management's decision to "discipline certain drivers for not conducting their work in the manner in which they were employed to do," Reid said.

Fawu official Mr George Nene said the Coke employees would only return to work if their grievances were attended to.

Fawu members demanded that management "recognise" the overtime ban called for by Cosatu and Nactu; reinstatement of 300 Sparletta employees fired by ABI after it took over the firm; cancel pending disciplinary hearings against union members.

*Scores of members of the Black Health and Allied Workers Union of South Africa (Bhawusa) have embarked on a go-slow strike at American company Warner-Lambert in protest against management's alleged refusal to reinstate a dismissed worker.

A Bhawusa spokesman said the union members wanted management to unconditionally reinstate their colleague, dismissed after he was alleged to have been involved in a theft. The said worker was later acquitted of theft charges by a magistrate, he said.
Building firm strike ends

DURBAN. — An agreement ending a three-week-old strike by more than 500 workers at Stocks and Stocks in Natal was reached on Tuesday when the building company entered into a recognition agreement with the Black Alhade Workers Union.
GPO workers to hold Salt River rally

POST OFFICE workers, who are poised to form a national non-racial trade union for all postal workers, are going to hold a "unity rally" at the Salt River municipal hall on Sunday.

The formation of a single worker-controlled union, privatisation of the department of post and telecommunications and postal workers' wages will be discussed at the 2pm gathering.

Unity talks will involve the Post and Telecommunications Workers Association, the Post Office Employees' Association of SA and the SA Post and Telecommunications Employees' Association.
Plan to merge PO workers' unions

Staff Reporter

A RALLY to promote a merger between three unions in the post office will take place this weekend.

Mr Buddy Bakardien, a spokesman for the merger committee, said the merger was scheduled for late January 1990 between the Post and Telecommunications Workers' Association (Potwa), the Postal Employees Association of South Africa (Peasa) and the South African Post and Telecom-

Communications Employees Association (Saptea).

The three represented about 24,000 Post Office employees out of a potential 42,000 membership.

Immediate goals of the union would be to bring Post Office workers within the ambit of the Labour Relations Act and fight privatization.

The rally will be held at the Salt River Hall in Voortrekker Road.
THE 11 members of the Prisons Service who appeared in court on Monday after being arrested in a demonstration with Lieutenant Gregory Rockman had been suspended pending the outcome of the hearing, a spokesman for the prisons liaison section said yesterday.

The suspension was under the Prisons Act. The police announced on Monday that Lieutenant Rockman had been suspended from police duties after his arrest. He and the warders face charges of participating in an illegal gathering.

Lieutenant Rockman is president of the Police and Prisons Civil Rights Union, of which the warders are members. — Sapa
New union determined to air grievances

MEMBERS of the Police and Prisons Civil Rights Union chanted and raised clenched fists as they vowed to continue their growing battle with Prisons Service authorities.

About 120 policemen and members of the prisons service, many of them in uniform, attended a union meeting in a hall at Elsies River last night.

They were told by committee member Sergeant Willem Jacobs that he and about 10 other Prisons Service members of the union had received letters from the acting commander of Pollsmoor, Colonel D.J. du Plessis.

The letters referred to the union, saying it was a contravention of regulations to operate through any but the prescribed channels of communication and asking them to end their association with the union.

He and other officers told the meeting the union was determined to air Prisons Service members' grievances.

Earlier, union president Lieutenant Gregory Rockman said it appeared the government was not taking them seriously.

"So we are going to show them that we are not playing games." — Sapa.
Demo warders fight back in Supreme Court

By LINDA GALLOWAY
Supreme Court Reporter

ELEVEN prison warders who joined policeman Lieutenant Gregory Rockman's civil rights union to challenge discrimination in the Prisons Service are fighting their suspension in the Supreme Court, Cape Town.

The application, before court yesterday, will be heard before Mr Justice A J Burger tomorrow.

In an affidavit Mr Gerrit Martin Opperman, a warder, said discrimination existed not only between members of the service, but also in the treatment of prisoners of different race groups.

Mr Opperman said he was a member of the new association, known as the Police and Prisoners Civil Rights Union (Popcru), established on November 5 with about 35 members.

Arrested

Among its aims and objectives was an attempt to phase out discrimination in the prisons and police service.

He and the other warders had, after attending a meeting of the Police and Prisons Civil Rights Union on November 12 decided that those not on duty should be present when Lieutenant Rockman made his protest the following day against the order transferring him from Mitchell's Plain to Pinelands.

The men were arrested after the protest and appeared in court. Later that day they were served with letters informing them of their suspension.

The men are seeking an interdict calling on the Minister of Justice, the Commissioner of Prisons and Colonel D J J du Plessis, the acting-officer commanding Pollsmoor Prison, to show cause why their suspension, or alternatively their confinement to residencies, should not be declared invalid, unlawful and of no effect.

*The application has been brought by Mr Opperman, Mr D D Paas, Mr D A Michaelis, Mr G J Esterman, Mr L W Witbooi, Mr S MacKenzie, Mr N Witbooi, Mr F April, Mr D L Peters, Mr H M Esterhuyzen and Mr H J Rooswyk*
THE Prisons Service has lifted the "house arrest" imposed on 11 warders, most of whom are members of the Police and Prisons Civil Rights Union (Popuru) and, who have launched a court application against their suspension from duty.

The application came before a Cape Town Supreme Court judge yesterday, but was postponed to December 1 to enable lawyers for the state to file answering affidavits.

The suspensions and restrictions on the 11 warders, which Popuru president Lieutenant Gregory Rockman described as "virtual house arrest," were imposed after they participated in an allegedly illegal Popuru demonstration.

They were told they could not leave their quarters without permission and that they had to report to the commanding officer of Pollsmoor prison every day.

It is understood that the "house arrest" clause was lifted from Wednesday on the instruction of the Commissioner of Prisons.

The 11 are, however, still obliged to report each day.

It was also learned yesterday that Popuru vice-president Prisons Warrant Officer John Jansen plans to apply for an interdict against his suspension and an attempt by the Pollsmoor authorities to transfer him from the Westlake Training College, where he is an instructor, to the prison workshop — Sapa.
Mitchell's Plain Magistrate's Court was packed with members of the public and prison warders yesterday when suspended policeman Lieutenant Gregory Rockman and 15 others appeared in connection with an alleged illegal gathering in Mitchell's Plain Town Centre last week.

The 16, 11 of whom are suspended prison warders, were arrested after a protest march by the newly-formed Police and Prisons Civil Rights Union (Popcru), headed by Lt Rockman.

They were not asked to plead and the hearing was postponed till January 10 when the attorney-general's decision regarding prosecution will be made known.
Bus strike: R4-m loss

DURBAN — Durban's month-long bus drivers strike, now settled, cost the Durban Transport Management Board about R4 million.

Report by Staff Reporter, Own Correspondent, Cape Courier AP and UPI.
Warders' cells 'unfit for prisoners'

COLOURED prison warders and their families at Pollsmoor jail are living in converted prison cells which were found unfit for prisoners, while their white counterparts have attractive individual cottages with beautiful lawns, a warder has claimed in an affidavit before the Supreme Court.

Warden Mr Gerrit Opperman, a member of the Police and Prisons Civil Rights Union (Popcru), also said black and coloured children as young as eight years old were held at Pollsmoor while awaiting trial and mixed with hardened criminals during exercise and at mealtimes.

Mr Opperman's affidavit was filed as the basis for an application by himself and 10 other warders for an interdict against the Minister of Justice, the Commissioner of Prisons and the acting commander of Pollsmoor, lifting their suspension from their jobs.

They were suspended last month after taking part in an alleged illegal demonstration. The application was yesterday postponed by Mr Acting Justice Hoberman to December 8.

Mr Opperman said in his affidavit that Popcru was founded on November 5 to help its members seek redress against racist and discriminatory practices in the Prisons Service and SA Police.

"As members of Popcru we (he and his co-applicants) are extremely concerned about the fact that black and coloured children as young as eight years of age are held at Pollsmoor from time to time while awaiting trial."

He said he was obliged to live in the married men's quarters at Westlake, adjacent to the prison.

"These quarters, which have been allocated to the so-called coloured personnel, comprise prison cells which were found unfit for prisoners and have been converted to married men's quarters."

He said coloured warders had not been able to play sport on the Pollsmoor sportsfields since 1983 because they wished to join the non-racial SA Rugby Union, a Sascoc affiliate and not the white SA Rugby Board.

He added that the Department of Prisons had various vacation homes which were used by white employees.

"These homes were often hired out to white outsiders, yet members of the Prisons Service who were not white were not allowed to use these facilities."

There was also racial disparity and discrimination in regard to salaries, medical aid benefits and widows' and orphans' funds.

"At Pollsmoor there are facilities for the workshop training of white prisoners as carpenters, cabinet-makers, fitters and turners, metal workers and welders," he said.

"The trade training available to prisoners of other races is limited to that obtainable on building sites as painters, plasterers and bricklayers."

White woman prisoners were kept inside the prison area, where the fact of their imprisonment was not exposed to the members of the general public, while non-white woman prisoners were often sent to work at the white warders' single quarters, where they were exposed to the general public, the court heard.

Sapa
Rockman may be axed from SAP

Staff Reporter

LIEUTENANT Gregory Rockman may be dismissed from the police force at the end of a disciplinary inquiry which started at police headquarters yesterday.

The inquiry was conducted in camera at the Thomas Boydell Building. Lt Rockman faces 10 charges but has not been asked to plead to any of them.

Lt Rockman's lawyer, Mr Essa Moosa, said they had applied to the Minister of Law and Order, Mr Adrian Vlok, to have the inquiry reconstituted and presided over by a magistrate instead of a police officer.

The application was refused on grounds that it was a departmental inquiry and that the presiding officer, Lieutenant-General M van Eysk, would approach the matter with an open mind and afford Lt Rockman a fair hearing, said Mr Moosa.

Mr Moosa said that apart from the possibility of his dismissal, Lt Rockman could also be warned, fined or suspended.

Advocate Mr Pat Gamble, representing Lt Rockman, applied for an adjournment to enable the legal representative for the police, Mr L Rok, to reply to the request for further particulars. He also applied to Mr Vlok to have the hearing conducted in public.

The adjournment was granted and the matter was postponed till tomorrow.

The charges Lt Rockman faces are:

A PRISONS Service sergeant was rebuked by his seniors at Pollsmoor Prison after praying for members of the Police and Prisons Civil Rights Union (Popcu), members of the union said yesterday.

On November 23, the day on which a number of warders were to appear in court for attending an allegedly illegal Popcu demonstration, Sergeant Edward Joseph, who normally led morning prayers, had asked the Lord to help them.

"He was afterwards called in and reprimanded and asked how can he pray for us and told his prayer was subversive," said Lt Rockman. — Sapa

- Disclosed information which could have been detrimental to the police force at a meeting at Stellenbosch University on September 20.
- Used a state vehicle for private purposes to drive to Stellenbosch from Mitchells Plain on October 25.
- Neglected his duties as a police officer on that day by not being available for service at all times.
- Disobeyed a command by Major-General Flip Fourie on October 27.
- Disclosed to the press that he had been summoned to do special duty and that he was refusing to serve it.
- Adopted a "contemptuous attitude" to his superiors, General Fourie and Brigadier Acker, amounting to insubordination.
- Disclosed information to the press.
Municipal employees object to objectors

By PETER DENNEHY

THE all-white South African Association of Municipal Employees (SAAME) has called on all local authorities to refrain from employing conscientious objectors.

Mr. Hans Deetlefs, the national president of SAAME, issued the call in a press release. He said SAAME, regional conferences and the general executive council had "repeatedly resolved to protest against the employment of objectors".

The association discouraged their appointment as objectors, starting working directly after matric, thus receiving an advantage of two years of job experience over those doing military service.

Mr. Dawid Bosch, national secretary of the Community Servers' Group, responded yesterday that he, trusted local authorities would not be persuaded by SAAME's "erroneous statement".

In terms of regulations applicable to community servers, the first two years of their experience "may not be recognised or taken into account". However, military service may be taken into account as experience, as is the case in many municipalities.

- Since 1984, 1,600 people have been passed by the Religious Objection Board as category three (religious) objectors, 90% of them from churches which do not allow their members to do military service; Mr. Bosch said.

"The Community Servers' Group represented most of the remainder."
Rockman union man faces firing

THE Prison authorities have summoned the vice-president of the Police and Prison Civil Rights Union, Warrant Officer John Jansen, to appear before a disciplinary hearing that could result in his discharge from the service.

Rebel policeman Lieutenant Gregory Rockman is president of the union, Popcor.

Warrant Officer Jansen, who was suspended from duty as an instructor at the Westlake Training College near Pollsmor three weeks ago, was told he would face five charges at an internal court on January 12.

The charges are that:
- He was absent from duty for about 24 hours on November 13 without permission or reason.
- He ignored an order to leave the office of the commanding officer at Pollsmoor.
- He disobeyed an order to sign for receipt of a letter.
- He ignored an order transferring him from the Training College to the prison workshops.
- He ignored an order from the head of the College to leave its premises.

"This is a clear sign of victimization and discrimination," said Warrant Officer Jansen.

"It's also a shame for South Africa, that they have the chance to negotiate but don't want to negotiate.

"Instead, they want to fight us. Popcor won't just lie down and let them cut our throats. We are going to fight back for sure. Justice must survive."

He said he would consult his lawyers about the hearing.

No benefits

He said that while he and 11 other Popcor members from Pollsmoor were under suspension, they received no salary, medical aid or other benefits, despite the fact that they were still theoretically subject to Prison Service discipline and could be taken off work.

"I have the expense of a private home to maintain. I don't know what will happen. I will have to sell my car, and maybe my house, just to get justice."

"I can't even buy my children Christmas presents."

The other 11 are warders suspended after participating in an allegedly illegal Popcor demonstration.

Lieutenant Rockman appeared last week at a police disciplinary inquiry which was postponed to January.
Potwa challenges terror claims

By STAN MIHONGO

THE Post Office and Telecommunications Workers Association this week challenged the police to bring their detained secretary Kgabusi Mosunkutu before a court of law to face charges of conspiring with the ANC to train insurgents. The challenge was made by Potwa general secretary Floyd Mashele “to either charge or release Mosunkutu”.

He said Potwa was stunned by the telex from the SAP’s Maj van der Westhuizen accusing Mosunkutu of subversive activities.

In the telex Van der Westhuizen claimed that Mosunkutu had been detained under Section 29 of the Internal Security Act. He was detained on July 4.

The telex from Van der Westhuizen to Mosunkutu’s lawyers said police investigations revealed that the accused had conspired with a trained terrorist of the banned ANC to organise military training for recruits.

Van der Westhuizen declined to comment on the matter, but Mosunkutu’s lawyer, David Dyson, confirmed that he had received a telex from the police concerning Mosunkutu’s detention.
INDUSTRIAL RELATIONS - WORKERS' ORGANISATION
UNREGISTERED UNIONS

1990
Postal workers to start talks with management

THE Posts and Telecommunications Workers' Association (Potwa) and the Department of Posts and Telecommunications are due to start national negotiations tomorrow. The talks will focus on wages and the re-employment of workers dismissed during the 1987 postal strike.

- Strikes over annual bonuses and a promised pay structure which began in Maputo last Friday have spread to Mozambique's strategic southern railway linking the capital to South Africa and Swaziland.

- Disputes began last week over companies' failure to pay year-end bonuses. - Labour Reporter and Sapa
Wage talks fail

PRETORIA — A meeting between the Post and Telecommunications Workers' Union (Potwru) and the Post and Telecommunications department failed yesterday to find agreement on wage increases.
Nurses ask Minister for 60 pc pay rise

DURBAN — Nurses have asked the Minister of Health and Welfare, Mrs Nina Venter, for a 60 percent pay increase, it was announced at the "nursing in crisis" conference which opened at Natal University last week.

The socio-economic manager of the South African Nursing Association, Miss Eileen Brannigan, said the increase was asked for particularly to try to keep clinical nurses in the field, but also in respect of administrative nurses, nurses in education and student nurses.

Clinical nurses' salaries had always been far behind the others, she said, and as a result their salary increase needed to be the largest.

ENTHUSIASTIC RESPONSE

Miss Brannigan said surveys had shown that this increase would keep nurses' salaries in line with other professions on the same market scale.

Health care workers in Government hospitals, administrative positions and private practice from around the country are represented at the conference — and they responded enthusiastically to Miss Brannigan's announcement.

The main topics discussed by delegates, during sometimes heated debates, were apartheid, wages, working conditions and education.

They also debated the need for nurses to be able to belong to organisations of their own choice to ensure a more democratic representation within the profession.

In his keynote address, Dr Coen Slabber, director-general of the Department of National Health and Population Development, said there was an urgent need for change, but the nursing profession also needed to be strengthened and the health care system in the country would be in danger.

Representatives of "alternative" nursing and health organisations emphasised the removal of apartheid in health as the most important need in the nursing crisis.

It was also said that solutions would not arise from the conference because "alternative views to that of the South African Nursing Association (SANA) and the Government" were lacking.

RACIAL DIVISIONS:

Ms Moni Gungubele and Ms Ntsiki Matakana, representing the South African Health Workers Congress, the National Education Health and Allied Workers Union, the Organisation of Appropriate Social Services of South Africa and the National Medical and Dental Association, said no one could look at the South African health care system and ignore the racial divisions in it.

"The racial selection and training of nurses still continues today, and there is a severe shortage of nurses in black hospitals which is exacerbated by the greater need for health services in the poorer black communities," read a statement issued on behalf of the organisations represented by Ms Gungubele and Ms Matakana.

SANA, too, came under fire and was accused of failing miserably when it came to speaking for nurses, despite compulsory membership.

Poor management of the economy, dissatisfaction in the ranks, lack of representation and primitive labour laws were also highlighted by the "alternative organisations."
Decision on film crisis expected soon

By Darryl Accone

There are strong rumours that a Government announcement on the crisis in the film industry will be made in the next few days, an open meeting in Johannesburg on the film industry was told yesterday.

Calls were made for a protest march and petitions asking that the Government resolve the situation “before the patient dies within six months”.

Mr Graham Fraser, a legal representative for a number of film producers, said the situation in the industry had received attention at ministerial level.

There were indications that a decision would be made soon.

However, the absence from the platform of an invited representative from the Department of Home Affairs, under which the industry falls, showed the department did not care, according to a representative of the South African Film and Television Technicians’ Association (Safetta).

FILM TASK FORCE

Safetta called the meeting to brief its members and other film makers on the crisis.

In discussion from the floor, calls were made for the resignation of the Film Task Force, the body appointed by former State President PW Botha to receive representations from the industry. It was pointed out that no members of the Task Force were present at the meeting.

The meeting was attended by the Film and Allied Workers Union (Fawo), a body of progressive film makers that has never before shared a platform with other industry groups.

Fawo chairman Mr Lawrence Dworkin told the meeting that “its perception of the crisis was superficial and short sighted”.

The real crisis the industry faced lay in redressing the political and social injustices of the country and ceasing to be “the bedfellow of the Government”, he said.
Numsa to put plan to Haggie for protecting unionists

THE National Union of Metal-workers of SA (Numsa) and Haggie Rand management will today discuss union proposals aimed at tighter security and other protective measures for members at the Germiston and Jupiter plants, a Numsa spokesman said at a Johannesburg Press conference yesterday.

Inter-union conflict between Cosatu-affiliated Numsa and Inkatha's United Workers Union of SA (Uwusa) has led to the deaths of six workers at Germiston and another at Jupiter. Six others have been injured in the violence.

The Numsa spokesman said the union had decided to lift its overtime ban because management had agreed to a meeting to negotiate wage increases for various grades of employees.

Numsa's overtime ban — which was opposed by Uwusa — was called to back a demand that wage increases given to certain grades at Germiston be extended to the same grades at Jupiter.

The Numsa spokesman denied Uwusa's allegation that the violence had broken out because Numsa attempted to force the overtime ban on Uwusa. He said the industrial action began in July, two months before the conflict started.

Proposals to be discussed at today's meeting included transport home for night shift employees, tighter security at company gates, monitoring of lotteries on the premises and that Numsa members who had resigned out of fear for their lives be allowed to resume their duties as soon as the situation had normalised.

Numsa will also call for an immediate end to investigations of its members by company officials allegedly posing as insurance agents.

He said the union was considering a meeting with Uwusa — which was unavailable late yesterday — to discuss the violence.

In another development, 477 Numsa members at Brollo Africa in Elandspoort on the East Rand went on strike this week to protest against management's recognition of Uwusa, which had only 15 members at the plant.

Numsa Witw regional secretary Roly Xipu said the company was using the Labour Relations Act to allow a minority union with a violent history to gain access to and recognition at the factory.

The company is to make an urgent application in the Pretoria Industrial Court today to decide on the fairness of Numsa's action.
JOHANNESBURG. — Anti-privatisation marches by unions attached to the public sector will take place in most of the country's major centres tomorrow.

Mr Floyd Mashele, president of the Post Office and Telecommunications Workers' Association (Potwa), said in an interview yesterday that applications had been made since the beginning of the week to local authorities in Johannesburg, Pretoria, Bloemfontein, Port Elizabeth and Durban for the rallies.

The marches will take place under the banners of Potwa, the SA Railway and Harbours Workers' Union, the SA Municipalities Workers' Union and the National Education, Health and Allied Workers' Union.

In the interview, Mr Mashele said he believed privatisation of public sectors would involve the loss of jobs, increased tariffs and the deterioration of services. — Sapa
A Black Health and Allied Workers Union call for workers to donate blood to the SA Blood Transfusion Services because of a labour dispute. Dr. P. Herms, chairman of the SA Blood Transfusion Services, commented on the statement by the union: "We appeal to all workers to donate blood to the SA Blood Transfusion Services in support of the strike."
Kagiso council workers strike for better pay packages

Kagiso council workers stopped work on Friday, demanding that their union be recognized and asking for salary increases and housing and fringe benefits.

They have also called for the resignation of the town clerk, Mr H A van Rensburg.

A spokesman for the National Union of Public Service Workers said the workers had approached the council on several occasions.

In October last year, he said, they were promised a hearing, but the council failed to meet them.

"We then wrote the council a letter demanding an urgent meeting within seven days, failing which we would resort to industrial action. Our letter was ignored and we had no alternative but to down tools."

Mr van Rensburg refused to comment.
Plessey, union in cooperation accord

A RECOGNITION agreement involving the Metal and Electrical Workers' Union of South Africa (Mewusa), signed in Cape Town this week, heralds a "new era of industrial cooperation."

That is the view of Mewusa organizer, Mr Brian Williams, and Plessey SA managing director, Dr John Temple.

The agreement allows for joint investigation of allegations of harassment, victimization and intimidation.

Plessey has agreed to provide an office, telephone and other basic administrative requirements for the 17 union shop stewards, one of whom will work in that capacity full-time.

The agreement also gives shop stewards the right to meet once a week in company time and to have up to five days' paid leave for training.

Workers have the right to request a union official be present at disciplinary hearings.

The industrial court has ruled that union officials are third parties and therefore do not have the right to attend internal hearings.

The agreement is the first signed in the Western Cape by Mewusa — which the Electrical and Allied Workers' Trade Union (Eawtu) has now officially joined.

There was a protracted strike by Eawtu members at Plessey last year.

Public servants reject 'pittance'

South 13-7-90

THE Public Servants League (PSL) plans to continue its living wage campaign, and described the government's 10 percent pay rise as a 'pittance'.

The PSL is also seeking an urgent meeting with state president Mr FW de Klerk to express its 'strongest rejection' of the increases.

PSL secretary Mr Bernard Wentzel said the PSL had vowed to "mobilise its 46,000 members across the country to fight for a living wage".

"We intend to express our strongest rejection of the pittance the government has offered," Wentzel said.

He said the PSL planned to hold a series of mass meetings throughout the country.

The first meeting is due to take place on Saturday morning at the Gordons Institute in Mowbray.

Wentzel claimed that many PSL members were earning between R200 and R300 a month, despite years of service.

He said the organisation wanted all public sector workers to get a living wage as the minimum salary.

They needed a further 20 percent increase to bring them on a par with the private sector, he said.
Four unions call off protest march

Sunday Times Reporter

UNION workers called off a protest march by thousands of public service workers yesterday after it was banned by the authorities.

The Johannesburg march was to have been the launch of an anti-privatisation campaign and to protest against the 10 percent salary increase for workers.

It was organised jointly by the National Education, Health and Allied Workers' Union, the SA Railways and Harbours Workers' Union, the Posts and Telecommunications Workers' Association and the SA Medical Workers' Union.

After 200 workers arrived at St Mary's Cathedral, where the march was to have started, they were directed to an impromptu meeting in a nearby union office.

A joint statement said: "The anti-privatisation campaign seeks to demonstrate our rejection of the Government's attempts to sell off people's property to big capitalists in an attempt to untangle itself from its political and economic crisis." Meanwhile, about 8,000 people are expected to take part in a march on Tuesday by Potchefstroom teachers who are calling for non-racial education, despite being denied permission."
PUBLIC SERVANTS MARCH... More than 400 members of the Public Servants' League held a mass meeting and protest march on Saturday. Here members march in Liesbeek Parkway in protest against low wages.

PUBLIC servants threaten strike

Labour Reporter

PUBLIC servants have threatened to strike in three months' time unless grievances are addressed by the government.

This was decided at a meeting attended by about 420 members of the Public Servants' League of South Africa (PSL) in Mowbray on Saturday.

After the meeting, the PSL members staged a protest march along Liesbeek Parkway, bearing placards with slogans such as "ANC liberate our workers" and "Down with apartheid salary!" Some of the demands accepted by the meeting were a minimum "living wage" of R850 a month and the scrapping of the temporary employment system.

The meeting also urged the government to enter into a "system of unionism" and resolved to grant the government three months to consider this and other demands.

Other resolutions were that the PSL seek an urgent meeting with President F W de Klerk and that PSL members should "mobilise throughout South Africa."

The meeting resolved that two protest marches—one to Parliament and the other to the Union Buildings—should take place this year, said Mr Neville Petersen, organising secretary of the PSL.
By CHIARA CARTER

THE government faces a widespread revolt by public servants outraged at the recent announcement of a 10 percent wage hike in the public service.

The major public sector unions and several staff associations are mobilising their members to demand union recognition, a living wage and an end to privatisation.

These demands are similar to those which precipitated the better SA Transport Services strike last year.

In Cape Town this week, about 4000 hospital workers downed tools at 10 provincial hospitals. More hospital workers are expected to join the strike.

Members of the Health Workers’ Union (HWU), Mr Peter Twala, said the workers wanted a minimum wage of R1100, a 40-hour working week, maternity benefits and permanent status.

Twala said the workers were prepared to use the full strength of the organisation to back the strikers. The 34 000-strong Public Service Union has threatened a countrywide strike if the organisations demand for a minimum wage of R650, union recognition and permanent status for general assistants is not met within three months.

The decision was taken at a special meeting in Newbury last weekend. About 150 PSL members took part in a protest march after the meeting.

Several PSL members have joined the strike at Groote Schuur hospital, where hospital managers are demanding that the workers recognise the Groote Schuur branch of the Public Service Union.

The chairperson of the Groote Schuur branch of the Public Service Union, Mr Arthur Parke, said the PSL fully supported the strikers, which were prepared to use the full strength of the organisation to support the strikers.

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Dr Jocelyn Kneen, the chairperson of the National Education Health and Allied Workers’ Union (NEHSA), said the union was mobilising its members to fight the state for a living wage and an end to privatisation.

She said workers at several hospitals, including Groote Schuur, had delivered a memorandum outlining their demands to hospital management.

About 6000 teachers went on strike in the Transvaal earlier this week.

A spokesperson for the National Education Health and Allied Workers’ Union (NEHSA), Mr Peter Twala, said union members were preparing to meet with hospital managers.

Together with NEHSA, the Transport and General Workers’ Union, the National Education Health and Allied Workers’ Union is calling on all public sector employees to register their 10 percent wage claim.

The spokesperson said a march through central Bloemfontein by workers in the public sector — which was due to have taken place last week — was being rescheduled for later this month.

According to sources, several staff associations, usually regarded as "sweetheart unions," are under pressure from their members to take action in support of the more militant union demands for higher wages.
Gloom deepens as slump in car sales continues

By Derek Tomney

The slump in new car sales continued in February, with sales down 13.1 percent to 16 799 units from 19 341 units in February last year.

Car sales have been running well below the year-ago levels for some time.

In August the drop was 14.7 percent, in September 8.9 percent, in October 11.3 percent, in November 6.5 percent and in December 14.4 percent.

January was a false dawn, with sales down only 0.63 percent.

But the slide resumed last month and and could gain momentum in the medium term, says the National Association of Automobile Manufacturers (Naama). It says the continuing downturn in the new-car market has reinforced its view that unless some relief is forthcoming in the March Budget, the softer trend in car sales will probably accelerate in the medium term.

But sales figures for February showed a marginal increase of 547 units over January's figures of 16 252 units sold.

Brand Pretorius, managing director of Toyota Marketing, says the drop in sales is the result of the private buyer being pushed out of the market by high interest rates and the stringent hire-purchase repayment periods.

However, he believes the motor industry should take the long-term view and look to the benefits that would result from the current fiscal and monetary discipline.

He believes the authorities should relax current restrictive measures only if the used-car market remains soft.

Medium and large used cars with a market value of R22 000 and above are not selling well.

He believes general sales tax on cars should be reviewed since the Government is collecting the tax four times or more on some cars.

In contrast to the weak performance of the new-car market, demand for commercial vehicles held up reasonably well during the first two months of this year.

Sales of new light commercial vehicles and minibuses in February remained buoyant, rising, by 729 units, or 7.9 percent, to 9 919 units, compared with 9 190 units sold in February 1989.

The light commercial vehicle segment has established itself as the sector with the highest propensity for growth this year.

Combined new vehicle sales for February at 27 861, although marginally up on January's sales of 26 438, reflect a sharp drop of 1 718 units, compared with sales in February 1989.
Marchers say no to privatisation

THOUSANDS of public-sector workers from four major unions on Saturday marched and toy-toyed in a mass demonstration through central Johannesburg to protest against the privatisation of State companies.

The Cosatu-affiliated unions presented lists of grievances and demands to representatives of public sector management at offices along a 3km route through central Johannesburg, Hillbrow and Braamfontein.

The high-spirited crowd was closely monitored by police who maintained a low profile.

Traffic department officers also blocked streets and controlled the busy Saturday-morning traffic.

The SA Railways and Harbour Workers Union (Sarwhu), the Posts and Telecommunications Workers Association (Potwa), SA Municipal Workers Union (Samwu), and National Education, Health and Allied Workers Union ( Nehawu) led the protest against a 10 percent wage increase for the public sector.

Earlier, the workers assembled outside St Mary's Anglican Cathedral in downtown Johannesburg where speakers slammed privatisation and made impassioned speeches in favour of the nationalisation of industry. After the speeches, the march proceeded past Jeppe Street post office, up to Civic Centre, Hillbrow Hospital and the Sats offices, where memoranda were handed over.
Black prison warders stage sit-in

JOHANNESBURG — Hundreds of black warders at Diepkloof Prison south of here staged a mass sit-in yesterday in protest against alleged race discrimination, lack of representation in higher ranks and other grievances.

According to representatives of the striking warders, close to 400 black warders of all ranks started the action at 6.30am.

The sit-in was being staged at the barracks and not in the prison itself and the guarding of prisoners was not affected, they said.

Branding the present channels for complaints as “useless”, the disaffected warders are now demanding an audience with the Commissioner of Prisons and with Justice Minister Mr Kobie Coetsee to discuss the alleged grievances.

No comment was immediately forthcoming from the Prisons Department.

In the city, meanwhile, the Police and Prisons Civil Rights Union yesterday demanded a 100% pay increase for policemen and prison warders and rejected the 10% pay rise for civil servants announced recently.

And the union also said that disciplinary charges against three East London police constables for attending a meeting of the Duncan Village Civic Association had been withdrawn — Sapa
Black prison warders in ‘racism’ sit-in

By Craig Rotre

Hundreds of black warders at Diepkloof Prison, south-west of Johannesburg, staged a sit-in yesterday to protest against alleged race discrimination, lack of representation in higher ranks, and other grievances.

According to representatives of the striking warders — who call themselves the “interim committee” — close to 400 of all ranks began their action at 6:30 am.

They said the sit-in was being staged at the baracks, not in the prison itself, and the guarding of prisoners was not affected.

Branding present channels for complaints as “useless”, the warders are now demanding to see the Commissioner of Prisons and Minister of Justice Mr Kobie Coetsee to discuss grievances.

A Prisons Department spokesman confirmed that the officer commanding Diepkloof Prison had received a petition from “certain members of the Prison Service”, and complaints would be dealt with, according to regulations.

“It should be pointed out that this does not imply the suspension of our disciplinary measures for contravention of the applicable regulations,” he added.

He refused to confirm or deny that the sit-in was taking place.

Demands, made in a petition to the commanding officer of Diepkloof Prison, include:

- Parity in medical aid between blacks and whites in the service. Black dependants are presently not covered by the existing scheme.
- An immediate R50 across-the-board salary adjustment to keep pace with the economic situation.
- Promotion based on merit and not, as alleged, on race and “favouritism”.
- That married black women warders be exempted from night-shift work, like their white counterparts.
- The opening of all prison facilities to all races, including swimming pools and recreational facilities.
- An “immediate end to racism and discrimination”.
- Posts and administrative duties at prison headquarters should be proportionally shared, “because, at present, whites make all the decisions.”

Popcru demands 100pc pay rise

CAPE TOWN — The Police and Prisoners Civil Rights Union (Popcru) yesterday demanded a 100 percent pay increase for policemen and prison warders, and rejected the 10 percent pay rise for civil servants announced recently.

The union intends to launch a campaign this month for a living wage.

It was concerned the low pay rise would mean an increase in the number of policemen leaving the force.

“We believe that to stop the tide of resignations, members should receive a 100 percent increase.

“The more members resign, the greater the workload on those who remain behind and the poorer the service to the public.”

Most police and warders worked up to 40 hours overtime every month without extra pay.

Disciplinary charges against three East London police constables for attending a meeting of the Duncan Village Civic Association have been withdrawn, Popcru said yesterday.

A union spokesman said the three, whose names he gave as Constables Kiek, Jacobs and Janette, were members of Popcru.

The union said it was the constables’ right to do what they wanted when they were off duty — Sapa.
Striking workers slam PSL

Striking hospital workers have hit out at the Public Servants' League (PSL) which, they say, is trying to undermine their strike.

The Health Workers' Union (HWU) this week claimed that the PSL was urging strikers to return to work, intimidating workers into joining the PSL and slandering the HWU.

The HWU also claimed that PSL members were scabbing during the strike which has severely affected provincial hospital services in the Western Cape.

The PSL denied the allegations. PSL secretary, Mr Bernard Wentzel, said the PSL supported the demands of the strikers but had not been consulted by HWU before the strike began.

Wentzel said the PSL did not have a mandate for strike action and had pointed out to PSL members who had joined the strike that they were taking part in a HWU action.

Meanwhile, other public sector unions are discussing possible support action for the strike which began last week.

Representatives from a wide range of organisations active in the public sector met last weekend to discuss the strike which was triggered off by the announcement that public servants would get a 10 percent wage increase.

Health Workers' Union general secretary, Mr Hassan Mahamed, said 5,500 workers had downed tools at 14 state hospitals, a nursing college, a central laundry depot and six day hospitals in the Cape.
Protest against poverty

BY CHIARA CARTER

The National Unemployed Workers' Coordinating Committee (NUWCC) and the Unemployed Workers' Movement (UWM) sent a letter of protest to Mr Du Plessis.

The letter also contained shock figures on malnutrition.

A ROW has broken out over negotiations at an American multinational company in Philipz-

The company, Baltimore Autocoat, met with representatives of the Metal and Electrical Workers' Union of South Africa (Mewusa) earlier this year to negotiate minimum wage increases.

A subsequent meeting last month ended in disarray after Mewusa objected to the presence of representatives of a "white-chest" union and of representatives of "non-unionised" workers.

At this meeting, the company informed Mewusa it no longer had a majority membership at the plant.

Mewusa then held a meeting with the Baltimore workers who rejected the union.

The company called a further negotiation meeting at the end of last month, but union spokesperson, Mr Brian Williams, claimed the union was not informed of the meeting where workers were represented by two "unapproved" shop stewards.

"The managing director, Mr Deverson, and an industrial relations consultant represented the company," said Mr Williams.

The union was then informed that negotiations were over. Foremen told workers they would negotiate with management on their behalf.

Williams claimed that this was an "ongoing reflection of the determination of the company to break the union.

"He said the union would declare a dispute of demands to reopen negotiations were not met.

On Monday, workers at the factory delivered a protest letter to management.

The company failed to respond to requests by SOUTH for a comment.

A small number of workers, mostly those who were members of the company's own union, stayed at the factory to prevent the management from breaking in.

Quality protective clothing was not provided, washroom facilities were inadequate and there was a high incidence of accidents.

The workers claimed that in the foundry section they were given only three protective boots, but no overalls or aprons, although they worked constantly with molten metal which often burnt holes in their clothes.

They alleged that workers employed in the machine room had to pay for safety boots.

Mr Zolile Magugu, who has worked at the company for ten years, showed the holes in his shoes and said he had been refused free boots.

Another worker at the foundry, Mr Enoch Sibiya, said he had had his hand in an explosion at the factory last year.

He said workers were often rushed by foremen — resulting in accidents.

A worker in the brass foundry, Mr Alfred Mfunu, claimed that management had repeatedly ignored him when he told them he had trouble with his eyesight.

Several workers showed SOUTH scars on their arms and legs which, they said, were caused by burns.

They alleged that there was no cover on the dust which affected their breathing and that there was no dust extractor for the grinding.

Workers were "covered with grime" at the end of the day. However, there were only three cold showers for the entire workforce.

Mewusa spokesperson, Mr Brian Williams, said the foundry had "one of the worst records of health and safety in the industry."

He said a report of an independent investigation into working conditions at the foundry last year had described conditions as "Dickensian."

Management at the foundry failed to respond to SOUTH's request to comment on the allegations.
Protesters disrupt meeting

Tuata must be disbanded, say teachers and students

The Regina Mundi meeting was organized by Neusa. Other members of Neusa said the union was not responsible for the disruption. They claimed that Tuata members were turning against themselves:

"Tuata has not achieved anything for teachers. All they do is concentrate on music; we feel disillusioned," said a Tuata member.

Others complained that Tuata had cancelled a meeting that was supposed to have taken place among Neusa, Tuata and the Johannesburg DET regional director Piet Struwig.

Earlier in the meeting, Tuata executive member Jacob Maseko denied rumours that the association had cancelled the meeting with Struwig. This was also confirmed by Struwig himself.

Said Struwig: "The meeting could not take place because the director general J.B. Louw was involved in something else. The meeting was not cancelled but postponed."

Maseko had said before the disruption that whatever action was taken by teachers, it should be a joint one.

"Until our demands are addressed, teachers in Soweto will stand together," he said.

Tuata was also accused of distancing itself from the plight facing the teachers.

"While we were on the chalk-down strike, some Tuata members continued teaching, yet they claim to be united with us," said one of the protesters.

The crowd of teachers and students which disrupted the Tuata meeting which was in progress at the Funda Centre in Soweto.

BY HAPPY ZONDI

A CROWD of rowdy teachers and youths carrying a large ANC flag disrupted a meeting called by the Transvaal United African Teachers' Association (Tuata) and demanded the teacher's body disband.

The meeting was held at Funda Centre this week.

The group carried posters proclaiming: "Surrender means death" and "Tuata please disband!"

The group was led by members of the National Educational Union of South Africa (Neva) and other members of Tuata who have lost confidence in the association.

The angry mob poured into the meeting and toy-toyed their way to the stage while a Tuata executive member addressed the audience.

After the first session of toy-toy, which lasted for nearly five minutes, the mob maintained order and allowed the speaker to continue.

Before he could finish saying: "We are united, children of one father, therefore, the crowd started shouting slogans again which called for Tuata to step down and disband.

The crowd continued shouting "ANC ANC ANC!" until the audience dispersed, including the Tuata executive on stage.

The disruptive crowd followed the audience outside and continued toy-toying and ridiculing the audience, who were disheartened and watching helplessly.

Later, some of the group who disrupted the meeting in coup-like manner told City Press: "We wanted them to get our views, not to disrupt the meeting."

Others said that if Tuata claimed unity with all teacher bodies, they had no right to hold a second meeting while teachers were meeting in Regina Mundi.
No easy solution to Soweto teacher strike

By CONNIE MOLUSI

NO easy solution is in sight in the "chalk-down" strike in Soweto as teachers resolved this week to continue the battle for better working conditions.

After a resolution on Monday to suspend the strike while waiting for a response from DET, teachers resumed their action and are demanding the resignation of regional director Peet Struywig.

Struywig was accused of rejecting teacher grievances.

Among the short-term demands of the teachers are:

- R1 200 minimum wage
- An across the board increase of R500 after the Easter vacation
- Reinstatement of all retrenched teachers
- Cancellation of extra-mural activities for the year

However, there are signs of division among teachers. This week members of the National Education Union of SA disrupted a meeting of rival teacher organisation TUATA and called for its disbanding.

It was also said that some TUATA members continued to teach during the strike last week.

Education Minister Stoffel van der Merwe said there seems to be no unanimity among teachers.

Van der Merwe said he will do everything possible to get teachers back to classes. He said he was prepared to consider their demands and have discussions with teachers.

He will meet teachers to discuss their demands. "I think the point has been made now," said Van der Merwe.
Warder strike may spread to other prisons

By CONNIE MOLUSI

THE South African prison service faces a serious crisis following a strike by warders at Johannesburg and Bloemfontein prisons that could spread to other areas.

President of the Police and Prison Civil Rights Union (Popcru), Lt Gregory Rockman, said there will be national consultation this weekend to discuss grievances.

He warned that failure to reinstate suspended warders could worsen the crisis and lead to solidarity action from prisons around the country.

A letter with complaints of police and warders has been sent to Justice Minister Kobie Coetsee and Law and Order Minister Adriaan Vlok.

It condemns the suspension of 262 warders and dismissal of two others at Johannesburg Prison and demands their reinstatement.

Popcrus's Lt Gregory Rockman warns.

Warders, on a sit-in strike since Tuesday, were given 20 minutes to leave the prison.

At a Press briefing on Friday warders expressed concern that the prison was now understaffed and hard-core criminals could escape.

The strike was sparked when warders' demands were not fulfilled. They include:

- An across-the-board salary increase of R850.
- Proportional sharing of prison service administration between blacks and whites.
- Extension of night shift, court and hospital duty to white warders.
- Opening of prison facilities to all warders irrespective of colour.
- Provision of transport for black warders as done for whites, and
- An end to job reservation.

Prison social worker Daphne Marks said warders reporting for duty on Friday were issued with suspension orders.

Warders said they were not going to observe the conditions of their suspension orders, which require that they report weekly at police stations.

As warders left the prison they were provoked and called derogatory names, said Marks.

Warders alleged that one of their colleagues was assaulted by a major on prison premises and insulted by a sergeant.

Warders said on March 14 they were body searched by riot police - who claimed they were under instruction from a brigadier to check for unlicensed firearms.

A spokesman for the Johannesburg Prison Black Members Internmt Committee, Peter Ximba, said black warders were housed in large groups in cells while whites lived in comfort.

"These inequalities brought us together to protest against our working conditions."

In a statement on Friday, Commissioner of Prisons Lt-Gen WH Willemsen said: "The South African Prisons Service has to rely on the exemplary behaviour of all its staff to ensure good discipline among inmates."

He said special channels existed for personnel to air their grievances but a number of staff had resorted to actions inconsistent with prescribed Prison Service orders.
Two unions argue over registration

THE Media Workers Association of South Africa (Mwasa) is locked in a battle with the SA Typographical Union (Satu) over the question of registration.

By MOKGADI PELA

Mr Sithembele Khala said the dispute arose from claims by Satu that it had majority membership in a number of areas allegedly controlled by Mwasa. Some of those places include Nelspruit, Pietersburg, Durban, Port Elizabeth and Benoni.

Khala said the onus was on Satu to prove that it had majority membership in those areas. Following the collapse of the closed-shop agreement early last year Satu lost substantial membership to unions organising in the same sector.

Mwasa’s application for registration was published in the Government Gazette on January 12, when unions objecting to the registration were asked to notify the department of Manpower within 30 days. On February 19, Satu objected to Mwasa’s registration, saying it was still ascertaining membership in the areas listed above and were late for this reason.

Mwasa, objecting saying Satu’s response was invalid as it was outside the proscription period. Satu responded by
Prisons union warns of nationwide action

The Police and Prison Civil Rights Union (Popcreu) has warned of nationwide action by its members if the Prisons Service does not address its grievances by today.

The union has also called for the immediate reinstatement of all prison warders dismissed during strike action last week.

At least one warder was arrested and four dismissed during strike action outside the Johannesburg Prison on Friday.

More than 260 warders have been suspended.

The striking warders are demanding an R350 across-the-board increase. Black staff are also demanding that racism and discrimination at all levels be eradicated. — Staff Reporter
‘Populist’ union call sows seeds of division

Labour Reporter  Star  30/3/90

A call by a major black union for the ANC’s exiled labour arm, the SA Congress of Trade Unions (Sactu), to be allowed to continue operating could foreshadow conflict on the issue.

Sactu’s future has been under debate and will be raised during Cosatu’s current visit to Lusaka.

Fearful for union autonomy, many local unionists want it disbanded and drawn into Cosatu alone could sow division.
Birth of new people's groups

THE Pietersburg area was a hive of activity at the weekend, with several meetings held to form worker organisations and other structures.

Lebowakgomo saw the formation on Saturday of the Northern Transvaal Public Servants' Union, which is to look after the interests of government employees.

The launch was attended by about 1 000 people. An 11-member steering committee was elected to draft a constitution.

The meeting ended in uproar when the stay-away call by the Lebowakgomo Civic Association was discussed.

Many of those attending felt that the call, which only affects Lebowakgomo residents employed by the Lebowa government, should include other areas.

Those elected into the steering committee are Mr Tandi Masa, Mr Patso Chinene, Mr Adolphe Maphuta, Mr Mpho Mogale, Mr Solly Malabaile, Mr Cebile Khanya, Mr Tsele Mogale, Mr Ray Maleka, Mr Frans Masekwaneng, Mr Godfrey Selepe and Mr William Moeng.

At a nearby school the Black Educationists' Convention held its meeting to introduce the organisation to teachers. The meeting, addressed by former Pietersburg attorney Mr Don Nkabemng, elected a steering committee.

Those elected are Mr Salthe Mokaba (chairperson), Mr Select Mphahlele (vice chairperson), Mr George Moshaw (secretary), Mr Pat Moyapa (projects co-ordinator), Mr Frans Kvakwa (treasurer), and two additional members.

Imbeleko launched its Seshego branch on Sunday. The meeting was addressed by Imbeleko's national co-ordinator, Ms Nomonde Jafa, who spoke on the importance of unity among women.

A seven-person steering committee was elected.
Health strikers claim victory

STATE-RUN health services in the Western Cape edged back from the brink of collapse this week as striking hospital workers agreed to return to work after a settlement was reached between their union and government representatives.

"It's a big victory for us," Health Workers' Union Acting General Secretary Hassan Mahomed said of the outcome of the 16-day strike, which ended on Tuesday after three days of talks.

Workers returned to work yesterday without a firm answer on wage increases, a central issue for the estimated 6 000 workers who struck: minimum starting salaries are R260 a month and average monthly wages between R300 and R400.

They will be informed no later than April 16 on wage increases.

Negotiators said that despite the recent budget allocation to improve wages of lowest-paid workers they were not yet able to indicate the size of increases.

The decision to return to work was a strategic one, taken in the face of the possibility of hospital services collapsing and potential loss of community support, Mahomed said.

The union's formal recognition will await the outcome of discussions between government, the Congress of South African Trade Unions and the National Council of Trade Unions, which could result in new legislation.
Five singing demos held

By MOKGADI PELA

FIVE Xeratech workers were reportedly detained by police while singing freedom songs outside company premises.

They together with 145 workers, have been on a legal strike for 10 days over wages. They demand a 21 percent-a-month across-the-board increase while the company offers 14 percent.

They also demand an educational grant to cater for books, school fees and related items. Workers also want the transport subsidy to be increased from the present R150.

A spokesman for the workers said some employees were sjambokked in the process at the Isando plant.

A spokesman for Xeratech said both legal of the management and the union would meet to try to solve the matter. He would not comment on allegations that the company had called the police to act against the workers.
Armed police bar path of protesting pupils

By Stan Hlophe

Thousands of angry pupils came face to face with police on the Soweto highway yesterday when police prevented marchers from crossing a bridge on their way to petition the regional director of the Department of Education and Training, Mr Piet Struwig.

Armed police in full riot gear, accompanied by dogs, used their vehicles to block the path of the pupils, who were adamant that they would not be stopped until they had presented a petition to Mr Struwig at his Booyenssens office.

Permission for the march was granted by Soweto's chief magistrate on condition that pupils did not go beyond the bridge and that the number of marchers should not exceed 10,000.

However, the leaders had apparently not informed marchers of this.

After the march it was established that only the leaders were aware of the restrictions.

Armed with rifles and shotguns, police parked their vehicles across the freeway, barring the pupils from marching further.

Appeals by Soweto Student Congress (Sosco) and National Education Union of South Africa (Neusa) leaders for pupils to calm down to avoid a confrontation with the police were booed and jeered.

It was only after lengthy mediation by a lawyer representing Sosco that the police agreed to bring Mr Struwig to the scene. The pupils then calmed down.

Mr Struwig arrived three hours later to receive the petition. He said he would respond to it as soon as he had studied it.

When asked to comment on the demand for a single non-racial education department, he said that was a political decision.

The petition's demands included:

- The establishment of student representative councils and parent-teacher associations
- An end to overcrowding in schools
- The provision of laboratory equipment and library books
- The opening of under-utilised white schools to blacks.

Mr Struwig has been given seven days to respond, failing which students intend taking "another form of protest action."
Rockman warns of nationwide strike

68 Popcru members held at Pollsmoor

CAPE TOWN — Police arrested 68 Police and Prison Civil Rights Union (Popcru) members who held a sit-in strike and placard demonstration at Pollsmoor Prison near Cape Town yesterday.

Major Jan Calitz of the police liaison department confirmed the arrests in terms of the emergency regulations and the Prisons Act.

Sit-in

The 68 were later brought before a Wynberg magistrate and warned to appear again on May 7.

Earlier in the day, Popcru had informed the Ministers of Law and Order and of Justice that its 5,000 members would start a sit-in from yesterday which could be the forerunner to a national strike, suspended police Lieutenant Gregory Rockman said.

Addressing a press conference in Athlone, Cape Town, yesterday, he said a nationwide sit-in was being held and that he had received information that 29 Popcru members (police and prisons employees) had been suspended after a sit-in at Duncan Village in East London.

Lieutenant Rockman, the national president of Popcru, said the sit-in would continue until the relevant authorities had agreed to reinstate all suspended Popcru members.

He said the authorities had to negotiate with Popcru regarding all grievances in the prisons and police departments, and that the union also demanded that the authorities refrain from provoking or using any form of violence against sit-in members.

Lieutenant Rockman said that in the light of all the channels they had tried to utilise to air their grievances, Popcru members had no option but to call for a national sit-in “to show the Government the seriousness of our complaints and our disatisfaction.”

“Popcru calls upon its members nationally to join the sit-in.

Members in the police, traffic and prisons (departments) are requested to stage sit-ins at their commander’s offices.

“We want to warn authorities that suspensions do not scare us off and that we will continue until we reach a settlement meeting the demands of Popcru.”

Disparities

Later yesterday, Minister of Justice Mr Kobie Coetsee announced that disparities where the dependants of Prison Service employees did not enjoy the full benefit of the service’s medical aid scheme would be rectified as from April 1.

The cost of the implementation would be about R14 million a year.

The Cabinet had approved the move in principle on Monday and a firm decision had been taken after consultation with Minister of Finance Mr Barend du Plessis, Mr Coetsee said.

— Sapa
Agreement may be reached only for the skilled

Crucial metal industry negotiations start today

By Drew Forrest

Fifteen unions and representatives of 3,500 companies square up today in the first round of industrial council pay talks affecting close to 400,000 workers in the giant metal industries.

At issue is the renegotiation of the industries' tripartite agreement, which sets legally binding minimum wages and conditions industry-wide and expires at the end of June.

The Steel and Engineering Industries Federation (Seifsa) will today make its opening response to union demands.

The largest union party, the National Union of Metalworkers, has proposed a R2-an-hour increase — or 56 percent at the bottom — while the mainly artisan Confederation of Metal and Building Unions wants 20 percent across the board.

There are fears that Numsa's extensive non-wage demands — on issues such as job creation, job security and industrial council restructuring — will hit stiff Seifsa opposition.

Employers also see Numsa plans to co-ordinate metal industry negotiations with bargaining in other sectors as a potential obstacle to settlement.

The union plans a bargaining conference in June to decide whether to strike or settle in each sector.

Sources said that if Numsa and employers deadlock, a possible scenario was the promulgation of the agreement for skilled workers only.
Settlement package for Cape hospital staff includes extra pay

CAPE TOWN — General hospital assistants under the jurisdiction of the Cape Provincial Administration (CPA) will receive an additional salary improvement with effect from April 1, which will be over and above the 10% general increase to all public servants.

This was one of the agreements reached after a 16-day strike by non-medical workers which seriously affected 21 Peninsula hospitals, the central laundry at Pinelands, six maternity clinics and the Nico Malan Nurses College.

Cape Administrator Kobus Meiring yesterday released a memorandum of agreements reached between delegations from the Health Workers' Union (HWU), the Commission for Administration (CPA) and the CPA which led to the strike being called off.

Meiring put the number of CPA strikers at 3,200 and said they would return to work today.

The strikers had demanded a minimum wage of R1,800, a 49-hour week, maternity benefits, permanent status, an end to privatisation and the recognition of the HWU.

In respect of remuneration, the CPA and CPA explained that despite the Budget allocation of money to improve wages of the lowest paid workers, it was not able at this stage to indicate what the future wage would be — however, the additional increase would be announced by April 16.

The CPA said the rescheduling of all work programmes to facilitate a 40-hour working week, to be instituted not later than May 1, was also being investigated.

It was agreed the "temporary" worker designation should be used only for persons employed for a period not exceeding three months.

The CPA advised it was also investigating the extension of the present two-month maternity leave system.

It was also agreed that the formal recognition of the HWU would be held over pending new legislation, which was being drawn up.

In addition, it was agreed that, as a result of privatisation, employees should in principle lose neither their jobs nor benefits — Saps
Talks over foundry dispute.

CAPE Foundries management met with representatives of the Metal Electrical Workers' Union of South Africa (Mewusa) this week to discuss a week-old strike at the Paarden Eiland plant.

About 150 workers downed tools at the foundry last Monday to demand plant-level negotiations.

In terms of a court interdict granted last week, the workers are restrained from entering the company premises.
Policemen get the axe after going on strike

The Argus Correspondent

JOHANNESBURG — Thirty-nine policemen have been dismissed after striking in King William’s Town and East London yesterday.

The dismissals were announced by the Commissioner of Police, General Johan van der Merwe.

In a warning believed to be aimed at members of or sympathisers with rebel Lieutenant Gregory Rockman’s Police and Prisons Civil Rights Union (Popera), General Van der Merwe said any policeman who went on strike or planned to strike would be dismissed immediately.

Housing benefits

All those dismissed yesterday have lost housing and medical aid benefits, as well as any other benefits.

“Twenty-four coloured and 15 black members of the SAP were summarily dismissed because I had reasonable grounds to believe that they went on strike or gathered to strike in King William’s Town and East London,” said General Van der Merwe.

“They were dismissed in terms of Article 17(B) of the Police Act and the reasons will be provided to each one in writing.”

It is illegal for any member of the security forces to strike.

“I would like to emphasise that any member of the SAP who strikes or plans to strike will be summarily dismissed. The SAP is there to protect the community and it can never be tolerated that this essential service can be paralysed by strikes,” General Van der Merwe said.

His action follows soon after the Prisons Service suspended almost 200 of its members who went on strike at Diepkloof Prison near Johannesburg recently.

Pollsmoor

Sixty-eight Popera members who held a sit-in and placard demonstration at Pollsmoor Prison near Cape Town were arrested yesterday.

Police spokesman Major Jan Calitz confirmed the arrests in terms of the emergency regulations and Prisons Act.

They appeared before a Wynberg magistrate and warned to appear again on May 7.
Sit-in protest by policemen and warders

By MARIUS BOSCH and MONICA GRAAFF

POLICEMEN and prison warders — all members of the Police and Prisons Civil Rights Union (Pop-cru) — yesterday staged sit-ins at a number of police stations and prisons across the country.

The government took swift and stern action — including dismissing 39 Eastern Cape policemen — in a bid to halt union action.

Protests which could be confirmed yesterday were at Pollsmoor Prison in Cape Town and Duncan Village police station and Fort Glamorgan in East London.

Police also arrested 68 prison warders at Pollsmoor after a sit-in and placard demonstration, police liaison officer Major Jan Calitz confirmed.

Pop-cru president Lieutenant Gregory Rockman said the sit-in was called to demand the reinstatement of all Pop-cru's suspended members in the police and prison services and to call on the government to negotiate with the union on grievances in the police and prison services.

Lieutenant Rockman said the union's 5,000 members would stage a sit-in as a forerunner to a national strike — the first industrial action in the police force since 1917.

Last night the Commissioner of Police, General Johan van der Merwe, said policemen in King William's Town and East London were "summarily dismissed" because he had reason to believe they had gone on strike or plotted to go on strike.

General Van Der Merwe warned that any member of the police who went on strike or planned to go on strike would be dismissed immediately.

Police were there to protect and serve the community, and it was totally unacceptable that this vitally important task should be jeopardised by strikes, he said.

The 68 warders arrested at Pollsmoor appeared briefly in Wynberg Magistrate's Court yesterday afternoon and were released on their own recognisances and warned to appear in court again on May 7.

Yesterday Justice Minister Mr Kobie Coetsee announced that disparities where the dependants of Prison Service employees did not enjoy the full benefit of the service's medical-aid scheme would be rectified from April 1.

The cost of implementing this would be about R14 million a year.

The cabinet approved the move in principle on Monday and a firm decision had been taken after consultation with the Minister of Finance, Mr Barend du Plessis, Mr Coetsee said.
Talks with 'pressure groups' under fire

The Public Servants Association (PSA) has criticised negotiations held between the authorities and what the PSA describes as 'unrecognised pressure groups' within the civil service.

"Recognised staff associations have uniformly withheld themselves from militant, illegal methods such as strikes, stayaway actions and demonstrations, with or without placards," said Dr Colin Cameron, president of the PSA.

Public servants had, without exception, acted legally.

The impression gained, he said, was that militant and challenging action had to be taken before attention would be given to the demands of the public servants.

This was demoralising.

'It would further appear from news reports that the authorities are even prepared to consider a trade union, and this on the eve of the implementation of a legal system for collective bargaining which was particularly designed to conform to the special circumstances of the civil service," he said.

As far as we're concerned, this would mean the end of the road for orderly negotiation." — Sapa
Hospital boss praises demonstrating staff

PORT ELIZABETH Livingstone Hospital in Port Elizabeth was brought to a halt for more than two hours yesterday when staff, including nurses and doctors, marched through the grounds demanding attention to their grievances.

When they presented a petition to the medical superintendent, Dr G White, he told them "I am on your side", and complimented them on their orderly behaviour.

The march was watched by scores of patients and was the first in the hospital's 30-year existence.

The march was held under the banner of the Livingstone Hospital Healthworkers' Committee, an affiliate of the National Education Health and Allied Workers' Union (Nehawu). — Sapa.
Striking Pollsmoor warders suspended

Staff Reporters

SIXTY-EIGHT striking Pollsmoor Prison warders have been suspended.

The strike involves members of the Police and Prisons Civil Rights Union (Poporn), of which Lieutenant Gregory Rockman is president. Lt Rockman was yesterday dismissed from the police.

The Pollsmoor strike went into its second day yesterday with prison warders, sometimes accompanied by policemen, staging sit-ins at prisons and police stations countrywide.

This was confirmed by a Prisons Service spokesman, who said: “Personnel at certain prisons did not perform their normal duties.”

Lt Rockman said “sit-ins” were held in the grounds of prisons at Worcester, Brandywine, Johannesburg, Bloemfontein, Fort Beaufort, Stutterheim, Grahamstown, Kirkwood, George, Oudtshoorn, Mossel Bay, Ladysmith, Cape, and Pollsmoor and at police stations and prisons in Queens- town and King William’s Town.

He said policemen at Duncairn Police Station, Balfour, Grahamstown, and Port Alfred also held sit-ins.

A Pretoria police liaison officer said last night that the sit-ins could not be confirmed.

Pollsmoor warders protested on the prison parade ground from 7am to 3.45pm with white warders looking on, said Lt Rockman.

He said the strike would continue until Poporn had been recognised as a legal union, all suspended warders had been reinstated and a “full settlement to the problems has been reached.”

The chairman of Poporn in Queens- town and King William’s Town, Mr Peter Swart, said 29 warders at the Queenstown prison and 13 warders at the Fort Beaufort prison staged sit-ins yesterday.

“The dismissed police and prison warders in King William’s Town and prison warders in Queens- town will, however, continue with their sit-in protests until such time that we receive positive reactions to our demands,” he said. — Sapa
Rockman is fired by Commissioner

CAPE TOWN — Rebel policeman Lieutenant Gregory Rockman has been fired by the Commissioner of Police, General Johan van der Merwe. The lieutenant welcomed the news yesterday as "a victory for justice", but said he intended to discuss the matter with his lawyers. He also said the Police and Prisoners Civil Rights Union, of which he is president, intended to make an urgent application for a Supreme Court interdict against Wednesday's dismissal of 39 Eastern Cape policemen who participated in a Popcrus sit in.

In a statement to Sapa, General van der Merwe said he had dismissed two more members of the police force because of their involvement in strikes.

Department of Law and Order spokesman Brigadier Leon Miellet said that one of the two was Lieutenant Rockman.

The lieutenant said "I'm happy they have fired me. This shows they are not serious about real reform and change in South Africa."

"I will still keep on fighting them until the day we move into the new South Africa, where the emphasis in the police will be to serve and protect."

Lieutenant Rockman, who has been under suspension without pay since November after taking part in a Popcrus demonstration, this week refused to continue voluntary participation in an internal police disciplinary hearing against him.

On an SABC radio programme last night, the Minister of Law and Order, Mr Adriaan Vlok, said the police were reviewing whether members of the SAP should continue to be allowed to join a registered political party.

"The SAP must serve all the people of South Africa."

Mr. Vlok also announced that from April 1 all black policemen would enjoy the same medical benefits as their white counterparts, thereby meeting a major grievance.

Until then, dependents of black policemen will not be covered.

Policemen and prison warders are to march on Parliament next Friday to demand increased salaries and housing subsidies, as part of the Popcrus strike.

In East London, 29 warders from the Queenstown Prison and 13 warders from the Fort Beaufort prison embarked on separate protests yesterday.

— Sapa and Crime Reporter
REBEL policeman Lieutenant Gregory Rockman was dismissed from the force yesterday.
The decision was made by the Commissioner of Police, General Johan van der Merwe, who said Lt Rockman and another policeman had been fired "due to their involvement in strikes".
On Wednesday, 39 policemen were dismissed for taking part in or planning a strike.

Lt Rockman said: "It's a victory for the people if they fire me.
"I'm the happiest man because I know that it will be a temporary setback. In the new South Africa, I will take up my rightful position in the police again."

Striking warders suspended — Page 3
Thousands to strike over plans to privatise

COUNTRY-WIDE strikes, marches and demonstrations by up to half-a-million workers in protest at privatisation are planned for Monday and Tuesday next week.

The protests, which coincide with a threatened national strike by 5 000 prison warders and policemen, will cap a fortnight of unprecedented industrial militancy in the public sector.

A huge demonstration outside the Johannesburg Stock Exchange will be the central event of the anti-privatisation campaign, says Sisa Njikelana, general secretary of the National Education Health and Allied Workers' Union (Nchawu).

The national campaign is being coordinated by four affiliates of the Congress of South African Trade Unions (Cosatu) which — with a combined membership of 10 000 in hospitals, the post office, education institutions and on the railways — have formed themselves into a coalition called the Public Sector Forum (PSF).

The wave of protests is being planned organisations — including the Mass Democratic Movement and the Azanian People's Organisation — and the National Council of Trade Unions (Nactu) in order to mobilise a massive show of force.

"Privatisation is not only an issue that affects private sector workers. The selling of state assets affects the community as a whole and we are urging all political parties and unions to take part."

The demonstration outside the Johannesburg Stock Exchange is designed as a warning to those private companies which have plans to buy shares in privatised parastatals.

Key sectors of the civil service — hospitals, prisons and even the police force — have witnessed unprecedented labour action in the last two weeks.

- This week 39 warders and policemen in the Eastern Cape were fired for staging a sit-in strike.
- A 16-day strike that caused a crisis in Western Cape hospitals was resolved in the middle of the week with promises that the Health Workers' Union would be recognised.
- The Public Sector League (PSL), a traditionally moderate union, has threatened industrial action if the government does not increase the 10 percent wage increase it has granted to state employees this year.
- Cosatu made a breakthrough by establishing a working relationship through the PSL with the newly formed Police and Prison Civil Rights Unions (Popuru). The new union has already recruited 5 000 members, including scores of white warders.

Last week organised labour and business reached an historic agreement to redraft the Labour Relations Act so that government and agricultural workers would be given trade union rights.

Labour Minister Eli Louw has agreed to present the draft through parliament once it has been formally accepted by the affiliates of Cosatu and Nactu as well as industry's South African Consultative Committee on Labour Affairs (Saccola).

"The state sector has neglected its labour relations for a decade and is now paying the price," says leading labour lawyer Clive Thompson.
Public Service League 'disgruntled' over strike

By GILL TURNBULL
Staff Reporter

THE Public Service League, official representative of civil servants, is discontented at accolades accorded to the unaffiliated Health Workers' Union after the successful conclusion of the Cape hospital strike.

A spokesman for the league's national hospital sub-committee said that weeks before the strike started his organisation had placed the non-medical workers' six grievances before the Provincial Administration and the Commission for Administration and negotiations were at an advanced stage when the illegal strike was called.

He said the fact that the union had stepped in to stop the strike had made the league look bad in the eyes of its members.

He added that the authorities had instructed the league not to tell its members of the negotiations until after the Minister for Public Administration, Dr Wim de Villiers, had raised the matter in parliament.

In a Press statement, the Administrator, Mr Kobus Meiring, confirms that "at the time of the strike, the Commission for Administration was already investigating the grievances of general assistants about their salaries and conditions of service, which had been brought to their attention by a delegation of the hospital sub-committee of the Public Service League."
39 policemen fired over Popcru strike

CAPE TOWN — More than 600 prison warders have been suspended and 39 policemen dismissed country-wide since the prisons and police strike started on Wednesday last week, according to former police lieutenant Mr. Gregory Rockman.

Mr. Rockman, president of the Police and Prisons Civil Rights Union (Popcru), said the strike would continue until recognition was given to the union, all dismissed and suspended personnel were reinstated and serious negotiations were started to resolve problems.

Major Reg. Crewe last night confirmed that 39 policemen had been dismissed.

A Prisons Service spokesman said last night that figures on the number of warders suspended could not be released. Unions were not recognised by the Prisons Service, she said. — Sapa.
Seifsa bid to protect employers from compulsory bargaining

Metal employers have tabled their own demands, including the exclusion of small businesses from the industries’ main agreement, for the second successive year in industrial council wage talks.

At last Thursday’s opening round of the negotiations, which affect close to 400,000 workers, the Steel and Engineering Industries Federation (Seifsa) made six proposals for changes to the agreement.

The demands include the exclusion of small firms — with eight or less employees — from the agreement, as well as a clause protecting employers from compulsory bargaining at company level.

Seifsa said in a statement that Thursday’s meeting had dealt with a list of 61 demands by the 15 party unions.

**PAY OFFER**

These included proposals for pay rises ranging from 18 to 125 percent.

Employers have not yet tabled their pay offer.

This would be finalised and forwarded to the unions shortly, said Seifsa spokesman Mr Hendrik van der Heever.
To Growth of Street Colleges

Overcrowding in Schools Leads

[Image of faces superimposed on text]
Prisons Service denies report

4 more warders on strike – union

By Dawn Barkhuizen

Four more prison warders went on strike yesterday following the suspension and dismissal of more than 600 warders and policemen in a national protest last week, according to Police and Prisons Civil Rights Union (Popcru) spokesman Mr John Jansen.

He said four warders from Pollsmoor Prison had started a protest action, and that they were determined to fight for their rights and the rights of fellow striking warders who were suspended last week.

However, a South African Prisons Service spokesman last night told The Star that no more warders were on strike.

While Popcru estimates that 675 warders have been suspended, the South African Prisons Service puts the figure squarely at 594 at 11 different prisons throughout the country.

Thirty-nine policemen have been fired for taking part.

Conflicting versions of the impact of the strike were yesterday given by the organisations involved.

Double shifts

Mr Jansen said female warders at Pollsmoor Prison had been forced to work double shifts since last Wednesday as the strike and suspension of 86 warders exacerbated an already critical manpower shortage.

He said prisoners were not doing agricultural labour, but sitting inside the jail all day as there were not enough warders to watch over them.

The Prisons Service however said "Contingency plans at prisons make provision for abnormal circumstances which may arise and the situation at the prisons concerned is therefore under control."

Among the demands made by Popcru are an end to racial discrimination against warders and prisoners, a 100 percent salary increase, recognition of the union and equal social facilities.

In a statement the Prisons Service said "There are sufficient and effective channels of communication which can be used freely by personnel to air their grievances and therefore it is not necessary to resort to undisciplined behavior." According to Mr Jansen, prisoners affected are Pollsmoor, Brandyvei, Worcester, Mosselbay, George, Oudtshoorn, Ladysmith (Cape), East London, Fort Beaufort, Stutterheim, Grahamstown, Kirkwood, Depokloof and Duncan Village Police Station, East London.
Hospital workers' concerns discussed

Staff Reporter

REPRESENTATIVES of the Public Servant's League yesterday morning met the Minister of Administration and Economic Co-ordination, Dr Wim de Villiers, to discuss working conditions and salaries of provincial hospital workers.

A spokesman for the PSL, Mr Arthur Farred, said the league would present the minister with a list of demands — including a minimum living wage of R850 and a future meeting with President F W de Klerk, Finance Minister Mr Barend du Plessis and Dr De Villiers.

"The Groote Schuur branch of the organisation is also to seek affiliation with Cosatu," he said.

A mass rally in response to the meeting is to be held by the PSL in the Westridge Civic Centre at 8pm this evening.

"We will spell out the worker's new salary package then," said Mr Farred.

A spokesman for Dr De Villiers' office confirmed that a meeting had taken place.
70 striking workers held after city demo

By HENRI DU PLESSIS
Staff Reporter

POLICE arrested about 70 striking workers from an Epping toolmaking company today after a demonstration outside their union offices in Corporation Street, Cape Town.

A union representative said the workers of Neill Tools went on strike when management refused to continue bargaining about working conditions and called for industrial council intervention.

The representative said the workers belonged to the Steel and Engineering Workers' Union.

The workers opposed the intervention of the industrial council and went on strike, after which about 100 were dismissed.

The union spokesman claimed the workers were on their way to the union office to discuss further action when they were arrested.

But witnesses said the workers held placards, and sang and shouted slogans in the street outside the building.

A number of police vehicles arrived and after warning the demonstrators to disperse, police made the arrests.

Policemen warned Press photographers not to take pictures. A policeman told union representatives the workers would be taken to Caledon Square and charged.

A spokesman for the company's head office in Johannesburg was not available for comment.
Prison action:

‘No union link’

THE suspension of 564 prison warders and the dismissal of four was not carried out because of their connection with the Police and Prisons Civil Rights Union (Popcru), the Minister of Justice, Mr Kobie Coetsee, said yesterday.

“No members were suspended or dismissed on account of their connection with a trade union,” he said in reply to a question tabled in the House of Representatives by Mr Willie Meyer (LP, Robertson).

“After long and positive involvement with personnel who were not performing their normal duty, several members were suspended and a few probationary warders dismissed.

“In the meantime, several members have negotiated with the commanding officers concerned and have been reinstated in their posts.”

Asked whether he intended recognizing Popcru, Mr Coetsee said various laws excluded prison service personnel from trade union membership and the Prisons Act made no provision for the rights and privileges of trade unions.
Black lawyers condemn violence

The Black Lawyers Association (BLA) has added its voice in the condemnation of increased violence countrywide and has called on liberation movements and all political organisations to help bring an end to the unrest.

In a statement released at a press briefing in Johannesburg yesterday, BLA publicity secretary Mr Dikgang Moseneke said such violence was often wanton, undisciplined, and a source of tragic loss of life.

Mr Moseneke said the BLA strongly urged the people, liberation movements and other political organisations to take immediate and effective steps to end to these acts of violence.

"In particular, we express our shock and disapproval of the senseless and wanton destruction and burning down of law offices of some of our members and other activist lawyers in Mqantsane near East London," Mr Moseneke said.

The BLA also urged the youth to return to school "as an essential form and part of our struggle for liberation."

The fundamental question which arose at the BLA's conference was whether the transfer of economic and political power and redistribution of resources could be achieved through negotiation.

The association came to the conclusion that negotiation was not yet an option.

Negotiations could not begin until the death sentence was abolished, political exiles were able to return unconditionally, all political prisoners were released and the state of emergency was lifted.

The BLA is to present awards to lawyers committed to the struggle and pay tribute to law pioneers like the late Mr Pixe ka Semke, former ANC executive member, Mr Duma Nokwe, former ANC secretary-general and Mr Robert Sobukwe, the first PAC president.
R850 wage demand by public servants

By MICHAEL DOMAN
Staff Reporter

MORE than 300 members of the Public Servants League (PSL) decided to demand a living wage of R850, to explore affiliation to Cosatu and to call for the resignation of national chairman Mr Malcolm Domingo, at a sometimes rowdy meeting at the Westridge Civic Centre last night.

Members from as far afield as Worcester and Atlantis also accepted a resolution to change the PSL's name to "Public Workers Union" in defiance of regulations which forbid the forming of trade unions in the public service.

A decision on further action on salary demands will be taken after the expected April 16 announcement on the restructuring of salaries.

PSL secretary Mr Bernard Wentzel said recent talks with government ministers Dr Rina Venter and Mr Wim de Villiers had been a disappointment.

"They were seeking a way to end the strike, but we told them they were the cause of people's actions and that we supported the reasons (for the strikes)," he added.

"We have not received a reply to our letter to the State President regarding conditions of employment and wages, and we would still like to have discussions with him."

Guest speaker Mr Siza Njikelana, general secretary of the National Education, Health and Allied Workers Union (Nehawu), said that public sector workers were among the lowest paid in spite of being the people who ensured that the country prospered.

He added "Government ministers' pay increases will mean their salaries will increase from R11 000 to R15 000 a month, but health workers' salaries will go up from only R221 to R246. Who in their right minds will accept such peanuts as wages?"

Mr Njikelana and other speakers rejected the 10 percent increase mooted for health workers.
POLICE arrest 12 in city Popcru demonstration

POLICE broke up a lunch-hour placard demonstration by the Police and Prison Civil Rights Union (Popcru) at the Grand Parade yesterday and arrested 12 demonstrators.

About 60 demonstrators were demanding the reinstatement of their 680 suspended members.

Police confirmed that 11 men and one woman had been arrested and later released on R100 bail.

Former police lieutenant Mr Gregory Rockman, who was at the scene, criticised the police for their "hard-handed action".

He said a big Popcru march would be held on Saturday from Greenmarket Square to Tuynhuys to hand a list of grievances to the government. — Sapa and Staff Reporter
Rallies against privatisation

By CHIARA CARTER

UNIONS will step up their anti-privatisation campaign this week. The action may lead to protests involving thousands of public sector workers.

The vice-president of the Post and Telecommunications Workers' Association (Potwa), Mr Floyd Mashele, said more than 150 000 workers were expected to take part in marches and rallies in major centres throughout the country on Thursday.

The centres include Pretoria, Johannesburg, Bloemfontein, Kimberley, East London, Durban and Port Elizabeth and Cape Town.

Mashele said the marches would include members of the unions which belong to the public sector forum — the South African Municipal Workers' Union, Potwa, the South African Railway and Harbour Workers' Union and the National Education, Health and Allied Workers' Union.

Independent unions and staff associations such as the Health Workers' Union and the Public Servants' League might also join the marches.

In Johannesburg, workers will march to the Stock Exchange to demonstrate against the sale of post office shares on the exchange.

"The government has repeatedly ignored our representations. Now we are taking serious action," Mashele said.

"We are prepared to negotiate peacefully. If the state presses ahead with privatisation, however, we are prepared to take whatever action is necessary."

Sources within the public sector forum say the unions have not ruled out "more sustained strike action".

The anti-privatisation drive comes amid unprecedented militancy in the public sector.

There was a bitter marathon strike involving up to 40 000 Southwes members throughout the country last year.

A strike involving about 5 000 workers at Cape Provincial hospitals ended last week in what Health Workers' Union general secretary, Mr Hassan Mahomed, called a "major victory" for the public sector.

In terms of the agreement, the hospital authorities agreed to meet with the union, give workers permanent status, improve maternity leave benefits and reduce working hours significantly.

Wage increases for both Sats and CPA hospital workers are to be announced next month.

This month, workers also downed tools at Iibhai Town Council, in the prison services and police force and at DET schools in Soweto.

Potwa, the South African Post and Telecommunications Employees Association (Sapto) and the Postal Employers' Association of South Africa this week issued a joint statement, warning that their members might take action in support of wage demands.

The statement said the present minimum wage of R624 was "unacceptable" and that workers demanded a minimum wage of R1 100 and a R400 across-the-board increase.

The statement compared this to cabinet minister's salaries of R15 084 and the salaries of MPs, who earn almost R8 000 a month.
12 Popcru members arrested after protest

Own Correspondent

Twelve members of the Police and Civil Rights Union (Popcru), including one woman, were arrested after an allegedly illegal placard demonstration at Cape Town’s Grand Parade about 1p.m. yesterday.

About 50 Popcru protesters, including executive president and former police lieutenant Mr. Gregory Rockman, were demanding the reinstatement of the nearly 700 Popcru members suspended from the prisons department for allegedly taking part in strike activities.

The arrests were confirmed by a police spokesman, who said when police arrived at the scene, most of the protesters dispersed.

Mr. Rockman had “disappeared”, he said.

Those arrested were granted R100 bail.

Mr. Rockman criticized the police for their “hand-handled action” and said Popcru members were showing their disillusionment with the current state of affairs in the police and prisons departments.

He said their peaceful protest had been met by a brutal reaction from the police.

Mr. Rockman said a Popcru march would be held on Saturday from Greenmarket Square to Tuynhuys to hand over a list of grievances to the Government.

Asked whether permission had been obtained for the march, he said both the city council and magisterial approval would be sought. But if they did not get permission we will march in any case and I will be there to lead them”,

He said the sit-in strikes at prisons would continue and that Stutterheim prison had had to be closed because of the strike.

He said the 31 families staying at Westlake who were employed at Polismoor and were evicted from their homes would defy the eviction order, which come into effect today.
We’ll address all gripes, says Prisons Service

As the national strike by prison warders goes into its third week, the Prisons Service is drawing up a plan to deal with “all predicaments and grievances” and has undertaken to address them.

By the end of last week 707 warders had been suspended and 39 policemen had been sacked for taking part, Police and Civil Rights Union (Popcru) spokesman Mr Lawrence Venter said.

Warders from prisons near Worcester in the Cape plan a sit-in today and the union is threatening to make known allegations of murder and assault behind prison bars. Mr Venter cited an eye-witness accounts of repeated assaults on black prisoners by a white warder at Pollsmoor Prison.

At the root of the strike is an allegation of racial discrimination in jails around the country and a demand that Popcru be recognised.

While Popcru alleges that racialism against prisoners and warders abounds, the Prisons Service denies this. In a strongly worded statement, it said its policy provided for all prisoners to be treated equally and stressed that “as far as salaries, benefits, allowances and promotion oppor-

unities are concerned, no disparities exist”.

All prisoners were allowed to lodge complaints each day, and these were promptly dealt with.

Mr Venter, however, alleges that: prisoners are segregated on racial lines; black warders are not allowed to work with white prisoners; black prisoners are fed inferior food; there are more black prisoners per cell than whites; most black prisoners sleep on the floor while whites have beds; black juveniles as young as nine are locked up with ordinary prisoners whereas white juveniles are placed in special institutions.

In another development, Prison Services lawyers announced they would fight, in court, eviction orders served on suspended prison warders.

Mr Venter said 31 suspended warders resident in prison quarters were last week ordered to move out by April 2 or 4.

Popcru alleges its protest action has had a crushing effect, forcing the closure of at least one jail. The Prison Services, however, says contingency plans exist and there is complete control of the situation “thanks to the majority of personnel who are still dutifully performing their tasks”.


Rockman released

POPCRU leader, former police lieutenant Gregory Rockman, was released on bail in time to join a march by uniformed members of Popcru in Cape Town yesterday.

Rockman was arrested yesterday on charges of assault and attending a demonstration on Wednesday. - Sapa.
New probe against Rockman

By VUYO BAVUMA
Staff Reporter

POLICE are investigating a charge in terms of the Fund-raising Act against sacked rebel policeman Mr Gregory Rockman.

Lieutenant Rockman, of Furlow Street, Strand, was told of the new charges after appearing briefly today in the Cape Town Magistrate's Court in connection with a charge of assault.

Mr Rockman was not asked to plead. The hearing was postponed to April 25 for further investigation and his bail of R200 was extended.

After the hearing, police escorted Mr Rockman to the CID offices, where they told him that they were investigating a charge in terms of the Fund-raising Act.

In January, police confiscated money allegedly raised by the Police and Prisons Civil Rights Union (Popcru) without a permit. Mr Rockman is the leader of Popcru.

The magistrate was Mr D J Oosthuysen. Mr J M McEwan appeared for the State. Miss P Neer, instructed by Essa Moosa, appeared for Mr Rockman.
Prisons look to warders' grievances

From DAWN BARKHUZEN
The Argus Correspondent

JOHANNESBURG — As the national strike by prison warders goes into its third week, the Prison Services is drawing up a plan to deal with all predicaments and grievances and has undertaken to address them.

By the end of last week 707 warders had been suspended and 39 policemen, including Lieutenant Gregory Rockman, had been sacked. Police and Prisons Civil Rights Union (Popcr) spokesman Mr Lawrence Venter said warders from prisons near Worcester plan a sit-in today and the union is threatening to make known allegations of alleged murder and assault behind prison bars unless the government does not desegregate the service.

Mr Venter cited as an example witness accounts of repeated assaults on prisoners by a senior warder at Pollsmoor Prison.

At the root of the strike is an allegation of racial discrimination in jails around the country and a demand that Popcru be recognised.

While Popcru alleges that racism against prisoners and warders abounds, the Prison Services denies it.

In a strongly worded statement, the Prison Services said its policy provided for all prisoners to be treated equally and emphasised that “as far as salaries, benefits, allowances and promotion opportunities are concerned, no disparities exist.”

All prisoners were allowed to lodge complaints each day. These were promptly dealt with, Prison Services said.

Mr Venter, however, alleged that

- Prisoners are segregated on racial lines
- Black warders are not allowed to work with white prisoners
- Black prisoners are fed inferior food
- There are more black prisoners to a cell than whites
- Most black prisoners sleep on the floor while whites have beds
- Black juveniles as young as nine are locked up with ordinary prisoners while white juveniles are placed in special institutions
- Assaults on black prisoners are common while white prisoners are not subjected to the same treatment
- The families of white officers are eligible for the medical scheme benefits while black families are not
- A black sergeant with 21 years service was earning R1,300 while a coloured sergeant with four years service was earning R1,135.
ON THE MARCH... Uniformed prison warders — all members of the Police and Prison Civil Rights Union (Popcru) and carrying ANC flags — took part in a protest march against racial discrimination on Saturday. They handed a petition to law and order spokesman Captain Hendrik Opperman.

Suspended warders march through city

By Staff Reporter

ABOUT 80 suspended, uniformed prison warders and 100 supporters took part in a Police and Prison Civil Rights Union's (Popcru) legal protest march on Saturday without incident.

Police union members abstained because of "fear of victimisation".

Popcru's vice-president, Warrant-Officer John Jansen, a suspended prison warden, said the union did not have the funds to transport 39 dismissed police members from the Eastern Cape to take part in the march.

WO Jansen said the union understood that local police members were scared of "victimisation".

The march started in District Six and wound its way to H F Verwoerd Building in Plein Street where the Popcru president, former police lieutenant Mr Gregory Rockman, and two executive members handed over a petition against racial discrimination in the police and prison services to Captain Hendrik Opperman, a law and order spokesman.

Asked why the warders were marching in full uniform and brandishing an African National Congress flag, Mr Jansen said Popcru "believes the ANC stands for justice".

He said the ANC had been unbanned and had the status of any other political party.

- Hours before the march, Mr Rockman was arrested on an assault charge. He was released on R200 bail and is to appear in Cape Town Magistrate's Court soon.

Police liaison officer Captain Attie Laubscher said the alleged incident took place during a Popcru demonstration on the Grand Parade on Wednesday. Twelve members were arrested then.
City trains hit by stoppage

By SHARKEY ISAACS, Staff Reporter

A DISRUPTION of suburban train services is expected in the rush hour this afternoon, after a Peninsula-wide work stoppage by artisans and trade-hands of Spoornet, the railways division of Transnet (which used to be Sats).

A spokesman for the Artisan Staff Association said the disruption would be widespread, but Spoornet PRO, Miss Yvette Marais, said the railways would “try to ensure the running of services as close to normal as possible”.

Mr David Oosthuizen, Western Cape executive officer for the association, said the “down tool action” was instigated about 9.30am at the Peninsula electrical running sheds and was followed by other sections about noon.

The move was expected to cause widespread disruption of train services from about 4.30pm at stations including Cape Town, Salt River and Maitland.

He said the action was prompted by protracted wage negotiations over two years with Sats management.

The association believed management was “deliberately delaying” negotiations over market-related salaries, allied to talks about productivity and rationalisation of trades.

He said that the association had made concessions about the rationalisation of trades – which would allow artisans from one trade to do jobs of a different trade – and had agreed to allow trade-hands to take over some of the artisans’ work.

However, he said the association had “got nowhere on market related wages”.

Today’s action involved staff in the mechanical workshop, electrical running sheds, signals section and the Bellville diesel depot.

Each section would hand over a letter of protest to the head of its department.

The letter urged management to end “delaying tactics” at talks with staff in Johannesburg on April 2.

Mr Oosthuizen said the stoppage would apply only today and was intended to give management an “indication” of what could develop if a settlement was not reached at the talks.
Delicate wage talks to start

By Drew Forrest

Railways management starts a delicate balancing act on wages for 80 000 black workers tomorrow with the opening of pay talks with one of two rival black rail unions.

The talks, involving the "moderate" Black Trade Union (Blatu), which claims 45 000 members, aim at a new wage deal to take effect from July.

In the wings is the militant SA Railway and Harbour Workers Union (Sarhwu), which spearheaded the recent rail strike.

If parallel negotiations take place, they will have to be co-ordinated to ensure common wage levels. Any disparity would be a potent flashpoint.

Yesterday, 10 unions affiliated to the Federation of Sats Trade Unions began pay talks in the Transnet Labour Council covering about 100 000 white workers.

Sources said the unions are demanding a 17 percent across-the-board rise and, for the first time, a minimum wage of R1 000 a month.
W Cape artisans in one-day strike

Staff Reporter

HUNDREDS of members of Spoor-
net's (formerly SATS) white Artisans’
Staff Association at several work-
shops and depots around the Peninsu-
la downed tools for one day yesterday.

Mr David Oosthuizen, the associa-
tion's Western Cape executive officer, 
said yesterday that about 600 of the 
company's 700 artisans in the Western 
Cape were participating in the action.

"We have something on the table 
that looks at market-related pay 
tables and our perception is that there 
is some stalling on this," he said.

The industrial action was not in pro-
test against privatisation, he said.

Some disruption of train schedules 
was possible, he said, as trains go 
through the electrical workshops for 
minor repairs during off-peak 
periods.

Artisans also kept the train signals 
in operational condition, he said, but 
they did not drive the trains.

Spoornet spokesman Ms Evette 
Marais said yesterday that she understo-
ood that a similar down-tools action 
had taken place in Durban.

She confirmed that a few depots in 
the Western Cape were also affected. 
Among these was the Salt River me-
chanical workshop, where the Cape 
Times saw about 100 artisans relaxing 
in the courtyard in the early after-
noon.

Ms Marais said she doubted there 
would be much disruption of train 
schedules.

"As far as I know we are an essential 
service," she said. She did not know 
whether the industrial action was le-
gal or not.
REBEL COP
Former policeman
Mr Gregory Rockman
leaves the Magistrate's Court with supporters yesterday after the case was postponed.

Picture: STEW ART COLMAN

Rockman in court on assault charge

Court Reporter
REBEL policeman Mr Gregory Rockman appeared briefly in Cape Town Magistrate's Court yesterday in connection with an alleged assault on a policeman during an illegal gathering on the Parade last Wednesday.
Mr Rockman was not asked to plead. He was told by the magistrate, Mr Deon Oosthuysen, that the state wished to press further charges against him of which he had not yet been informed, and needed time to investigate the allegations.
The case was postponed till April 25 and Mr Rockman's bail of R200 was extended.
After leaving court Mr Rockman was led away by CID detectives who took a statement from him concerning a fund-raising event he allegedly launched recently in Montagu.
Hospital workers mobilise community support

A MEETING to mobilise community support for hospital workers will take place at the Hanover Park Civic Centre on Friday at 2pm.

A strike by more than 4,500 workers which crippled several Cape Provincial Administration (CPA) hospitals was suspended last month.

The CPA will announce wage proposals later this month. The workers might decide on further action if they are unhappy with the CPA offer.

Speakers at the meeting will include representatives from Cosatu and the South African Municipal Workers' Union, and a worker representative.

They will discuss the background to the hospital strike, Cosatu's campaigns for a living wage, the Workers' Charter, the Labour Relations Act and privatisation.

The meeting is being organised by the Health Workers' Support Committee.
MORE than 130 Paarden Eiland metalworkers who have been on strike for more than three weeks will return to work this Wednesday, having won a demand for plant level negotiations. 

The company agreed to pay a benefit of R3 000 and to negotiate wages and conditions at plant level. The company also agreed to pay a death benefit to the families of workers killed in the strike. 

Victory in metal
Eviction of Pollsmoor warders stayed

By GILL TURNBULL
Staff Reporter

THE eviction of suspended prison warders at Pollsmoor prison has been stayed pending the outcome of an urgent application brought before the Supreme Court, Cape Town.

Counsel for the recently formed Police and Prisons Civic Rights Union (Popcru), headed by former policeman Mr Gregory Rockman, reached agreement yesterday with counsel for the Minister of Law and Order in the matter relating to the suspension of prison staff on strike against discrimination and inequality in the prison services.

The application for an interdict restraining the prison authorities from evicting them from their Pollsmoor homes, which was to have been put into effect yesterday at 2pm, was brought by 10 of the 30 striking prison warders.

Counsel will approach the Judge President of the Cape for a date for final adjudication in the matter of the warders' suspension, and have agreed that the prison authorities will not evict the warders pending the outcome.

Mr A Oosthuizen, instructed by E Moosa and Associates, appeared for Popcru and Mr F D J Brand SC, assisted by Mr N Treurnicht and instructed by the State Attorney, appeared for the minister.
200 railway artisans end strike after talks

By SHARKEY ISAACS
Staff Reporter

NEARLY 200 striking artisans and trade hands at Salt River’s suburban train electrical running sheds have ended their “extended” work-stoppage action after a meeting between representatives of their union and senior Spoornet personnel.

The meeting was held after Peninsula members of the Artisan Staff Association at Salt River’s head office acknowledged the letters.

Mr Oosthuizen, Western Cape executive officer of the association said the workers had prolonged their “down-tool action” while they were waiting for an acknowledgement of their letters of protest.

They returned to work after the general manager at Transnet’s head office acknowledged the letters.

Spoornet PRO Miss Yvette Marais confirmed that staff had returned to work and said 121 workers at Salt River’s electrical running sheds had also been involved in the work stoppage.

Wage negotiation talks stretching over two years with Sats — now Transnet — management prompted the association action.

Mr Oosthuizen said the association felt management was "deliberately delaying" negotiations over market-related salaries and talks about productivity and rationalisation of trades.

Each section had handed over a letter of protest to the head of its department. The letter urged management to end "delaying tactics" at talks with staff in Johannesburg on April 9.
Metalworkers back at work

NEARLY 130 metalworkers at a Paarden Eiland plant who had been on strike for more than three weeks, returned to work yesterday.

The company, Cape Foundries, will negotiate wages and working conditions at plant level, following the agreement reached this week between Cape Foundries management and the Metal and Electrical Workers' Union of SA.

Cape Foundries has also agreed to pay a R3,000 death benefit and has negotiated a health and safety agreement with the union.

Picket: Popcrui members held

EAST LONDON. — About 80 people, many of them members of the Police and Prisons Civil Rights Union (Popcrui), were arrested in the city centre here yesterday.

According to an official of Popcrui, those arrested were students from various coloured schools in East London and Popcrui members who had been picketing.

A senior Border police spokesman confirmed the arrests, but said he could not say when those held would appear in court. — Sapa
Umsa insists govt scraps authorities based on colour

THE United Municipalities of South Africa (Umsa) has called on the government to dismantle local authorities based on colour.

The government, ANC, UDF, Cosatu and other political bodies have been informed by Umsa of its stand on the present local authority system.

The problems, which include inefficient local authorities, lack of proper infrastructure, serviced land and proximity of the poor to their places of work are viewed by Umsa as constituting the major elements of urban violence.

Umsa president Tom Silumko Boya, said the government should reconstitute single local authorities based on acceptable criteria such as economic housing and the efficient delivery of services.

"Umsa believes that its prime area of concern is the effective and efficient rendering of essential services at national level which should result in the improvement of the quality of life

"Effective and efficient provision of services cannot be carried out while changing to apartheid structures as they tend to duplicate and sometimes, triplicate the cost of rendering them.

"Because of pragmatism Umsa had to accept serving on the RSCs and accept funds to the affiliated local authorities in order to improve the lot of their residents.

"Umsa has also rejected the National Forum that was established to become the mouthpiece of urban blacks in order to further divide them.

"After Umsa‘s due consideration on the issue of separate local authorities and administration which inter alia, entails an in-depth socio-economic analysis and a very close look at the political developments in the country – the organisation questions the establishment and maintenance of parallel towns and cities according to colour."
Suspected rapist shot dead

Staff Reporter

An alleged rapist was shot dead and another wounded when a Khayelitsha special constable caught about 10 men raping a woman in the township early on Saturday morning.

Police said the constable awoke about 1am on Saturday after hearing shouts in a street and found about 10 men raping a woman.

He approached the men, who threatened him with knives before he returned home to fetch his firearm.

Police said he returned to the scene and fired two shots — the first of which killed one of the alleged rapists and the second wounding another in the foot.

The special constable arrested the injured man. A rape docket has been opened.

A second incident in which a police reservist shot and killed a man in Eastridge, Mitchells Plain, about five hours later, has caused an outcry from members of the Police and Prison Services Civil Rights Union (Popcru).

The man, who died from his injuries in Groote Schuur Hospital on Saturday night, had been shot in the head — apparently at close range — and has not been identified as yet as "his face is swollen beyond recognition", according to founder Popcru member Mr George Johnson.

Police said yesterday that the reservist shot the man after seeing him steal laundry from his washing line about 6pm and go to his neighbour's line, after being woken by the sound of tampering at his back door.

They said the reservist had apparently warned the man to stand still on identifying himself as a policeman, but that he had run away and the reservist had fired at him with his private firearm.

Mr Johnson told the Cape Times yesterday that a woman who lives in the area denied that he was a thief and said that she had often seen the same man taking a short cut across the backs of gardens in the immediate area.

Mr Johnson, a police sergeant for 18 years, said there was no way the shooting could be justified and he would pursue the matter for the alleged thief's family and "protection of the community".
Shabby dress protest angers management

By AlinaH Dube

SeverAL workers employed at Truworths stores in Pretoria have been warned by management that they are not “dressing up to standard.”

The workers, who asked not to be named for fear of reprisals, have also declared a dispute with the company following its refusal to meet their demands for a living wage and recognise the Federal Council of Retail and Allied Workers (Fedcraw) as their representative body.

In an attempt to pressurise management into acceding to their demands and to emphasise the need for salary increases the black staff, comprising cashiers and salesladies have decided to dress shabbily while on duty. This, they said, has sparked off dissatisfaction in managerial circles.

“Management responded by warning some of us that were not dressed up to standard. We were also told that the manner in which we dress was in violation of the principles of the company,” workers said.

Other employees were allegedly told to consider that their appearance was expected to influence the promotions of sales.

A Fedcraw spokesman yesterday confirmed that the company refused to negotiate with the union.

Mr. Thompson, divisional manager for Truworths in Pretoria, referred the Sowetan to the company’s Cape Town office where management promised they would come back to us at a later stage.
Public servants 
taking pay 
demand to FW

PRETORIA — It may be a few weeks before public servants put their case for more money to President De Klerk, but they are optimistic he will give them an audience soon.

The Public Servants Association (PSA) voted at a general meeting here yesterday to approach Mr De Klerk with their demands for a further 10 percent pensionable salary increase on September 1.

This comes in the shadow of failure to have pleas for a 20 percent April 1 increase heard, which has led to growing discontent, further resignations in government departments and a loss of faith in the PSA.

A spokesman for the office of the State President said Mr De Klerk had an exceptionally busy schedule, but he was sure he would consider the request when it arrived, perhaps consulting with Administration Minister Dr Wan de Villiers.

Yesterday's general meeting of representatives of PSA branches throughout the country passed a unanimous motion of "deep disappointment" in the government as an "unsympathetic" employer, and voted unanimously to take the pay problem to the State President.

Core of loyal workers

PSA president Dr Colin Cameron said there was a "confidence crisis" in the public service, brought about by a combination of grievances topped with the fact that an increase of only 10 percent, in the form of a non-pensionable allowance, had been granted from April 1.

Dr Cameron denied the public service itself was "in crisis" because it still had a core of loyal workers, but said the PSA was trying, in requesting an interview with Mr De Klerk, to "pre-empt a possible critical situation".

He admitted the growing dissent among PSA members could also put the association's future in jeopardy, and warned that without such channels through which public servants and government could negotiate the way would be open for aggressive and even militant reactions.

The PSA would demand of Mr De Klerk an explanation as to why government "brushed aside" personnel associations (of which the PSA is the biggest) while entering into negotiations and making concessions to illegal strikers.
PRETORIA — The Public Servants’ Association will send a delegation to President F W de Klerk to inform him of the confidence crisis and largescale distress in the ranks of public servants, the PSA said in a statement yesterday.

Delegates from PSA branches throughout the country have met here to decide on a strategy to vent their disappointment at the 10% non-pensionable salary increase implemented on April 1. The PSA represents just over 58,600 public servants of all races throughout the country.

The meeting passed a unanimous motion of deep disappointment in the government as employer and its unsympathetic attitude towards the remuneration needs of public servants. PSA president Dr Colin Cameron said the government’s attitude towards these needs was further emphasised by the meagre non-pensionable adjustment of 10%, he said.

‘Confidence crisis’ in public service

It was also agreed that officials were no longer prepared to be the only ones who had to make sacrifices to check inflation.

The President would be informed in a personal interview that the salaries of public servants had weakened by 17% to 25% compared to the market in the period June 1985 to June 1989.

In addition, 146 career groups had had no differentiation since 1983.

The PSA consequently requested a total pensionable adjustment of 26% for Central Public Service Officials from September 1 this year.

They would further ask for market-oriented salaries for all career groups who were last evaluated in 1982.

These increments had to be made during the current financial year to eliminate anomalies.

The present 10% non-pensionable allowance should be converted into a pensionable allowance.

The message that came from delegates was that public servants had finally concluded that the government was completely out of touch with their remuneration and other needs, Dr Cameron said.

“This is apparent from what has happened now with the non-pensionable adjustment of only 10% compared to the simultaneous adjustment of 15% to 35% for political office-bearers,” he said.

Quality personnel were being lured more easily from the public service by offers of higher salaries and the load on senior and career-oriented officials would increase alarmingly.

“This was not in the long-term interest of the country,” Delegates also slammed state departments for negotiating with and making concessions to illegal strikers, while “brushing aside” representations by the recognised personnel associations, of which the PSA was the largest.

“This is inexplicable and has shaken the confidence of the public servant as an employee in the government as employer,” Dr Cameron said.

The biggest cause of distress for PSA members was the failure of the policy of occupational differentiation because of lack of funds.

The President would be asked to intervene and finalise matters which had been dragging on for a number of years.

These included designing legislation for feasible and orderly negotiation machinery, a uniform optional retirement age of 65 years and an increase in the maximum housing subsidy.

Other demands were that public sector employees be paid maternity benefits, the widow’s pension be increased to 75% of the member’s pension, and transfer benefits be improved.

The PSA also vowed to announce publicly that it was compelled to change its attitude to negotiations.

This was “in view of the obvious success achieved by the non-recognised militant groups ... with stayaway actions, protests and strikes,” the statement said.

The matter of reasonable remuneration of public sector officials did not affect only individuals, but the service which the “public, as taxpayers, could reasonably claim”.

Delegates said the PSA was also deeply concerned about the failure to implement the long-term remuneration policy and the government’s handling of the public service remuneration structure promoted a lack of motivation — Sapa.
Hospital workers make new threat

HOSPITAL workers will take further strike action if the Cape Provincial Administration does not meet their demands for a living wage.

This was the message given to more than 800 people who attended a Health Workers support meeting in the Hanover Park Civic hall last Friday.

Health Workers' Union speaker, Mr Eddie Nkobwana, called on workers to build unity across ideological lines.

"Unity is the tool to fight the bosses," he said.

South African Municipal Workers' Union speaker, Mr Saleh Manie, said it was a "matter of extreme urgency" to build an anti-privatisation campaign in the Western Cape.

Describing privatisation as a "monster," which would result in costly services and increased unemployment, Manie said public sector unions and other unions affected by privatisation should draw up a programme of action which should include educating the public about the costs of privatisation.

A surprise speaker at the rally was the acting general secretary of Nactu, Mr Cunningham Ngcukane, who said Nactu fully supported the health workers' demands.

Cosatu speaker, Mr Johnny Malem, called on all workers to throw their weight behind Cosatu's living wage, LRA and Workers' Charter campaigns.
Not enough, say leather workers

LEATHER worker unions have rejected an offer by employers in the tanning industry for a 12 percent wage increase.

At the first round of negotiations in the tanning sector in Port Elizabeth last week, unions told employers their offer was less than the inflation rate.

The negotiations involve the South African Clothing and Textile Workers' Union (Sactwu) and the National Union of Leatherworkers (NULW).

Sactwu is demanding a R40-a-week increase while the NULW is demanding R63.

The next round of negotiations will take place at the beginning of May.

The first round of talks for the footwear sector is scheduled to take place in Durban on April 18 and 19, and for the general-goods sector in Cape Town from April 24 to 26.
Venda trade union restricted

PIETERSBURG. — The military government in Venda yesterday restricted the only independent trade union operating in the homeland, a spokesman for the Council of National Unity announced.

Colonel Brand du Toit, press liaison officer, said the Allied Workers' Union (AWU) was served with the notice yesterday morning. Its offices at Sibasa had also been closed, he said.

Colonel Du Toit confirmed that soldiers of the Venda Defence Force had disrupted a meeting of the AWU on Saturday because no permit had been sought.

The AWU was formed two weeks ago following several workshops organised by the Mluwanu Worker Education Project established by the Azanian People's Organisation (Azapo).

AWU general secretary Mr Thvhilaeli Mutobvu could not be traced for comment yesterday.

Colonel Du Toit said all meetings were banned in the homeland. Anyone intending to hold a meeting should apply for a permit from the nearest police station.

The chairman of the council, Colonel Gabriel Ramushwana, said at a press conference last week after his takeover that he could not guarantee that trade unions would be allowed to operate. — Sapa
Prisons takes tough line against striking warders

By DALE KNEEN, Staff Reporter

THE Prison Services continues to take tough action against the Police and Prisons Civil Rights Union (Popcru) in order to halt the prison warder strike.

St Albans prison in Port Elizabeth told 20 Popcru members on Monday that they had been suspended, bringing to 694 the number of warders suspended since the start of the strike on March 21.

44 POLICEMEN FIRED

"We condemn the SA Prison Services for this action as it makes a mockery of what President F W de Klerk says about negotiations," said Popcru vice-president Mr John Jansen.

"The authorities have consistently refused to negotiate with Popcru on the real and pressing grievances of prison warders and policemen," he said.

A total of 44 policemen had been fired from the force since the start of the unofficial strike Popcru is not recognised as a union by the government and the contracts of warders and policemen prevent them from joining unions.

In what is regarded as a victory for the strikers, the SA Prison Services has agreed not to evict 31 suspended warders from their houses at Pöllsmoor, said Mr Jansen.

"The SA Prison Services contacted Popcru's lawyers to say they were prepared to compromise and allow the suspended warders to carry on living in their houses until the entire strike action was resolved," he said.

"They did not, however, agree to negotiate with Popcru as they still refuse to recognise us as a legitimate union for the warders." Suspended warders were not being paid.
PSL slams hike as ‘unacceptable’

According to him, the minimum annual wage for general assistants was to be increased from R2 685 to R5 517 — an increase of 108%. This means that those who were earning R223 will now receive R459 per month.

“When we met with Dr De Villiers we demanded a minimum living wage of R850 per month, so these increases are unacceptable,” he said, adding that the league was still pressing for a meeting with Mr De Klerk.

The overtime rates announced by Dr De Villiers — 30c per hour worked on an eight-hour shift only — have been totally rejected and described as “laughable” by the league.

The PSL said it also demanded that the area incentive allowance be allocated to all general workers in other magisterial districts, as well as the revision of the long service awards and the night allowance.

The Health Workers’ Union, which called last month’s strike, and signed an agreement ending it, said they had not yet been supplied with all the information regarding the announced increases.
13 pc rise for rail unions

By Shehnaaz Bulbulia

After three days of tough bargaining, Transnet workers from seven of 13 trade unions negotiating for wage increases are to get a pay rise of 13 percent, a spokesman for the employer company announced yesterday.

The wage negotiations between the Federation of Sats Trade Unions and Transnet had been completed and dates for negotiations with the remaining trade unions were being discussed, the spokesman said.

Negotiations with the Black Trade Union (Blatu) had started on Tuesday, but the union declared a dispute on job security, the spokesman added.

A spokesman for Blatu, Ms Mari Gerber, said the 13 percent pay increase included only white and coloured workers. Indian workers represented by the Indian Union, an affiliate of the Federation of Sats Trade Unions, had withdrawn from negotiations as their demands had not been met.

The unions were seeking a minimum wage of R1 000 a month and a general increase of 17 percent, Ms Gerber said.

Blatu would enter into negotiations with management on Tuesday next week.
Health pay offer spurned

By CLAUDIA KING

THE Health Workers' Union, responsible for last month's hospital workers' strike, is "extremely dissatisfied" with the new wage package announced by the Minister of Administration and Economic Co-operation, Dr Wim de Villiers.

At a mass meeting of HWU members on Monday, it was decided that a letter requesting an urgent meeting with the authorities be sent to the Commission for Administration.

"We want to express extreme dissatisfaction with the wage package put forward by the COA — the wage levels of general assistants are still not enough for them to make ends meet and the night allowance is hopelessly inadequate," said a spokesman for the HWU yesterday.

The letter requesting a meeting stresses that no action is to be taken by the union until the authorities have been given a chance to respond.

In an agreement signed to end last month's strike, the COA undertook to announce salary increases for hospital workers on or before April 16 while the union indicated that if these were unsatisfactory the strike could resume.

The strikers were demanding a minimum living wage of R1 500 a month, while the Public Servants' League (PSL) demanded a minimum wage of R850.

Last Wednesday Dr De Villiers released a statement promising revised service dispensations including improved salaries for general assistants in the public service over and above the general 10% increase for public servants.

These stipulated that the minimum wage for grade one general assistants would range from R459 (including the 10%) a month, compared with R223 previously.

The minimum wage for grade two assistants is to increase from R261 to R33 a month while grade three general assistants' wages are to be increased from R306 to R805 a month.

A spokesman for the COA said that no letter had been received from the HWU as yet and that until this had happened the department was not in a position to comment.

Although the Hospital Personnel Association (HOSPERSA) last week welcomed the increases announced by Dr De Villiers, the Public Servants' League slammed them as "totally unacceptable" and resolved to join the relevant unions in whatever action they decided to take.
Popcru children's picket broken up

Staff Reporters

A PICKET protest by children outside Pollsmoor Prison demanding the reinstatement and payment of suspended Police and Prisoners Civil Rights Union (Popcru) members was broken up by police.

A Popcru spokesman said police had been waiting when the 10 children, supervised from a distance by two wives of suspended Popcru members, had unfurled the posters at noon yesterday.

Yesterday was pay day for prison staff and the posters had demanded the reinstatement of the suspended warders' wages.

The spokesman said police had confiscated the posters at that stage the two women had approached them and had been arrested.

Seven suspended Popcru members responsible for the children had then moved closer and had also been arrested.

Although none offered resistance they had been manhandled by police while being arrested, the spokesman alleged.

One woman had hurt her arm while being forced into a police van.

The nine had been taken to Kirstenbosch police station where one of the women had what appeared to be a mild heart attack, the spokesman said.

An ambulance had been called and she had been taken to Victoria Hospital. She was discharged later and had been warned to appear in court with the others, the spokesman said.

Police liaison officer Major Jan Calitz, confirmed that several people were arrested outside Pollsmoor.

He emphasised the police had used "as much force as was necessary" to arrest the adult protesters, stressing that the use of force had become necessary as some had resisted.

However, he stressed that no force had been used against women and said the police had no knowledge of anyone having a heart attack.

One policeman was injured when he was kicked in the face, said Major Calitz.

The arrested members of Popcru appeared in Wynberg Magistrate's Court and released on R100 bail.

They were vice-president Mr. Johnny Jansen, national secretary Mr. Peter Loggenberg, Mr. Deon Daniels, Miss Charmaine Jackson, Mr. Graham Wiscomb, Miss Maureen Carolissen and Mr. Randolph Fortuin.
Health workers seek talks on pay deal

By DAVID YUTAR, Labour Reporter

THE Health Workers' Union, responsible for last month's hospital strike, will continue to press for a meeting with the Commission for Administration to discuss a new wage package.

The union said there was general dissatisfaction with the increases and several other aspects of the package.

The strikers were demanding, among other things, a minimum wage of R1 500 a month.

In terms of the latest wage offer, the lowest paid general assistants will get R515 a month (including the general 10 percent increase for public servants), where previously they received R280.

Grade III (the highest paid) general assistants will now receive R651 a month instead of the previous R584.

This week, after meetings in response to the announcement, the union sent a letter urgently requesting a meeting with the commission to discuss the package.

The union says that the commission has since replied that it was not "financially possible" to improve the package at this stage and turned down the request.

Last month the union agreed to call off the 16-day hospital strike after the commission undertook to announce salary increases for hospital workers by April 16.

The union warned that the strike could be resumed if the increases were not to its satisfaction.

The union says there is also dissatisfaction with terms of the long-service benefits announced, which require 20 years' unbroken service and which they say are payable at the sole discretion of the management.

A further source of complaint is the exclusion of certain categories of workers such as pharmaceutical assistants and clerical staff who are to get no increases over and above the general 10 percent public service increment.

The union says it will again request a meeting with the commission but that at this stage no strike action is being contemplated.
Furniture dealers are feeling the squeeze

By DICK USHER
Business Staff

THE squeeze is on the furniture industry and manufacturers fear that many less-efficient concerns could be forced out of business.

Measures for cooling the economy have taken their toll, reducing orders from retailers, while the employees' organisation, the National Union of Furniture and Allied Workers (Nufaw), is taking a harder line at this year's wage talks than previously.

Unprofitable

"While we had a 3.2 percent growth last year it was not healthy growth because it was achieved on the basis of running down stocks of finished and semi-finished goods," said Dr Winston Smith, executive director of the Federation of Furniture Manufacturers of South Africa (Fedurn).

"And it was mainly unprofitable growth in that price increases were around 11.2 percent while the cost input index rose 13 percent."

"This gave the industry overall a real rate of return of about 2 percent on investment."

"This year is not good and there is a fair amount of short-time being worked and a falling off of orders."

He attributed this to the tight economic situation, with increased interest rates and tighter hire purchase terms, and general political uncertainty which have dampened consumer demand.

Meanwhile, at what is generally a slow time of the year, manufacturers are also faced with a slow-down of orders.

"Retailers do not appear to have had as good a Christmas season as they had anticipated."

"Many were left with surplus stocks and so they cut orders," said Mr Tony Thompson, chairman of the Cape Furniture Manufacturers' Association.

Fresh hand

Sources suggested that the harder attitude of Nufaw was due to a fresh hand at the helm following the death last year of long-serving secretary Mr George Fletcher.

"The union, which is the only representative worker organisation at industrial council level, is itself under pressure from encroachments by the Cosatu-affiliated Paper, Printing, Wood and Allied Workers' Union."

Mr Thompson said the industry also suffered from South African buying patterns.

"Overseas people tend to change their furniture about every five years, but here they keep it at least three times longer," he said.

The good news is that the industry surcharges on capital goods, on which general sales tax is also paid, are being reduced over three years while an anticipated 30 percent increase in the saw-log price is now expected to be about 15.5 percent.

But Dr Smith pointed out that other inputs such as paint, foam and fabrics were subject to ongoing increases.

Sketching a new r

From page 1.

are obliged by law to be a member of both the institute and the South African Council of Architects.

"Because there is a statute governing our existence and membership basis, in the eyes of the world the institute is aligned with the government."

"In recent years this has resulted in our being excluded from the International Union of Architects. The Royal Institute of British Architects, which used to send an inspection board to South Africa every four years, no longer formally recognises degrees from South African universities."

However, he said "encouraging developments" in the political arena had already had a noticeable effect. "Other institutes around the world who have ignored us for a long time are now contacting us and some architects who had left South Africa are returning."

"The reduction of military service also bodes well for the future of the profession and will reduce the brain drain we have been experiencing."

He believes the membership of the institute should have identifiable categories which would help broaden the base of the profession and include the registration and recognition of architects.

"Technologists will play an increasingly important role in South Africa as they begin to establish their position and status within the industry and undertake more and more design work when working on their own."

"This is fundamentally due to the fact that, provided a reasonable economic growth rate accompanies our rapid urbanisation, the present quotas of architects will be unable to meet the country's demands."

Mr Pike, who completed
A SPLIT may be looming in the 47 000-strong Public Servants League (PSL) with Western Cape members demanding the resignations of the chairman and his entire executive who some public workers see as "too soft" on the government.

A meeting of the PSL national committee at the weekend was cut short after a "heated exchange" when PSL chairman Mr Malcolm Domingo refused to let workers address the committee on their demands.

Mr Arthur Farred, spokesman for the PSL "crisis committee" and national committee member, said yesterday that the meeting — which was held at a Brackenfell hotel — was closed early by Mr Domingo after he refused to let about 25 workers, who had earlier handed him a petition detailing their grievances and demands, speak to the meeting.

"He just walked out of the meeting and got into his car," Mr Farred said.

The crisis committee was going to demand that Mr Domingo pay the estimated R8 000 to R10 000 hotel and travel cost of the delegates to the meeting, Mr Farred said.

Mr Farred said the crisis committee had the backing of most PSL members in the Western Cape and sympathy from other parts of the country.

He said the PSL national leadership was reluctant to face the membership.

Among the demands of the workers were that the union should change its name to the Public Workers' Union, and that the PSL should align itself with more progressive forces in the country and "become part of the struggle."

Mr Farred said the workers had rejected the recent 10% salary increase and said they had requested a meeting with President FW de Klerk more than a month ago.

He said the workers felt that if no action was taken on their demands by the end of this month, a mass protest march to the Tuynhuis would be staged.

At a Mitchells Plain meeting last month, about 500 members called for the resignation of Mr Domingo and resolved to seek affiliation with Cosatu.

Mr Domingo could not be reached for comment yesterday and PSL secretary Mr Bernard Wentzel was not available.
Now bosses demand wage talks

IN an unusual twist, a company has warned a union that its failure to submit annual wage demands is not conducive to sound labour relations.

In a letter to the Metal and Electrical Workers' Union of South Africa (Mewusa), National Panasonic protested because the union had not submitted wage demands by the end of March.

National Panasonic told the union in a follow-up fax that, if demands were not submitted, the company would view this as an attempt to hinder negotiations.

Meanwhile, Mewusa members at Baltimore Aircoil, an American multinational, are preparing for industrial action following deadlock being declared in annual wage negotiations.

Grading

Negotiations were reopened after being closed earlier this year.

The dispute between the company and the union concerns the grading system and provision for a semi-permanent shop steward.

Mewusa members at Cape Foundries, where a bitter strike took place earlier this year, are also threatening to take industrial action.

Mewusa organiser, Mr Brian Williams, said workers at the foundries were unhappy about charges of intimidation against two strikers.

Williams said the company had agreed to persuade the police to drop charges.
No work for Popcru members

Staff Reporter

Members of the unofficial Police and Prisons Civil Rights Union (Popcru) have been dismissed and cannot go back to work, according to a spokesman for the Ministry of Law and Order.

Members of the union were dismissed recently for slopping work.

Yesterday Brigadier Leon Mollet described Mr Gregory Rockman's call this week for policemen to go back to work on Tuesday as "total nonsense."

"As far as the SA Police are concerned, those members who were dismissed had an opportunity to appeal to the minister within a specific time which has now elapsed," he said.

"Only one of them appealed. His appeal is still being considered."

For the rest, their dismissal is already in effect, and they cannot come back."

Popcru vice-president Warrant Officer John Jansen said yesterday that his organisation had called on all its members to go back to work on Tuesday, May 8.

"The police situation is under discussion," he said. "We are busy negotiating about the warders' suspensions."
Trade union changes name

THE journalists' trade union SASJ has changed its name to SAUJ. After 70 years as the SASJ, the South African Society of Journalists took a historic decision at its annual congress in Pietermaritzburg at the weekend to change the title to South African Union of Journalists.

The congress resolution said that the name SASJ had long been "inaccurate with regard to its function and area of operation."

In another historic decision, the union decided to drop the traditional terminology of chapel, chapel father and chapel clerk, in favour of the more modern nomenclature of branch, branch co-ordinator and branch secretary.
SIXTY-SIX prison warders made a brief appearance in Wynberg Magistrate's Court yesterday and warrants of arrest were authorised for two who did not attend.

The men, all members of the Police and Prisoners Civil Rights Union (Popcru), started by sacked rebel policeman Lieutenant Gregory Rockman, appeared in connection with allegations of holding a demonstration in a restricted area, and of contravening state of emergency regulations.

The warders are alleged to have launched a strike outside Pollsmoor Prison on March 21, and were arrested on the scene.

The hearing was postponed for a decision by the attorney-general and the warders were released on their own recognisances.

W.P.D. Theron was the magistrate. W.C.J. van der Berg prosecuted.
Postal strikers end sit-in

PRETORIA.---Post office workers in the Pretoria and Witwatersrand regions yesterday ended a two-day sit-in strike, but the action in support of wage demands was continuing at a Chloorkop engineering yard.

Sixty-nine workers at Chloorkop in the southeastern Transvaal had opted to continue the protest.

Workers, all members of the Post and Telecommunications Workers' Association, had staged the sit-in strike in support of their demand for a R1/100 monthly "living wage" and a R400 across-the-board increase.
By CHIARA CARTER

WIDESPREAD job losses are imminent in several key industries in the Cape.

According to employers, retrenchment and short time measures are being adopted at several companies because of an economic slump.

Sources estimate that about 1,500 jobs have already been lost in the Cape's key clothing industry this year. More retrenchments are anticipated.

The Metal and Electrical Workers' Union of South Africa (Mewusa) spokesperson, Mr Brian Williams, said the union was gearing up to fight what he called "widespread retrenchments in the manufacturing industry."

He said the slump in the industry could in part be traced to cutbacks in state expenditure.

Workers at the leading clothing manufacturer, Rex Trueform, are involved in a major battle with management over proposed mass retrenchments at three of the company's plants.

Management

A proposal to retrench 231 workers — about one tenth of the work force — was announced at a meeting between shopstewards and management at Rex Trueform three weeks ago.

This week, the South African Clothing and Textile Workers' Union (Sactwu) declared a dispute with the company.

A Sactwu spokesperson said the dispute had arisen because the union felt the information which the company had given Sactwu was "inadequate to justify so large a retrenchment."

He said the company and the union failed to reach agreement about the retrenchments during negotiations held earlier this month.

Rex Trueform charwoman, Mr Stewart Shub, said the proposed retrenchments were directly related to the slump.

Mr CE McCarthy, director of the Chamber of Industries and secretary of the Cape Clothing Manufacturers' Association, confirmed that jobs were being cut back in the clothing and engineering industries.

**Right wing terror**

"Race war" looms as consumer boycott bites

*See page 2*

**'Group' war in flatland**

Black tenants face white neighbour's wrath

*See page 5*
Metal workers' union sets demands for talks

BASIC demands for plant level negotiations between metal companies and the Western Cape region of the Metal and Electrical

Handymen stop work

From MAKHAYA MANI

ABOUT 105 Oudtshoorn handymen this week downed tools to demand higher wages and the right to join the union of their choice.

The workers are employed as artisans by the JJJ Construction company which is building the local magistrate's court.

The strikers are demanding a R5-an-hour increase for trainee plumbers and R4.90 for other workers.

The present rate of pay is R1.24.

The strikers want to withdraw from the "sweatheart union" and join Cosatu affiliate, the Construction and Allied Workers' Union.

They want transport facilities with shelter for all workers who travel to the building site from outside Oudtshoorn.

The company manager has refused to meet with the strikers.

Workers' Union of South Africa (Mewusa) were finalised at a branch executive committee meeting of the union last weekend.

The demands include a minimum hourly rate of R8.60 — more than double the present minimum in the industry of R3.56.

Mewusa will demand a service bonus of 10 cents an hour for each year of service.

The union also intends to demand a reduction of 10 hours from the present 45-hour working week.

Other demands include a transport allowance, a death benefit of R5 000, provision for a full-time shop steward, mosque pay, an emergency distress fund, detention pay and provision for paid paternity and maternity leave.

Union spokesperson Mr Brian Williams said the union would emphasise social responsibility programmes in negotiations and would fight for higher wages and greater job security.

This was especially important following recent retrenchments in the industry because of cutbacks in state expenditure.

Meanwhile there were several work stoppages organised by Mewusa at factories last week.

These include Procast in Kensington and Allens Meshco in Epping.
Hospitals: Industrial action threat

Staff Reporter

THE 40,000-strong Hospital Personnel Association of SA (Hospersa) has warned of possible industrial action following a refusal by National Health minister Dr Rina Venter to meet with them.

In a statement, Hospersa said the association was refused an interview with Dr Venter on April 30, but “a few days later representatives of a militant trade union, Nehawu, were granted an interview.”

“Are the 40,000 members of Hospersa, which has been in existence for 40 years, now set aside in favour of Nehawu?” the statement asked.

Hospersa was “now inundated by calls from its members who insist upon more militant action.”

In her reply to the statement, Dr Venter said the matters concerning Hospersa fell “within the jurisdiction of the Minister for Administration and Eco-nomic Co-operation, Dr J W de Villiers.”

“Hospersa is an acknowledged personnel association with direct access to the Commission for Administration and the relevant minister,” Dr Venter said.

Hospersa was requested to contact Dr De Villiers and the negotiations with the National Education, Health and Allied Workers’ Union (Nehawu) had only dealt with the National Health Policy, she added.
CRAIL 10/6/80

Rockman in anti-FW protest

OWN CORRESPONDENT

LONDON. - Ex-police-man Mr Gregory Rockman will speak at one of many rallies organised by Anti-Apartheid Movements (AAM) in Europe and Britain, who are coordinating a two-week campaign against President F W de Klerk's visit.

The first demonstration is planned for Paris today.

British AAM president Archbishop Trevor Huddleston said yesterday that he would write to the president of the European Commission, Mr Jacques Delors, stating the AAMs' opposition to the trip. He would also seek an urgent meeting with him.

Former police lieutenant Mr Rockman will address a rally at the Trade Union Congress hall in London on Friday May 18.
Striking doctors and nurses may be charged

By Carina le Grange

Two doctors and many nurses on strike in solidarity with non-medical staff at 11 Transvaal provincial hospitals could face criminal and disciplinary action.

Strike action is against the law for doctors and nurses. They are also subject to rules of the South African Medical and Dental Council (SAMDC) and the South African Nursing Council (SANC).

Doctors also take the Hippocratic oath and nurses a pledge of service on qualification.

Doctors who are members of medical associations are also bound by the Declaration of Geneva.

An offence

Two doctors attached to the Hillbrow Hospital in Johannesburg and scores of nurses have joined the two-week-old strike by non-medical staff at hospitals throughout the Transvaal.

The registrar of the SAMDC, Nico Prinsloo, said it was an offence for doctors to strike. Any interested party could draw it to the attention of the police who would investigate after which the Attorney-General would decide whether to prosecute.

It could also be brought to the attention of the SAMDC.

He said conviction carried a maximum fine of R1 000 or a jail sentence of one year, or both. On conviction, the name of the offending doctor would be removed from the register of the SAMDC.

On the ethical issue, the chairman of the federal council of the Medical Association of South Africa (Masa), Dr. Bernard Mandell, said Masa regarded it unethical for doctors to strike as patients' well-being should always be their foremost consideration.

"However, Masa believes that if a doctor participated in a strike, he should be given the opportunity by the SAMDC to justify his or her actions."

He said Masa was grateful the SAMDC supported proposals for changes in the present legislation which, if implemented, would mean convicted doctors will no longer be summarily erased from registration if found guilty of participating in a strike.

Speaking for Namda (National Medical and Dental Association), Dr Max Prce, said his association did not have a policy on strike action.

Nurses could also face criminal and disciplinary action. However, the registrar of the SANC, Frank Germishuizen, said the council could only act if detailed complaints were received.

He said while nurses took a pledge of service, it was not legally binding. The Nursing Act of 1978 makes strike action by nurses a criminal offence.
PSL says members intimidated

Staff Reporter

PUBLIC servants of the House of Representatives were intimidated into not attending a Public Servants' League (PSL) meeting at the weekend to discuss grievances, the PSL's regional chairman, Mr Stewart Cloete, claimed yesterday.

Mr Cloete said the meeting was called to address the problems of public servants employed as security officials.

A further mass meeting would be held soon.

Mr Cloete said grievances included dangerous work without arms, low pay and temporary appointments.
Security firms seek talks with Vlok on regulations

Labour Reporter

The SA National Security Employers' Association (Sansea) has called for urgent talks with Law and Order Minister Adriaan Vlok on new regulations for the security industry which it fears will spark labour unrest.

Sansea, whose members employ about 120,000 security guards, held a high-level meeting in Cape Town on Friday to plan moves on the regulations.

Gazetted last month in terms of the Security Officers Act, these require workers to register with the Security Officers Board by October 11. The initial registration fee is R35 and the annual fee R70.

Arguing that the levy is exorbitant in a low-paid sector, the Transport and General Workers' Union is to stage a national day of protest on June 1, with marches during working hours. Workers will demand the scrapping of the Act and an industrial council to regulate the sector in place of the board.

Sansea secretary Mr Peter Sharman said his association had written to Mr Vlok asking for a stay in the regulations.

Sansea was concerned both with the size of the fee and the mechanics for payment. Many firms would have to pay on behalf of employees and there was no statutory provision for the recovery of loans.

"We are not saying some sort of levy won't be needed," he said. "The industry has a bad reputation because of fly-by-night operators and control will be in workers' interests."

Employers estimate that the levy will raise R15 million a year and they want clarity on how the money will be used.
Concern over security levy

Labour Reporter

Shared concern over new regulations for the security industry has sparked a ground-breaking encounter between organised security employers and the sector's largest union.

At the same time, the managing director of Securitas, Jean-Louis Jaquet, has told the Star of the "tremendous insecurity" caused by the regulations, which require workers to pay a hefty levy to the Security Officers Board.

Yesterday, the Transport and General Workers' Union (TGWU) also met the board to voice its concern. Arguing that the R70 annual fee is exorbitant in a low-wage sector, it plans nationwide protest action on June 1 — a working day.

SA National Security Employers Association (Sansea) chairman Jimmy Nuns said Sansea and the union had agreed at talks yesterday that the immediate goal should be suspension of the regulations until all interested parties were consulted.

Man in court over counterfeit dollars

By Celeste Louw

A Randburg man, who allegedly conned job seekers by forging US dollars which he offered in exchange for rands, appeared briefly before a Johannesburg Regional Court magistrate yesterday.

Donald Julian Walker (63), of Windsor West, allegedly placed an advertisement in newspapers offering employment in Mauritius. At least 50 were allegedly conned when he replaced R2 500, paid by people interested in the job, with 1000 forged dollars.

No formal charges were put to Mr Walker and he was not asked to plead. He will remain in custody until his next appearance in court on June 29.
Rockman to address London protest rally

LONDON — Former policeman Gregory Rockman is to address a protest rally in London on Friday night, the eve of Prime Minister Margaret Thatcher’s meeting with President de Klerk.

The Anti-Apartheid Movement-organised rally is a protest against Mr de Klerk’s visit to Britain.

Mr Rockman, a former sergeant in the Police Officers and Police Civil Rights Union (Popcru), president, will be accompanied by Randell Fortuin, a member of the national executive of Popcru and a serving prison warden.

During their two-day visit, the delegation will meet a range of organisations concerned with the police and prison services, as well as the Trades Union Congress, the general-secretary Norman Willis and other unionists.

They will also brief groups working on issues related to policing, police policy, the legal system and human rights.
Warders in
embassy sit-in

FIVE Pollsmoor Prison warders occupied the German embassy in Queen Victoria Street yesterday, demanding that Mr Nelson Mandela lead a delegation from the Police and Prisoners Civil Rights Union (Popcru) to meet the government.

The five, all Popcru members, entered the building at 2.30pm and said they would not leave until their demands had been met.

All of them have been suspended.

They have demanded:

● That a delegation, led by Mr Mandela, be allowed to meet the Minister of Law and Order, Mr Adriaan Vlok, and the Minister of Justice, Mr Kobie Coetsee, to discuss Popcru grievances

● The immediate and unconditional reinstatement of all dismissed and suspended members of Popcru.

● That all departmental charges and criminal charges against union members be dropped.

The five chose the German embassy because President F W de Klerk will be visiting Bonn as part of his European tour in the next few days.

● Brigadier Leon Mellet, liaison officer to the Minister of Law and Order, said last night that no member of the police force had been dismissed for belonging to Popcru.
Security firms strongly oppose new regulations

By Dick Usher
CAPE TOWN — The security industry is virtually unanimous — from management to workers — in opposing regulations promulgated under the Security Officers Act.

The regulations have caused deep concern among employers represented by the South African National Security Employers Association (Sansea).

Sansea met in Cape Town last week to formulate effective opposition to the regulations published in early April.

Many were demanding the resignation of the employer representatives on the statutory controlling body, the Security Officers Board, claiming that they were out of touch with the industry.

One step further

The largest union in the industry, the powerful Transport and General Workers’ Union, goes one step further than employers by demanding the Act be scrapped and the statutory body replaced with a self-regulating national industrial council.

Among provisions in the regulations to which employers object are requirements for compulsory fingerprinting of every employee — from company managing director to tea lady, an annual registration fee many, including the union, feel is exorbitant and a ban on employment of anyone with a criminal conviction.

The TGWU shares these objections and also condemns the lack of employee representation on the board.

It has already held meetings of workers to discuss the regulations and plans to take further action, including protest marches.

Union spokeswoman Ms Kelly Forrest said the ban on employment of anyone with a criminal conviction was of particular concern as many black people had convictions for trivialities such as pass offences.

Employers said they had received assurances that the board would not be inflexible on this, but they said hard guidelines were needed rather than leaving it to the subjective reactions of a bureaucrat.

“We even know of company MD’s with criminal convictions for assault,” said one employer.

“What do they do if they’re barred from employment in the industry? Close down?”

The registration fee is of particular concern.

Employers estimate that, on a conservative figure of 100,000 employees, the proposed R35 for this year and R70 for each following year would immediately raise R10.5 million.

“What do they want all that money for?” asked Rod Krohn, executive director of Strategic Services Corporation and regional secretary of the South African National Security Employers Association (Sansea).

“The regulations say that it is to be paid by the employee for a licence to work in the industry.

“But the union will probably tell them to refuse to pay. If we pay and try to deduct it from wages, which we’re not permitted to do under the Wage Act, there will be trouble.

“And most employers have contracts with clients so it would be at least a year before they could pass the extra cost on.”

Fee exorbitant

The TGWU calls the registration fee exorbitant, and points out that in spite of a wage determination for the industry for a minimum wage of R416 a month, many employers pay less than this.

“We object to the whole concept of making someone pay to work in an industry and we object particularly to the high fee which most workers would have great difficulty in paying,” said Ms Forrest.

Employers also had problems with the registration process.

“We’ve been told it will take about two months from application to registration,” said Mr Krohn.

“We can’t put a man on site until he’s registered, so how would we find staff if a client had an emergency and wanted 30 guards suddenly?”

“We can’t simply employ surplus staff and pay them.”

Although TGWU rejects the Act entirely, employers support it because they feel the industry is in dire need of regulation.

A major concern is the fly-by-night operators who drag down both standards and prices, undercutting reputable companies and undermining their ability to raise wages.
Suspended warders start Day 3 of sit-in

BY DON HOLLIDAY Staff Reporter

As the sit-in at the West German consulate by five suspended prison warders entered its third day today, there was little sign of an early solution.

The five, all members of the Police and Prisons Civil Rights Union (Pophru), said they would remain in the consulate until they and other suspended warders had been unconditionally reinstated and all criminal charges against them relating to the union's activities had been dropped.

A senior member of the African National Congress, Mr Trevor Manuel, visited them yesterday, but none of the group would disclose the outcome of the meeting.

They said they were aware they were inconveniencing consulate staff and hoped they would be able to leave the building soon.

They are staying in the public waiting room of the consulate in a block of flats in Queen Victoria Street, Cape Town.

Food is brought to them by their families and friends. A television set has also been brought in.

They are using toilets and shower facilities which are part of the consulate — but to get to these they have to pass through a foyer which is South African territory.

However, a consulate spokesman said no police had visited the floor since the sit-in began.

West German diplomatic headquarters in Bonn had been told of the situation, but no decision on a course of action had been taken.
Mewusa to take action over retrenchments

A MAITLAND company which dismissed 27 workers without notifying their union has been accused of violating accepted retrenchment procedures.

Metal and Electrical Workers' Union of South Africa (Mewusa) spokesperson Brian Williams said the workers were told they had lost their jobs when they arrived for work at Atomic Office and Industrial Equipment last Thursday.

Williams claimed that the union had not been informed of the retrenchment and that the workers were notified by co-workers, not management.

The union is now pursuing legal action against the company.

Atomic managing director Mr D Titmus refused to comment.
White unions urged to join black in search for better labour laws

By Robin Drew,
The Star's Africa News Service

HARARE — White trade unions in South Africa were yesterday urged to join the two major black umbrella bodies, Cosatu and Nactu, in continuing discussions on how best to formulate better labour laws.

The appeal came from leaders of both bodies who had been attending a three-day workshop in Harare under the auspices of the ILO at which a South African Government advisory body was also represented.

It was disclosed that a lawyer representing white trade unions, Mr Jan Hurter, also attended the Harare meeting as a member of the National Manpower Commission delegation headed by Dr Franz Barker.

At a press conference after the workshop which was in closed session, Mr Jay Nadoo, general secretary of Cosatu, said the Government had accepted it would have to consult with the labour movement and stop viewing it as hostile.

But he said a positive response from the Government, particularly in relation to the interim draft agreement reached by Cosatu and Nactu with the employer body, Saccola, was essential.

"We are not prepared to continue endless debate with no result being seen," said Mr Nadoo.

Asked about working class white reaction to current events, Mr Nadoo said: "If we could talk to them, it would be fine. But it is very difficult to talk when they point a gun at you. We are hopeful, however, that all workers, black and white, will recognise their common interests."

Dr Barker, said he fully agreed the discussions in Harare had been very frank and very constructive. It had been very valuable for the Manpower Commission to have interaction with the ILO.

South Africa left the ILO in 1966 after the International Labour conference had adopted a strong declaration on apartheid in 1964.
Own Correspondent

LONDON. — President F W de Klerk had lost control of the police force who remained "as brutal as ever", former police officer Mr Gregory Rockman said in a BBC radio interview here yesterday.

He was speaking on the eve of Mr De Klerk's visit to Britain and in the wake of this week's "Trojan horse" killing of two people by police in Maokeng.

He said there was no sign that Mr De Klerk's recent call for policemen to stay out of politics was being heeded. "It shows that Mr De Klerk is out of control of his police and they are still going on as brutally as ever before with their racism."

The sit-in at the West German consulate by five Popcru members is under discussion by the joint government-ANC committee and a decision will be released on Monday, one of them said yesterday.

Warrant Officer Peter Loggenberg said the regional ANC representative, Mr Trevor Manuel, had contacted him to tell him this after an initial meeting with them on Wednesday.
The five suspended warders holed up in the West German consulate are all smiles after a 30-minute meeting with World Alliance of Reformed Churches leader Dr Allan Boesak. They are, from left, Lawrence Venter, Peter Loggenberg, Nathan Ramalaine, Willie Jacobs and, shaking hands with Dr Boesak, Andrina Rhooide.

'Sit-in 5' ask Boesak to help

By EDWARD MOLOINYANE
Weekend Argus Reporter

THE five suspended Police and Prisons Civil Rights Union (Popcru) members holed up in the West German consulate since Wednesday have asked Dr Allan Boesak to arrange talks between their union and the Departments of Justice and Law and Order.

The meeting should take place either tomorrow or Monday, they told the World Alliance of Reformed Churches president yesterday.

Dr Boesak, who was accompanied by lawyer Mr Essa Mosaa, said they had agreed to contact Minister of Justice Mr Kobie Coetzee to try and set up a meeting.

He said the group would not leave the embassy unless they got assurances from the departments that there would be discussions to address their grievances.

The suspended five are sergeants Nathan Ramalaine, Willie Jacobs, Andrina Rhooide, Lawrence Venter and Warrant Officer Peter Loggenberg.

Dr Boesak said that, contrary to Press reports about the reinstatement of 400 suspended prison warders, the five told him there had been no direct communication with them.

They told him they were prepared to settle for a mediator if the government was reluctant to discuss grievances in the police and prison services with their union.

The grievances included the unconditional reinstatement of all the suspended 600 police and prison warders, the scrapping of racial discrimination for treatment of prisoners and the abolition of racism in the two services.
Popcr u wants clarity

THE five Police and Prisoners Civil Rights Union (Popcr u) members who took up residence in the West German consulate in Cape Town on Tuesday will spend the weekend there unless yesterday's Justice Department statement is "clarified".

The Minister of Justice, Mr Kobie Coetsee, said after meeting a group of Popcr u warders and senior Prisons Services officers in Johannesburg that the 400 suspended prison warders had until the end of the month to report back for duty.

Mr Peter Loggenberg, the senior officer of the five sit-in members, said Popcr u was also awaiting a response from the Minister of Law and Order, Mr Adrian Vlok, on the position of police members of Popcr u who face disciplinary action.
500 police in Hillbrow crime sweep

Education and Cultural Office of the House of Representatives, see story on Page 2.


In addition, the police have set up a special unit to deal with the situation.

The police have set up a special unit to deal with the situation.

Emman Van der Merwe

Wekkom peace hopes

Wekkom peace hopes

Historic talks raise
Chamber of Mines and Anglo American, held a marathon four-hour meeting with Law and Order Minister Adriaan Vlok in the town, where a violent clash between black and white miners left two men dead on Wednesday.

The meeting, held at the traffic department offices, was described by NUM leader Cyril Ramaphosa and Cosatu general-secretary Jay Nadoo as "historic.

**Intimidation**

In a statement, Mr Vlok said it had been agreed to urgently set up working structures — involving the CMU, NUM and Chamber of Mines — to resolve "differing problems.

The employee bodies would make urgent appeals to all miners for restraint and would urge them to refrain from acts or threats of "intimidation, violence and prosecution.

He said mining companies would ensure security on their properties while the SAP, assisted by the SADF and mine security officials, would ensure the safety of residential areas on mine property.

It had been agreed that a security presence would be maintained on a full-time basis at the President Steyn No. 1 shaft, closed yesterday, to allay fears of employees and to ensure that work returned to normal work practices," the statement said.

The general-secretary of the white Mine Workers Union (MWU), Piet Ungere, told the Saturday Star before the meeting that white miners would not return to work unless they were satisfied that their safety was guaranteed.

The CMU, to which the MWU is affiliated, left before the statement was read out to local and international press.

**Shattered**

A top Conservative Party delegation, accompanied by Blanket Velisile Mzimba, who speaks for the town, said it had not been able to discuss the volatile situation in the area with Mr Vlok.

When he was whisked off to the airport, the CP's Free State leader, Helbron-MP Colleen Pienaar, complained: "We have been waiting patiently to speak to the Minister, but he apparently did not have the time to lend an ear."

There were two dimensions to the problem — first, the miners and second, the town.

"The one person who was murdered was not even a mine employee. If Mr Vlok is not prepared to address the situation of the residents, he must bear the consequences.

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**Welkom**

The historic talks were marred by two further incidents yesterday. An assistant manager at President Steyn, Danny Jacobs, was admitted to hospital after being stoned on the road between the mine and Thabeng township.

In another incident, a police vehicle was allegedly stoned when police apparently arrested hawkers and confiscated their goods at a taxi rank close to the mine.

**Uneasy**

Indicative of the uneasy calm that has settled over Welkom are the remarks of a white mining tramme who told Saturday Star, while talking to black passers-by, that peace would not return "with these fellows around.

Another point of contention is the strong presence of far-right groups such as the Afrikaner Weerstandsbeweging and BV in the town.

Mr Vlok stressed that police were in full control and that the assistance of vigilante groups was not needed.

"That kind of action will only cause more trouble than we already have," he said at the press conference.

Mr Nadoo said the NUM delegation had called for the immediate disbanding of vigilante groups, which he said exacerbated racial tension, as these organisations drew heavily for their membership on white workers.

Asked whether that meant the banning of such organisations, he said jokingly, "No, we are not in power yet.

Asked to comment on rumours that the banning of organisations such as the BV had been mooted, BV leader Mr Muller said, "Then let us remove all hope."

Mr Nadoo also accused mine security of not acting with restraint during Wednesday's clashes, adding that they had provoked the violence.

A police investigation has been launched.

Mr Nadoo expressed satisfaction at the outcome of the meeting, saying the crucial test was whether the agreement could be implemented "at least by engaging in discussions at this level.

Mr Ramaphosa told the press conference that no one wanted to see the situation escalating into full-scale violence: "Our members will continue to act with restraint. We will communicate the agreement to our members.

**Concern**

He said his delegation had communicated members' concern about "how mining security do things" and had expressed concern about the actions of vigilante groups.

Tom Main, chief executive of the Chamber of Mines, said future discussions would be important. He endorsed Mr Vlok's call for "calm in the difficult and awkward situation."
Sanca wars: Jo’burg society cut off

A DRAWN-OUT dispute over the mission, goals, structure and function of the South African National Council on Alcoholism and Drug Dependence (Sanca) this week saw the national council finally announcing a break in ties with its Johannesburg affiliate.

“The national management board of the council is of the opinion that it is in the best interest of the organisation, the alcohol and drug field and the general public to finalise the issue regarding the status and affiliation of the Johannesburg society,” the national council said in a press statement issued earlier this week.

Regrets

“The management board therefore regrets that it has no other recourse than to accept the disaffiliation of the Johannesburg society.”

The disaffiliation effectively means the Johannesburg society may no longer use the Sanca name or emblem, and its subsidies, previously channelled through Sanca’s national office must now be paid directly to the Johannesburg society.

After speaking to the parties involved, it would seem a break in ties has been looming for years.

Dr Liz Pretorius, executive director of Sanca, said the Johannesburg society announced its suspension of affiliation way back in 1983. Sanca’s constitution does not however, make provision for suspension of affiliation but only for disaffiliation.

Dr Pretorius said “We didn’t disaffiliate, they did and they have chosen to call it suspension. They stopped paying affiliation fees in 1983, but we did not accept the situation until this year because we were trying to negotiate to solve the problems they had with the national council.”

The statement issued by Sanca stated “In spite of a sincere desire on the part of the management board throughout negotiations to effect a re-affiliation by the Johannesburg society, it appeared there were insurmountable and irreconcilable differences with regard to the mission, goals, structure and functioning of the council.”

Dr Pretorius told the Saturday Star the national council had informed the Johannesburg society on January 15 of its final acceptance of the disaffiliation.

Dr Sylvain de Miranda, director of the Johannesburg society, nevertheless said he was speechless over the national council’s decision.

“This was directly against the order of the top authority and I am amazed they can fly in the face of what the top people asked them to do,” he said.

Dr de Miranda said the Johannesburg society suspended its affiliation in 1983 because it was “dissatisfied with the set-up.”

“We agreed, however, to hold meetings with the national council because the director-general of the Department of National Health and Population Development asked us to instead seek a compromise. But the meetings came to nothing.”

Dr de Miranda said the well-being of the Johannesburg society’s patients has been ensured in terms of subsidies and, “ultimately it may be for the benefit of the country’s services to unshackle the shackles because the bureaucracy and red tape involved is hampering the normal development of services so badly needed.”

Disaster

Dr Coen Slabber, director-general of the Department of National Health and Population Development, told the Saturday Star the break was the result of a problem which has “been going on for years.”

“I arranged a meeting between the national council and a representative of the Johannesburg society and asked them to seek a compromise.”

“It is not to the benefit of patients and the picture of the organisation is definitely negatively influenced. But Sanca is a private organisation and if it cannot solve its problems, the Government just has to accept it.”
WARDERS OUT: Dr Allan Boesak with the five suspended Police and Prisons Civil Rights Union members who ended their six-day sit-in at the West German consulate yesterday. The five, from left, Sergeants Willie Jacobs, Lawrence Venter, Andrina Rhode, Nathan Ramailane and Warrent Officer Peter Loggenberg said all suspended or dismissed prison warders would be reinstated before May 30.

Boesak meets Coetsee after Popcru sit-in

Staff Reporter

UNITED Democratic Front patron Dr Allan Boesak is to meet Minister of Justice Mr Kobie Coetsee today to discuss the grievances of suspended prison warders and policemen, says Police and Prisons Services Civil Rights Union (Popcru) vice-president Warrant Officer John Jansen.

He said a Popcru delegation, to be led by African National Congress deputy president Mr Nelson Mandela, would probably meet Mr Coetsee and the Minister of Law and Order, Mr Adriaan Vlok, later as a result of today's meeting.

Warrant Officer Jansen said the union's national executive would meet soon to determine a date on which suspended members would return to work.
Wardens sit in at embassy

Five suspended prison wardens, all members of Popcr, are holed up in the German embassy and have refused to leave until their demands are met. From left are Sergeant Nathan Ramalhame, Sergeant Willie Jacobs, Warrant Officer Peter Logenberg, Sergeant Andraa Rheode and Sergeant Lawrence Venter. One of their demands is that Mr. Nelson Mandela lead a delegation to negotiate their demands with cabinet ministers.

© Report — Page 3
Picture ANNE LAMO
Protest against PSL dismissals

By CHIARA CARTER

In a new development in a deepening row over the expulsion of two leading figures from the Public Servants' League (PSL), about 60 dissatisfied PSL members protested at the organisation's headquarters in Cape Town last Friday.

The members, mostly school employees, demanded the immediate and unconditional reinstatement of the Athlone district chairperson, Mr Stuart Cloete, and the chairperson of the Groote Schuur district, Mr Arthur Farred.

The two had been expelled because of "unruly actions".

The protesters were told that Farred and Cloete would have to use constitutional channels to seek reinstatement.

PSL secretary, Mr Bernard Wentzel, said he had met with the group of protesting workers and told them that demonstrations could not alter the situation.

He said Farred and Cloete had the right to appeal to the national executive committee, which is scheduled to meet at the beginning of June.

Unaware

An appeal by Farred and Cloete against their expulsion was rejected.

The regional executive committee earlier this month rejected an appeal by the two men against their expulsion.

PSL chairperson, Mr Malcolm Domingo, said he was unaware of the protest but that such an incident "aggravated" the situation.

Domingo denied allegations that the expulsions were motivated by personal interests and were aimed at fighting the PSL's "progressive faction".

"The decision was taken by the executive committee, not an individual," Domingo said.

"Mr Cloete and Mr Farred were expelled as a result of their unruly actions ..."

Domingo confirmed that Cloete had been expelled as a result of an incident at a Brackenfell hotel where Cloete and a group of PSL members interrupted an executive committee meeting to deliver a memorandum demanding that the organisation adopt a more militant stance on behalf of its 40 000 members.

The memorandum called on the executive committee to resign.

The incident followed a mass meeting at Mitchell's Plain at which the PSL leadership was severely criticised.

Criticism

Domingo said the executive was unhappy with statements which Farred made to the press about the league becoming a union and moving closer to Cosatu, as well as Farred's criticism of the role played by the PSL leadership during the recent Cape Town hospital strike.

Domingo denied critics' claims that the PSL was a "sweetheart" union and that workers - who constitute 80 percent of the PSL's membership - did not have an adequate say in how the organisation was run. There were "adequate channels of communication", he said.

He flatly denied allegations that the PSL national executive was closely tied to the Labour Party.

Cloete and Farred were not able to comment because of their forthcoming appeal.

Clothing dispute ends

From PATRICK GOODENOUGH

PORT ELIZABETH - A three-day strike by about 2 500 textile workers at 14 Port Elizabeth factories ended with a major victory for the strikers.

The "spontaneous work stoppages", which almost brought the clothing industry to a standstill in the Eastern Cape, followed deadlock between the Midlands Chamber of Industries and the South African Clothing and Textile Workers' Union (Sactwu) earlier this month.

The month ended with an additional R5 from November, while general workers will get another R3.

Sactwu initially demanded a R30 across-the-board increase, while employees offered R17.76 for machinists and R15.56 for general workers, with a further increase later in the year.

Congress in call for night schools

Luci Nyebebe, were guest speakers at the congress - the first ever in the region.

The congress endorsed the recent meeting between the ANC and the government, noting mass pressure and other forms of struggle had forced the government to negotiate.

It also re-affirmed the Programme Declaration, renewing its call for a comprehensive national plan to counter apartheid.

The congress, it was said, was formed specifically to exclude workers from decision making and make sure that decisions were made by the ANC and to understand and participate in ANC policies and principles.

Delegates resolved to organise and consult with members with a view to participating in the next round of negotiations with the South African Civil Engineering Council, which they said, was formed specifically to exclude workers from decision making and wage determination in one of the country's largest paying industries.

The congress, with other organisations, resolved to address the educational crisis in South Africa and called for night schools as a matter of urgency. Delegates agreed to call on employers to invest in such schools and to add the price of a progressive newspaper to pay-packets.

Resolutions on a national minimum wage, housing and subscriptions were referred to the regional executive committee.

Support was expressed for Cosatu's policy of worker unity and mergers such as that with the South African Allied Workers' Union.

Cauw also committed itself to encouraging female participation in the union, also at leadership level, in line with its non-sexist policy.

Elected office bearers Chairperson: Mr G Qandela, vice-chairperson: Mr E Snyman, treasurer: Mr C Marquar; and regional secretary, Mr J Ramela.
Brits teachers resolve to continue with strike

By Meleed Katalo,
Pretoria Bureau

About 300 striking teachers in Brits, yesterday resolved to continue with the strike until their suspended colleagues were unconditionally reinstated.

The strike started on Tuesday after the suspension of 13 teachers by the Department of Education and Training (DET) for allegedly having disrupted a principals' meeting at Roodkopjes about 20 km from Brits.

All the striking teachers are members of the Brits Teachers Union (Britu).

The chairman of the union and one of the suspended teachers, Thabani Matala, said yesterday's meeting resolved to continue the strike until the 13 were reinstated with full pay.

Mr Matala said their motto was "an injury to one is an injury to all". By suspending the 13, they felt the department was suspending them all.

He said the reason for disrupting the May 11 1999 meeting which was addressed by the chief director for the Northern Transvaal region of DET, Jop Schoeman, was that the principals were violating the defiance campaign's 14 points as set by the union, one of which is to isolate the DET.

Solidarity

Teachers from the neighbouring farm schools have pledged solidarity with the striking teachers. The following demands were yesterday:

- The unconditional reinstatement of the teachers on full pay;
- DET officials should stop violating the 14 points as outlined by Britu in conjunction with the Pretoria Teachers Union;
- Mr Schoeman should stop intimidating and victimising union members;
- The department should supply more teachers instead of suspending and dismissing them.

The suspension — without pay — of the 13 teachers was announced by Mr Schoeman on Monday.

Eleven of the teachers were from Ehutsheng High School, one from Itumeleng Primary School and the other from Bottabalele High School.
Although the application of source industrial relations theory is still at a developing stage, black trade unions have achieved more gains in industrial democracy during the last decade than their white counterparts.

This forced employers to pay attention to workplace industrial relations.

The purpose of this article is to present a historical overview of the system of control, resulting in a dormant and limited labour movement that kept unionism latent among the black workers.

Coercive employment practices:

In 1841 the "Master and Servant Ordinance" in the Cape Colony was passed as a coercive employment practice, which oppressed black workers, eg workers faced a severe penalty for refusing to work overtime or for going on strike. This was only removed in the 1970s.

In order to control and hinder their movements, an appendage by law forced them to carry passes.

The discovery of gold in 1886 further entrenched exploitation as black workers were classified as servants and through taxation, they were forced to earn wages.

This promoted discriminatory employment conditions and practices.

In 1910 the "colour bar" was introduced in the labour market with the contract system to control labour mobility.

Black workers, anchored in the rural areas, had no skills to use as a bargaining weapon.

The pass system and "influx laws" reinforced curbs. Black unions were unacceptable. Thus the idea that workers could not be employed in labouring jobs at low wages became increasingly part of the values and thinking of that time.

Racialism in labour legislation:

The 1924 Industrial Conciliation Act and other legislation reinforced the colour bar on free movement and freedom of association.

According to the Industrial Dispute Act of 1909, the definition of employees in the Labour Act, resulting in white workers forming in alliance with employers to prevent the emergence of black unions.

In addition, the Riotous Assemblies Act of 1914 gave the government powers to deal accordingly with strikes and also to prohibit illegal gathering that were viewed as endangering public safety.

Hence the basic features of these and other laws were entrenched in the Industrial Conciliation Act, excluding contracted black workers from the definition of employee.

The practical effects which these legislation had on the character of the labour movement were profound.

In some industries there was a decline in membership and alienation to union leaderships, in particular among blacks as a result of constant harassment by the police.

The state as protector of the interest of the dominant class as a whole ensured that white workers were not subjected to any form of job or skill competition with their black counterparts, thus co-opting white workers on its side.

In the early 1970s, African workers began again, as they had tried from the beginning of the century, to organise into trade unions and challenged the dualistic structure of industrial relations.

During this decade, black trade unions managed to challenge certain apartheid laws.

In the past, a central problem in the development of black unions, has been to wage a struggle against management's resistance to unions, state hostility and white unionism.

Prior to the 70s, there had been major repressive attempts to control or to clamp down on African labour movements.

During World War 2, and in the early 1950s and early 1960s each wave of unionisation was followed by repressive legislation.

The implication of state intervention had serious consequences, by hampering the development and growth of black trade unions.

The 1973 Natal strikes were a milestone for the labour movement as thousands of black workers forced employers and the government to review labour laws. Thus the commission of inquiry chaired by Professor Nic Wehahn was set up in 1977.

The establishment of the commission was a non-event as several commissions of inquiry had been set up, by the government since the past and did not bear fruits for the labour movement.

The previous commission was appointed 30 years earlier, consequently the existing Industrial Conciliation Act (1956) was amended. Since then conditions and practices in the field of labour have developed and changed considerably.
362 suspended warders on duty

CAPE TOWN — Of the 646 prison warders who were suspended from duty after disobeying orders and ignoring ordinary discipline, 362 had been reinstated, a spokesman for the SA Prisons Service said yesterday.

The Prisons Service emphasised that the Police and Prisons Civil Rights Union (Popcru) — of which the warders are members — was not a recognised union in terms of existing laws.

"Sufficient and effective channels of communication exist."

It added that all suspended members who reported to their commanding officers not later than May 30 and applied for the lifting of their suspension would be permitted to resume their duties immediately — "subject to the application of the Prisons Act, regulations and the disciplinary code."

The warders went on strike countrywide about 10 weeks ago, protesting against discrimination. — Sap
Bureaucrats to see FW

PRETORIA — A delegation of civil servants is set to meet the State President, Mr F W de Klerk, in Cape Town next month to discuss "distressful" matters relating to salaries and conditions of service.

The president of the Public Servants' Association, Dr Colin Cameron, said the meeting stems mainly from the unhappiness regarding the 16% non-pensionable allowance granted to public servants in April.

"Apart from the fact that the allowance is totally insufficient, it will also — as long as it remains non-pensionable — adversely affect the pension of those officials who retired since April 1," he said. — Sapa
Civil servants support Cosatu

By CHIARA CARTER

A SUBSTANTIAL number of Public Servants League (PSL) members have pledged support for two leading PSL figures expelled from the organisation last month.

About 700 PSL members attended a meeting called by a PSL Crisis Committee at the Joseph Stone theatre in Athlone last Wednesday.

It was unanimously resolved to call for the immediate and unconditional reinstatement of the Athlone district chairperson, Mr Stuart Cloete, and the chairperson of the Groote Schuur district, Mr Arthur Farrer.

The meeting also called for the immediate reinstatement of PSL employee Mr H Willemsen, who was dismissed by the organisation last month.

Other calls were for the PSL's constitution to be rewritten to reflect the interests of the majority of members, for the organisation to change its name to Public Workers Union in an attempt to shed its "sweetheart" image and move closer to Cosatu.

The meeting demanded the resignation of the entire PSL executive committee and an investigation into the organisation's head and branch offices.

Demands for all public sector workers to be permanently appointed and paid maternity benefits were endorsed at the meeting.

Farrer and Cloete have appealed against their expulsions to the national executive committee, scheduled to meet this Saturday.

PSL chairperson Mr Malcolm Domingo has denied allegations that the expulsions were an attempt to rid the organisation of its "progressive faction"
Union calls on teachers to ignore Republic Day

Education Reporter

The National Education Union of South Africa (Neusa) in the southern Transvaal has urged teachers to ignore Republic Day as a public holiday tomorrow and instead conduct lessons and revision for the mid-year exams.

Union secretary Joe Mogane said in a statement it would be up to individual teachers in Neusa's 13 branches to decide whether to heed the call to hold lessons tomorrow.

The statement also said Neusa had written to the regional directors of the Department of Education and Training calling on the department to stop harassing Neusa members.

Since the start of the second term, Neusa members have conducted a campaign against DET regulations and prevented inspectors from carrying out their normal functions.

Their defiance was an attempt to get the DET to address teachers' demands. These included alleviating overcrowding and high pupil-teacher ratios, the shortage of facilities and resources, and the recognition of student representative councils and parent-teacher-student associations.

DET Northern Transvaal regional director Job Schoeman said teachers' unions had "served all ties with the DET and threatened inspectors."
Municipal workers ‘won’t be overlooked’

Labour Reporter

THE Minister of Manpower, Mr Els Louw, has held discussions in Cape Town with representatives of the South African Association of Municipal Employees (Saame) about matters concerning the association and its members.

At the meeting Mr Louw said the shape and form of possible future local government models should be seen as part of the process of negotiation on a future constitutional dispensation for the country.

Saame would not be overlooked as a party to be consulted on local government in the future, and he undertook to facilitate a meeting between representatives of Saame and the Minister of Planning and Provincial Affairs.

Mr Louw indicated that the National Manpower Commission (NMC) was investigating the registration of trade unions.

A statement by Mr Louw this week said he did not foresee “that race can be seen as an industrial interest within the scope of registration of trade unions in the future”.

He had also taken note of Saame’s complaint that the waiting period for compulsory arbitrations to be heard by the Industrial Court, was too long.
Warders back at work:
Court plea withdrawn

Supreme Court Reporter

TWELVE prison warders suspended after allegedly taking part in a placard demonstration with suspended police lieutenant, Mr Gregory Rockman, are back at work.

Yesterday an application in the Cape Town Supreme Court by the 12 against their suspension, brought against the Minister of Justice and the prisons authorities, was withdrawn.

The 12 are members of the Police and Prisons Civil Rights Union (Popcru).

The 11 warders suspended on November 13 last year are Mr Gerrit Opperman, Mr Daniel Faas, Mr Donovan Michaels, Mr Gerhardus Jacobus, Mr Lester Witbooi, Mr Stephen Mackenzie, Mr Nicolaas Witbooi, Mr Ferdinand April, Mr Denzel Peters, Mr Henrich Esterhuizen and Mr Ian Rossouw.

The 12th warder, Mr John Jansen, was suspended on November 17 last year after he allegedly refused to accept transfer to another section of the prison.

Instructing attorney, Mr B Wagley, of Essa Moosa and Associates, said the application had become purely academic because the warders had been reinstated.
Unions warn Post Office of major, crippling strike

South Africa might experience a crippling Post Office strike in the next two weeks, the Post and Telecommunications Workers' Association (Potwa) and the South African Post and Telecommunications Employees Association (Saptea) warned yesterday.

At a press briefing in Johannesburg, Potwa president Kgaps Masonkutu said because of the Post Office's failure to meet workers' demands for a R1100 minimum "living wage" and a R400 across-the-board wage increase, the current go-slow and sit-ins at post offices were likely to be transformed into a full-scale strike.

A decision was expected to be taken after a secret ballot by Potwa's central executive committee in the next two weeks.

Saptea president Rabi Gobind said his union fully endorsed Potwa's position and would also conduct a ballot to determine the form of industrial action to be taken.

Both unions, with the "coloured" Post Office Employees Association of S A (Peasa), have been engaged in wage talks with the Department of Posts and Telecommunications since last October.

Mr Masonkutu said Peasa was also in full agreement with the two unions.

The three unions also demand an end to the privatisation of postal services, six months' maternity leave, and an end to the temporary status of some employees.
Two union officials reinstated

By DAVID YUTAR
Labour Reporter

TWO senior officials of the Public
Servants League who recently had
their membership terminated have
been unconditionally reinstated by the
league's national committee

Mr Arthur Parred, chairman of the
Groote Schuur region and the league's
national hospital sub-committee, and
Mr Stuart Cloete, regional chairman
of the Athlone branch, were reinstated
as members

The latest decision reverses the
April 28 decision of the national exec-
utive committee which terminated
the membership of the two officials.

The league has been plagued by di-
visions between those who have been
accused of aligning themselves with
the government and reducing the
league's credibility at grassroots level
and those such as Mr Parred and Mr
Cloete who have advocated a more
strident policy

Mr Bernhard Wentzel, secretary of
the league, confirmed the decision of
the national committee to reinstate
the two officials.
PSL reinstates two key members

TWO leading figures in the Public Servants' league (PSL) who were expelled from the organisation earlier this year were reinstated last weekend.

Mr Stuart Cloete, chairperson of the Athlone district, and Mr Arthur Farred, chairperson of the Groote Schuur district, were expelled from the PSL by the organisation's national executive committee in April. The national executive committee subsequently rejected an appeal against the expulsions.

Farred and Cloete then appealed to the national committee which is made up of representatives from all districts of the organisation.

PSL secretary, Mr Bernard Wentzel, confirmed that after "lengthy discussion" the national committee which met in Cape Town last Saturday, voted to reinstate the men.

Mr Cloete described the committee's decision as a "victory for the workers" who supported him.

The expulsions created a future within the organisation.

Supporters of Cloete and Farred alleged that the executive was trying to get rid of "progressive elements" within the PSL.
Popcru march case postponed

The case against 15 members of the Police and Prisons Service Civil Rights Union who allegedly took part in an illegal march to John Vorster Square was postponed in the Johannesburg Magistrate's Court yesterday to June 14.
FW, top public
service men in
pay rise talks

By TOS WENTZEL
on the Presidency

PRESIDENT De Klerk is
meeting a delegation of the
Public Servants' Association
today to discuss demands for
salary increases and retire-
ment and pensions problems.

The two-man delegation
from the PSA, president Dr
Colin Cameron and general
manager Mr Hans Olivier, will
also discuss a long-term salary
policy which could halt resigna-
tions from the public
service.

HOUSING SUBSIDIES

Housing subsidies, a uniform
retirement age and the impli-
cations of recent illegal strikes
will also be discussed.

Other matters to be dis-
cussed are the possibility of an
increase in the housing subsidy
which has been pegged at
R50 000, maternity benefits for
married women and an im-
provement in widows' pensions.
FW promises new deal for bitter public servants

Political Staff

PRESIDENT De Klerk has agreed to an improved bargaining mechanism between government and the public service, to be forged as a matter of urgency.

He said after meeting recognised public servants' associations at Tuynhuys yesterday that this matter would be dealt with in the next few months.

But a statement from Tuynhuys failed to mention what some saw as the crunch issue in the talks: bitterness over the fact that unrecognised unions have been able to deliver more for their members than staff associations had for their people through orderly negotiations.

Dr Colin Cameron, chairman of the Public Servants' Association, said the seven associations represented yesterday had been reassured and impressed by Mr De Klerk's understanding of problems they had cited.

These included the inadequacy of the 10 percent non-pensionable allowance — they had dwelt on that in the discussions — housing, pensions and so on.

NOTHING CLARIFIED

Mr De Klerk gave the undertaking that high priority would be given in the next financial year to the service deals of those public servants who received only a 10 percent non-pensionable allowance this year.

Attention would also be given other sticking points this year including certain general service conditions such as housing, maternity leave, and transfer costs.

Mr Roger Burrows, Democratic Party spokesman on the public service, said the President's statement had not clarified the situation about deals with unrecognised unions.

"It appears likely the recognised staff associations will have to accept that in a changed South Africa the government has to take account of unions which were previously totally ignored or even forbidden.

"A compromise must, therefore, be arrived at."
Metalmen declare pay row

By Shareen Singh

The National Union of Metal Workers of South Africa (Numsa) decided at its bargaining conference last weekend to declare a wage dispute with employers.

Annual wage negotiation between Numsa and the employer body, the Steel Engineering Industries Federation of South Africa (Selfisa), began in March.

At the last round of talks the union demanded an across-the-board hourly increase of R2.

Employers made a final offer of 6c at the top grade and R1.24 at the bottom.

Numsa, which represents more than 200,000 workers, said its conference, attended by more than 200 delegates, decided that industrial action would be recommended if there was no significant improvement in Selfisa’s offer.

The union said that although good progress was made in some areas, Selfisa’s offer was not adequate.

Parental rights

The conference pointed in particular to wages; job security, parental rights; hours of work; March 21 to be a paid holiday; extension of the agreement and the Labour Relations Act.

Employers had not made a final offer in the motor industry, and the union decided not to make any recommendations for that industry yet.

In the auto parts and tyre industries, the conference made provision for further consideration of employer offers. But if employers’ offers were not adequate, the union would support strike action.

Numsa made extensive non-wage demands this year.

Of particular significance was the demand for parental rights, including six months paid maternity leave and free pap smears for women in the industry. This came after in-depth research on problems of women workers.
Teacher body calls for sit-in protest

The non-racial teacher body, the National Teachers' Unity Forum (NTUF), has called for a national "sit-in" by all educators on July 24.

The sit-in has been proposed as part of the NTUF's national plan of action against the crisis in education. The NTUF claims the support of 150,000 teachers and has 13 affiliates countrywide.

In a statement, the NTUF announced that it would officially launch itself as a union in October this year and be renamed the South African Democratic Teachers' Union (SADTU).

Recognition

The establishment of a single union was one of the NTUF's key goals when it was formed nearly two years ago.

The SADTU will immediately seek recognition from the Minister of National Education, Gert Louw.

The 13 affiliates of the NTUF include established bodies such as the African Teachers' Association of SA and the Teachers' Association of SA (for Indian teachers) as well as militant groupings such as the National Education Union of SA (Neusa) and the Progressive Teachers' Union.

A spokesman for the National Education Coordinating Committee (NECC) expressed support for both the sit-in and the formation of a single union.

Neusa's Southern Transvaal branch supported the protest action in principle. Neusa spokesman Joe Mogane said the proposal for a sit-in would first have to be discussed in the union's 17 branches.

He said Neusa had organised a "picket for July 17 to demand textbooks in schools.

He said that teachers from all regions should decide when to launch SADTU and the matter would be "thoroughly" discussed at an annual general meeting.
IND. REL., WORKERS' Org. - African Unions

1990
Farmers' vote revealed

By Norma Chandler, Pretoria Bureau

Transvaal farmers have voted overwhelmingly to maintain white preservation of agricultural land.

Results of a referendum held last Friday were released yesterday.

The Transvaal Agricultural Union (TAU) said 94.5 percent of farmers who voted decided to maintain the status quo.

A TAU spokesman said 12,584 farmers voted and 599 said "no" to the proposal. Ninety spoilt papers were received.

The organisation’s executive committee is meeting today to discuss the result and will place recommendations before the union’s council which meets in Pretoria tomorrow. The results and any recommendations will then be forwarded to the South African Agricultural Union (SAAU).

The referendum was held after the SAAU asked provincial agricultural unions to gauge the view of organised agriculture on the question of land reforms in order to guide the Government in any proposed amendments to the Land Act.

The TAU caused a row in some farming circles by asking only one question: "Do you want white preservation of land to continue?". It was claimed the question was political and would not be a true reflection of farmers' views.
### 4 500 Hotel Workers Strike

**JOHANNESBURG** — About 4,500 workers went on strike yesterday in 35 Southern Sun hotels, after a 75% vote in favour of strike action. Union publicity officer Mr Jeremy Daphne said management were trying to lock out striking workers, but despite this, workers at over half of the hotels were at present conducting caucuses sit-ins.

**Missing Boy’s Body Found**

**PORT ELIZABETH** — Police divers have found the body of 5-year-old Gerald Spandiel, who went missing after a motor accident near Middelburg on Saturday night. A dam on the farm Grootvlei was partly drained to enable rescue teams to recover the body.

**Renamo Area Recaptured**

**MAPUTO** — Mozambican armed forces say they have recaptured a string of rebel-controlled small towns in a three-month offensive in the centre of the country. The Renamo rebels’ general staff was destroyed in the offensive.

### Parabats Put to the Test

**PRETORIA** — More than 400 paratroopers yesterday attacked and destroyed an “enemy” base north of the city in one of the largest military exercises of its kind in recent years.

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**Births**

**MOORE**

To James and Gayle a healthy son born 26th June 1980. Both well. Thanks to doctor and staff at Louis Leipoldt.

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**Classification**

Too late for classification.
KENNISGEWING 549 VAN 1990

ADMINISTRASIE: VOLKSRAAD

DEPARTEMENT VAN LANDBOUWONTWIKKELING

KENNISGEWING VAN VERGADERING VAN SKULDEISERS KRAAGTENS ARTIKEL 22 (1) VAN DIE WET OP LANDBOUKREDIET, 1966

Hierby word 'n vergadering van ondergenoemde aanplicant en sy skuldeisers op die plek en datum hieronder genoem, belê, met die doel om skuldeisers in staat te stel om hul vorderings teen die aanplicant te bewys en 'n skikkingvoorstel van die Landboukredietraad te oorweeg.

J. H. RADEMEYER,
Direkteur: Direktoraat Finansiële Bystand,
Departement van Landbou-ontwikkeling.

<table>
<thead>
<tr>
<th>Aansoek van Application by</th>
<th>Plek van byeenkoms Place of meeting</th>
<th>Datum en tyd Date and time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Joseph William Ganter van die pleys of the farm Klipscheur, Posbus P.O. Box 1618, Bethlehem, 9700</td>
<td>Kantoor van die Landbros/Magistrate's Office Bethlehem</td>
<td>22 Augustus/August 1990 om/et 10 00</td>
</tr>
</tbody>
</table>

(6 Julie 1990)/(6 July 1990)

KENNISGEWING 550 VAN 1990

DEPARTEMENT VAN MANNEKRAAG

WET OP ARBEIDSVERING, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN “N VAKVERENIGING

Ek, David William James, Nywerheidsregistrator, maak ingewolke artikel 4 (2) soos toegepas by artikel 7 (5) van die Wet op Arbeidsvordering, 1956, hierby bekend dat ‘n aansoek om die verandering van sy registrasiebestek ontvang is van die National Industrial and Commercial Workers’ Union. Besonderhede van die aansoek word in onderstaande tabel verstrekk.

Enige geregisterde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriflik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

TABEL

<table>
<thead>
<tr>
<th>Naam van vakvereniging</th>
<th>National Industrial and Commercial Workers’ Union</th>
</tr>
</thead>
<tbody>
<tr>
<td>Datum waarop aansoek ingediend is</td>
<td>1 Maart 1990</td>
</tr>
<tr>
<td>Belange en gebied ten opsigte waarvan aansoek gedaan word</td>
<td>Alle persone in diens in die Natuurweselverwerkingswyerheid in die landboudistrik Hlabisa.</td>
</tr>
<tr>
<td>Vir die doeleindes hiervan beteken “Natuurweselverwerkingswyerheid”, sonder om die gewone betekenis van die uitdrukking engeverwyse te beperk, die wyerheid waarin werkgewers en hul werknemers met mekaar geassosieer is in bedryfsregtings vir die verwerking van naartuymesels afkomstig van die suasplant, en omvat dit alle werkzaamhede wat daarmee gepaard gaan of daaruit voortstuur</td>
<td></td>
</tr>
<tr>
<td>Posadres van aanplicant</td>
<td>Posbus 38, Richardsbaai, 3900</td>
</tr>
</tbody>
</table>

NOTICE 550 OF 1990

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION

I, David William James, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the Labour Relations Act 1956, give notice that an application for the variation of its scope of registration has been received from the National Industrial and Commercial Workers’ Union. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (post address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

<table>
<thead>
<tr>
<th>Name of trade union</th>
<th>National Industrial and Commercial Workers’ Union</th>
</tr>
</thead>
<tbody>
<tr>
<td>Date on which application was lodged</td>
<td>1 March 1990</td>
</tr>
<tr>
<td>Interests and area in respect of which application is made</td>
<td>All persons employed in the Natural Fibres Processing Industry in the Magisterial District of Hlabisa.</td>
</tr>
</tbody>
</table>

For the purposes hereof “Natural Fibres Processing Industry”, without in any way limiting the ordinary meaning of the expression, means the industry in which employers and their employees are associated in establishments for the processing of natural fibres from the susa plant, and includes all operations incidental thereto or consequent thereon.

Postal address of applicant: P.O. Box 38, Richards Bay, 3900.
Kantooradres van applicant: Alphagebou 13, Bullion Boulevard, Richardsbaai.

Die aandag word geverig op onderstaande vereistes van artikels 4 en 7 van die Wet:

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge artikel 4 (4), soos toegespas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingediend is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.

(b) Die procedure voor geskryf by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingediend word.

D. W. JAMES,
Nwyerheidsregistrateur.
(6 Julie 1990)

KENNISGEWING 551 VAN 1990

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek David Wilm James, Nwyerheidsregistrateur, maak ingevolge artikel 4 (2) soos toegespas by artikel 7 (5) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Catering Employees' Union. Besonderhede van die aansoek word in onderstaande tabel verstreken.

Enige geregisterde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging: Catering Employees' Union.

Datum waarop aansoek ingediens is: 11 Desember 1989.


"Spysenersbedryf", sonder om emgerwys die gewone betekens van die uitdrukking te beperk, beteken die bedryf waarin werkgevers en hul werknemers met mekaar geassoeer is met die doel om maaltye en/of verversings — besys in vleesvorm of anderslangs — vanuit 'n bedryfsoorbring te verskaf en/of te lever, en dit omvat die verskaffing van alkoholiese verversings waar dit met maaltye en/of verversings verskaf word, en dit omvat voorts alle werklike dienste wat daarmee ge- paard gaan. Met dien verstande dat dit NIE die volgende omvat NIE:

(a) Akkommodasiebedryfsoorbring en loseshuisse;

(b) die verskaffing van alkoholiese verversings in kroee en hotelle; en

(c) die verkoop van goedere in deselde onveranderde staat as wat dit gekoop is.

Office address of applicant 13 Alpha Building, Bullion Boulevard, Richards Bay.

Attention is drawn to the following requirements of sections 4 and 7 of the Act:

(a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged.

D. W. JAMES,
Industrial Registrar.
(6 July 1990)

NOTICE 551 OF 1990

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF TRADE UNION

I, David William James, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the Labour Relations Act, 1956, give notice that an application for the variation of its scope of registration has been received from the Catering Employees' Union. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

| Name of trade union: Catering Employees' Union. |
| Date on which application was lodged: 11 December 1989 |

Interests and area in respect of which application is made: White, Coloured and Asian employees employed in the Catering Trade in the Magisterial Districts of Alberton, Benoni, Boksburg, Brakpan, Germiston, Johannesburg, Kempton Park, Krugersdorp, Randburg, Randfontein, Roodepoort, Springs and Westonaria.

"Catering Trade", without in any way limiting the ordinary meaning of the expression, means the trade in which employers and their employees are associated for the purpose of providing and/or supplying meals and/or refreshments — whether liquid or otherwise — from any establishment, and includes the provision of alcoholic refreshments where provided with meals and/or refreshments, and further includes all operations incidental thereto.

Provided that it does NOT include—

(a) accommodation establishments and boarding house;

(b) the provision of alcoholic refreshments in bars and hotels, and

(c) the sale of goods in the same unaltered states as bought.
JOHANNESBURG] Tributes have poured in for prominent South African journalist Mr Sam Mabe, who was shot dead under mysterious circumstances in Soweto on Wednesday night.

Mr Mabe, assistant editor of the Sowetan newspaper, was a member of the PAC. PAC's legal affairs spokesman, Mr Philip Dlamini, claimed yesterday that he was assassinated for his Pan Africanist beliefs.

"We will not allow our members to be killed in this way."

He said Mr Mabe was regarded as one of the organisation's "think-tanks", although he did not hold any specific position in the organisation.

Soweto police spokesman Captain Joseph Ngobeni said two gunmen approached Mr Mabe's car in Jabulani at 10pm and fired shots with a 45mm pistol through the window before fleeing on foot. It remained unclear where Mr Mabe had been before the shooting.

UDF spokesman Mr Murphy Morobe said Mr Mabe's death "has filled us with a deep sense of shock and we wish to convey to you (the media) our condolences on the death of one of your colleagues."

A member of the ANC's internal leadership corps, Mr Mohammed Valli Moosa, said Mr Mabe's death "makes a mockery of the Groote Schuur Minute in which the ANC and the government committed themselves to ending violence and promoting freedom of speech."

Mr Mabe was a courageous trade unionist who had always striven to assist the black community, Mrs Sandra Nqapha, president of the Media Workers Association, said.

Mr Mabe was the deputy president of Mwasa.

The SA Union of Journalists and media council paid tribute to Mr Mabe. — Sapa
KENNISGEWING 563 VAN 1990

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSWARDEINIGINGE, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN ‘N VAKVERENIGING

Ek, Johannes Theodorus Crouse, Assistent-nywerheidsregistrateur, maak inligging van artikel 4(2) soos toegelaas by artikel 7(5) van die Wet op Arbeidswardeing in 1956, hierby bekend dat in aanname om die verandering van sy registrasiebestek ontvang is van die South African Aviation Engineering and Allied Union. Besonderhede van die aanname word in onderstaande tabel verstreke.

Enige gereguleerde vakvereniging wat teen die aanname beswaar maak, moet versok om binne een maand na die datum van publisseking hierdie kennisgeving sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou 123A, Schoemansstraat 215, Pretoria (posadres Privaatsak X117, Pretoria, 0001).

TABEL

| Naam van vakvereniging: South African Aviation Engineering and Allied Union. |
| Datum waarop aanname ingediend is: 4 June 1990 |
| Belange en gebied ten opsigte waarvan aanname gedaan word: Alle persone in diens in die Lugvaartbedryf as Lugvaartbestuurder (verskillende grade), Senior Instruktuer (verskillende grade), Hoofinstruktuer (verskillende grade), Lugvaartsupmerintendent (verskillende grade), Ingenieursassistent (verskillende grade), Assistent (verskillende grade) en Kajuitbeampte (verskillende grade) in die Republiek van Suid-Afrika. |
| "Lugvaartbedryf" beteken die bedryf waarin werkers en hul werknemers met mekaar geassosieer is met die doel om aktiwiteite uit te voer wat verband hou met die aankoms en/of vertrek van vliegtuie wat passasiers en/of lugvrag ten vergoeding vervoer. |
| Posadres van aanplikant: Posbus 3888, Kempton Park, 1619 |
| Die aandag word geverig op onderstaande vereistes van artikel 4 en 7 van die Wet. |

(a) Die mate waarin ‘n beswaarmakende vakvereniging verteenwoordigend is, word inligging van artikel 4(4), soos toegelaas by artikel 7(5), bepaal volgens die feite soos hulle bestaan het op die datum waarop aanname ingediend is, en wat die lidmaatskap betref, moet alleen lede wat ingevolge artikel 1(2) van die Wet op voorvolgorde datum volwaardige lede was, in aanmerking geneem word. |

(b) Die procedure voorgeskryf by artikel 4(2) moet gevolg word in verband met ‘n beswaar wat ingediend word.

J. T. CROUSE, 
Assistent-nywerheidsregistrateur
(13 Juin 1990)

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NOTICE 563 OF 1990

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION

I, Johannes Theodorus Crouse, Assistant Industrial Registrar, do hereby, in terms of section 4(2) as applied by section 7(5) of the Labour Relations Act, 1956, give notice that an application for the variation of its scope of registration has been received from the South African Aviation Engineering and Allied Union. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing to me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

| Name of trade union: South African Aviation Engineering and Allied Union. |
| Date on which application was lodged: 4 June 1990 |
| Interests and area in respect of which application is made: All persons employed in the Aviation Industry as Aeronautical Manager (various grades), Senior Instructor (various grades), Chief Instructor (various grades), Aeronautical Superintendent (various grades), Engineering Assistant (various grades), Senior Aeronautical officer (various grades), Stock Controller (various grades) and Cabin Attendant (various grades) in the Republic of South Africa. |
| "Aviation Industry" means the industry in which employers and their employees are associated for the purpose of conducting activities relating to the arrival and/or departure of aircraft conveying passengers and/or freight for reward. |
| Postal address of applicant: P.O. Box 3888, Kempton Park, 1619. |

Attention is drawn to the following requirements of sections 4 and 7 of the Act:

(a) The representativeness of any trade union which objects to the application shall be assessed in terms of section 4(4) as applied by section 7(5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1(2) of the Act at that date shall be taken into consideration.

(b) The procedure laid down in section 4(2) must be followed in connection with any objection lodged.

J. T. CROUSE, 
Assistant Industrial Registrar.
(13 Juin 1990)
Posadres van applicant: Posbus 19, Scottburgh, 4180.
Kantooradres van applicant: Wickstraat 2, Verulam.

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet:

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordig is, word ingevolge subartikel (4) bepaal volgens die leste soos huile bestaan het op die datum waarop die aansoek ingediend is, en wat die lidmaatskap betref, word alleen gelede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.

(b) Die procedure voorgestel en by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingediend word.

D. W. JAMES,
Nywerheidsregisteraar.

(20 Julie 1990)

KENNISGEWING 584 VAN 1990
ADMINISTRASIE: VOLKSRAAD
DEPARTEMENT VAN LANDBOU-ONTWIKKELING

KENNISGEWING VAN VERGADERING VAN SKULDEISERS KRAGTENS ARTIKEL 22 (1) VAN DIE WET OP LANDBOUKREDIET, 1966

Hierby word 'n vergadering van ondergenoemde aplikante en hulle skuldeisers op die plek en datum hieronder genoem, bele, met die doel om skuldeisers in staat te stel om hul vorderings teen die aplikante te bewys en 'n skikkingsoorsig van die Landboukredietraad te oorweeg.

J. H. RADEMEYER,
Direkteur. Direktoraat Finansele Bystand,
Departement van Landbou-ontwikkeling.

Aansoek van Application by
Plek van byeenkoms Place of meeting
Datum en tyd Date and time

Helena Susanna Steyn, Louis Philipus Steyn en/and Ronelwet-Noord (Edms) Epk (Pty) Ltd. van die plaas/office van Rusplaat, Posbus/PO Box 165, Bothaville, 9660
Kantoor van die Landbou/Magistrate’s Office, Bothaville
22 Augustus/August 1990 om/AT 09 00

(20 Julie 1990)(20 Julie 1990)

KENNISGEWING 585 VAN 1990
ADMINISTRASIE: VOLKSRAAD
DEPARTEMENT VAN LANDBOU-ONTWIKKELING

KENNISGEWING VAN VERGADERING VAN SKULDEISERS KRAGTENS ARTIKEL 22 (1) VAN DIE WET OP LANDBOUKREDIET, 1966

Hierby word 'n vergadering van ondergenoemde applikant en sy skuldeisers op die plek en datum hieronder genoem, bele, met die doel om skuldeisers in staat te stel om hul vorderings teen die aplikant te bewys en 'n skikkingsoorsig van die Landboukredietraad te oorweeg.

J. H. RADEMEYER,
Direkteur. Direktoraat Finansele Bystand,
Departement van Landbou-ontwikkeling.

Aansoek van Application by
Plek van byeenkoms Place of meeting
Datum en tyd Date and time

Wybrand Willem Matthew, van die plaas/office van die farm Voelpaddertjie, Posbus/PO Box 356, Lecudergeraad, 2640
Kantoor van die Landbou/Magistrate’s Office, Wolwamerstad
7 September 1990 om/AT 09 00

(20 Julie 1990)(20 Julie 1990)
<table>
<thead>
<tr>
<th>No. 1646</th>
<th>20 Julie 1990</th>
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<tbody>
<tr>
<td><strong>INSTELLING VAN 'N HOF VIR KLEIN EISE VIR DIE GEBIED ESTCOURT</strong></td>
<td></td>
</tr>
<tr>
<td><strong>(a)</strong> stel hierby 'n hof vir die bêreging van eie ingevoelte genoemde Wet vir die gebied van die distrik Estcourt in,</td>
<td></td>
</tr>
<tr>
<td><strong>(b)</strong> bepaal hierby Estcourt as die setel van genoemde hof, en</td>
<td></td>
</tr>
<tr>
<td><strong>(c)</strong> bepaal hierby Estcourt as 'n plek in daardie gebied vir die hou van sittings van genoemde hof.</td>
<td></td>
</tr>
<tr>
<td>D. P. A. SCHUTTE, Adjunk-minister van Justisie.</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>No. 1646</th>
<th>20 July 1990</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ESTABLISHMENT OF A SMALL CLAIMS COURT FOR THE AREA OF ESTCOURT</strong></td>
<td></td>
</tr>
<tr>
<td><strong>(a)</strong> hereby establish for the area of the District of Estcourt, a court for the adjudication of claims in terms of the said Act;</td>
<td></td>
</tr>
<tr>
<td><strong>(b)</strong> hereby determine Estcourt as the seat of the said court; and</td>
<td></td>
</tr>
<tr>
<td><strong>(c)</strong> hereby determine Estcourt as a place in that area for the holding of sessions of the said court</td>
<td></td>
</tr>
<tr>
<td>D. P. A. SCHUTTE, Deputy Minister of Justice.</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>No. 1695</th>
<th>20 July 1990</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>DEPARTEMENT VAN MANNEKRAG</strong></td>
<td></td>
</tr>
<tr>
<td><strong>WET OP ARBEIDSPRICKING, 1956</strong></td>
<td></td>
</tr>
<tr>
<td><strong>INTREKKING VAN REGISTRASIE VAN 'N VAKVERENIGING</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Ek, David William James, Nywerheidsregistrateur, maak hierby kragtens artikel 14 (2) van die Wet op Arbeidsverhoudinge, 1956, bekend dat ek die registrasie van die Vleisraad Werkersvereniging met uitgang van 11 Julie 1990 ingetrek het.</strong></td>
<td></td>
</tr>
<tr>
<td>D. W. JAMES, Nywerheidsregistrateur.</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>No. 1668</th>
<th>20 July 1990</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>DEPARTEMENT VAN MINERAAL- EN ENERGIESAKE</strong></td>
<td></td>
</tr>
<tr>
<td><strong>UITHOU VAN GROND VIR DIE DOEL VAN 'N DORP</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Die Staatspresident het 'n stuk geproklameerde grond, ongeveer 1,8706 hektaar groot, geleë op die plaas Klippoortjie 110 IR, distrik Germiston, myndistrik Johannesburg, provinsie Transvaal, geregister in naam van die Stadsraad van Germiston en getoon op 'n sketskaart waarvan afdrukke onder RMT R78/89 in die Mynbriewe-kantoor, Johannesburg, en in die kantoor van die Mynkommisaris, Johannesburg, bewaar word, kragtens artikel 184 van die Wet op Mynregte, 1967 (Wet No. 20 van 1967), vir die doel van 'n dorp uitgehou.</strong></td>
<td></td>
</tr>
<tr>
<td>(19/5/1/2902)</td>
<td></td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>No. 1669</th>
<th>20 July 1990</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>UITHOU VAN GROND VIR DIE DOEL VAN 'N DORP</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Die Staatspresident het 'n stuk geproklameerde grond, ongeveer 37,2439 hektaar groot, geleë op die plaas Elandsfontein 346 IQ, distrik Westonaria, myndistrik Johannesburg, provinsie Transvaal, geregister in naam van Celeste Bottle Store (Pty) Ltd en getoon op 'n sketskaart waarvan afdrukke onder RMT R42/86 in die Mynbriewe-kantoor, Johannesburg, en in die kantoor van die Mynkommisaris, Johannesburg, bewaar word, kragtens artikel 184 van die Wet op Mynregte, 1967 (Wet No. 20 van 1967), vir die doel van 'n dorp uitgehou.</strong></td>
<td></td>
</tr>
<tr>
<td>(19/5/1/2901)</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>No. 1669</th>
<th>20 July 1990</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>RESERVATION OF LAND FOR THE PURPOSES OF A TOWNSHIP</strong></td>
<td></td>
</tr>
<tr>
<td><strong>The State President has, in terms of section 184 of the Mining Rights Act, 1967 (Act No. 20 of 1967), reserved for the purposes of a township a portion of proclaimed land, approximately 37,2439 hectares in extent, situated on the farm Elandsfontein 346 IQ, District of Westonaria, Mining District of Johannesburg, Province of the Transvaal, registered in the name of Celeste Bottle Store (Pty) Ltd and shown on a sketch plan copies of which are filed under RMT R42/86 in the Mining Titles Office, Johannesburg, and in the office of the Mining Commissioner, Johannesburg.</strong></td>
<td></td>
</tr>
<tr>
<td>(19/5/1/2901)</td>
<td></td>
</tr>
</tbody>
</table>
Union can act in hospitals

Staff Reporter

In a landmark decision, the CPA and hospital workers yesterday reached an interim agreement allowing the Health Workers' Union (HWU) to operate in Cape hospitals. This follows the crippling strike in March. A union spokesman said the CPA had not recognised the union before the strike. Union activities would now be allowed.
### GOVERNMENT GAZETTE, 20 JULY 1990

**NOTICE 582 OF 1990**

SOUTH AFRICAN RESERVE BANK

Statement of Assets and Liabilities on the 30th day of June 1990

<table>
<thead>
<tr>
<th>Liabilities</th>
<th>R</th>
<th>Assets</th>
<th>R</th>
</tr>
</thead>
<tbody>
<tr>
<td>Share Capital</td>
<td>2 000 000,00</td>
<td>Gold</td>
<td>2 871 395 015,46</td>
</tr>
<tr>
<td>Reserve Fund</td>
<td>69 956 766,56</td>
<td>Foreign assets</td>
<td>2 207 461 753,55</td>
</tr>
<tr>
<td>Notes in circulation</td>
<td>8 799 846 542,00</td>
<td>Total gold and foreign assets</td>
<td>5 158 856 769,01</td>
</tr>
<tr>
<td>Deposits</td>
<td></td>
<td>Domestic assets</td>
<td>3 192 100 000,00</td>
</tr>
<tr>
<td>Government</td>
<td>8 005 312 383,31</td>
<td>Discounted bills</td>
<td></td>
</tr>
<tr>
<td>Provincial administrations</td>
<td>480 549 954,91</td>
<td>Loans and advances</td>
<td></td>
</tr>
<tr>
<td>Banks and building societies</td>
<td>2 330 740 971,15</td>
<td>Government</td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td>94 696 546,05</td>
<td>Other</td>
<td>2 305 156 739,16</td>
</tr>
<tr>
<td>Other liabilities</td>
<td>8 353 647 126,41</td>
<td>Securities</td>
<td>623 430 353,86</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Government</td>
<td>1 122 985 050,50</td>
</tr>
<tr>
<td></td>
<td>R28 136 752 260,79</td>
<td>Other assets</td>
<td>15 734 223 342,26</td>
</tr>
</tbody>
</table>

The gold reserves as at 30 June 1990 were valued at R841,26 per fine ounce, compared with the valuation price of R875,09 per fine ounce as at 31 May 1990.

Pretoria, 6 July 1990

C J SWANEPoEL,

General Manager

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**KENNISGEWING 583 VAN 1990**

**DEPARTEMENT VAN MANNEKRAG**

**WET OP ARBEIDSVERHOUDINGE, 1956**

**AANSOEK OM REGISTRASIE VAN 'N VAKVERENIGING**

Ek, David William James, Nywerheidsregistreer, maak ingevolge artikel 4 (2) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die Scottburgh Municipal Employees Association Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriflik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

**TABEL**

| Naam van vakvereniging: Scottburgh Municipal Employees Association |
| Datum waarop aansoek ingediend is: 16 Mei 1990 |
| Belange en gebied ten opsigte waarvan aansoek gedoen word: Alle werknemers in diens in die Plaaslike Owerheidsonderneming soos onderneem deur die Munisipaliteit van Scottburgh in die landdrosdistrik Umzinto. |
| "Plaaslike Owerheidsonderneming" beteken die onderneming waarin werknemers en hul werknemers met mekaar geassosieer is vir die instelling, voortsett en afhandeling van enkele handeling, skema of aktiviteit wat deur 'n plaaslike owerheid onderneem word. |
| "Plaaslike owerheid" het dieselfde betekenis as wat daaraan toegeskyn is by artikel 1 van die Wet op Arbeidsverhoudinge, 1956 |

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**NOTICE 583 OF 1990**

**DEPARTMENT OF MANPOWER**

**LABOUR RELATIONS ACT, 1956**

**APPLICATION FOR REGISTRATION OF A TRADE UNION**

1, David William James, Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration as a trade union has been received from the Scottburgh Municipal Employees Association. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

**TABLE**

| Name of trade union: Scottburgh Municipal Employees Association. |
| Date on which application was lodged: 16 May 1990 |
| Interests and area in respect of which application is made: All employees employed in the Local Authority Undertaking as undertaken by the Municipality of Scottburgh in the Magisterial District of Umzinto. |
| "Local Authority Undertaking" means the undertaking in which employers and their employees are associated for instituting, continuing and finishing any act, scheme or activity which is undertaken by a local authority. |
| "Local authority" shall have the same meaning as that assigned to it in section 1 of the Labour Relations Act, 1956. |
ABOUT 700 ATTERIDGEVILLE TOWN COUNCIL WORKERS DOWNE tools yesterday demanding the immediate resignation of two senior officials accused of favouritism in the appointment of staff.

The workers, all members of the Transvaal Association of Employees of Black Local Authorities, called for the resignation of city secretary Mr. Madumseta Mogoba and his deputy Mr. Isaac Mphathe.

Workers said they could not work with the two officials because of their insensitivity towards their grievances.

A spokesman for TAEBLA said the strike was sparked off by recommendations by the management committee that a Tembisa man, who holds a diploma in public relations, be given the post of personnel manager.

A council employee, Mr. Titus Khale, who holds an honours degree in administration and has been acting personnel manager of the council for eight months, has not been considered for the job.

Mr. Dick Mboweni, the council's industrial relations officer, confirmed that TAEBLA had objected to the recommendations made by the management committee.

He said his report to that effect would be tabled before the council tomorrow.

Employees also expressed the management committee for failing to appoint Mr. Simon Bogopa as town clerk.

Bogopa, who holds two degrees in deputy departmental head of health services and has been employed by the council for 13 years, is also a registered prospective town clerk. He was interviewed for the job about two months ago but nobody has as yet been appointed to the post.

Workers refused to go back to work and vowed to continue the strike until their demands were met and their grievances resolved.
THE director of the Highveld Blood Transfusion Services is to vacate his post following a row with the Black Health and Allied Workers Union of South Africa.

This came after he had issued a directive restricting the use of "high risk" blood from black and coloured donors, aimed at preventing AIDS spreading through blood transfusion.

About 120 union members engaged in a protest work stoppage after Dr SP Field issued the directive that the HBTS "avoid" using blood considered to be high risk for contracting viral disease.

SOWETAN CORRESPONDENT

...that of blacks and coloureds - and increase its supply of low risk blood - that of whites and Indians.

According to acting director of the South African Institute for Medical Research, Professor Hendrik Koornhof, the directive had been interpreted by employees as a racist decision.

Field had apologised to the staff and donors for any offence his directive might have caused and it was withdrawn the next day, Koornhof said.
Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet:

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevoel subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingediend is, en wat die lidmaatskap betref, word alleen lede wat ingevoel artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking enome.

(b) Die prosedure voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingediend word.

D. W. JAMES.
Nywerheidsregistrateur.
(27 Julie 1990)

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KENNISGEWING 604 VAN 1990

DEPARTEMENT VAN VERVOER

WET OP LUGDIENSTE, 1949
(WET No. 51 VAN 1949), SOOS GEWYSIG

Hierby word ingevoel die bepalings van artikel 5 (a) en (b) van Wet No. 51 van 1949 en regulase 5 van die Regularies vir Burgerlugdienste, 1964, vir algemene inligting bekendgemaak dat die Nasionale Vervoerkommissie die aansoeke waarvan besonderhede in die Bylaes hieronder verskyn, sal aanhoor.

Vertoe ingevoel artikel 6 (1) van Wet No. 51 van 1949 ter ondersteuning of bestydry van 'n aansoek moet die Direkteur-generaal: Vervoer (Direktorat Burgerluvvaart), Privaatsak X193, Pretoria, 0001, en die aansoeker binne 21 dae na die datum van publikasie hiervan bereik en daarna moet gemeld word of die persoon van persone wat aldus vertoe rei, van plan is om die vervtings by te woon of om daar verteenwoordigd te word.

Die Kommissie sal reël dat kennis van die datum, tyd en plek van die vervtings skriflike word aan die aansoeker en al die persone wat aldus vertoe gereg het en wat verlang om aldus verteenwoordig of teenwoordig te wees.

---

LYS VAN AANSOEKE OM DIE TOESTAAN VAN LISENSIES

(A) Naam en adres van applikant. (B) Naam waaronder die lugdiens geekspleet is te word. (C) Besonderhede van lugdiens: (i) Gebeude wat bedien gaan word. (ii) Roete(s) wat bedien gaan word. (iii) Basis(se). (iv) Soort verkeer wat vervoer gaan word. (v) Frekwensie en roosters waarvolgens diens geekspleet gaan word. (vi) Soort opleiding wat verskaf gaan word. (vii) Besonderhede en beskrywing van soort werk wat onderneem gaan word. (viii) Tariefskaal. (D) Lugvaartuie wat gebruik gaan word.

---

Attention is drawn to the following requirements of section 4 of the Act:

(a) The representativeness of any trade union which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged.

D. W. JAMES,
Industrial Registrar.
(27 July 1990)

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NOTICE 604 OF 1990

DEPARTMENT OF TRANSPORT

AIR SERVICES ACT, 1949
(Act No. 51 OF 1949), AS AMENDED

Pursuant to the provisions of section 5 (a) and (b) of Act No. 51 of 1949 and regulation 5 of the Civil Air Services Regulations, 1964, it is hereby notified for general information that the applications, details of which appear in the Schedules hereto, will be heard by the National Transport Commission.

Representations in accordance with section 6 (1) of Act No. 51 of 1949 in support of, or in opposition to, an application, should reach the Director-General Transport (Directorate Civil Aviation), Private Bag X193, Pretoria, 0001, and the applicant within 21 days of the date of publication hereof stating whether the party or parties making such representations intend to be present or represented at the hearing.

The Commission will cause notice of the time, date and place of the hearing to be given in writing to the applicant and all parties who have made representations as aforesaid and who desire to be present or represented at the hearing.

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SCHEDULE A

SCHEDULE OF APPLICATIONS FOR THE GRANT OF LICENCES

(A) Name and address of applicant. (B) Name under which the air service is to be operated. (C) Particulars of air service. (i) Area to be served. (ii) Route(s) to be served. (iii) Base(s). (iv) Types and classes of traffic to be conveyed. (v) Frequency and time tables to which the service will be operated. (vi) Types of training to be provided. (vii) Particulars and description of types of work to be undertaken. (viii) Tariff of charges (D) Aircraft to be used.
Withdrawal of the rebate facilities in respect of:

Woven fabrics of cotton, for the manufacture of handkerchiefs (items 311.18/52 08/01 00; 311.18/52.09/01.00; 311.18/52.10/01.00; 311.18/52 11/01.00 and 311.18/52.12/01.00).

[BTI Ref T5/2/11/9/1 (900180)]

Applicant:

Board of Trade and Industry, Private Bag X753, Pretoria, 0001.

List 26/90 was published under General Notice 592 of 20 July 1990.

(27 July 1990)

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KENNISGEWING 603 VAN 1990

DEPARTEMENT VAN MANNEKRAAG

WET OP ARBEIDSVERHOUINGE, 1956

AANSOEK OM REGISTRASIE VAN 'N VAKVERENIGING

Ek, David William James, Nywerheidsregisseur, maak ingevolge artikel 4 (2) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die Natal Association of Employees of Black Local Authorities. Besonderhede van die aansoek word in onderstaande tabel verstreken.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word veroorde om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skrifdelik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres. Privaatsak X117, Pretoria, 0001).

TABEL

| Naam van vakvereniging: Natal Association of Employees of Black Local Authorities. |
| Datum waarop aansoek ingediend is: 2 Mei 1990. |
| Belange en gebied ten opsigte waarvan aansoek gedoen word: Alle persone in diens van 'n Swart plaaslike overheid in die landboudistrikte Dundee, Durban, Estcourt, Glocoe, Inanda, Klipriver, Lion's River, Lower Tugela, Mooirivier, Mount Currie, Monjaneni, Paulpietersburg, Pietmaritzburg, Pinetown, Umvoti, Umzinto en Vryheid. |
| Vir die doeleindes hiervan beteken "Swart plaaslike overheid" 'n plaaslike overheid soos omskryf in die Wet op Swart Plaaslike Overhede, 1982. |
| Posadres van applicant Posbus 32330, Mobeni, 4060. |
| Kantooradres van applicant: Zigastraat, Sibongile, Township Dundee, 3000 |

NOTICE 603 OF 1990

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

APPLICATION FOR REGISTRATION OF A TRADE UNION

1, David William James, Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration as a trade union has been received from the Natal Association of Employees of Black Local Authorities. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

| Name of trade union: Natal Association of Employees of Black Local Authorities. |
| Date on which application was lodged: 2 May 1990. |
| Interests and area in respect of which application is made: All persons employed by a Black local authority in the Magisterial Districts of Dundee, Durban, Estcourt Glencoe, Inanda, Klipriver, Lion's River, Lower Tugela, Mooi River, Mount Currie, Monjaneni, Paulpietersburg, Pietmaritzburg, Pinetown, Umvoti, Umzinto and Vryheid. |

For the purposes hereof "Black local authority" means a local authority as defined in the Black Local Authorities Act, 1982.

Postal address of applicant: P.O. Box 32330, Mobeni, 4060.

Office address of applicant: Ziga Street, Sibongile, Township Dundee, 3000
SIXTY-EIGHT prison warders, all members of the Police and Prisons Civil Rights Union (Popcru), were yesterday acquitted in the Wynberg Magistrate's Court on charges of attending an illegal gathering after a placard demonstration at Pollsmoor Prison in support of the reinstatement of suspended colleagues.

None of the warders acquitted in absentia yesterday were asked to plead and had been released on their own recognisances.

The magistrate was Mr. P.D. Theron. Mr. C. van der Berg was the prosecutor and the warders were represented by Mr. M. Pillay.
Police evict protesters at US mission

Police last night, at the request of officials, evicted three men staging a sit-in at the United States Consulate in Johannesburg.

The three former prison warders, members of the Police, Prisons and Civil Rights Union (Popuru), occupied the consulate on Monday, demanding the reinstatement of 55 dismissed policemen and warders.

They were evicted after being on the premises for 39 hours. The sit-in was the second at the consulate in three weeks.

A consulate spokesman told The Star that sit-ins were becoming a trend. The consulate could not allow a diplomatic mission to be used as a public platform for individuals and organisations.

After due consideration the consulate asked the police to help remove the "trespassers", he said.

Earlier last night, Popuru said the three were being denied food, water and ablution facilities.

The consulate spokesman had no comment on this.
Bus strike
Sit-in by drivers, thousands late after union dispute

THE LONG WAIT: A sit-in strike by drivers led to long queues at Howbury station bus stops today.

By JOHN YILD and JOHN VILDEN, Staff Reporters

THOUSANDS of commuters were late today after several hundred City Tramways bus drivers refused to work because of a union dispute.

When buses failed to arrive on time, many commuters turned to numinous looks to get to work. A spokesman for the Taxi Owners' Licenses Association said his taxis were better than usual.

"We are more than 100 per cent full today," he said.

The bus drivers are members of the Coxa's affiliated Transport and General Workers Union which is attempting to claim a majority recognition from management in place of the Tramways and Omnibus Workers Union (TOWU).

A union official at the Arakwal Depot at Montana off Middelbrant Road said early today that about 200 bus drivers had started a sit-in after a decision at a meeting on Friday.

He believed more than 100 drivers were also involved in a sit-in at the Philipps depot.

"They are also being given a majority there."

The other two depots (Deep River and Teglita) may follow suit," he said.

Annoyed

He said management had originally suggested a ballot to decide on majority recognition but was now refusing to hold the ballot, despite a request from the union.

"We want a ballot but they're refusing."

"We will sit here until they come back to us," he said.

At Howbury station annoyed commuters complained to City Tramways inspectors that there were no buses.

"I can't use a clipcord on a bus," one said.

Another commuter said he had waited "much longer than usual" for a bus and that he was "very late for work."

City Tramways PIO Mr Bob Krause said they would issue a statement later today. The TOWU could not be reached for comment.

Goodwood heart recipient ‘well’ after transplant

Medical Reporter

GOODWOOD heart recipient Mr Clifford Willemsen, 51, who was given the heart of Californian missionary Mr Jim Fultz, 23, over the weekend, is "doing very well", according to Groote Schuur Hospital.

Mr Willemsen, who had to retire early because of his heart condition, had been waiting for three months when the dramatic twist of events that led to his transplant unfolded.

Bomber Mr Fultz fell off the roof of a church he was building in a Roshaba 10 days ago and was flown to Johannesberg.

Mr Fultz's widow, a nurse, and the first two she was to be used for transplants in Johannesberg.

The transplant marked the beginning of National Organ Donor Week.

Mr Fultz's wife, Norma, has appeared on national television to encourage organ donation.

Playful pup calls the cops

The Argus Foreign Service

LONDON - When the police in Woverhampton arrested a 999 call that referred to a passerby Pat Robinson's house, fearing she'd had a heart attack.

But when they got there they found a 12 week old Staffordshire Bull Terrier had knocked the phone off its hook and nudged the 9 button.

Mrs Robinson, 90, said it "is incredible. She must have touched the button with her nose or paw."

Dave Mackar
Bus drivers back at work

By GLYNNIS UNDERHILL

HUNDREDS of City Tramways bus drivers who staged a wildcat strike yesterday over a union dispute went back to work this morning.

Further action by The Transport and General Workers Union will be decided on Thursday morning when City Tramways management is expected to respond to a demand by the union members for a ballot to test its strength at both Phillips and Arrowgate depots.

The striking drivers are unhappy that the current negotiating union recognised by Tramways Management is the Transport and Omnibus Worker's Union — dubbed a "management sweetheart union" by its opposition.

The Cosatu-affiliated Transport and General Workers Union is hoping to establish itself as the majority union with full negotiating rights.

"City Tramways management has agreed to give us an answer on the ballot by 10am on Thursday. Then we will see if further action will be taken," said a spokesman for The Transport and General Workers Union.

Thousands of bus commuters were late for work yesterday when the striking drivers staged sit-in protests at both Arrowgate and Phillips depots.

The day-long strike yesterday involved more than 400 dissatisfied City Tramways drivers who have been pushing for a ballot to establish their union as the majority union, according to the Transport and General Workers Union spokesman.

"For years the Transport and Omnibus Worker's Union has been seen to work in an unhealthy cozy relationship with management," he said.

Meanwhile City Tramways have condemned the strike by the Transport and General Workers Union members as being "without justification" and "illegal".

"The allegation by the union concerned that the action it has taken is connected to a dispute over management's recognition of the union, is rejected," claimed a City Tramways statement.

"Two meetings have been held with the union to discuss the suggestion that a ballot should be conducted to prove the Union's claim that it represents the majority of workers. The documentary evidence put forward by the union to justify its claim failed to do so, and the union conceded that this was so," it said.

A spokesman for City Tramways said that the "question of a ballot was out of our hands."
All aboard as bus drivers return to work

By SHARON SOROUR, Labour Reporter

CITY Tramways bus drivers returned to work today after a one-day stoppage which left thousands stranded.

Scores of drivers staged sit-ins at the Arrowgate and Philippi depots yesterday.

All members of the Transport and General Workers' Union (TGWU), they were demanding a ballot to prove the union’s claim that it represented most workers. The Transport and Omnibus Workers' Union (TOWU) has management recognition.

Tramways managing director Mr Barry Gie said the drivers had offered to return to work after negotiations took place yesterday between the management and the union.

Mr Gie said negotiations would continue.

THREATENED

"The drivers offered to return to work and asked me to respond to their demand for a ballot by Thursday at 10am," he said.

While union officials claimed several hundred drivers had stopped work, Tramways public relations officer Mr Bob Krause said 150 drivers at Arrowgate and 45 at Philippi were involved.

TGWU shop steward Mr Valentino Clarke said the drivers had been threatened with dismissal if they did not return by 3pm yesterday.

Mr Gie said the strikers’ action was “unreasonable, unprocedural and illegal.”

“I told the union that if the drivers did not return I reserved the right to take legal action which might include their dismissal.”

Mr Clarke said it was up to management to “do the spadework and negotiate with the TOWA to hold a ballot.”

"TGWU workers agree that if the ballot is in favour of the TOWA, they will accept it and the agreement which exists between the TOWA and City Tramways management, he said.

A victory for his union would mean new negotiating structures under Cosatu guidelines.

Mr Gie said it was difficult to assess the effect of the stoppage but it had “obviously” affected the company financially and had inconvenienced commuters.

● The strike over a pay dispute by more than 1,000 Ikapa (Langa, Nyanga and Khayelitsha) council workers has ended and all workers have returned to work, a worker representative said today.

She said the dispute was resolved after a day-long meeting between the South African Municipal Workers Union (Samwu) and management at the council’s Guguletu offices yesterday.

The management had promised backpay at the end of the month.

The stoppage started on Friday after the council failed to honour promises of pay increases backdated to January, the representative said.
Solution seen for bus dispute

By SHARON SOROUR
Labour Reporter

WHILE two rival unions representing bus drivers at City Tramways depots do battle for majority status and negotiating power, the company is positive the issue will be resolved when the parties meet today.

The dispute boiled over into a one-day work stoppage this week involving scores of drivers and inconvenienced thousands of commuters.

City Tramways managing director Mr Barry Gie said various options had been considered to resolve the dispute and he believed "an equitable, workable solution that will be acceptable to all the parties concerned" had been found.

The crisis arose when members of the Transport and General Workers' Union (T&GWU) staged sit-ins at the Arrowgate and Philippi depots on Monday.

They were demanding a ballot to prove a claim by the union that it enjoyed majority support and not the Transport and Omnibus Workers' Union (TOWU), which enjoyed management recognition.

The drivers returned to work on Wednesday with the company agreeing to respond to the T&GWU's ballot request when the parties meet today.

In a statement yesterday the TOWA chairman, Mr J Sineke, said while "the minority union T&GWU" claimed to have the majority at the Arrowgate and Philippi depots, they had not been able to substantiate this with "relevant documentation".

Mr Sineke said the work stoppage could have been avoided if the T&GWU had approached the TOWA to discuss the issue.

He also accused City Tramways of being manipulated by the T&GWU.

A three-week wage dispute between the T&GWU members at Rhodes University and management was resolved this week with both parties agreeing to a 3.47 percent across-the-board increase, Sapa reports.

The increase raised the minimum wage for university workers from R270 to R311 a month.
TGWU in bid for majority union status

THE Transport and General Workers' Union (TGWU) had been offered access and shop-steward rights at some City Tramways depots in an attempt to block their bid for recognition as the majority union, according to a TGWU spokesman.

TGWU representatives met City Tramways management yesterday after a one-day strike earlier this week, to express their dissatisfaction that the current recognised negotiating union is the Transport and Omnibus Workers' Union (Towo), which they claim is a "management sweetheart".

The TGWU spokesman said the offer did not include the right to negotiate substantive conditions of employment on behalf of the drivers and was avoiding the demand for a ballot to find out which union had more support.

"The offer undermines the principle of a majority union. We do not want a half-baked situation of restricted rights for minority unions," he said.
Bid to resolve simmering bus drivers’ dispute

By SHARON SOROUR
Labour Reporter

CITY Tramways management meets union officials today in a bid to resolve a simmering dispute between two rival transport workers’ unions battling for majority status and bargaining power.

The Transport and General Workers’ Union (T&GWU) — which is demanding a ballot to prove it enjoys majority support at the Arrowgate and Phillips depots in spite of management recognising the Transport and Omnibus Workers’ Union (TOWA) — will take part in the talks.

Last week the dispute erupted into a one-day work stoppage by scores of T&GWU bus drivers at the two depots, which disrupted Cape Town’s bus service and inconvenienced thousands of commuters.

The stoppage was criticised by City Tramways management as being “without justification and illegal” especially as bus operations were regarded legally as an essential service.

The workers returned to work the next day but demanded management hold a ballot to prove their union was in the majority.

City Tramways proposed an audited count of stop orders to resolve the membership dispute but this was rejected by the T&GWU.

Mr Nic Henwood, the T&GWU regional secretary, told Sapa the proposal would give the union minority status, denying it the right to bargain on wages and substantive issues.

City Tramways managing director Mr Barry Gie said the matter was extremely complex as more than one substantial union was involved.

The TOWA chairman, Mr Joe Smeke, said while “the minority union T&GWU” claimed to have the majority at the two depots they had not been able to substantiate this with “relevant documentation.”

The TOWA changed its name recently from the Tramways and Omnibus Workers’ Union to the Transport and Omnibus Workers’ Union.
In need of a

If you need a

Protecting every

ballot

member

boycott
Tension between rival unions rises

By SHARON SOROUR
Labour Reporter

TENSION is mounting between rival trade unions battling for majority support and negotiating power at City Tramways bus depots.

The simmering dispute between the recognised union, Transport and Omnibus Workers’ Union (Towu), and the Transport and General Workers’ Union (T&GWU), intensified yesterday as Towu rejected a ballot requested by the T&GWU to test majority support.

The Cosatu-affiliated T&GWU demanded City Tramways management hold a ballot at the Arrowgate and Phillipi depots and staged a one-day work stoppage last week by scores of T&GWU bus drivers and other workers at the two depots.

REJECTED

City Tramways initially proposed an audited count of stop orders to resolve the dispute but this was rejected by the T&GWU.

Talks between T&GWU officials and management yesterday resulted in the union agreeing to a ballot, according to City Tramways managing director Mr Barry Gie.

He said the T&GWU had “agreed to a ballot to determine union representation at the Arrowgate and Phillipi depots, in terms of the existing rules and procedures.”

The T&GWU regional secretary Mr Nic Henwood told Sapa his union had agreed to a management proposal that a ballot would have to be based on documented proof of majority support.

While Towu originally agreed to participate in a ballot if the T&GWU could substantiate their claim of representing the majority of drivers with “adequate documentation”, the union has reversed its decision.

The Towu chairman Mr Joe Smeke told Sapa yesterday the union had decided at a general meeting at the weekend to boycott a ballot.

According to Mr Henwood, the company was trying to pave the way for future minority unionism by granting procedural, but not substantive rights.

Under such a dispensation the T&GWU would not be able to negotiate on wages and other substantive issues.
Public servants in milestone deal on service conditions

By SHARON SOROUR
Labour Reporter

FOR the first time in public service history, recognised staff associations representing about 200 000 public servants have formally negotiated with the government on conditions of service.

The historic meeting in Pretoria last week involved six personnel associations and the binding agreements reached have been described as a breakthrough.

Staff associations involved were the Public Servants Association of SA (PSA), the Public Servants League of SA (PSL), the Public Servants Union, the Institute for Public Servants, the Natal Provincal Staff Association and the Hospital Personnel Association of SA (Hospersa).

Limited funds

Hospersa chief executive officer Mr A J Dippenaar said, “This bargaining agreement is historic and certainly a breakthrough, especially if consideration is given to the fact that State funds are limited and that there were differences of viewpoints and approaches of the parties around the bargaining table.”

According to a statement by PSA general manager Mr Hans Olivier binding agreements reached included:

- Revision of the provisions of subsistence allowances which will be implemented during the course of the year.
- Revision of the measures governing the payment of overtime, namely the lifting of the salary ceiling of R20 000 for maximum overtime remuneration as well as the qualifying level for the payment of overtime.
- The implementation of maternity leave privileges for all women with effect from November 1 this year on the basis of 12 weeks special leave with full pay for three confinements without any contractual obligations.
- The revision of existing grievance procedures and the introduction of disciplinary proce-

Deadlock

According to PSL general manager Mr Wenzel, a deadlock on housing subsidy negotiations was reached “due to the fact that the staff associations demanded a minimum increase from R50 000 to R70 000 as a housing subsidy with effect from October 1, 1990.”

The associations have demanded a response not later than August 31.

Negotiations will continue when the two parties meet on September 27.
Clerks 'down pens' for salary increase

Staff Reporter

ABOUT 200 House of Representatives administrative clerks "downed pens" yesterday, and threatened to call a nationwide strike in all state departments if they do not get a salary increase this year.

Public Servants' League spokesman Mr Neville Petersen said "After negotiations between staff associations and the Commission for Public Administration, it was announced that salary increases will only be implemented in the next financial year."

This has caused frustration among government officials, as only labourers received salary increases, said Mr Petersen.

"Administration officials went on a 'pens-down' strike to reject the present system of occupational differentiation, where the clerks in the finance department earned better salaries than general clerks."

He said Mr. Bernard Wentzel of the PSL would seek "an urgent appointment with the State President to negotiate for a salary increase in this financial year."

House of Representatives' spokesman Mr Thrus Dempsey was not available for comment.
Racist practice alleged at Ngoye

By SBU MNGADI

STAFF at the University of Zululand (Ngoye) are outraged over alleged discrimination in favour of whites.

The predominantly black university has been locked in a lengthy dispute since 1968 when the staff association (Uzuna) first submitted a memorandum to the university council containing allegations of discrimination in employment and promotion. The memo was again sent to the council last September.

An Uzuna spokesman this week claimed it had never received a direct reply from the council. Instead, he said, rector Abram Nhlabende wrote a circular in September dismissing the grievances as a "myth".

"One can only conclude that the allegations are malicious lies intended to sow division and discontent among the staff," wrote Nhlabende.

His words prompted the staff to stage a march through the university. They slammed Nhlabende's rejection of their grievances without investigation.

Director of the Bureau of Development and Public Relations at Ngoye Vic Handley said because of the seriousness of the allegations, the council had called upon Uzuna to submit proof of their accuracy.

"At a meeting held with staff on September 13, 1989, the allegations were repeated. The rector then called on anyone with information to support the allegations to submit complaints to him by the close of business on that day. No such information was received."

"The university council remains ready to investigate any substantiated allegations of irregularities," said Handley.

According to the memorandum released to City Press this week, preference was still being given to whites, and similar advantages were withheld from blacks.

It is alleged that in most cases, the spouses of whites appointed by the university are given jobs without going through the university's personnel department.

The staff association also alleges there is a tendency to appoint whites on a temporary basis and they are invariably selected for permanent appointment, but blacks were not afforded similar opportunities.

Uzuna has also received information that circulars are often issued to whites only.

The selection of blacks, the association claimed, was subject to the provisions of a merit system, while whites were not subject to the same system.
TABEL

**Naam van vakvereniging:** Vereniging van Gesalarieerde Nywerheidspersoneel.

**Datum waarop aansoek ingediend is:** 7 Mei 1990.

Belange en gebied ten opzichte waarvan aansoek gedaan word: Blanke in diens op die grondslag van 'n jaarlikse salaris in 'n administratiewe, klerklike, toezig-houdende, rekeningkundige, bestuursstegnese, navorsing- of bemarkingshoedang in die Chemiese en Kunsmis vervaardigingsnywerhede in die landdrosdistrik Potchefstroom.


Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet

(a) Die mate waarin 'n beswaarmakende vakver- eniging verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feste soos hulle bestaan het op die datum waarop die aansoek ingediend is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voorheen die datum volwaardige lede was, in aanmerking geneem.

(b) Die procedure voorgeskryf by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingediend word.

D. W. JAMES,
Nywerheidsregistrateur.
(31 Augustus 1990)

KENNISGEWING 720 VAN 1990
DEPARTEMENT VAN MANNEKRAG
WET OP ARBEIDSVERHoudINGE, 1956
INTREKKING VAN REGISTRASIE VAN 'N WERKGewersorganisASIE
Ek, David William James, Nywerheidsregistrateur, maak hierby kragtens artikel 14 (2) van die Wet op Arbeidsverhoudinge, 1956, bekend dat ek die registrasie van die South African Lawnmower Manufacturers’ Association met ingang van 22 Augustus 1990 mgetrek het.

D. W. JAMES,
Nywerheidsregistrateur.
(31 Augustus 1990)

KENNISGEWING 721 VAN 1990
ADMINISTRASIE: VOLKSRaad
DEPARTEMENT VAN LANDBOU-Ontwikkeling
KENNISGEWING VAN VERGADERING VAN SKULDEISERS KRAGTENS ARTIKEL 22 (1) VAN DIE WET OP LANDBOUKREDIET, 1966
Hierby word 'n vergadering van ondergenoemde applikante en hul skuldeisers op die plek en datum hieronder genoem, bele, met die doel om skuldeisers in staat te stel om hul vorderings teen die applikante te bewys en 'n skikingsvoorstel van die Landboukrediet-raad te oorweeg.

J. H. RADEMEYER,
Direkteur: Direktorat Finansele Bystand, Departement van Landbou-ontwikkeling.

NOTICE 720 OF 1990
DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956
CANCELLATION OF REGISTRATION OF AN EMPLOYERS’ ORGANISATION
I, David William James, Industrial Registrar, hereby notify, in terms of section 14 (2) of the Labour Relations Act, 1956, that I have cancelled the registration of the South African Lawnmower Manufacturers’ Association with effect from 22 August 1990.

D. W. JAMES,
Industrial Registrar.
(31 August 1990)

NOTICE 721 OF 1990
ADMINISTRATION: HOUSE OF ASSEMBLY
DEPARTMENT OF AGRICULTURAL DEVELOPMENT
NOTICE OF MEETING OF CREDITORS IN TERMS OF SECTION 22 (1) OF THE AGRICULTURAL CREDIT ACT, 1966
A meeting of the undermentioned applicants and their creditors is hereby convened at the place and date mentioned hereunder for the purpose of enabling creditors to prove their claims against the applicants and of considering a proposal for a compromise by the Agricultural Credit Board.

J. H. RADEMEYER,
Director. Directorate Financial Assistance, Department of Agricultural Development.

Table:

**Name of trade union:** Vereniging van Gesalarieerde Nywerheidspersoneel.

**Date on which application was lodged:** 7 May 1990.

**Interests and area in respect of which application is made:** Whites employed on the basis of an annual salary in an administrative, clerical, supervisory, accounting, management, technical, research or marketing capacity in the Chemical and Fertiliser Manufacturing Industries in the Magisterial District of Potchefstroom.

**Postal address of applicant:** P.O. Box 487, Vanderbijlpark, 1906.

**Office address of applicant:** Exhibition 2000 Building, First Floor, Genl. Hertzog Street, Vanderbijlpark.

Attention is drawn to the following requirements of sections 4 and 7 of the Act:

(a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged.

D. W JAMES,
Industrial Registrar.
(31 Augustus 1990)
Rockman falls on hard times

CP Correspondent

LESS than a year after he first hit the headlines with his accusations of police brutality, controversial former policeman Gregory Rockman is down - but far from out.

Rockman, who started South Africa's first union for prison warders and policemen, is fighting for survival after suffering severe financial blows.

But he's not complaining. "Cowboys don't cry," he quipped.

The Police and Prison Services Civil Rights Union (Popcrsu) president, who last year accused South Africa's national police of behaving like a pack of dogs when dispersing black schoolchildren in Mitchell's Plain, was dismissed from the police force earlier this year.

Later he lost a house in Port Elizabeth and his house near Cape Town is up for auction.

Rockman, his wife Sharleen, and their 16-month-old daughter Fay-Ann, will be homeless and penniless. They are now lodging with friends in Cape Town.

Days after the book about Rockman's crusade against apartheid police was launched last December, creditors took away all the furniture from the house.

"All we have in the house is a bed and two-plate stove. These will also be up for auction," he said.

He said he could not pay for his house in Port Elizabeth when it was repossessed in January.

Earlier he said: "I don't know where I will move to. I'll build a shack next to the highway with a large ANC flag next to it. Everyone will know that Rockman lives there."

Sales of the book which tells Rockman's story have so far failed to provide financial help for the impoverished celebrity.

Rebel cop Gregory Rockman found fame, but not money, when he challenged police brutality.
METAL WORKERS UNION (Mewusa) is still to consult with its members on the final proposals made by the Steel and Engineering Industries Federation of South Africa (SEIFSA) before accepting them. (139)

Mewusa official Mr Candi Zithulele said SEIFSA had not yet met the union's demand for a 40-hour week with no loss of pay and recognition of March 21 as a paid holiday.

Seifsa executive director, Mr Brian Angus, said the employer body had made a revised offer of a 44-hour week with no change to the hourly wage rates of employees. (139)

Angus said Mewusa was the only union in the Industrial Council, which had not yet accepted the offer. Fourteen other trade unions involved in the metal industry indicated that they would recommend to their members to accept Seifsa's offer.

He said Seifsa's revised offer included:

*March 21 (Sharpeville Day) to be treated on the basis of
**BYLAE**

Restant van Plaas 601, groot 186,5549 hektaar, geleë in die administratiewe distrik Caledon, provinsie die Kaap die Goeie Hoop.

(7 September 1990)

**KENNISGEWING 734 VAN 1990**

**DEPARTEMENT VAN MANNEKRAG**

**WET OP ARBEIDSVERHOUDINGE, 1956**

**INTREKKING VAN REGISTRASIE VAN 'N NYWERHEIDSRAAD**

Ek, David William James, Nywerheidsregistrator, maak hierby kragtens artikel 34 (2) van die Wet op Arbeidsverhoudinge, 1956, bekend dat die registrasie van die Nywerheidsraad vir die Tabaknywerheid (Transvaal) hierby ingetrek word.

D. W. JAMES, Nywerheidsregistrator.

(7 September 1990)

**KENNISGEWING 735 VAN 1990**

**DEPARTEMENT VAN MANNEKRAG**

**WET OP ARBEIDSVERHOUDINGE, 1956**

**INTREKKING VAN REGISTRASIE VAN 'N VAKVERENIGING**

Ek, David William James, Nywerheidsregistrator, maak hierby kragtens artikel 14 (1) van die Wet op Arbeidsverhoudinge, 1956, bekend dat aangesien ek redes het om te vermoed dat die African Tobacco Workers' Union nie as vakvereniging funksioneer nie, sy registrasie ingetrek sal word, tensy redes daarteen binne 'n tydperk van 30 dae vanaf die datum van publikasie van hierdie kennisgewing aangevoer word.

D. W. JAMES, Nywerheidsregistrator.

(7 September 1990)

**KENNISGEWING 736 VAN 1990**

**KOMMERSIALISERINGSONDERSOEK**

**HOOFDIREKTORATA: HOUTPRODUKSIËN DEPARTEMENT VAN OMGEGINGSAKE**

**VERSOEK VIR VOORLEGGINGS VANAF BELANGHEBBENDE PARTYE**

Onafhanklike konsultante is aangestel om advies te verleen aangaande die toekomstige rol en struktuur van die Hoofdirektorat: Houtproduksie.

Belanghebbende partye word uitgenooi om hulle sieninge en voorstelle oor hierdie saak aan die konsultante voor te le. Vroeër voorleggings vanaf laat 1989 tot datum aan die Minister en Departement van Omgewingsake is ontvang en genet oorweging.

Skriflike voorlegging moet gestuur word aan:
- Bosboukonsultante
- Posbus 2128
- PRETORIA
- 0001

Of met faximile gestuur word aan (012) 341-3098.

Sluitingsdatum vir ontvangs: 19 September 1990.

(7 September 1990)

**SCHEDULE**

Remainder of Farm 601, in extent 186,5549 hectares, situate in the Administrative Division of Caledon, Province of the Cape of Good Hope.

(7 September 1990)

**NOTICE 734 OF 1990**

**DEPARTMENT OF MANPOWER**

**LABOUR RELATIONS ACT, 1956**

**CANCELLATION OF REGISTRATION OF AN INDUSTRIAL COUNCIL**

I, David William James, Industrial Registrar, hereby notify, in terms of section 34 (2) of the Labour Relations Act, 1956, that the registration of the Industrial Council for the Tobacco Industry (Transvaal) is hereby cancelled.

D. W. JAMES, Industrial Registrar.

(7 September 1990)

**NOTICE 735 OF 1990**

**DEPARTMENT OF MANPOWER**

**LABOUR RELATIONS ACT, 1956**

**CANCELLATION OF REGISTRATION OF A TRADE UNION**

I, David William James, Industrial Registrar, hereby notify, in terms of section 14 (1) of the Labour Relations Act, 1956, that I have reason to believe that the African Tobacco Workers' Union is not functioning as a trade union its registration will be cancelled unless cause to the contrary is shown within a period of 30 days from the date of publication of this notice.

D. W. JAMES, Industrial Registrar.

(7 September 1990)

**NOTICE 736 OF 1990**

**COMMERCIALISATION INVESTIGATION**

**TIMBER PRODUCTION: CHIEF DIRECTORATE DEPARTMENT OF ENVIRONMENT AFFAIRS**

**REQUEST FOR SUBMISSIONS BY INTERESTED PARTIES**

Independent consultants have been retained to advise on the future role and structure of the Timber Production: Chief Directorate.

All interested parties are invited to make their views and proposals on the matter known to the consultants. Previous submissions from late 1989 to date to the Minister and the Department of Environment Affairs have been received and are being considered.

Written submissions should be sent to:
- Forestry Consultants
- P.O. Box 2128
- PRETORIA
- 0001

OR faxed to (012) 341-3098.

Closing date for receipt: 19 September 1990.

(7 September 1990)
KENNISGEWING 761 VAN 1990
DEPARTEMENT VAN MANNEKRAAG
WET OP ARBEIDSENHANDLEN, 1956
INTREKKING VAN REGISTRASIE VAN 'N VAK-
VERENIGING

Ek, David Wilham James, Nywerheidsregistrateur, maak hierby kragtens artikel 14 (1) van die Wet op Arbeidsehnahde, 1956, bekend dat aangesien ek rede het om te vermoed dat die Liquor and Catering Trades Employees' Union (Cape) nie as vakvereniging funksioneer nie, sy registrasie ingetrek sal word, tensy redes daarteen binne 'n tydperk van 30 dae vanaf die datum van publikasie van hierdie kennisgewing aange-
voer word.

D. W. JAMES,
Nywerheidsregistrateur.
(14 September 1990)

KENNISGEWING 762 VAN 1990
DEPARTEMENT VAN MANNEKRAAG
WET OP ARBEIDSENHANDLEN, 1956
INTREKKING VAN REGISTRASIE VAN 'N VAK-
VERENIGING

Ek, David Wilham James, Nywerheidsregistrateur, maak hierby kragtens artikel 14 (1) van die Wet op Arbeidsehnahde, 1956, bekend dat aangesien ek rede het om te vermoed dat die Hotel and Restaurant Workers' Union nie as vakvereniging funksioneer nie, sy registrasie ingetrek sal word, tensy redes daarteen binne 'n tydperk van 30 dae vanaf die datum van publikasie van hierdie kennisgewing aangevoer word.

D. W. JAMES,
Nywerheidsregistrateur.
(14 September 1990)

KENNISGEWING 766 VAN 1990
ADMINISTRATIE: VOLKSRAAD
DEPARTEMENT VAN LANDBOU-
ONTWIKKELING

KENNISGEWING VAN VERGADERING VAN SKURREISERS KRAGTENS ARTIKE 22 (1) VAN DIE WET OP LANDBOUREDIET, 1966

Hierby word 'n vergadering van ondergenoemde applikant en sy skulleisers op die plek en datum hieronder genoem, belé, met die doel om skulleisers in staat te stel om hul vorderings teen die applikant te bewys en 'n skikingsvoorstel van die Landbourediet-
raad te oorweeg.

J. H. RADEMEYER,
Direkteur: Direktoraat Finansiele Bystand, Departement van Landbou-ontwikkeling

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<thead>
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<th>Aanvraag van Application by</th>
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<td>Jan Adriann Coetzee en/and Louis Hendrik Joseph-</td>
<td>Kantoor van die Landdrost/Magistrate's Office, Lichtenburg</td>
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<td>hus Coetzee van die plaas/af/ the farm Greiff-</td>
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<td>laagte, Postbus/P O Box 335, Lichtenburg, 2740</td>
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(14 September 1990)

NOTICE 761 VAN 1990
DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956
CANCELLATION OF REGISTRATION OF A TRADE UNION

I, David William James, Industrial Registrar, hereby notify, in terms of section 14 (1) of the Labour Relations Act, 1956, that as I have reason to believe that the Liquor and Catering Trades Employees' Union (Cape) is not functioning as a trade union, its registration will be cancelled unless cause to the contrary is shown within a period of 30 days from the date of publication of this notice.

D. W. JAMES,
Industrial Registrar.
(14 September 1990)

NOTICE 762 OF 1990
DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956
CANCELLATION OF REGISTRATION OF A TRADE UNION

I, David William James, Industrial Registrar, hereby notify, in terms of section 14 (1) of the Labour Relations Act, 1956, that as I have reason to believe that the Hotel and Restaurant Workers' Union is not functioning as a trade union, its registration will be cancelled unless cause to the contrary is shown within a period of 30 days from the date of publication of this notice.

D. W. JAMES,
Industrial Registrar.
(14 September 1990)

NOTICE 766 OF 1990
ADMINISTRATION: HOUSE OF ASSEMBLY
DEPARTMENT OF AGRICULTURAL DEVELOPMENT

NOTICE OF MEETING OF CREDITORS IN TERMS OF SECTION 22 (1) OF THE AGRICUL-
TURAL CREDIT ACT, 1966

A meeting of the undermentioned applicant and his creditors is hereby convened at the place and date mentioned hereunder for the purpose of enabling creditors to prove their claims against the applicant and of considering a proposal for a compromise by the Agricultural Credit Board.

J. H. RADEMEYER,
Director: Directorate Financial Assistance, Department of Agricultural Development

(14 September 1990)
### 2. Vervanging van de voorstelling by tariefspos 2805.40 deur die volgende

<table>
<thead>
<tr>
<th>Tarief-subpos</th>
<th>Beskrywing</th>
<th>Skaal van Reg</th>
</tr>
</thead>
<tbody>
<tr>
<td>2805 40</td>
<td>Skroewdraaiers (uitge-</td>
<td>23%</td>
</tr>
<tr>
<td></td>
<td>sonderd ratelskroewdraaiers en skroewdraaiers met skroefflenset)</td>
<td></td>
</tr>
<tr>
<td>.10</td>
<td>Platpuntskroewdraaiers met 'n</td>
<td>23%</td>
</tr>
<tr>
<td></td>
<td>breedte by die punt van munie 5 mm maar hoogstens 9,5 mm (uitge-</td>
<td></td>
</tr>
<tr>
<td></td>
<td>sonderd ratelskroewdraaiers en skroewdraaiers met skroefflenset</td>
<td></td>
</tr>
<tr>
<td>20</td>
<td>Rateelskroewdraaiers en skroew-</td>
<td>3%</td>
</tr>
<tr>
<td></td>
<td>draaiers met skroefflenset</td>
<td></td>
</tr>
<tr>
<td>30</td>
<td>Stelle met 'n weskedenheid skroew-</td>
<td>25%</td>
</tr>
<tr>
<td></td>
<td>draaiers wat munie een platpunts-</td>
<td></td>
</tr>
<tr>
<td></td>
<td>skroewdraaiers of een platpunts-</td>
<td></td>
</tr>
<tr>
<td></td>
<td>skroewdraaiers met 'n breedte by die punt van munie 5 mm maar hoogstens</td>
<td></td>
</tr>
<tr>
<td></td>
<td>9,5 mm bevat</td>
<td></td>
</tr>
<tr>
<td>90</td>
<td>Ander</td>
<td>3%</td>
</tr>
</tbody>
</table>

[RHN-verw. TS/2/15/6/1 (900310)]

**Applicant:**  
Die Kommissaris van Doane en Akyns, Privaatsak X47, Pretoria, 0001.

Lys 32/90 is by Algemene Kennisgewing 747 van 7 September 1990 gepubiseer  
(14 September 1990)

### KENNISGEWING 772 VAN 1990

**DEPARTEMENT VAN MANNEKRAG**

**WET OP ARBEIDSGEHOUDINGE, 1956**

INTREKKING VAN REGISTRASIE VAN 'N VATVERENIGING

Ek, David William James, Nywerheidsregistrateur, maak hierby kragtens artikel 14 (2) van die Wet op Arbeidsgehouinge, 1956, bekend dat ek die registrasie van die Operative Bakers', Confectioners' and Conductors' Union, Port Elizabeth and Uitenhage, met ingang van 6 September 1990 ingetrek het

D W JAMES,  
Nywerheidsregistrateur.  
(14 September 1990)

### 2. Substitution for the provision under tariff subheading 2805.40 of the following

<table>
<thead>
<tr>
<th>Tariff Subheading</th>
<th>Description</th>
<th>Rate of Duty</th>
</tr>
</thead>
<tbody>
<tr>
<td>2805 40</td>
<td>Screwdrivers</td>
<td>23%</td>
</tr>
<tr>
<td>10</td>
<td>Star-point screwdrivers (excluding ratchet screwdrivers and screwdrivers with screwholding clamps)</td>
<td>23%</td>
</tr>
<tr>
<td>20</td>
<td>Flat-point screwdrivers with a width at the point of 3 mm or more but not exceeding 9,5 mm (including ratchet screwdrivers and screwdrivers with screwholding clamps)</td>
<td>23%</td>
</tr>
<tr>
<td>30</td>
<td>Ratchet screwdrivers and screwdrivers with screwholding clamps</td>
<td>3%</td>
</tr>
<tr>
<td>40</td>
<td>Sets with a variety of screwdrivers which contain at least one star-point screwdriver or one flat-point screwdriver with a width at the point of 3 mm or more but not exceeding 9,5 mm</td>
<td>23%</td>
</tr>
<tr>
<td>90</td>
<td>Other</td>
<td>3%</td>
</tr>
</tbody>
</table>

[BT1 Ref. TS/2/15/6/1 (900310)]

**Applicant:**  
The Commissioner for Customs and Excise, Private Bag X47, Pretoria, 0001.

Last 32/90 was published under General Notice 747 of 7 September 1990  
(14 September 1990)
UITBREIDING VAN GRENSE VAN DIE BENEDIE - SONDAGSRIVIER - STAATSWATERSBEHEERGEDEBIE - AFDELINGS UITENHAGE EN ALEXANDRIA

Ek, Jacob Albertus van Wyk, Adjunkt-minister van Waterwese, handelende namens die Minister van Waterwese kragtens die bevoegdheid hom verleen by artikel 59 (1) van die Waterwet, 1956 (Wet No 54 van 1956), verklaar hierby dat die grense van die Benedie-Sondagsrivier-staatswaterbeheergebied met ingang van die datum van publikasie hiervan, wie verskuif van die bestaande situasie betreffende die vorming van die Sone Rivier -个交易 river systeme op die weste van die Gamtoos Rivier en die Olifants Rivier - in die Sone Rivier -个交易 river systeme op die weste van die Gamtoos Rivier and the Olifants Rivier - en die areas om die riviere te beheer.

Swanepeols Kraal 104, Afdeling Uitenhage
Wolve Kop 82, Afdeling Alexandria

J. A. VAN WYK,
Adjunkt-minister van Waterwese

VERKLARING INGEVOLGE ARTIKEL 2 VAN DIE WET OP DIE ORANJERIVIER-ONTWIKKELINGSPROJEK, 1969, TEN OPSIGTE VAN DIE BENEDIE - SONDAGSRIVIER - STAATSWATERSBEHEERGEDEBIE

Ek, Jacob Albertus van Wyk, Adjunkt-minister van Waterwese, handelende namens die Minister van Waterwese kragtens die bevoegdheid hom verleen by artikel 2 van die Wet op die Oranjrivier-ontwikkelingsprojek, 1969 (Wet No 78 van 1969), verklaar hierby dat die volgende eiendomme wat deel van die Benedie-Sondagsrivier-staatswaterbeheergebied ingesluit is, met ingang van die datum van publikasie hiervan, ingesluit is:

Swanepeols Kraal 104, Afdeling Uitenhage
Wolve Kop 82, Afdeling Alexandria

J. A. VAN WYK,
Adjunkt-minister van Waterwese

ALGEMENE KENNISGEWINGS

KENNISGEWING 750 VAN 1990

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSENSOURHOLDINGE, 1956

INTREKKING VAN REGISTRASIE VAN ’N WERKGEWERSORGANISASIE

Ek, David William James, Nywerhedsregistrateur, maak hierby kragtens artikel 14 (1) van die Wet op Arbeidsverhoudinge, 1956, bekend dat aangesien ek

J. A. VAN WYK,
Deputy Minister of Water Affairs.

EXTENSION OF THE BOUNDARIES OF THE LOWER SUNNIES RIVER GOVERNMENT WATER CONTROL AREA.—DIVISIONS OF UITENHAGE AND ALEXANDRIA

1. Jacob Albertus van Wyk, Deputy Minister of Water Affairs, acting on behalf of the Minister of Water Affairs by virtue of the powers vested in him by section 59 (1) of the Water Act, 1956 (Act No. 54 of 1956), hereby declare that with effect from the date of publication hereof, the boundaries of the Lower Sunnies River Government Water Control Area shall, for the purposes of section 59 (1) of the said Act, be extended so as to include the following properties:

Swanepeols Kraal 104, Division of Uitenhage.
Wolve Kop 82, Division of Alexandria.

J. A. VAN WYK,
Deputy Minister of Water Affairs.

DECLARATION IN TERMS OF SECTION 2 OF THE ORANGE RIVER DEVELOPMENT PROJECT ACT, 1969, IN RESPECT OF THE LOWER SUNNIES RIVER GOVERNMENT WATER CONTROL AREA

1. Jacob Albertus van Wyk, Deputy Minister of Water Affairs, acting on behalf of the Minister of Water Affairs by virtue of the powers vested in him by section 2 of the Orange River Development Project Act, 1969 (Act No. 78 of 1969), hereby declare that the following properties which are included in the Lower Sunnies River Government Water Control Area are with effect from the date of publication hereof properties affected by water diverted from the Orange River and delivered into the Theebusspruit by means of the Orange Fish tunnel:

Swanepeols Kraal 104, Division of Uitenhage.
Wolve Kop 82, Division of Alexandria.

J. A. VAN WYK,
Deputy Minister of Water Affairs.

GENERAL NOTICES

NOTICE 750 OF 1990

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

CANCELLATION OF REGISTRATION OF AN EMPLOYERS' ORGANISATION

1. David William James, Industrial Registrar, hereby notify, in terms of section 14 (1) of the Labour Relations Act, 1956, that as I have reason to believe that the
Road Passenger Transport Employers' Association (Cape) is not functioning as an employers' organisation, its registration will be cancelled unless cause to the contrary is shown within a period of 30 days from the date of publication of this notice.

D. W. JAMES,
Industrial Registrar.
(14 September 1990)

NOTICE 751 OF 1990
PROVINCIAL ADMINISTRATION OF THE CAPE OF GOOD HOPE
PORT ELIZABETH.—PROPOSED SINKING OF TWO BOREHOLES BELOW THE HIGH WATER MARK OF THE SEA

Notice is hereby given in terms of section 3 (5) of the Sea-Shore Act, 1935 (Act No. 21 of 1935), that it is proposed to enter into a lease with Port Elizabeth Municipality in which provision is made for the sinking of two boreholes.

A locality sketch of the area affected by the proposed sinking of boreholes lies for inspection at the office of the Chief Director Works, Provincial Administration of the Cape of Good Hope, Room 430, 9 Dorp Street, Cape Town.

Objections to the proposed lease must be lodged with the Chief Director Works, Private Bag X9078, Cape Town, 8000, on or before 15 October 1990.

(14 September 1990)

NOTICE 752 OF 1990
PROVINCIAL ADMINISTRATION OF THE CAPE OF GOOD HOPE
ST CROIX ISLAND.—RESTRICTED AREA

Notice is hereby given in terms of section 3 (5) of the Sea-Shore Act, 1935 (Act No. 21 of 1935), that it is proposed by the Provincial Administration of the Cape of Good Hope to enlarge the existing buffer zone 300 m below the high water mark of the sea at St Croix Island to 500 m for Nature conservation purposes.

A locality sketch of the area affected by the proposed enlarged buffer zone lies for inspection at the office of the Chief Director Works, Provincial Administration of the Cape of Good Hope, Room 430, 9 Dorp Street, Cape Town.

Objections to the proposed enlarged buffer zone must be lodged with the Chief Director Works, Private Bag X9078, Cape Town, 8000, on or before 15 October 1990.

(14 September 1990)

NOTICE 753 OF 1990
DEPARTMENT OF FINANCE
THE JOHANNESBURG STOCK EXCHANGE
NOTICE REGARDING AMENDMENT TO RULES

1. In terms of section 12 (6) of the Stock Exchanges Control Act, 1985 (Act No. 1 of 1985), it is hereby notified that the Johannesburg Stock Exchange has applied to the Registrar of Financial Institutions for approval to make amendments to its rules, as set forth in the Schedule hereto.
"Court" said to punish teachers

Claims 'baloney' says union's boss

THE National Education Union of South Africa (Neusa) has been accused by some Soweto teachers and principals of running "people's courts" and victimising teachers who are not members of the union.

According to teachers interviewed by Saturday Star, the "courts" have been in operation for the past four months. Most of the teachers who have been tried and sentenced were staff from primary schools.

**Apology**

Those who have so far appeared were not members of the union.

In one case, Mrs Johanna Shabangu (not her real name) a head teacher, claimed she was suspended from duty for 12 days in July for being in "contempt of court". Mrs Shabangu said she was reinstated after she had appealed and written a letter of apology.

She would not say what charges she faced at the "trial".

A letter of apology, written to the Neusa, emerged as the minimum punishment the "accused" have been subjected to.

Saturday Star is in possession of some of the letters written by some of the people's court victims.

**Mud-slingers**

Approached with the allegations, Mr Curtis Nkondo president of Neusa said "I dismiss all these allegations as absolute baloney."

He said when people want to discredit an organisation they will come up with all sorts of strange stories. "This has happened to many organisations, I didn't they phone me? This is a smear campaign," he claimed.

On the teachers' lack of discipline Mr Nkondo explained "Teachers must abide by the policy of the organisation, which is to teach."

The Neusa president also lashed out at the Saturday Star "For all these months your newspaper is the only one that has the information. It seems you're only interested in publishing stories without investigating them."

The Johannesburg regional director of the Department of Education and Training, Mr Peet Struwig, said it was difficult for the department to intervene.

He explained "The victims are so intimidated that they seldom come forward to make statements."

"Catch 22"

Mr Struwig said the another problem was that Neusa held the courts after school hours and hence had put the DET in a "Catch 22 situation."

He revealed that the information about teachers being tried and sentenced only came to his attention for the first time eight weeks ago.

Mr Struwig cautioned "The relationship between the employer and the employee must not be forgotten. Conditions of work are determined by acts and regulations."
Arrests at Popcru launch

CP Correspondent

TWENTY-nine prison warders and traffic officers were arrested in Butterworth in the Transkei last week after they attended the launch of the local branch of the Police and Prison Civil Rights Union (Popcru).

Transkei's Commissioner of Police, General NS Spamo, earlier warned that anyone from the uniformed service in the Transkei who attended would be arrested.

Guest speaker at the launch, Popcru president Gregory Rockman, had a heated confrontation with Butterworth station commander Colonel Alex Sofofe, who searched his briefcase and demanded minutes from the meeting.

Police dragged Rockman to a police van, but a group of toyi-toyi youths seized Rockman and took him to his car. Police then fired teargas to disperse the crowd.

When the 29 arrested men appeared in court this week, they received a warning from magistrate M Mzuvu, but were immediately rearrested in terms of Section 47 (1) of the Transkei Public Security Act which allows for indefinite detention.

Their attorney Mzwandelile Ntsaluba told City Press that if his clients were not released soon he will seek a supreme court interdict.
TABEL

Naam van vakvereniging: Plastic Workers Union.
Datum waarop aansoek ingediend is: 16 Augustus 1990.
Belange en gebied ten opzichte waarvan aansoek gedaan word. Alle persone in diens in die Plastiek-
nywerheid in die Landboudistrikte Germiston, Johannesburg, Randburg, Roodepoort, Springs en
Vanderbijlpark.
"Plastieknywerheid" beteken die nywerheid waarin werkgewers en hul werknemers met mekaar geasso-
ceer is vir die vervaardiging, volledig of gedeeltelik, van enige artikel of artikels van enige van die groep
gewasse wat as 'n essentiele bestanddeel 'n organiese stof met 'n groot molekulaire massa bevat of daaruit
bestaan en wat, hoewel dit in dié afgewerkte toestand solide is, in dié een of ander stadium van die verwar-
diging daarvan gefosforiseer is of gefosforiseer kan word, dit wil sê deur bloei in verschillende fatoensee gegete, geka-
landeer, deugbedrukt of gevorm is of kan word, gewoonlik deur die aandwending van slegs hitte of slegs
druk of van albei saam, en dit omvat die herstel en/of
verkoop en/of verspreiding van enige artikel, waarof
ding wat in sy geheel of gedeeltelik uit plastiek bestaan
Posadres van applikant: Posbus 9272, Johannesburg,
2000.
Kantooradres van applikant: De Villiersstraat 57,
Vierde Vredeplaas, Suite 307, Gillhove Chamber,
Johannesburg.
Die aandag word gevestig op onderstaande vereiste van artikel 4 van die Wet:
(a) Die mate waarin 'n beswaarmakende vakver-
eniging verleenwoordigend is, word ingevolge
subartikel (4) bepaal volgens die fante soos hulle
bestaan het op die datum waarop die aansoek inge-
dien is, en wat die lidmaatskapsbetrek, word alleen
lede wat ingevolge artikel 1 (2) van die Wet op
voormelde datum volwaardigde lede was, in aan-
merking geneem.
(b) Die prosedure voorgestryf by subartikel (2)
moet gevolg word in verband met 'n beswaar wat
ingediend word.

D. W. JAMES,
Nywerheidsregisteraar.
(28 September 1990)

KENNISGEWING 807 VAN 1990
DEPARTEMENT VAN MANNEKRAG
WET OP ARBEIDVERHOUDINGE, 1956
AANSOEK OM VERANDERING VAN DIE RE-
GISTRASIEBESTEK VAN 'N VAKVERENIGING
Ek, David William James, Nywerheidsregisteraar,
maak ingevolge artikel 4 (2) soos toegepas by artikel 7
(5) van die Wet op Arbeidverhoudinge, 1956, hierby
bekend dat 'n aansoek om die verandering van sy regi-
strasiebestek ontvang is van die Amalgamated Engi-
neering Union of South Africa Besonderhede van die
aansoek word in onderstaande tabel verstrekt
Enige geregistreerde vakvereniging wat teen die aan-
soek beswaar maak, word verskyn om binne een maand
na die datum van publikasie van hierdie kennisgewing
sy beswaar skriftlik by my in te dien, p/a die Depart-
ment van Mannekrag, Mannekraggebou 123A, Schoe-
manstraat 215, Pretoria (posadres Privaatsak X117,
Pretoria, 0001)

D. W. JAMES,
Industrial Registrar.
(28 September 1990)

NOTICE 807 OF 1990
DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956
APPLICATON FOR VARIATION OF SCOPE OF
REGISTRATION OF A TRADE UNION
I, David William James, Industrial Registrar do
hereby, in terms of section 4 (2) as applied by section 7
(5) of the Labour Relations Act, 1956, give notice that
an application for the variation of its scope of regis-
tration has been received from the Amalgamated Engi-
neering Union of South Africa. Particulars of the appli-
cation are reflected in the subjoined table
Any registered trade union which objects to the appli-
cation is invited to lodge its objection in writing with
me, c/o the Department of Manpower, 123A Man-
power Building, 215 Schoeman Street, Pretoria (postal
address Private Bag X117, Pretoria, 0001), within one
month of the date of publication of this notice
**Item 34.1:** Amend the names of the undermentioned countries as follows.

<table>
<thead>
<tr>
<th>Old name</th>
<th>New name</th>
</tr>
</thead>
<tbody>
<tr>
<td>&quot;Czechoslovak Socialist Republic&quot;</td>
<td>Czech and Slovak, Federal Republic of</td>
</tr>
<tr>
<td>Hungarian People's Republic</td>
<td>Hungary, Republic of</td>
</tr>
<tr>
<td>Poland, People's Republic of</td>
<td>Poland, Republic of</td>
</tr>
<tr>
<td>Roumania, Socialist Republic of</td>
<td>Romania</td>
</tr>
<tr>
<td>Yemen Arab Republic</td>
<td>Yemen, Republic of</td>
</tr>
</tbody>
</table>

**Item 34.1:** Delete the following entries.

"Burma, Socialist Republic of the Union of, Ivory Coast, Republic of"

(28 September 1990)
Police rebel Rockman gets suspended fine

Own Correspondent
CAPE TOWN - Former police lieutenant Gregory Rockman has been given a suspended fine after being convicted of organizing and attending an illegal gathering in Mitchell’s Plain last year.

Rockman, 30, of Valley Way, Strand, was yesterday fined R150 or 25 days’ imprisonment, suspended for three years on condition he did not contravene the Internal Security Act again during that time.

He was one of 16 accused who attended the gathering in Harmony Square, Mitchell’s Plain on November 13 last year.

Charges against his co-accused were withdrawn in Wynberg Magistrate’s Court on Monday after they paid R50 admission-of-guilt fines, and Rockman stood trial alone.

Passing sentence, magistrate SC Murphy said Rockman had enjoyed a promising career in the police force before his arrest and suspension on the day of the gathering. He was a person of strong convictions.

His transfer from Mitchell’s Plain police station to the police stores in Pinelands had been at short notice and “quite possibly unfair”.

Before being sentenced, Rockman told the court that the public had no trust in the police, who served the interests of the State.

“That is why the country is burning,” he said.

During the closing argument, M Parker, for Rockman, described the rebel policeman as “the saviour of the people”.

He caused more “ripples and waves” than any other policeman and had received “international recognition for his courage”.

But Mr Murphy rejected submissions that police had trapped Rockman into being arrested.

He found Rockman had been the “main figure” at the gathering and had used it to express his grievances about the police.

This was not the conduct expected from a person who intended to carry out the duties of a policeman, Mr Murphy said.
KENNISGEWING 815 VAN 1990
PROVINSIALE ADMINISTRASIE VAN DIE KAAP DIE GOEIE HOOP

HEIDELBERG. VOORGESTELDE KONSTRUKSIE VAN 'N AANLEGSTEIER EN SLEEPHELLING IN DIE BREERIVIER

Ingevolge artikel 3 (5) van die Strandwet, 1935 (Wet No. 21 van 1935), word hiermee bekendgemaak dat die voorneme is om 'n huurooreenkom met mnr. S. Smith aan te gaan waarin voorziemig gemaak word vir die konstruksie van 'n aanlegsteier en sleephelling be- nede die hoogwatermerk van die Breerivier.

'n Liggingsplan van die gebied wat deur die voorgestelde aanlegsteier en sleephelling geraak word, lê ter insae by die kantoor van die Hoofdirekteur: Werke, Provinciale Administrasie van die Kaap die Goeie Hoop, Kamer 430, Dorpstraat 9, Kaapstad

Beseware teen die voorgestelde verhuring moet by die Hoofdirekteur: Werke, Privaatsak X9078, Kaapstad, 8000, ingediend word voor of op 29 Oktober 1990

(28 September 1990)

KENNISGEWING 816 VAN 1990
DEPARTEMENT VAN MANNEKRAG
WET OP ARBEIDSVERHOUDINGE, 1956

INTREKKING VAN REGISTRASIE VAN 'N VAKVERENIGING

Ek David William James, Nywerheidsregistrateur, maak hierby kragtens artikel 14 (1) van die Wet op Arbeidsverhoudinge, 1956, bekend dat aangesien ek rede het om te vermoed dat die Engineering and Allied Workers’ Union of South Africa gekweekde is, sy registrasie ingetrek sal word, tensy redes daarteen binne 'n tydperk van 30 dae vanaf die datum van publicasie van hierdie kennisgewing aangevoer word

D. W. JAMES,
Nywerheidsregistrateur.
(28 September 1990)

KENNISGEWING 817 VAN 1990
DEPARTEMENT VAN MANNEKRAG
WET OP ARBEIDSVERHOUDINGE, 1956

INTREKKING VAN REGISTRASIE VAN 'N VAKVERENIGING

Ek, David William James, Nywerheidsregistrateur, maak hierby kragtens artikel 14 (1) van die Wet op Arbeidsverhoudinge, 1956, bekend dat aangesien ek rede het om te vermoed dat die Saamwerkpersoneelvereniging nie as 'n vakvereniging funksioneer nie, sy registrasie ingetrek sal word, tensy redes daarteen binne 'n tydperk van 30 dae vanaf die datum van publicasie van hierdie kennisgewing aangevoer word

D. W. JAMES,
Nywerheidsregistrateur.
(28 September 1990)

NOTICE 815 OF 1990
PROVINCIAL ADMINISTRATION OF THE CAPE OF GOOD HOPE

HEIDELBERG. PROPOSED CONSTRUCTION OF A JETTY AND SLIPWAY IN THE BREE RIVER

Notice is hereby given in terms of section 3 (5), of the Sea-Shore Act, 1935 (Act No. 21 of 1935), that it is proposed to enter into a lease with Mr. S. Smith in which provision is made for the construction of a jetty and slipway below the high-water mark of the Bree River.

A locality sketch of the area affected by the proposed jetty and slipway lies for inspection at the office of the Chief Director, Works, Provincial Administration of the Cape of Good Hope, Room 430, 9 Dorp Street, Cape Town.

Objections to the proposed lease must be lodged with the Chief Director Works, Private Bag X9078, Cape Town, 8000, on or before 29 October 1990

(28 September 1990)

NOTICE 816 OF 1990
DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956
CANCELLATION OF REGISTRATION OF A TRADE UNION

I, David William James, Industrial Registrar, hereby notify, in terms of section 14 (1) of the Labour Relations Act, 1956, that as I have reason to believe that the Engineering and Allied Workers’ Union of South Africa has been wound up its registration will be cancelled unless cause to the contrary is shown within a period of 30 days from the date of publication of this notice

D. W. JAMES,
Industrial Registrar.
(28 September 1990)

NOTICE 817 OF 1990
DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956
CANCELLATION OF REGISTRATION OF A TRADE UNION

I, David William James, Industrial Registrar, hereby notify, in terms of section 14 (1) of the Labour Relations Act, 1956, that as I have reason to believe that the Saamwerkpersoneelvereniging is not functioning as a trade union its registration will be cancelled unless cause to the contrary is shown within a period of 30 days from the date of publication of this notice

D. W. JAMES
Industrial Registrar.
(28 September 1990)
KENNISGEWING 808 VAN 1990
DEPARTEMENT VAN MANNEKRAIG
WET OP ARBEIDSVERHOUDINGE, 1956
INTREKKING VAN REGISTRASIE VAN 'N WERKGEWERSORGANISASIE

Ek, David William James, Nywerheidsregistrator, maak hierby kragtens artikel 14 (1) van die Wet op Arbeidsverhoudinge, 1956, bekend dat aangeneem ek rede het om te vermoe dat die S A. Glue and Gelatine Manufacturers' Association nie as werkgewersorganisasie funksioneer nie, sy registreer ingetrek sal word, tensy redes daarteen binne 'n tydperk van 30 dae vanaf die datum van publikasie van hierdie kennisgewing aangevoer word.

D W JAMES,
Nywerheidsregistrator.
(28 September 1990)

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NOTICE 808 OF 1990
DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956
CANCELLATION OF REGISTRATION OF AN EMPLOYERS' ORGANISATION

I, David William James, Industrial Registrar, hereby notify, in terms of section 14 (1) of the Labour Relations Act, 1956, that as I have reason to believe that the S A. Glue and Gelatine Manufacturers' Association is not functioning as an employers' organisation, its registration will be cancelled unless cause to the contrary is shown within a period of 30 days from the date of publication of this notice.

D W JAMES,
Industrial Registrar.
(28 September 1990)

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KENNISGEWING 809 VAN 1990
DEPARTEMENT VAN MANNEKRAIG
WET OP ARBEIDSVERHOUDINGE, 1956
AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, David William James, Nywerheidsregistrator, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die 'Transport and General Workers' Union. Besonderhede van die aansoek word in onderstaande tabel verstrekt.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skryflik by my in te stuur, p/a die Departement van Mannekrag, Mannekraggebou 123A, Schommanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001)

**TABEL**

**Naam van vakvereniging:** Transport and General Workers' Union.

**Datum waarop aansoek ingediens is:** 21 Augustus 1990.

**Belange en gebed van opsigte waarvan aansoek gedoen word:** Alle persone in diens in die Lugvaartbedryf in die landdrosdistrik Kempton Park.

**Vra die doeleindes hiervan word begemelde bedryf soos volg omskryf:**

"Lugvaartbedryf" beteken die bedryf waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om aktiwiteit uit te voer wat verband hou met die aankoms en/of vertrek van vliegtuie wat passasiers en/of lugvrag, teen vergoeding vervoer.

**Posadres van applikant:** Postbus 9451, Johannesburg.

2000.

**Kantooradres van applikant:** Sewende Verdieping, Pasteur Chambers, Jeppstraat 191, Johannesburg.

**Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet:**

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordig is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan op die datum waarop die aansoek ingediens is, en wat die

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NOTICE 809 OF 1990
DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956
APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION

I, David William James, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the Labour Relations Act, 1956, give notice that an application for the variation of its scope of registration has been received from the Transport and General Workers' Union. Particulars of the application are reflected in the attached table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

**TABLE**

**Name of trade union:** Transport and General Workers' Union.

**Date on which application was lodged:** 21 August 1990.

**Interests and area in respect of which application is made:** All persons employed in the Aviation Industry in the Magisterial District of Kempton Park.

For the purposes hereof the above-mentioned industry is defined as follows:

"Aviation Industry" means the industry in which employers and their employees are associated for the purpose of conducting activities relating to the arrival and/or departure of aircraft conveying passengers and/or freight for reward.

**Postal address of applicant:** P.O. Box 9451, Johannesburg, 2000.

**Office address of applicant:** Seventh Floor, Pasteur Chambers, 191 Jeppe Street, Johannesburg.

**Attention is drawn to the following requirements of sections 4 and 7 of the Act:**

(a) The representativeness of any trade union which objects to the application shall be based on the facts as they existed at the date on
Teachers fail to agree on union

Staff Reporter

A major teachers' organisation claiming a membership of 35,000, has decided not to join the national non-racial teachers' union which will be launched in Johannesburg at the weekend.

The Transvaal United African Teachers Association (Tuata) would not be part of the South African Democratic Teachers Union (Sadtu), the organisation said in a statement yesterday.

Tuata said its mother body, the African Teachers Association of South Africa, did not have a mandate from its six affiliates to disband and no agreement could be reached on signing the Sadtu unity plan.
Farmers to stage massive city protest

By Norman Chandler, Pretoria Bureau

The biggest protest ever mounted by South African farmers is to take place in Pretoria tomorrow.

Militant farmers are to tell the Government they do not agree with plans to scrap two land Acts, thereby opening the way for black ownership of land. It is, according to sources, likely to be one of the most dramatic protests against President de Klerk’s reform policies.

Spearheading the protest — to take place at Pretoria City Hall — are members of the conservative-leaning Transvaal Agricultural Union (TAU).

One farmer, who declined to be identified, said there had already been talk of “tractors and ploughs clogging the streets of major cities” as one way in which to bring home to the Government the anxieties felt by farmers.

TAU president Dries Bruwer last night said the union had decided that no further land owned by whites would be let or sold to people of colour.

This decision had been taken earlier this year after more than 95 percent of the province’s 15 000 white farmers had voted in a referendum on the issue. There are more than 70 000 farmers in South Africa.

Denied

The referendum had followed a call by the South African Agricultural Union (SAAU) for farmers to give their views on proposed amendments to legislation governing white ownership of farm lands. Blacks are, in terms of the 1913 Black Land Act and the 1936 Development Trust and Land Act, specifically denied ownership of land which is not in a prescribed black area.

Farmers were asked by the SAAU to complete a questionnaire on the issue. The Cape, Natal and Free State provincial agricultural unions agreed to do so, but the TAU decided on a simple “yes or no” being sufficient to gauge farmers’ feelings on the matter.

Mr Bruwer said the TAU could not accept that the two Acts were to be repealed without organised agriculture being officially informed.

The union regarded the announcement in a serious light. The announcement came after a meeting between the State President, leaders of self-governing homelands and the Administrators of the four provinces.

President de Klerk said in August that the interests of white farmers would be maintained and that their land would not be sold about their ears.
Farmers to stage massive city protest

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Massive teachers' union on the way

By Karen Stander, Education Reporter

Thousands of teachers are to join forces, with the launch of the South African Democratic Teachers Union in Johannesburg tomorrow.

In terms of the membership of its 18 affiliates, Sadtu will represent more than 100,000 South African teachers.

Sadtu president-elect Shepherd Meadiana told a press conference on Wednesday that Sadtu's main aim was "to eradicate apartheid and vigorously strive towards a free, non-racial, non-sexist, compulsory and democratic single education system."

He said Sadtu was committed to upgrading teachers' skills and facilities, the maintenance of high professional standards and the implementation of a mass-based curriculum.

Sadtu would conduct all negotiations with the Minister of National Education as a clear demonstration of the union's commitment to a single Ministry of Education.

Sadtu was the result of a conference of teachers' organisations held in Harare in April 1988 initiated jointly by the ANC, Cosatu, the World Confederation of Organisations of the Teaching Profession, and the All-Africa Teachers' Organisation.

The National Teachers Unity Forum (NTUF) was formed at the conference to work towards the establishment of Sadtu.

Sadtu will bring together almost all the existing teacher organisations, with the exception of the white Afrikaans-speaking associations.

One white English-speaking association, the Natal Teachers Society, has been granted observer status and two others - the Transvaal Teachers Association and the SA Teachers Association - have been involved in talks with the NTUF. They are expected to join soon.

About 1,500 delegates are expected to attend the launch.

ANC deputy president Nelson Mandela is to deliver the keynote address during formal proceedings at Shareworld, when the union's constitution will be adopted.

Affiliates include four members of the African Teachers Association of SA, all four members of the Union of Teachers Associations of SA, the National Education Union of SA, the Teachers Association of SA, the Democratic Teachers Union, the Western Cape Teachers Union, Education for a Democratic and Aware South Africa, the Progressive Teachers Union, East London Progressive Teachers Union and Mamelodi Teachers Union.
Black unions about face

139 Business Times Reporter

An about face by two large black unions is expected to avert the virtual collapse of the Industrial Council for the Building Industry in the Transvaal. Sunday Tribune, 31 October 1970

The council gave notice last month that it would not represent unskilled workers in the industry after September 3, largely because the major black unions — the Building Construction and Allied Workers’ Union (BCAWU) and the Construction and Allied Workers’ Union (CAWU) — rejected central collective bargaining on major issues.

Nearly 45 000 unskilled workers were threatened with loss of many of the benefits from a R400-million pension fund, a sick benefit fund and a holiday fund.

But this week CAWU, which has 11 500 members, applied to resign the council and was accepted. BCAWU, with about 15 000 members, has called a national conference today to discuss the issue.
Tuata gets a no from Sadtu on observer status

There are other organisations with similar problems and our constitution does not make provision to accommodate them," Scoeposeenge said.

He added: "We believe that it is important for all our organisations to be represented by a delegate at the national congresses, in order to ensure that we speak with one voice.

Sadtu's president, Lawrence Mtshali, had previously expressed concerns about the lack of representation at national congresses.

One of the questions Tuata will have to deal with is the issue of observer status. Scoeposeenge said that Tuata had decided not to attend the Sadtu congress because it was not clear what their role would be.

"At the last congress, we were only given observer status, which means we could not participate in discussions," Scoeposeenge said.

He added: "We believe that all our organisations should have equal status at national congresses, in order to ensure that we speak with one voice on matters that affect all our members."

Sadtu, however, has been firm in its stance that Tuata should not be granted observer status.

"We believe that Tuata should first address the issues that have caused their problems, before they can be considered for observer status," said Sadtu's vice-president, Nkosazana Dlamini.

Dlamini added: "We believe that Tuata should focus on improving their service delivery, rather than seeking observer status at national congresses."

The matter has now been referred to the National Congress of Trade Unions (NACTU), which will make a final decision on Tuata's observer status at the Sadtu congress.
Union to decide on Pearce’s fate

The Johannesburg Municipal Employees Association (JMEA) will meet next week to decide whether to appeal against the suspension of public safety director John Pearce.

JMEA general secretary Theo Crouse said the union understood that Mr Pearce had been suspended pending the outcome of the disciplinary inquiry, which is expected to start early next year.

The union contended from the start that it was only necessary for acting town clerk Graham Collins to take the decision to suspend or not and that the matter did not have to be ratified by council.

Legal advice

The Johannesburg management committee is still taking legal advice on the exact position, because of the conflicting terms of the conditions of service and the relevant council ordinance which deals with the suspension of senior officials.

Mr Crouse said “According to the conditions of service, a head of department may be suspended with full pay.

“But any suspension can be withdrawn at any time without prejudice to the proceedings in connection with the charge.

“The acting town clerk acted within his powers in suspending Mr Pearce, but that suspension can be lifted at any time.

“We will decide next week on further action.”
Call for action against obstructionist councils

By Shirley Woodgate

Civic associations across the country are being urged by Actstop to take action against Conservative Party councils that refuse to heed the scrapping of the Reservation of Separate Amenities Act.

Actstop spokesman Mohammed Dangor said yesterday people should force recalcitrant councils to implement the law, by way of organised protest, marches and court action.

Demand

Threatening that CP councillors and CP municipalities could be tied up in litigation for the next 20 years, Actstop further urged Lawyers for Human Rights, the National Association for Democratic Lawyers and the Black Lawyers’ Association to assist any individual or civic association which had to go to court.

It is the start of the Martin Luther King era of the 1950s in South Africa. People who are blocked will go to their thousands to the front doors of previously segregated amenities to demand entry,” said Mr Dangor.

“Their weapons will be exposure and embarrassment.” he said.

Mr Dangor said Actstop had urged the powerful umbrella body, Civic Associations of the Transvaal (CAt), representing all civic associations, in the area, to adopt this form of protest.

“Tell the CP, councils who defy the law, we say if you want to retain your apartheid signs, then you must also put up the ‘whites only’ signs outside your businesses.

“You cannot have it both ways. You cannot choose to take your residents’ money but refuse them entry,” Mr Dangor said.

 conductor entrance fees

— Page 6.
PSL rejects Cosatu offer

THE Public Service League yesterday cold-shouldered an offer by Cosatu to mediate in a pay dispute between "coloured" civil servants and the state, charging that the federation had no mandate from the PSL rank and file.

Motivating its intervention in the wage row, Cosatu (Western Cape) claimed that the PSL executive committee had distanced itself from a work-to-rule by disaffected employees.

Cosatu backed full trade union rights for state-sector workers and, as a party to the Labour Relations Act, Minute, was prepared to mediate in the dispute, the federation's Western Cape regional secretary, Ms Lucy Nyembe, said.

But according to PSL general secretary Mr Bernard Wentzel, his organisation had ruled out a fully fledged strike, while condemning a go-slow by civil servants until their demands were met.

"As far as we are concerned, Cosatu has no mandate to mediate," he said, adding that Cosatu "would first have to prove that it had canvassed the opinions of 50,000 PSL members in 26 regions before launching an all-out action.

The labour action started on Tuesday and hinges on PSL demands for 20% salary rise and wage parity. — Sapa

SALARY PROTEST... House of Representatives civil servants holding a placard protest over a pay dispute in the city yesterday. Picture ALAN TAYLOR
Response to TAU Land Act petition

By Peter Fabricius
Political Correspondent

President de Klerk announced last night that he had replied to a petition from the Transvaal Agricultural Union and would release his reply to the public today.

The petition protested against the proposed repeal of the Land Acts.

Opening the Transvaal National Party congress in the Pretoria city hall, Mr de Klerk said the core of his answer was that all the matters dealt with in the union's representations had already received due due attention within the recognized and proven discussion forums and in the established channels between the SA Agricultural Union and the Government.

He said he had no wish to politicise agriculture but made the announcement because so many farmers were present.
Ex-white land set for black ownership

By Norman Chandler, Pretoria Bureau

The Government plans to make available to blacks about 9 500 ha of previously white-owned farms in several Transvaal and Natal areas, it was announced yesterday.

Some of the land will be added to KwaZulu and KaNgwane while in other instances, tribal areas will benefit.

A portion of the affected land is in the Ngotshe area, near Vryheid, and the remainder at Wakkerstroom, Amersfoort and Nelspruit.

The proposal is the first on the sensitive issue of land ownership since a meeting of self-governing territories, the Government and the four provincial Administrators decided in Pretoria earlier this month to recommend the repealing of the 1913 Black Land Act and the 1936 Development Trust and Land Act, known collectively as the Land Act.

The repeals would, essentially, allow people of another colour to farm or live on land previously reserved for whites.

The meeting's recommendations have been vigorously opposed by the Transvaal Agricultural Union, which last Friday held a protest meeting in Pretoria after 95 percent of the province's 16 000 white farmers voted in a referendum to preserve sole control of the land for whites only.

Delegates have given the Government until November to come up with new proposals.

According to J H W Mentz, chairman of the Commission for Co-operation and Development, it is proposed that the parcel of land under consideration be made available for black occupation.

Portioned off

At Ngotshe, portions of farms known as Frischgewaagd, Lisbon, Waterval, Doornplaats, Dwarsrand and Magut are proposed for blacks while at Wakkerstroom, the 1 000 ha farm Doornfontein could be added to the existing black residential area known as Driehoek/ Kaffer Lodtatie.

Portions of the farm Vlakpoort are scheduled to be added to Daggaakraal in the Amersfoort district while Broedersvrede, in the Nelspruit district, is planned to be acquired by the SA Development Trust and then added to KaNgwane.

The commission has decided to meet at Wakkerstroom on November 5, at Louwsburg on November 6 and at Nelspruit on November 7 to hear objections to their proposals.
Call for printing council

Staff Report

ABOUT 120 SA Typographical Union reps repre-
sentatives from 25 city printing firms at the weekend called for the reinstatement of the disband
ed National Industrial Council for the Printing and
Paper Industry.

Expelled Satu Western Cape branch leader Mr.
Farrell Hunter, who still represents company work-
ers, said that since the scrapping of the council,
negotiations for wage increases had been reduced
to plant level.

As a result of this, shop stewards were "helpless"
when it came to negotiating a suitable wage packag
because Satu had not provided them with "bargain-
ing skills" training.

Representatives also "queried the handling of
union funds like payouts of members' contributions
and pensions, he said.
A 20c joining fee and monthly union dues of 10c — what could more poignantly highlight the plight of the jobless?

At its recent second national conference, these miniscule sums were what the National Unemployed Workers’ Coordinating Committee (NUWCC) decided to charge its members.

Scattered, demoralised and powerless, South Africa’s unemployed millions are a daunting target for any organiser. In a conference resolution, the NUWCC admits as much. It stresses that in its three-year lifespan, it has drawn limited numbers of unemployed and had little impact on the state.

But the levying of dues is a tiny step towards empowering the powerless — through the creation of a trade union for the unemployed. It will, says NUWCC general secretary Siphiwe Ximba, pave the way for affiliation to the Congress of South African Trade Unions next year.

Before then, the 70 conference delegates decided, the NUWCC will have been transformed from a loose grouping of about eight regional unemployed workers’ organisations into a national body.

The tragic irony is that although the NUWCC was set up as a project of Cosatu, its potential membership is many times greater than that of its parent.

NUWCC media officer Barry Levinrad believes that if seasonal, casual and part-time workers are included — as well as after three back-breaking formative years, a Cosatu project for the unemployed is set to be launched as a national union.

Drew Forrest reports

the workless township youth and the effectively unemployed in the informal sector — up to 20-million South Africans may be out of work.

What can a union for the jobless achieve? Levinrad believes it can play a role in guiding the unemployed, many illiterate, through the “jungle” of Unemployment Insurance Fund (UIF) legislation, and in offsetting the psychological ravages of unemployment “You can’t exaggerate the strength that comes through unity,” he says.

But through campaigns, the NUWCC has broader ambitions to reshape government employment and welfare policies.

Its primary push is for “jobs for all at a living wage”, believing only massive state intervention can achieve this. Pouring scorn on state deregulation policies, an NUWCC discussion document argues for a public works programme, particularly in the area of low-cost housing, large-scale retraining for the retrenched; a state-backed co-operative sector and proper welfare for those who cannot find work.

Short-term campaigns have centred on UIF — demands include a Cosatu say on the unemployment insurance board and UIF cover for domestic, seasonal and farm workers — and price control on basic foodstuffs.

On the broader political front, the NUWCC aims to harness the jobless to the broader drive for change. Its conference adopted Cosatu’s political policy and, significantly, upheld sanctions against South Africa “Structural unemployment predated sanctions,” argues Levinrad. “And we believe unemployment can only be seriously addressed in a democratic state.”

And under the slogan of “Employed and unemployed united”, it also seeks to educate the jobless not to “scab” during strikes.

Despite the obstacles, Ximba and Levinrad believe there is growing consciousness and activism among the unemployed.

A key goal is now to shift campaigns from the regional to the national level, taking advantage of the NUWCC’s foothold in both the communities and labour movement.

To this end, conference delegates agreed to integrate campaigns with those of Cosatu UIF demands could, for example, be incorporated in the federation’s living wage push — to stage a campaigns conference and to seek the support of the international community.
The State President's reply to the petition of the Transvaal Agricultural Union for early talks on the plight of farmers is one of the issues on the agenda of the annual congress of the SA Agricultural Union opening in Pretoria tonight.

Rising fuel costs, the ownership of agricultural land and the partial failure of the wheat crop in the Free State are expected to feature prominently in the discussions.

The congress will be opened by Minister of Agriculture Jacob de Villiers.

It is known that many Transvaal farmers are not happy with the President's reply which stated that the financial problems mentioned had already been identified earlier this year and had been considered by the Agricultural-Economic Liaison Committee. The TAU representations largely concurred with those received by the Department of Agriculture and the SAAU, and were already being addressed at the highest level, said the reply.

Decisions would be made known in due course.

Mr F W de Klerk pointed out that some matters raised in the TAU petition were of a general nature and not applicable to Transvaal farmers only. Possible solutions, he said, could be suggested at the monthly meeting between the SAAU and the two responsible Ministers.

President De Klerk added that he would not like to do anything that would undermine the established channel of communication between the government and the SAAU. And this is believed to be a point that has irked some Transvaal farmers who had hoped to have direct talks with the Government.

Of major concern to farmers is the increase of 25c a litre in the agricultural diesel price. Thus, it is calculated, will add a bill of R370 million a year to production costs.

SAAU president Nico Kotze says fuel prices for agriculture have now increased by 75 percent in two years, and the industry simply cannot absorb them. Producer prices will now have to move upwards, he says. This means consumers will have to pay more for products such as bread, milk, fruit, meat, and vegetables.

Land ownership is another sore point and farmers have demanded a written undertaking from the Government that white-owned land will remain in the hands of whites except in cases approved by organised agriculture.
Stricken Transvaal farmers want drastic SAAU action

Own Correspondent and George Nicholas

The SA Agricultural Union (SAAU) is heading for a showdown with disaffected Transvaal farmers who are threatening "drastic action" if their demands are not met.

About 200 khaki-clad farmers from the Springbok Flats and western Transvaal disrupted the union’s annual congress in Pretoria yesterday when they invaded the conference hall and demanded to be able to present a memorandum.

SAAU president Nico Kotze adjourned the proceedings at 2.30 p.m., but agreed to listen to the farmers’ grievances.

They were led by Leonard Venter, chairman of the Potgietersrus area Immerspan Farmers’ Association.

A number of SAAU delegates walked out before Mr Venter started talking, but most, including Minister of Agriculture Kranie van Niekerk, stayed. The farmers are demanding:

- A written SAAU undertaking that white-owned agricultural land will remain in white hands.

Subsidising

- Direct State subsidising of interest on agricultural loans.
- The write-off of farmers’ debts.
- That the Land Bank cease all pending sequestrations of farmers.

Mr Venter said 700 stricken farmers, who had been refused production credit, had reached the end of the road and would not survive another season without financial help.

"This is our last chance to survive. We are in a dead-end street. We want the SAAU to give us an answer whether funds will be made available and we want a firm answer by Friday, otherwise we will be forced to take drastic action. We are not prepared to go under," he said.

Asked what he meant by "drastic action", Mr Venter said: "Wait until Friday and you’ll see."

Mr Kotze told the farmers that the matter would receive attention at the next general meeting of the SAAU on November 21 — an answer Mr Venter did not accept.

"We want action sooner," he said.
Farmers take Minister to task

Own Correspondent

Minister of Agriculture, R.R. van Niekerk, has been taken to task for denouncing the group of Khaki-clad Northern Transvaal farmers who gatecrashed the South African Agricultural Union congress last week.

He said their action was "politically inspired and the result of escalating political motives within organised agriculture".

A statement signed by the leader of the group, Leonard Venter, said the group was composed of people of different political persuasions and included members of the National Party.

The statement said the SAAU made representations to Dr van Niekerk in September on the need for emergency aid but no announcement had been made in this regard.
Striking civil servants sit-in at PSL offices

MORE THAN 90 striking Public Servants' League members occupied the organisation's Worcester offices yesterday to protest at the PSL leadership's lack of support for a two-week wage strike.

More than 60 suspended civil servants and 20 others charged with misconduct by the Administration: House of Representatives started the sit-in.

PSL general secretary Mr Trevor Wentzel and a Cape Town lawyer visited Worcester yesterday in an effort to defuse the crisis in the organisation's ranks, already struck by defections to a Cosatu-aligned “workers action committee”, said strikers.

A spokesman said the PSL executive is due to meet the Minister's Council today. — Sapa
Wildcat strike over sackings at Tygerberg

By SHARON SOROOGH
Labour Reporter

TYGERBERG Hospital workers are on a wildcat strike to protest against the dismissal of three Health Workers' Union shop stewards.

According to union spokesman Mr Dale Forbes about 300 general assistants at the hospital went on strike at 7am.

But a hospital spokesman said "about 100 workers are not at their posts at the moment".

Mr Forbes said the strike followed the dismissal of three shop stewards who took part in a demonstration at the hospital on July 20.

The union held "urgent talks" with the Cape Provincial Administration yesterday.

"We asked them to reconsider their position as a protest action by workers would seriously disrupt the hospital and would jeopardise the relationship which has been built up between management and the union."

"They were unreasonably intransigent and insisted on the dismissal of the shop stewards."
Reps workers occupy staff association office

By SHARON SOROUR

Labour Reporter

HOUSE of Representatives workers occupied the Public Servants League office in Worcester to protest against the staff association's "lack of support" for their two-week countrywide industrial action.

A Workers' Action Committee spokesman said more than 80 people had entered the offices yesterday. "Last week the House of Representatives suspended 64 workers and charged 20 others in Worcester with misconduct.

"We expected the PSE to do something to fight for our rights and demands, but they have done nothing. They simply told us to write a letter of protest to the director-general."

According to the House of Representatives, 129 workers — including 100 in the Western Cape — have been suspended since thousands of workers in the administration section downed tools over disparate salary adjustments.

They are demanding a 20 percent salary increase and a minimum salary of R850.
Hospital strike appears in all health
The few who hold most of the land

Franz Anrebach discusses who owns what in South Africa
Hospital workers ready for arbitrator

By SHARON SOROUR
Labour Reporter

THE Health Workers' Union will suspend all industrial action at Cape Provincial Administration hospitals if the disputed dismissal of three Tygerberg Hospital shop stewards is referred to arbitration Union organiser Mr Dale Forbes said this was decided at a weekend union meeting.

CPA spokesman Mr Van Heerden Heunis said union secretary Mr Hassan Mohamed had telephoned with the proposal.

"The proposal will be considered when we receive it in writing."

The development follows a one-day work stoppage last week when scores of general assistants at Tygerberg Hospital downed tools in protest over the dismissals.

Mr Forbes said similar action at other Peninsula hospitals had been postponed pending the CPA's decision.

Mr Heunis said four shop stewards had taken part in a protest on July 20, occupying the office of the medical superintendent and threatening him.

A disciplinary hearing had found the workers guilty of misconduct.

Three had been dismissed and one had been reprimanded. An appeal for their re-instatement had been rejected by the Administrator, Mr Kobus Meiring.

... 'FAIR HEARING'...

"The workers were given a fair hearing by an impartial committee. They chose not to be present for the full duration of the hearing.

"They were given an opportunity to state their case but chose not to do so. They were given three weeks to submit their appeal."

The workers had been dismissed on October 31 and had been paid their November salaries...
RAILWAY MARCH . . . Police vehicles blockaded hundreds of Spoornet workers from marching through town from the city hall to the Paul Sauer Building yesterday. The marchers took a detoured route to the Spoornet offices where SARHWU officials handed a petition to Spoornet labour relations manager Mr Manie Engelbrecht.

SAR workers in protest march

Staff Reporter

HUNDREDS of South African Railway and Harbours Workers Union (SARHWU) members marched from the City Hall to the Paul Sauer Building yesterday to demand that police, who allegedly fired tear gas into a train during the railways strike earlier this year, be charged and tried in court.

SARHWU demanded that workers who had been fined by courts for strike participation, should have their disputes referred to SARHWU and Transnet and a response to their demands should not take longer than two weeks.

A memorandum to this effect was handed over to Spoornet labour relations manager Mr Manie Engelbrecht, who promised SARWU regional organiser Mr Titiela Tshela that the demands would be faxed to head office for the attention of managers concerned.

SARHWU further demanded an immediate inquest into circumstances surrounding the death of railways worker Mr Tebana Nono who, union officials claim, was killed by "seab workers on a train during the strike".

The memorandum claimed that Mr Nono's murderers could easily be located and named witnesses and the registration number of a car driven by people who had picked Mr Nono up on the night of his murder.

A copy of the memorandum was also handed over to a Captain Vermeulen at the city hall.

A SARHWU spokesman said the union had obtained magisterial permission for the march, which was closely watched by police.

The workers, who arrived by train at Cape Town station at 1130am, carried ANC and SARHWU banners, and posters reading "Who killed Nono?" "Transnet stop siding with vigilantes" and "Stop privatisation now".

A Spoornet spokesman said afterwards that it was difficult to comment immediately on the workers' demands, as only some of them were employed by Spoornet. Many of them fell under Portnet or the workshops division of Transnet.
But activists held after swoop on Unibo

The homeland's police spokesman, Col Dave George, said Pancha and others were detained in connection with allegations of "conspiring to overthrow the Bophuthatswana government.

More pressure will be brought to bear on the homeland tomorrow when Dr Ikey van de Rheed, president of the Union of Democratic University Staff Associations (Udusa) and a University of the Western Cape academic, leads a delegation of academics on a fact-finding mission to the beleaguered University of Bophuthatswana (Unibo).

Udusa this week claimed Bophuthatswana security forces had "besieged" Unibo, screened university employees, and asked Unibo management to provide them with pictures of particular members of the university staff.

It is believed a Bophuthatswana security crackdown, aimed at ANC-aligned political activists, was under way at Unibo this week.

Unibo vice-chancellor Prof MR Malope confirmed the presence of the security forces on the campus, saying it was not within Unibo's power to bar the security forces from the institution.

The Udusa delegation would request a meeting with Prof Malope and the Bophuthatswana police, said a Udusa statement issued on Thursday.

Meanwhile, fugitives from Bophuthatswana's recent police crackdown say they are considering handing themselves over to the police to challenge the authenticity of President Lucas Mangope's charge that the ANC is plotting to assassinate him.

In a telephone interview from a secret hideout on Thursday night, a spokesman for five of the fugitives - all high-profile ANC members in Bophuthatswana - said "the lie" about the much-publicised plot was beginning to unfold.

The ANC's National Executive Committee released a statement on Thursday saying the "days of the Bophuthatswana 'regime' were numbered, and the homeland's continued existence was out of step with developments in the country."

New federation of unions imminent

INDEPENDENT SA trade unions yesterday took the first steps towards creating a new federation of independent unions, displacing political affiliations, and pursuing an anti-sanctions and anti-disinvestment policy.

At a conference in Johannesburg yesterday, leaders of 33 independent unions elected a standing committee to prepare for the official launch of the Federation of Independent Trade Unions within the next three months.

National Union of Brick and Allied Workers (Nubaw) general secretary K.E. Mathabula said yesterday there was a "strong need" for unity within the independent union movement.

As long as the new federation was itself independent, he would recommend Nubaw's 6,000 members give the union a mandate to join the federation.

Transvaal Leather and Allied Traders Industrial Union official and standing committee chairman Freddie Swartz said in a statement that the federation would potentially unite 175 organisations representing more than 3-million workers.

SA's union federations are dominated by Cosatu, with more than 1.2-million members, while Nactu has claimed a paid-up membership of 268,000.

Swartz said the principles guiding the proposed federation would be the establishment of a platform from which the rights of workers would be entrenched by means of just labour legislation, non-party political allegiance, opposition to sanctions and disinvestment, nationalism, and non-violence.

Sapa reports Swartz said the process of change in SA was irreversible and to continue advocating sanctions and disinvestment was "like flogging a dead horse and counter-productive to the interests of workers.

"Recognise (39)

"The experience elsewhere in Africa has shown that when unions become surrogates of political parties, the interests of workers take a second place.

"In a trade union context all you need to do is to recognise freedom of association and the need for violence will not exist."

Swartz claimed yesterday's conference represented a wide spectrum of political opinion, from supporters of the ANC and PAC to the NP and CP.

He was uncertain whether the new federation would support the campaign to include public sector workers and farmworkers in terms of the amended Labour Relations Act — key demands of Cosatu.
Key white workers in strike threat

By Shareen Singh

Strike action by key white workers, as a measure to guarantee protection of minority rights, was being considered by the collective white workforce in South Africa, unionist Philip Strauss said yesterday.

At a luncheon of BKMS Management Services, Mr Strauss, general secretary of the Transnet, Union of South Africa said white workers held key personnel positions in all sectors, and without their expertise blacks would not be able to work.

The National Party was not serving the interests of white workers to the best of its ability anymore. "White workers had put the NP in power in 1948 and they could take away this power in 1991," he said.
Nationalisation of farm land impractical – bank

The Development Bank of Southern Africa does not support the taking of land from present white owners and handing it over to black farmers, the DBSA said yesterday, following statements accredited to the bank.

The DBSA said it did not support nationalisation and transfer of land, which it found "neither practical nor desirable".

The South African Agricultural Union (SAAU) yesterday again entered the debate on a land policy in a new South Africa with a call for urgent discussions with the DBSA.

The SAAU also made an "urgent appeal to parties outside agriculture to desist from issuing statements on the ownership and utilization of farming land which may create confusion and uncertainty".

Last week the SAAU severely criticised a summary report of last month's African National Congress Land Commission Workshop, which made an urgent appeal for a major redistribution of land in South Africa as part of a State-run affirmative action programme, using nationalisation selectively.

Yesterday's Development Bank statement, issued by its chairman, Dr Simon Brand, follows prominent media reports quoting a recent DBSA study on possible options for land transfer to black farmers.

According to the reports, the DBSA suggested that nearly 8 million hectares of farmland be transferred to blacks -- "in line with one of the basic negotiation demands of the African National Congress".

Ongoing

In an apparent attempt to clarify the bank's position yesterday, Dr Brand said: "While the Development Bank has no mandate to determine policy, it is its normal practice to bring to the attention of those who take part in the ongoing policy debate insights gained from its research and operational experience in activities such as rural and agricultural development."

"The (DBSA) proposals are therefore not a blueprint for future agricultural land policy."

"Some of the issues highlighted by the media need to be put in perspective, the proposals do not suggest that land be taken from present owners and handed over to black farmers."

"On the contrary, it is suggested that the approach be based on a market mechanism to provide options for black ownership of land."

"The nationalisation and the transfer of land is not proposed, but is argued to be neither practical nor desirable."

"It is also not argued that all farmers in debt should relinquish their land to black farmers, but rather that some such land could become available for purchase by blacks who can obtain the financing to do so."

"The extent of this land is a guessimate," Dr Brand said.

According to SAAU president Nico Kotze, "various organisations and individuals have recently posed as self-appointed 'spokesmen' on the ownership and utilisation of farming land, which is totally unacceptable to the SAAU." — Sapa
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JOHANNESBURG — A new union has been formed to provide for South Africa's 20,000 black taxi drivers, most of whom work for a fraction of their employers' takings.

The SA National Taxi Employees' Association (Santea), the brainchild of a group of Unisa law students, was launched here yesterday with an initial membership of 1,000.
The unions would also approach the
Minister of Transport for a meeting.

New federation opposed.

Eight unions walked out of a confer-
ence this week called by the Transvaal
Leather and Allied Trades Industrial
Union to consider a new federation of
non-aligned worker bodies.

A statement by the dissidents, which
included the Federal Council of Retail
and Allied Workers and the Black Al-
lied Workers’ Union, said they had op-
posed the idea of a new federation as
being “inconsistent with the call to unite
the South African democratic labour
movement”.

They had walked out because the oth-
er unions present, mainly former Tucsa
affiliates, had backed proposals for a
new federation instead of “a united
front of unions based on unity and
struggle”.

Reports from Weekly Mail staff, Sapa
UNIONS F[123]/110

HIDE AND SEEK

Moves to form a federation of politically independent unions are under way, initiated by the Transvaal Leather and Allied Trades Industrial Union. This is a relatively old union (registered in 1931), originally affiliated to the Trade Union Council of SA.

According to SA Labour News, a meeting of non-affiliated unions is scheduled for this week in Johannesburg. One of the main issues to be addressed is whether there is enough common ground to form a new federation.

In a circular to prospective members, the leather union suggests a federation based on "non-racialism, non-violence, non-intimidation, non-affiliation to political parties, anti-sanctions and disinvestment" and "all other cornerstones of a free and democratic society on which civilized standards are based."

The union says the combined strength of the Congress of SA Trade Unions, the National Council of Trade Unions and the white SA Confederation of Labour is about 1.5m, whereas there are some 3.5m members in 176 unaffiliated unions. The fact that these unions are not part of Cosatu or Nactu must show they are "looking for a home elsewhere," the circular argues.

"In the leather industry, as it surely must be in all other organised industries, Cosatu-affiliated unions are our enemies. We fight against them on the shop-floor in our battle for membership and we fight them to preserve what our unions have built up over the years in the interests of our members," the union says.

The SA Clothing & Textile Workers' Union (Sactwu) is the Cosatu union organising in this sector. Since it started organising five years ago, it has embarked on a battle to obtain seats on the National Leather Council, says Cosatu spokesman Neil Coleman. He adds that the leather union seems to have reacted badly to Sactwu's organisation in the sector and refuses to negotiate with the Cosatu union.

The major aim of Cosatu — since its formation five years ago — has been to unite workers into single industrial unions under the banner of one trade union federation. Coleman elaborates. Because SA workers have been divided by apartheid, it is essential to consolidate a broader representation of workers under one federation which can articulate their interests.

Cosatu's growth reflects that position and the majority of workers see the advantage of a united trade union movement, according to Coleman. Unions like the leather union have resisted real progress and while this is their right, Cosatu questions whose interests they are trying to serve, he says.
This is the end, say farmers

By Norman Patterson

"This is the end of the western Transvaal" is the grim view of a number of farmers canvassed this week about the drought in the region.

The bright view, held by a couple of farmers playing pool in the Elgin Hotel in Delareyville, was "Why are we playing pool?"

"Our tractors are greased, the fertiliser is ready, our hedges spun, and our workers are watching us with big eyes.

"You want us to work — you pray for rain.

"Pray for rain they did in the western Transvaal.

"Thousands of farmers drove to church in Sunday suits on Monday.

Twisting

Dominees told them "Pray like you never prayed before, because this time, God helps us."

Outside the churches lay tens of thousands of square kilometres of arid farmland, with clouds twisting and turning above — but no rain came down.

Many farmers have ploughed their lands, in case of rain. Some were sitting on their steeps, watching the horizon.

At Kameel (population: zero) "Heanie and Beanie" aren't a comedy show.

They've suspended their attempts at farming, and have put a board with their names above a cash store, but don't attract many customers.

"Maybe farms should be nationalised, with farmers put on a payroll," they said.

Chris de Toit of the farm Corsica in the Delareyville district said "We definitely have a problem.

"The planting season for several types of plants has passed, and we've not had rain yet.

Falling

"There are farmers here who won't make it if it does not rain this year.

"There definitely are farmers who will be bought out after this season. Others will run up more debt.

"The Weather Bureau said it would be 35 degrees today, but I think it will be more.

South African Agricultural Union president Nico Kotze said the situation in summer-crop areas was becoming extremely critical.

Grazing and feeding conditions, and the water supply, were deteriorating rapidly, he said.

The financial position of Transvaal farmers was poor.

Mr Kotze said that in northern and western Transvaal, the underground water level was falling.

Because of this, many boreholes had dried up — Sapa.

Picture: Sarol van den Berg.
Fierce debate over land ownership

DESPITE howls of protest from right-wing political parties and the Transvaal Agricultural Union, the Development Bank of SA's proposals for the transfer of 8 million ha of land, including debt-ridden white farms, to blacks has met with a generally positive response.

The bank's corporate communications manager, Mr Frans van Rensburg, said yesterday that the proposals and the media coverage they had received "certainly brought the emotive issue of land ownership to the fore."

He said judging from the various responses it was clear some of the proposals "were brought to the attention of those who take part in the policy debate on the future of South Africa. "Apart from the positive responses from various interest groups, we can also understand and sympathise with the number of negative comments, especially against the early misunderstanding on the content of the paper."

Mr Van Rensburg said that early reports did not fully reflect the perspectives of the proposals "and to that extent we are pleased this week's ongoing debate in the media also brought these into perspective."

Earlier this week the Transvaal Agricultural Union strongly condemned the proposals with TAU president Mr Dries Bruwer claiming "it seems as if an orchestrated action has been launched to force white farmers off their land."

The public was also quick to become involved in the debate and on a Radio 702 late-night phone-in programme callers of all races hotly debated the issue of land ownership.

While many accepted that a more equitable apportioning of land was inevitable if a new South Africa was to come about, many white callers insisted that land "should not just be handed over to blacks" while a number of black callers suggested that was precisely what should happen.

The Development Bank has confirmed that the proposals did not suggest land be taken from present white owners and handed over to black farmers.

It was also not argued that all farmers in debt should relinquish their land to black farmers.

" Rather some land could become available for purchase by blacks who can obtain the financing to do so."

"The document also highlights evidence of the success of black farmers in those instances where the proper infrastructure and support services are available to them."
PROPOSED "middle of the road" union federation is widely seen as a defensive move by threatened ex-affiliates of the defunct Trade Union Council of SA (Tucsa). Many of the old key actors are "muzzled" or largely "coloured" ex-Tucsa unions locked in membership battles with Cosatu and Nactu rivals, notably in the leather and petting sectors.

Last week a conference of 53 unaffiliated unions in Johannesburg, with a claimed combined membership of 750,000, decided there was a need for a new federation and chose a steering committee to draft a constitution. The launch, says committee secretary Freddie Swartz, could take place by March.

Observers see a political dimension to the initiative — in the run-up to constitutional talks, it may be one of several bids for the political middle ground.

Swartz stressed that the new federation would want a role in the constitutional process. "If Cosatu is influencing the ANC, we would want to ensure that our viewpoint is taken care of."

Significantly, the conference was attended by the Inkatha-linked United Workers' Union. It also saw a walkout by eight independent black unions arguing for a "united front of South African unions based on unity and struggle" and objecting strongly to Swartz's letter of invitation to the conference, which brands Cosatu "the enemy."

Quizzed on the likely founding principles of a new grouping, Swartz said it would be multiracial — although he was non-committal on whether racially exclusive unions could join — non-party political, opposed to sanctions and disinvestment and in favour of a free-market economy.

Committee secretary Freddie Swartz

Many independent unions were small, and the federation would protect them by offering facilities such as union training and legal help, he said. It would also ensure an independent voice in such forums as the Cosatu-Nactu-Sacola talks and the National Manpower Commission.

The ex-Tucsa influence on the steering committee is overwhelming. Of 11 members, at least seven worked for Tucsa unions at some stage: Swartz (Transvaal Leather and Allied Trades Industrial Union), Norman Daniels (now of the Trawier and Line Fishermen's Union), Evelyn Seloro (Textile Workers' Union, recently expelled from Nactu), Dulce Harwell (National Union of Distributive and Allied Workers), Martin Deyzel (SA Typographical Union), Glen McGill (now of the Johannesburg Municipal Combined Employees' Union) and Audrey Rojo (Radio, Television, Electronic and Allied Workers' Union).

Swartz insists the new federation will avoid the pitfalls of Tucsa, which because of its perceived closeness to the government, domination by whites, factionalism and bureaucratic style, was "outgunned by the rising black unions."

But with surging worker militancy in a transformed political setting, conditions for a truly non-racial federation of the centre may have worsened. There is no evidence that black workers want more "moderate" policies.

Of the three blocks on the steering committee, only one — Philip Masi of the Mancunial, State, Farm and Allied Workers' Union — has any standing. And most of the bigger potential affiliates remain under effective white or coloured control.
White signalmen strike

By Shareen Singh

About 500 white workers from Transnet’s telecommunications and signals department in Natal yesterday went on an illegal strike affecting thousands of commuters, the Artisan Staff Association said.

A spokesman for the 15,000-strong association, Christo van Heerden, said the workers had staged a 24-hour strike yesterday morning to support their demand for market-related salaries.

Transnet said due to advances in the electronics field, it had to embark on a rationalisation exercise of changing the existing artisan personnel structure to a technological personnel structure.

Management had resisted market-related salary adjustments, Mr van Heerden said.

This had prompted a spontaneous protest in Natal and staff in other regions could start similar action.

Transnet spokesman Johan Hugo said 70 workers in Durban had staged a “short sit-in”, which had had no effect at all on commuter services.

He denied management was backtracking on salary adjustments, saying negotiations were in progress.

A meeting between the parties was scheduled for December 5, Mr Hugo said.
Transnet aims to cut jobs by up to 60,000

By Shareen Singh

Transnet is planning to reduce its workforce by between 40,000 and 60,000 by the end of 1991, unions in the sector were informed by management, a spokesman for the Artisan Staff Association said yesterday.

The company has already reduced its staff from 259,000 in 1981 to just more than 160,000.

Transnet would use every possible mechanism to try to avoid mass retrenchment, the group's personnel manager in charge of manpower, Dr Willie Coetzee, told the unions.

Economic realities had forced every large organisation to rely on their existing resources and make optimal use of their present workforce.

It was in this light that Transnet had introduced a comprehensive "personnel utilisation" project, he said.

Artisan Staff Association spokesman Christo van Heerden said management had assured unions that the company would avoid retrenchments by opting for a system of natural attrition, which meant jobs would be frozen as they became vacant.

Phillip Strauss of the Transnet Union of South Africa said his union was perturbed by these developments. He suspected that mass retrenchments could be expected and the union was preparing for it.

Mr Strauss blamed Transnet management for contributing to unemployment, which was "already in excess of six million".

Workers were being sacrificed at the expense of company profits, he said.

Transnet had had company status since April and in order to be more profit-oriented, more and more of the "worker class" were being laid off.

Job security had now become the highest priority in the Transnet Union of South Africa, over and above any wage increases, he added.
Tramways drivers in work stoppage

Staff Reporter

ABOUT half the City Tramways bus drivers based at the Arrowgate depot stopped working yesterday when the Transport and Omnibus Workers’ Union (Towu) and the company deadlocked over wage negotiations.

Union spokesman Mr Tino Clark said Tramways’ highest wage offer was 14%, while the union’s lowest demand was 22%.

He said there were also scattered stoppages at the Philippi depot.

A meeting will be held today at which the Transport and General Workers’ Union will decide if it will join Towu in the work stoppage, said Mr Clark.

Yesterday afternoon City Tramways general manager Mr P E Mayoss said management had been informally told by Towu that some of the union’s members were “engaged in some form of work stoppage”.

“Until the company has been formally advised of the differences, we are not in a position to comment,” Mr Mayoss said.
Suspension of warders to stand, court rules

Supreme Court Reporter

An application by 10 Pollsmoor Prison warders — who went on strike for three days this year — to have their suspensions set aside was dismissed with costs in Supreme Court, Cape Town, yesterday.

Mr Acting-Judge G A Kühn, with Mr Justice P Tebbutt concurring, found that the decision to suspend them had not been taken in bad faith.

The court also ordered Mr Raymond Joseph Jacobs and nine other warders, all members of the Police and Prisons Civil Rights Union (Popcrui), to pay the costs of two counsel.

In their application the warders said the decision to suspend them was invalid because it was unreasonable.

In a separate but related hearing, an application by 77 warders for orders reviewing, correcting and setting aside a decision by the Officer Commanding, Colonel J C Roberts, to hold a disciplinary inquiry in terms of the Prisons Act, was dismissed with costs.

Mr Justice L van der Merwe and Mr Justice H C Nel presided. Mr P D J Brand SC, assisted by Mr N J Teunissen, instructed by the state attorney, appeared for the Prisons Department. Mr C J Robinson, SC, and Mr T de Lange appeared for the warders.
Company finds jobs for those retrenched

The management of Gans Foods has found work in the Western Cape for about 1000 workers it has retrenched from the company's Strand plant.

Managing director Mr A J Robinson said yesterday the retrenchment programme had been completed by the time the factory closed for the Christmas holidays last week.

When the factory re-opens on January 9 next year, 400 people will be re-employed in the meat section of the factory, he said.

Meanwhile, WP Local Authority Workers' Association organising secretary Mr Leonard Kossa has criticised the Regional Services Council for not attempting to transfer more than 200 road workers it has retrenched to other jobs within the RSC.

An RSC spokesman said limited funds being made available by the provincial administration to the RSC lead to the retrenchment of 221 workers last Friday.
Kraaifontein workers strike

Kraaifontein supermarket workers have been on strike for five days in protest against a manager who used "abusive language", Mr Lesley Louw, spokesman for the Hotel, Liquor, Catering and Allied Workers' Union, said yesterday.

The strikers had been given an 8.30am deadline yesterday to return to work, but had not yet been formally dismissed. The company was allegedly advertising vacancies at the Kraaifontein store - Sapa.
INDUSTRIAL RELATIONS - WORKERS' ORG. -
UNREGISTERED UNIONS.

1991
Push for assembly
Mandela tells union

JOHANNESBURG. — ANC deputy president Mr Nelson Mandela yesterday urged delegates at the congress of the Post Office and Telecommunications Workers' Association (Postwa) to campaign for a constituent assembly.

"It is the duty of everyone in the trade unions to make every democrat understand why we make these demands. Negotiation is a weapon which is exploring the peaceful transfer of power to the people."

Mr Mandela called for "mass action for the transfer of power to the people", but said that the ANC was willing to compromise to realise the widest possible agreement on a future South Africa.

The keynote speaker at the congress, SA Communist Party (SACP) general secretary Mr Joe Slovo, said the ANC did not share all the objectives of the SACP, but the differences between the organisations were not "competitive". — Sapa
SAA dispute settled this week.

SOUTH AFRICAN Airways will settle a pay dispute with cabin crews through arbitration this week. SAA and the South African Aviation Engineering and Allied Union (SAAEAU) have gone to outside arbitrators after a deadlock over wage negotiations. The arbitrators' decision will be final.
Postal workers go on strike

JOHANNESBURG. — About 4,000 postal workers here have embarked on a strike following a deadlock in negotiations on wages and conditions of service with Post and Telecommunications (P & T) management, the postal workers' union said yesterday.

According to P & T Workers' Association (Potwa) spokesman Mr. Pat Nhlapo, negotiations deadlocked on Wednesday. — Sapa
Police ads a waste, says Rockman

Police ads a waste, says Rockman
Bomb threat disrupts sit-in

Staff Reporter

POLICE and Prison Service Civil Rights Union (Popuru) members are "suspicious" about the origins of a phone call to the Dutch consulate on Tuesday claiming there was a bomb on the premises.

The call came at 6pm while four members of the union were staging a sit-in at the consulate in Strand Street to demand the reinstatement of 24 dismissed prison warders and 80 policeman, including Popuru founder, Lieutenant Gregory Rockman.

They left the building when Dr Allan Boesak, who had been called in by the Dutch to mediate between the union and the Minister of Justice, Mr Kobie Coetsee, asked them to do so for their own safety. But they returned yesterday morning to resume their sit-in.

Mr Peter Loggenberg, general-secretary of the union, said yesterday he "had no idea where the hoax bomb call came from", but was "suspicious."
Staff Reporter

ABOUT 1000 postal and telecommunication workers in the Western Cape stopped work yesterday in support of a demand for a R1 300 minimum monthly salary, a union spokesman said.

According to the Post and Telecommunications Workers' Association (Potwa) and the Western Cape technical branch of the Postal Employees' Association of SA (Peasa) the salary increase was to have been implemented on April 1 and not July 1.

The workers are demanding a R1 300 minimum wage with an across-the-board increase of R500.

In a joint statement unionists said they were against the Department of Posts and Telecommunications' commercialising process as it was hampering worker interests.

"The department is talking of investing the money now allocated for salaries and distributing it over a nine-month period," they said.

"They do not mention the amount of money they are going to save between April and July from lower rates of overtime, bonuses, pensions, etc, paid to workers, compared to the rates if the increases were implemented in April," the statement said.

The day-long work stoppage is part of a national stoppage.

A spokesman for the postal department in Cape Town, Mr Andre Joubert, said only 50 workers at Khayelitsha, Langa, Nyanga, Guguletu, Mbekweni and Lingelethu had stopped work.

A department spokesman in Pretoria said workers had downed tools for only three hours.

The postal department said 3 600 workers had downed tools countrywide.

A report from Johannesburg yesterday that no agreement had been reached in wage negotiations between the SA Posts and Telecommunications department and trade unions in the postal sector...
Postal workers in mass protest

JOHANNESBURG. — Countrywide mass protests by Post Office workers are to mark the tabling of the Post Office Amendment Bill in Parliament today, unionists have warned.

The Posts and Telecommunications Workers' Association claims the law, which aims to split the post office into two state-owned companies, is a step towards privatisation, strongly rejected by the union due to fears of job losses.
Union won’t allow white workers in townships

Municipal Reporter

MEMBERS of South Africa’s largest white municipal association could never be allowed to work in black local authority areas “where murder and bloody fighting is the order of the day”.

This was said at the weekend by Mr Hans Deetlefs, national president of the SA Association of Municipal Employees (SAAME), speaking at his association’s annual regional conference at Velddrif.

“Municipal employees realise that great changes are about to take place at local government level,” he said.

Negotiations had already begun on co-operation between black and white local authorities.

However, instability in some black municipalities could hinder this cooperation. Before any success could be achieved in the negotiations it was essential that the interests of SAAME members were protected.

SAAME was not against co-operation agreements between municipalities “as this is a political decision and SAAME is non-political”.

He also urged SAAME members not to be negative about the difficult times ahead.

Mr Deetlefs warned employees who were not members of a trade union that each union would only negotiate on behalf of its own members in the changeover to a new system of local government.

He advised his members to consult the SAAME head office before becoming involved in agreements with their employers.

“The agreement reached between Kimberley and Galeshewe will not be recognised because it does not provide sufficient protection for municipal employees,” Mr Deetlefs said.

SAAME had obtained a legal opinion regarding the right to withhold their services in unsafe situations.

The administrations of the Kimberley and Galeshewe City Councils have been combined, according to town clerk Mr A Pienaar.

This means that some Kimberley employees have to read meters and do repairs in Galeshewe, where the Civic Association has undertaken to try to ensure that nobody attacks them.

Earlier Galeshewe City Council employees ran into opposition because of high electricity tariffs in the township.
Postal union warns of chaos

JOHANNESBURG. — The Post and Telecommunications Workers Association (Potwa), the trade union representing 12,000 of the lowest-paid postal workers, yesterday threatened to cripple the country's communication network with countrywide slowdown actions, pickets and sit-ins — until the government agreed to their demands.

Potwa walked out of yesterday's annual wage talks in Pretoria. — Sapa
I was expelled arbitrarily, says Typo unionist

By JOHN VILJOEN

Supreme Court Reporter

A "POPULAR and active" trade unionist, expelled "arbitrarily and unreasonably" from the South African Typographical Union (Satu), has asked the Supreme Court to declare the action against him invalid.

Mr Farrell Hunter, of Strandfontein, claims Satu acted beyond the boundaries of its constitution in expelling him in August last year.

Yesterday Mr Justice H C Nel and Mr Justice J H Conradie reserved judgment. Satu are contesting the application.

Unsuccessful

Carton-die maker Mr Hunter, 32, joined Satu in 1979, and was elected father of the union's Prinpack chapel in 1985. He was nominated for branch president last year but could not run for election because of his expulsion.

He claims that the decision to expel him was based on a misinterpretation of the Labour Relations Act, and Satu acted in an "arbitrary and highly unreasonable manner".

Mr Hunter was accused of encouraging members not to sign stop orders for union fees and was expelled after a disciplinary hearing ruled him to be "out of compliance" with union regulations.

An appeal against the expulsion to Satu's governing board in Pretoria in December was unsuccessful.

Mr Hunter claims his expulsion was "contrary to the letter and spirit" of the Satu constitution.

In papers, Mr Hunter said he was an active member of the union, popular among his colleagues and confident of election as president of his branch.

He was active in voicing opposition to the union's apparent reluctance to oppose moves to dissolve the National Industrial Council for the printing and newspaper industry.

He had criticized Satu's "old-style" and undemocratic "from the top" management style and the racial constitution of the Cape Town branches in pamphlets which he distributed among members.

Satu's Cape Town members were divided into three branches: "A", "B" and "C". The "A" branch consisted of skilled workers, who were mostly white.

 Mostly white

Mostly coloured semi-skilled workers were members of the "B" branch, while unskilled and mostly black workers were members of "C" branch.

The mostly white "A" branch dominated union issues because skilled workers were given a full vote, while semi-skilled workers had a half-vote and unskilled a quarter-vote, Mr Hunter claimed.

Mr Justice H C Nel and Mr Justice Conradie reserved judgment.
JUDGMENT has been reserved in the Supreme Court in an application by a former South African Typographical Union (SATU) office-bearer to have his expulsion from the union set aside.

Mr Farrel William Hunter, 53, of Strandfontein, a carlon-die maker, said he joined the union in 1979 and was elected chapel father in 1985. In 1987 he became a trustee and was nominated for president of the "B" Branch in Cape Town in February 1990.

The union was constituted along racial lines with A (whites), B (coloured people) and C (African) branches, Mr Hunter said. The A branches had full voting rights, B branches half a vote and C's, a quarter.

The executive committee said he encouraged union members not to complete stop-order forms for union fees and was told he could not contest the presidential election, losing him several benefits. After hearing argument from Mr C P Rabe, for the union, Mr Justice H Nel and Mr Justice J H Conradi said they reserved judgment.
Union threat to Pinochet visit

CAPE TOWN — A metal trade union has threatened to target Barlow Rand if former Chilean dictator Gen Augusto Pinochet comes to SA, but the company has denied knowledge of the visit.

Sapa reports Barlow spokesman John Cammell was responding to threats by the Metal and Electrical Workers' Union of SA to stage demonstrations if the commander-in-chief of the Chilean armed forces visited at the alleged invitation of Barlow subsidiary Reutech.

Cammell said they were “trying to establish the facts.” Reutech spokesman Gordon Blackwood was not available for comment.

The Daily Telegraph reports from Rio de Janeiro that Pinochet left for SA yesterday where it is believed he will sign an important arms deal with government.

Sapa reports that the union said Pinochet had participated in the bloody overthrow of the democratic government in 1973 and thousands of people had been killed or had disappeared.
Founder members split from Wosa


A YEAR after its formation, the Trotskyist-leaning Workers Organisation for Socialist Action (Wosa) has suffered a split. About 15 members, half of them founder members, walked out of the recent three-day national conference in Johannesburg and would now form the nucleus of a new Trotskyist organisation called International Socialists of SA (ISSA), said representative Rihad Desai.

He said the walkout had been sparked by a resolution defining a “permanent tendency” and the chairman’s refusal to allow debate on the implications of this for his group. This, combined with an earlier investigation on whether a faction was operating in the Johannesburg branch, had made it clear that he and others of like mind were not welcome in Wosa. A Wosa spokesman strongly denied any organised attempt to oust Desai and his group. "All that happened is members confirmed a resolution of our first conference that they don’t want cliques. Those who walked out couldn’t accept this," he said. (39)

At the conference, Wosa rejected calls for an Interim government, arguing that this would not be elected but appointed by all classes at the All Party Conference and would therefore serve ruling-class interests. It also rejected a constituent assembly leading to a “bourgeois parliament protecting the rule of capital".
For Pay Rises

1,9 billion

The Federation of Trade Unions (HUT), the trade union of workers in the health sector, announced that on Monday, July 1, 1991, it reached a new agreement with the government. The agreement will see a 30% increase in wages for health workers, including doctors, nurses, and other health professionals. The strike, which began on July 1, is expected to last for 10 days.

By Peter Denney

July 1, 1991: 300,000 workers out of 450,000 workers in the health sector went on strike, demanding a 30% wage increase. The government has offered a 15% increase, but the workers say this is not enough.

The strike has caused a massive disruption to the healthcare system, with patients experiencing long wait times and limited access to medical care. The government is expected to offer more concessions in response to the strike.

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By Peter Denney
PO bill sparks workers' sit-ins

JOHANNESBURG — Post Office services were likely to be disrupted this week pending the passing of the Post Office Amendment Bill in Parliament, Witwatersrand Telecommunications general manager Mr Danie du Toit confirmed yesterday.

He said the Posts and Telecommunications Workers Association (Potwaa) had advised "that industrial action could not be ruled out" if the bill was passed. The bill, if implemented, will split the Post Office into two state-owned corporations.

Mr Du Toit said disruptions had been minimal yesterday, with sporadic sit-ins on the East Rand.
Trade unionist Mr Drake Koka (in the middle, with his fist raised) with supporters soon after he landed at Jan Smuts Airport after spending 15 years in exile.

Pic: PAT SEBOKO

Exiled trade unionist returns

By ISAAC MOLEDI

EXILED trade unionist Mr Drake Koka returned to the country on Friday determined to continue the struggle after spending 15 years in exile.

Speaking to jubilant members of the Black Allied Workers Union (BAWU) - which he founded - at Jan Smuts Airport, Koka praised South African workers and said they had continued conducting their struggle under arduous and adverse conditions of apartheid rule.

Koka was the first general secretary of both BAWU and the Black Peoples Convention.

Koka said he was more determined to continue struggling with the people. He reassured them that victory was certain. "We shall win," he said.

The current general secretary of BAWU, Mr Bheka Khumalo, told Sowetan that the organisation's 21-member executive was due to meet in Johannesburg this weekend, to finalise the role their former secretary general would play now that he had finally come back to the country.

Khumalo said BAWU still regarded the veteran trade unionist as their leader and the post for secretary general was vacant for a long time after he left the country.
a manager who, in terms of the Participation Bonds Act, 1981 (Act No 55 of 1981), controls or administers a scheme.

Interests and area in respect of which registration is held: Persons employed in the Financial Institution Undertaking as defined in the preceding paragraph in the Republic of South Africa.

**Note:** The object of this application is to substitute the expression "any institution registered in terms of the Deposit-taking Institutions Act, 1990 (Act No 94 of 1990)", for the expression "a banking institution registered in terms of the Banks Act, 1965 (Act No 23 of 1965)", in the applicant's certificate of registration. The reason being that the Banks Act of 1965 has been replaced by the Deposit-taking Institutions Act of 1990.

Postal address of applicant: P.O. Box 31537, Braamfontein, 2017

Office address of applicant: 97-99 Simmonds Street, Braamfontein, Johannesburg

Attention is drawn to the following requirements of sections 4 and 7 of the Act:

(a) The representativeness of any trade union which objects to the application shall, in terms of section 4(4), as applied by section 7(5), be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1(2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in section 4(2) must be followed in connection with any objection lodged.

D. W. JAMES,
Industrial Registrar.

(9 August 1991)

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**NOTICE 719 OF 1991**

**DEPARTMENT OF MANPOWER**

**LABOUR RELATIONS ACT, 1956**

**APPLICATION FOR REGISTRATION OF A TRADE UNION**

I, David William James, Industrial Registrar, do hereby, in terms of section 4(2) of the Labour Relations Act, 1956, give notice that an application for registration as a trade union has been received from the Artisans and Allied Workers' Union. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

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**KENNISGEWING 719 VAN 1991**

**DEPARTEMENT VAN MANNEKRAAG**

**WET OP ARBEIDSPERHOUING, 1956**

**AANSOEK OM REGISTRASIE VAN 'N VAKVERENIGING**

Ek, David William James, Nywerheidsregistrateur, maak ingevolge artikel 4(2) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die Artisans and Allied Workers' Union. Besonderhede van die aansoek word in onderstaande tabel verstrekg.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word verskyn om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftlik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres Privaatsak X117, Pretoria, 0001) te stuur.
### TABLE

<table>
<thead>
<tr>
<th>Name of trade union</th>
<th>Artsans and Allied Workers' Union.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Date on which application was lodged</td>
<td>12 April 1991</td>
</tr>
<tr>
<td>Interest and area in respect of which application is made</td>
<td>All persons employed in the Building Industry in the Magisterial Districts of Port Elizabeth and Uitenhage.</td>
</tr>
<tr>
<td>For the purposes hereof “Building Industry” means the industry in which employers and their employees are associated for the purpose of erecting, completing, renovating, repairing, maintaining or altering buildings and structures and/or making articles for use in the erection, completion or alteration of buildings and structures, whether the work is performed, the material is prepared or the necessary articles are made on the sites of the buildings or structures or elsewhere, and includes all the work executed or carried out therein by persons who are engaged in the following trades, activities or sub-divisions thereof and all work incidental to the activities of an employer in connection with the erection of a building, including the demolition of buildings:</td>
<td></td>
</tr>
<tr>
<td>Asphaltic, which includes covering floors or flat and/or sloping roofs or waterproofing or damp-proofing basements or foundations, whether or not with prepared roll roofing or asphalt sheeting having glazed or unglazed surfaces, whether or not using tarmacadam, limmer or any other type of solid or semi-solid asphalt, mastic or emulsified asphalts or bitumens, applied either hot or cold or to such roofs, floors, basements or foundations,</td>
<td></td>
</tr>
<tr>
<td>Bricklaying, which includes concreting and the fixing of inter-locking concrete block without mortar under supervision, the laying of walls and floors, pointing, paving, mossic work, facing work in slates, in marble and in composition, drainlaying, slating and roof tiling,</td>
<td></td>
</tr>
<tr>
<td>Flooring, which includes the laying of floors of wood, composition, rubber or any other material, and the sandpapering of same, and the laying of all types of floor covering including linoleum, micaed lino, matlithod, asphalt tiles or asphalt-based floor coverings, cork, rubber and plastic compositions. Provided that the laying of linoleum by a supplier whose main business is in the Commercial Distributive Trade shall be excluded from this definition when such laying is incidental to the sale of such linoleum and forms no part of the direct cost to the customer,</td>
<td></td>
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<tr>
<td>French polishing, which includes polishing with a brush or pad and spraying with any composition,</td>
<td></td>
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<tr>
<td>Glazing, which includes the cutting, bedding and facing of glass, excluding the making of lead lights and stained glass windows,</td>
<td></td>
</tr>
<tr>
<td>Joinery, which includes the machining and fixing of wooden doors and windows, skylights, cupboards or any other wooden fixtures which form a permanent part of a building, and the manufacture of all articles of joinery, whether or not the fixing in the building or structure is done by the person making or preparing the article used,</td>
<td></td>
</tr>
</tbody>
</table>

### TABEL

<table>
<thead>
<tr>
<th>Naam van vakvereniging</th>
<th>Artsans and Allied Workers' Union.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Datum waarop aansoeke ingediend is</td>
<td>12 April 1991</td>
</tr>
<tr>
<td>Belange en gebied ten opzichte waarvan aansoeke gedaan word</td>
<td>Alle persone in diens in die Bouwywerdheid in die landdrosdistrikte Port Elizabeth en Uitenhage.</td>
</tr>
<tr>
<td>Vir die doelendes hiervan beteken “Bouwywerdheid” die nywerheid waarin werkgewers en hul werkmakers met mekaar geassosieër is met die doel om geboue en bouwerke op te rig, te voltoo, op te klo, te herstel, te onderhou of te verbou en/of om artikels te maak vir gebruik by die opstelling, voltooiing of verbouing van geboue en bouwerke, hetsy die werk verrig, die materiaal voorberei of die nodige artikels gemaak word op die terrein van die geboue of bouwerke of elders, en om swaar of gekleurd is wat in die bouwerk is verwerf of gemaak is, en om ander vaste dele van hul bouwerk te maak, word alle werkgewers en werkmaakers in diens in die Bouwywerdheid in die landdrosdistrikte Port Elizabeth en Uitenhage.</td>
<td></td>
</tr>
</tbody>
</table>

### Asfaltering

* Dat die volgende insluit: Die bedekking van vloere of plek- en/of skuine dakkies of die waterdigting of vogtdigting van kelders of fondamente, hetsy met bereide roldakbedekking of asfaltvlekke met gega- suurde of ongeglaasurde oppervlakke, hetsy met gebruikmaking van teermacadam, neuchatel, limmer of enge ander tipe solede of halfsolede asfalt, mastiek of emulsiesaft of -buiten, wat deur warm of koud aan sodanige dakkies, vloere, kelders of fondamente aangewend word, |

### Messelwerk

* Dat die volgende insluit: Betonnormering en die aanbring van grendelbetonblokke sonder mese, onder toegnitting, deur beteëling van mure en vloere, voegvulling, plewework, mosaeikwerk, voorwerk met leie, met marmer en met kompositemateriale, noollêwerk, lewerk en paneelkuns, |

### Bevloering

* Dat die volgende insluit: Die leë vloere van hout, kompositemateriaal, rubber of enige ander materiaal, en die skuur daarvan met skuurpapier, en die leë van alle vloerbedekking, met inbegrip van linoleum, integelinoleum, matlithod, asfaltelasts of vloerbedekkings met 'n asfaltbasis, kurk, rubber en plastiekkomposities. Met dien verstande dat die leë van linoleum deur 'n verskaffer wie se vernaamde besigheid in die Kommerciële Distibusiebedryf is, uitgesluit is van hierdie omskring wanneer sodanige lêwerk gepaard gaan met die verkoop van sodanige linoleum en nie deel uitmaak van die kliënt se direkte koste nie, |

### Lakpolitoening

* Dat politoening met 'n kwas of kussinkrup en bespuiting met 'n kompositiesestof insluit, |

### Beglasing

* Dat die volgende insluit: Die sny, vasst en afwerk van glas, uitgesonder die maak van route-in-lood en brandskildervensets, |

### Skrynwerk

* Dat die volgende insluit: Die maasneming en aanbring van houtdeur en -vensters, dakkies, kaste of enige ander vaste houttoebehore wat 'n permanente deel van 'n gebou uitmaak, en deervoudiging of alle skrynwerkartikels, hetsy die artikels wat gebruik word, deur die persoon wat dit gemaak of voorberei het, in die gebou of bouwerk aangebring word of nie, |
masonry, which includes stone cutting and building, also the cutting and building of ornamental stonework, concreting and the fixing or building of pre-cast or artificial stone or marble paving, mosaic work, pointing, wall and floor tiling, operating stoneworking machinery and sharpening mason's tools, whether or not the fixing in the building or structure is done by the person making or preparing the article used,

metal work, which includes the fixing of steel ceilings, metal windows, metal doors, builders' smith work, metal frames and metal stairs, and architectural metal work and the preparation and/or fixing of drawn metal work, sheet-metal and extruded metal, whether or not the fixing in the building or structure is done by the person making or preparing the article used,

painting, which includes the processes of decorating, enamelling, graining, marbling, staining, varnishing, gilding, lining, stencilling, paperhanging, spraying, wax-polishing, distempering, lime and colour washing, and woodwork preservation, and which also includes paint removal, the scraping, washing and cleaning of painted or distempered walls and the washing and cleaning of woodwork when such removal, scraping, washing and cleaning are preparatory to any of the said processes,

plastering, which includes modelling, granolithic and composition flooring, fixing cork, composition wall covering and polishing, pre-cast or artificial stone-work, wall and floor tiling, and paving and mosaic work, whether or not the fixing in the building or structure is done by the person making or preparing the article used,

plumbing, which includes lead burning, bitumen jointing, gasfitting, sanitary and domestic engineering, drainlaying, lead caulking, ventilating, heating, hot or cold water fitting, the installation of fire-prevention equipment, fixing asbestos box gutters, valley gutters, eaves gutters and down pipes, and the manufacture and fitting of all sheet-metal work, whether or not the fixing in the building or structure is done by the person making or preparing the article used;

saw doctoring, which includes the sharpening and setting, hammering, tensioning, gulleting and rolling of types of circular saws, bandsaws and other saw blades, including the brazing or welding of bandsaws,

shop, office and bank fitting, which includes the manufacture and/or fixing of shop fronts, window enclosures, showcases, counters, screens and interior fittings and fixtures,

steel reinforcing on site, which includes the marking out, bending, placing and fixing of reinforcing on the site,

steel construction, which includes the fixing and priming and painting on the site of all classes of steel or other metal columns, girders, steel posts, or metal in any other form which forms part of a building or structure;
woodworking, which includes carpentry, woodworking, machinary, carving, the fixing of corrugated iron, sound and acoustic material, cork and asbestos insula- tion, wood shingles and all types of metalloid, thatching and all types of roof covering, wood lathing, composition ceilings and wall covering, the covering of woodwork with metal, and rodent proofing, whether or not the fixing is done by the person making or preparing the article used

Postal address of applicant P O Box 3799, North End, 6056
Office address of applicant 365 Kempston Road, Korsten.

Attention is drawn to the following requirements of section 4 of the Act
(a) The representativeness of any trade union which objects to the application shall in terms of subsection (b) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration
(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged

D. W. JAMES,
Industrial Registraar
(9 August 1991)

NOTICE 720 OF 1991
DEPARTMENT OF MINERAL AND ENERGY AFFAIRS
RESERVATION OF LAND FOR THE PURPOSES OF A PUBLIC ROAD

The Mining Commissioner for the Mining District of Johannesburg has, in terms of section 179 (1) (b) of the Mining Rights Act, 1967 (Act No 20 of 1967), reserved for the purposes of a public road a strip of proclaimed land on the farm Vogelstruwfontein 231 IQ, District of Roodepoort, Mining District of Johannesburg, Province of the Transvaal, as shown on a sketch plan copies of which have been filed under RMT R23/91 in the Mining Titles Office, Johannesburg, and in the office of the Mining Commissioner, Johannesburg

(9 August 1991)

NOTICE 721 OF 1991
DEPARTMENT OF MINERAL AND ENERGY AFFAIRS
RESERVATION OF LAND FOR THE PURPOSES OF A PUBLIC ROAD

The Mining Commissioner for the Mining District of Johannesburg has, in terms of section 179 (1) (b) of the Mining Rights Act, 1967 (Act No 20 of 1967), reserved for the purposes of a public road a strip of proclaimed land on the farm Paardekraal 226 IQ, Klip spruit 318 IQ, Diepkloof 319 IQ and Hospitala 230 IQ, District of Roodepoort and Johannesburg, Mining District of Johannesburg, Province of the Transvaal, as shown on a sketch plan copies of which have been filed under RMT R31/91 in the Mining Titles Office, Johannesburg, and in the office of the Mining Commissioner, Johannesburg

(9 August 1991)
Union negotiates new conditions, salaries

By IKE MOTSAPI

Workers have been graded in seven categories, according to their qualifications and skills.

Grade I are labourers and they include cleaners, gardeners and general assistance. Their new hourly rate is R4.91 accumulating to R216.04 a week, representing an increase of 63 cents an hour.

The new rate for Grade II (machinists, clerical assistants and drivers' assistants) will now be R4.98 an hour, accumulating to R219.12 a week.

This is an increase of 63 cents an hour.
Unions meet over tax strategy

By Paula Fray

Three trade union federations representing 43 unions and 16 unaffiliated unions met in Johannesburg this weekend to discuss a united strategy for a programme of action on value added tax.

According to a statement issued by the Council of South African Trade Unions (Cosatu) and the National Council of Trade Unions (Nactu), which convened the meeting on Friday, the discussions follow the recent VAT summit where the Co-ordinating Committee on VAT was elected to take forward negotiations on VAT's shortcomings.

A progress report was received and discussions included what would be done if negotiations with the Minister of Finance, Barend du Plessis, failed.

"All the unions were critical of the lack of concern by Mr du Plessis for the disastrous effect VAT will have on lower income groups and unemployed," the statement said.

The unions once again supported a call for the postponement of the implementation of VAT as well as other demands.

These were:
- The zero-rating of basic foodstuffs, medical services and prescribed medicines, water and electricity and trade union subscriptions,
- The need for more effective measures to control price abuse and,
- That the poverty relief programme had to be properly negotiated.

Delegates at the meeting also called for negotiations on the entire tax system following the conclusion of the VAT negotiations.

A programme of mass action was considered and thus will be discussed.

According to the statement a second meeting all the union present will take place before the next VAT summit on September 23 in order to agree on a proposed programme of action.
Public servants to register as a union

Pretoria — The Public Servants' Association (PSA) is to register as a trade union to protect members who move from the public to the private sector as a result of privatisation.

Addressing the PSA's annual meeting in Pretoria, PSA president Mr Johan van Wyk said other ways of improving collective bargaining power for public servants — including the right to strike in certain circumstances — were also being pursued.

He said the PSA, with certain trade unions and other staff associations, were involved in negotiations for a collective bargaining system including:

- Central bargaining structure for negotiations on central government and departmental level.
- Mechanisms for resolving disputes in cases where negotiations were unsuccessful, for instance, arbitration and the right to strike.
- And access to the industrial court for civil servants.

Mr Van Wyk said the PSA would not advocate strike by employees who provided essential services such as magistrates, medical personnel, and many others.

The government and employees organisations were drafting legislation for a system of collective bargaining based on the Labour Relations Act.

Mr Van Wyk said the PSA and the Hospital Personnel of South Africa had agreed to conclude a co-operation agreement which would result in an alliance with about 105 000 members with a single administration.

Mr Van Wyk called on the government to provide written assurances guaranteeing the provision and rights of public servants in a new constitutional dispensation.
New union for health workers

A new trade union aimed at catering for workers in the health and public sector has been formed.

The South African Health and Public Service Workers' Union boasts an estimated 2,600 members in the Pretoria, Groblersdal and Lydenburg areas.

Mr Silas Baloyi, the union's general secretary, said yesterday they had lodged an application for registration with the Department of Manpower. "We are waiting for a response," he said.

Baloyi said they had not received objections from other trade unions or associations in the same industry.

"This is not surprising because no single trade union organising in the health and public sector is registered throughout the country."

Baloyi called on all staff associations in the sector to disband and join its ranks "to enjoy true democracy and workers' control."

Baloyi said his union was not affiliated to any trade union federation. "We will consider doing that after we have cleared up a number of issues with the trade union federations." - Soweto Correspondent.
Uposa urges single trade federation

THE United Peoples Union of South Africa (UPOSA) has called for the formation of one trade union federation in the country.

This call was made by the independent trade union's acting general secretary, Mr Lucky Hlongwa, who said a single union federation would be able to work effectively in addressing the needs of their members.

"At the moment we have Cosatu, Nactu and ourselves and this does not bode well for our respective membership," Hlongwa said.

He, however, warned that his call for a single trade union federation did not mean that "we should either join Cosatu or Nactu.

"This will not be to the benefit of the people of this country. We need to restructure a new federation and formulate new policies and aims.

"The new federation will also be able to fight for the restructuring of the National Manpower Commission," he added.

Hlongwa said the new government should "let unions have a say in renegotiating a workers' charter.

Uposa's new executive, chosen at the recent congress, is Mr Abdul Osman (president), Mr Sydney Dlamini (vice-president), Mr Elias Xulu (general secretary), Mr Lucky Hlongwa (assistant general secretary) and Mr Elias Khumalo (national treasurer).

Two additional executive members are Mr Elphias Luthuli and Mr Ashley Shezi."
INDUSTRIAL REL. - WORKERS ORG. - REGISTERED UNIONS

1988 - 1993
Fired Soweto workers may be re-employed

By SOPHIE TEMA

The City Council is considering re-employing more than 1,400 striking workers who were sacked for refusing to return to work.

Talks between legal representatives for the workers and the council resumed this week, but a final decision was not reached.

Further talks are to be held in Pretoria tomorrow.

Soweto town clerk Nico Matla said: "The workers are still on strike, but we are looking at the possibility of re-employing them."

A four-hour meeting between lawyers of the two groups at the Soweto Council chambers was postponed to consider an "agreement" reached at the meeting.

The council workers were fired last Friday after they rejected a back-to-work ultimatum.

Pamphlets distributed at the workers' meeting in Soweto called on the community to support the strikers in their demands, which include wage increases of 20 percent for the lowest-paid workers, 10 percent for middle-income workers and five percent for the highest-paid workers.

Other demands include the recognition of their union, the SA Black Municipal Workers' Union.

Workers have also demanded that they be paid for the days they have been on strike.
Gazette 8402 on 1 October 1982, that I await nominations of candidates for the election of those members of the South African Veterinary Council referred to in section 5 (1) (d) of the Veterinary and Para-Veterinary Professions Act, No 19 of 1982.

The election arises from the expiry by efflux of time on 31 March 1989 of the term of office of the members of the Council referred to in the said section. Nominations are therefore awaited for six vacancies which will occur on the Council. The nomination day is 27 January 1989. Each enfranchised voter is entitled to nominate six candidates. Nominations of candidates must be made in the form set out in Annexure A of the said regulations and must be lodged with me before 16.00 on the nomination day. A separate form must be used for the nomination of each candidate. Each such form must be duly completed and must be signed by both the person who is nominated as a candidate and by the two persons by whom he is nominated.

J. G. TOERIEN,
Registrar
The South African Veterinary Council, Pretoria
(30 December 1988)

NOTICE 893 OF 1988
DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956
APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION

I, Gerrit Petrus van den Berg, Assistant Industrial Registrar, hereby, in terms of section 4 (2), as applied by section 7 (5), of the Labour Relations Act, 1956, give notice that an application for the variation of its scope of registration has been received from the South African Black Municipal and Allied Workers' Union. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 449 Manpower Building, 215 Schoeman Street, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month after the date of publication of this notice.

TABLE

| Name of trade union           | South African Black Municipal and Allied Workers' Union |
| Date on which application was lodged | 23 May 1988 |
| Interests and area in which application is made | Black persons employed in the Local Authority Undertaking as undertaken by the municipality of Germiston in the Magisterial District of Germiston and the Health Undertaking in the Magisterial District of Kempton Park, Germiston, Roodepoort, Vereeniging and Vanderbijlpark |

For the purpose hereof—

- "Local Authority Undertaking" means the undertaking in which employers and employees are associated for instructing, continuing and finishing any act, scheme or activity which is undertaken by a local authority,
- "local authority" has the same meaning as that assigned to it in section 1 of the Labour Relations Act, 1956,
- "Health Undertaking" means the undertaking in which employers and employees are associated for the purpose of conducting private hospitals, nursing homes

1 October 1982, dat ek nominasse inwaag van kandidate vir die verkiezing van die lede van die Suid-Afrikaanse Veterinere Raad genoem in artikel 5 (1) (d) van die Wet op Veterinere en Para-Veterinere Bereoepe, No 19 van 1982.

Die verkiezing onstaan weens die verskyning van die amptsternyn deur tydsverloop op 31 Maart 1989 van die lede van die Raad in genoemde artikel. Nominasse word dus ingeweg vir die ses vakatures wat op die Raad sal ontstaan. Die nominasiedag is 27 Januarie 1989. Elke stemgeregtigde kieser het die reg om ses kandidate te benoem. Nominasse van kandidate moet in die vorm uiteengesit as Aanhangsel A in die genoemde regulasies gedoen word en moet by my ingediend word voor 16.00 op die nominasiedag. 'n Aparte vorm moet gebruik word vir die nominasie van elke kandidaat. Elke sodanige vorm moet behoorlik ingevul word en deur sowel die persoon wat as kandidaat genoem word as die twee persone deur wie hy genoem word, onderteken word.

J. G. TOERIEN,
Registrateur
Die Suid-Afrikaanse Veterinere Raad, Pretoria
(30 December 1988)

KENNIGSEGWING 893 VAN 1988
DEPARTEMENT VAN MANNEKRAG
WET OP ARBEIDSVERHOUDINGE, 1956
AANSOEK OM VERANDERING VAN DIE REGISTRA-
SIEBESTEK VAN 'N VAKVERENGING

Ek, Gerrit Petrus van den Berg, Assistent-nywer-
heidsregistrasiebestek, maak in navolging van paragraaf 4 (2) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om die veranderan van sy registrasiebestek ontvang is van die Suid-Afrikaanse Black Municipal en Allied Workers' Union. Besonderhede van die aansoek word onderstaande tabel verstreks.

Enige geregistreerde vakverenging wat teen die aansoek beswaar maak, word verzoek om binne een maand na die datum van publikasie van hierdie kennisgewing by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou 449, Schoemanstraat 215, Pretoria (posadres Privaatsak X117, Pretoria, 0001)

TABEL

| Naam van vakverenging | South African Black Municipal en Allied Workers' Union |
| Datum waarop aansoek ingediend is | 23 Mei 1988 |
| Belange en gebied ten opsigte waarvan aansoek gedoen word | Swart persone in diens in die Plaaslike Owerheidsonderneming soos onderneem deur die Munisipaliteit van Germiston in die landdrosdistrik Germiston en die Gesondheidsonderneming in die landdrosdistrikte Kempton Park, Germiston, Roodepoort, Vereeniging en Vanderbijlpark |

Vir die doeleindes hiervan beteken-

- "Plaaslike Owerheidsonderneming" die onderneming waarin werkgewers en werknemers met mekaar gesoso-
nee is vir die instelling, voorsetting en afhandeling van enige handeling, skema of aktiwiteit wat deur 'n plaaslike owerheid onderneem word,
- "Gesondheidsonderneming" beteken die ondernem-
ming waarin werkgewers en werknemers gesosoneer met die doel om private hospitale, verpleeghuisings en
Workers shot

By LEN MASEKO

THE Building Construction and Allied Workers Union has asked its lawyers to lay criminal charges after two union members were gunned down in Germiston last week.

The two, Mr Jethro Magubane and Mr James Matloung, were wounded when two white men allegedly opened fire on a group of workers in Wadeville last Wednesday.

Both men were shot in the back outside their workplace. They were admitted to the Natalprunt Hospital.

According to BCAWU, the shootings are linked to the dismissal of the two workers and dozens of others after a row between their employer, Thorpe Timber Corporation, and the union.

The company’s director, Mr B Thorpe, was not available for comment yesterday.

"The workers were standing outside the firm on Wednesday when two gun-toting white men approached them and opened fire," BCAWU general secretary Mr Vusi Thusi said.

Thusi said the BCAWU members were dismissed by the company on Tuesday for joining the union.
Unions join forces after 30-year split

Own Correspondent
JOHANNESBURG — The National Union of Leatherworkers (NUL) will amalgamate with the Transvaal Leather Workers' Union (TLWU) after a split lasting 30 years, TLWU secretary Mr Freddie Swartz said at the weekend.

He said final details would be settled at a meeting in March. NUL general secretary Mr Bokke Fourie would remain head of the new union and Mr Swartz would become branch secretary.

"The TLWU now has around 5,000 members and after federation the new union will represent around 33,000 workers in the shoe and leather industries, about 90% of the workforce."

The remainder either did not belong to any union or were represented by Cosatu's Amalgamated Clothing and Textile Workers Union of SA (Actwusa).
**By LEN MASEKO**

Kganare wing, Harwu and the Retail and Allied Workers Union and the subsequent adoption of the Freedom Charter by the group caused the merger of three retail unions to be a divisive issue.

The Miwa group, in rejecting the merger and the adoption of the document, argued that the move was divisive and that the union had been manipulated. Instead, it drew up a “socialist programme of action.”

This position was perceived as “anti-Cosatu” by the Kganare wing who argued that they were in concert with their mother body, Cosatu, which embraced the document.

The merger was nullified by an out-of-court settlement reached by the two Cosatu wings in January last year. It was agreed under the settlement that the union would hold annual general meetings at branch level to elect regional executives and delegates who would take part in a national conference towards the end of last year.

But, no sooner had the two parties reached the peace pact than the cracks started showing again. Attempts to work towards unifying the union proved difficult. Some of the AGMs collapsed amid allegations of fraud and corruption before and during balloting.

The two parties also failed to convene the national conference by May 1988 - the date specified by the court settlement - as internal strife continued.

The Miwa group was later kicked out by Cosatu, which then declared the Kganare wing as the “legitimate Cosatu.”

The Kganare-led Cosatu went ahead to form an alliance with Harwu. The alliance hit snags this year with Harwu claiming that it was owed an undisclosed sum of money by Cosatu.

**Amos Mothapo, Saccawu treasurer.**

**Unity**

It was against this backdrop that there was a re-think in Cosatu circles over the Cosatu question.

The federation, which appointed a task force to help restore unity within the union, conceded at its third national congress this year that its decision to expel one of the warring sections “did not finally contribute to unity” in one of its largest affiliates.

With the problems now seemingly behind them, the major players in the formation of Saccawu believe the new union signifies the first step towards achieving unity in the retail industry. They have called on other unions in the sector to join further merger talks.

Saccawu, however, still faces the important task of strengthening its foundation on the shop floor and resolving issues it has inherited from its founding unions.
Unleaded petrol for SA in 1995

PRETORIA. - Unleaded petrol will be available in South Africa towards the end of 1995, the Department of Mineral and Energy Affairs has announced.

It will be obtainable from all service stations after a brief introductory period. The department said the introduction of unleaded petrol would be accompanied by a new octane structure.

At the coast, 93 octane would be phased out and replaced by 95 octane unleaded petrol but 97 octane leaded petrol would remain available. Inland, 97 octane would be phased out and replaced by 91 octane unleaded petrol and 93 octane leaded petrol would remain.

"Unleaded petrol may contain alcohol or alcohol derivatives to achieve the required octane rating," the department said.

It was expected that unleaded petrol would be cheaper than leaded to encourage its acceptance.

"A large proportion of motor vehicles in use in South Africa can operate on unleaded petrol, although in some cases slight engine adjustments may be necessary." — Sapa.
Mossgas at full steam while Engen watches

Business Staff

MOSSGAS will operate at full capacity from next week, although the oil-from-gas project is still not a commercial proposition.

For the moment Engen will not take up its option to maintain its 30 percent equity in the project at an expected cost of R1 billion.

An Engen spokesman confirmed this week the group's position had not changed, despite a bullish statement from Mossgas that the project would save R120 billion in foreign exchange over 30 years.

An industry observer said the figures assumed the rand value of oil products would increase by 10 percent a year.

At current oil prices and an estimated production of 360,000 barrels a day, the project would save about R26 billion in foreign exchange over 30 years — not much considering the R12 billion capital cost of the project.

Moreover, these foreign exchange savings would be swallowed up by estimated running costs and the servicing of commercial loans of R540 million a year.

If all the project costs carried commercial finance charges, interest payments alone would be R1.8 billion, more than double the production value.

Engen chairman Bernard Smith said last year no protection would be needed if the oil price remained at $19 a barrel in 1996 terms, which is equivalent to at least $23 today.

Brent crude oil prices are currently quoted at $18.53 a barrel.

In order to achieve a real return on total capital employed, the oil price would need to be $37, according to Mr Smith, but as high as $50 a barrel according to independent analysts.

Production costs for new wells in Arab countries are often as low as $7 a barrel.

Oil companies will have to be compensated for the loss from their own refineries if they are compelled to take Mossgas products.

The chances are Mossgas will be a public utility managed by Engen, but will continue to be controlled by the Central Energy Fund.

There is a chance the life of the project could be lengthened by further gas field discoveries.

Production from the sixth well is expected to start early this year.

With Mossgas and Sasol, 40 percent of SA's petrol needs are generated internally, providing a cushion against any future disruption of world fuel supplies.

Mossgas expects to make R5 billion a year from heavy and light alcohols. It also expects to earn foreign exchange from liquid oxygen, nitrogen and carbon dioxide.

Savings in transport costs are expected to run to R50 million a year.

About 15 percent of production will be consumed in the Southern Cape area and the rest shipped to Port Elizabeth and East London.

Mossgas represented 55 percent of total new fixed investments in 1989/90.

But its record in terms of new jobs has been poor.

At the peak of its activity it created 46,000 jobs, but now employs just 1,100 permanent staff, at a cost of R16 million a year.
Capacity and cost don't figure in Mossgas fanfare

STEWART ALCOCK
Staff Reporter

MOSSGAS refuses to disclose how much fuel it will supply to the domestic market and at what cost in spite of the fanfare of coming into full production this week.

Petrol suppliers were equally cagey and one producer, Caltex, said it had no plans to use Mossgas fuel.

Engen, which has a 30 percent equity in the fuel-from-gas project, as well as BP and Shell, declined to say how much Mossgas fuel they would use, referring inquiries to Mossgas.

A Mossgas spokesman said legislation made it illegal for the company to release figures, although the situation might change with new legislation this year.

Earlier estimates were that, with Sasol, 40 percent of South Africa's fuel was now generated internally.

Engen chairman Mr Bernard Smith said last year that the price of Mossgas fuel would be viable if international oil prices remained at $19 a barrel in 1989 terms—which translated to $23 today.

Unless international prices continued to improve on 1989 levels, domestic oil companies buying Mossgas products would be losing.

This week the price of world benchmark-grade oil, North Sea Brent Blend, is on a downward trend, under $18 a barrel.

The Mossgas spokesman said motorists would be unable to tell whether they were buying the South African product as suppliers planned to market it under their own brand names.

Cape Town would not be affected, as the fuel would be distributed in the Southern Cape, Eastern Cape and Border regions only.

It seemed unlikely that all oil companies operating in South Africa would be buying Mossgas fuel.

But the spokesman assured users that this was not because of quality; all grades of Mossgas fuel met national specifications and those for diesel were exceeded.

The Mossgas project would provide petrol, diesel, kerosene, liquid oxygen, liquid nitrogen, carbon dioxide and light and heavy alcohols to the South African market for the next 30 years, and possibly longer if there were further gas-field discoveries.

There was also a liquid natural gas (LNG) facility available that could provide an additional gas supply, similar to that used in Britain, should the need arise, said the spokesman.
New fuel: 'SA can't afford it'

PRETORIA — The Consumer Council said yesterday that South Africa could not at present afford the high production cost of lead-free petrol.

Reacting to the announcement that lead-free petrol was to become available from the end of 1995, the council said the current recession and unemployment warranted more attention than the acquisition of the latest technology.

Mr Johan van Vreden, head of the Automobile Association's vehicle division, said yesterday that unleaded petrol should be gradually introduced in South Africa to keep in line with the developed world.

The proposed introduction of unleaded petrol in 1994/5 was too soon in view of other economic problems faced by South Africa — Sapa