INDUSTRIAL RELATIONS—Workers' Organisation

COSATU

1987

AUGUST
Factory workers back on the job

Labour Reporter

BETWEEN 150 and 200 employees at the Cape Oil Products factory in Maitland ended a three-day work stoppage this week when management agreed to suspend from duty an artisan who allegedly assaulted a labourer earlier this month.

A union spokesman said yesterday that employees downed tools on Monday over the artisan's reappearance at the plant, three weeks after the alleged assault. They had demanded that the artisan be dismissed.

The spokesman said the workers agreed to go back to work on Wednesday when the company agreed that the fitter would leave the premises till the dispute was resolved.

**Arbitration**

The factory's management has agreed to put the man "on leave" pending a resolution of the dispute over the appropriate disciplinary action.

FAWU said the union had agreed that the dispute should be referred to arbitration.

A spokesman for Cape Oil said yesterday that an artisan had been "sufficiently provoked by a worker and shoved him".

He said management felt that dismissal was "way out of proportion to the offence", but they had agreed to go to arbitration.
Strike may spread

By SANDILE MEMELA

THE five-week-old strike by more than 1 700 postal workers in the Eastern Cape is likely to trigger off the second biggest action by Post and Telecommunication workers in six months and take national proportions.

This emerged in an interview with the national organiser of the Post and Telecommunications Workers' Association, Thalefang Sekano, this week.

Sekano confirmed his union received papers from the government informing Potwas the government had applied for an urgent Supreme Court interdict to restrain the union from influencing workers to go on strike.

This action follows a solidarity strike by more than 18 000 workers who staged a work stoppage in sympathy with their Eastern Cape colleagues who had downed tools.

Sekano said union branches around the country had already decided to go back to work today but would hold meetings over the weekend to decide on future action surrounding the dispute in the Eastern Cape.
CWIU strike settled

THE two-week long strike at Associated Glassworks, which prompted a one-day sympathy strike by seven industries last week, has been resolved after negotiations. A settlement was reached between the Chemical Workers’ Industrial Union and AGW management whereby workers who had been dismissed during the strike would be reinstated without loss of benefits, excluding wages lost during the strike. — East Cape News Agency.
Strikers get freedom of movement on mine

An urgent application by the National Union of Mineworkers (NUM) for workers at Randfontein Estates Gold Mine to be allowed freedom of movement was postponed indefinitely after an out-of-court agreement was reached at the High Supreme Court late last night.

Under the agreement, the mine owner, the JCI mine will:
• Not interfere with workers' free access to and from the mine.
• Allow buses to transport workers to and from the mine to meet union officials.
• Allow the NUM branch chairman into the hostel to talk to the strike committee.

The application was brought by NUM, which alleged the mine entrance had been cordoned off with barbed wire and patrolled by armed mine security guards and armoured vehicles. They also said workers who tried to leave were tear-gassed. These claims were denied by JCI.

An attorney, Mr. Mark Ettien, who went to the mine to serve the application said he had been refused access at the gate.

According to the union, JCI said miners could leave only if they handed in their identity cards. In return, they would be given a letter of receipt and only in this way would they have free access to and from the mine.

The head of NUM's legal department, Mr. Ruben Pillay, said the union wanted access to the miners and to the strike committee.

Two of Matla power station's six units have been stopped in the last two days. Escom said the shutdown had nothing to do with the strike.

Miners at Matla's feeder coal mine, owned by Gencor, have been out for 16 days.

Escom's senior public relations officer, Mrs. Leititia van Staden, said the reason for the shutdown were unrelated to a shortage of coal.

One unit was being overhauled and the other had gone into "cold reserve" because there was enough generating power in the system.

Mrs. van Staden said Escom had no problems supplying customers.

• A chartered aircraft carrying NUM's assistant general secretary, Mr. Marcel Golding, crashed on landing at Orkney yesterday.

Mr. Golding, who was going to Randfontain Estates to address workers, said the plane crashed nose-first as it touched down. No one was hurt.

• Britain's Anti-Apartheid Movement (AAM) launched a campaign in London yesterday in support of the strikers and protested against British interests in South African mining companies.

It pledged to raise money for the NUM.
Numsa slams council

The National Union of Metal Workers in South Africa has accused the East London Municipality of using the Group Areas Act to prevent the union from holding its meeting in the city hall tomorrow.

East London Municipality spokesman AD Janse said "the municipality did not refuse access to the city hall."

Numsa spokesman said the meeting would now be held in the St John's Anglican church hall. - Bhuma.
SUNDAY TIMES, August 2 1987

Unionists
split on sanctions

UNION moves this week to seek advance safeguards from multi-
national companies if they decide to pull out of South Africa have highlighted deep divisions among trade unionists.

The Chemical Workers Industrial Union (CWIU) wants talks with 46 multi-
nationals — representing 30,000 work-
ers — over proposals to protect work-
ers' interests in the event of pull-outs.

Some observers see it as an attempt by Cosatu affiliates to have their disinvestment cake and eat it.

The CWIU initiative is expected to presage feelers from other unions about ne-
gotiations for a set of "pre-
conditions" to ease the pull-
out pain for mainly black workers hit by disinvest-
ment.

Consensus

Some of the demands relating to employment secur-
ity are similar to discarded motions originally planned for this month's Cosatu national congress.

But some of these were scrapped — or watered down — because delegates could apparently not reach consensus on their contents.

The crux of Cosatu's dilemma is that it firmly supports sanctions and disinvestment as "the major form of interna-
tional pressure against the South African regime."

Its congress this month rubber-stamped a motion calling for comprehensive and mandatory sanctions "as the only sanctions likely to bring about effective pres-
sure."

On the other hand, Cosatu is mindful of an authoritative report — commissioned by the umbrella body itself — which argued strongly that indiscriminate sanctions could boomerang.

The document said across-
the-board sanctions and dis-
investment, if applied non-se-
lectively, could push up the jobless figure by as much as 2-million in the next few years.

Pull-outs could boomerang and leave 2-million without jobs

By DAVID JACKSON

The reaction of Cosatu's general secretary, Mr Jay Naidoo, was that the move-
ment's basic stance would remain unchanged.

Ignorance

But at the same time, he insisted there would have to be negotiations with union representatives on the terms of any withdrawal. The Cos-
atu congress endorsed Mr Naidoo's view.

The union's general secre-
tary, Mr Rod Crompton, told the Sunday Times yesterday the move was "consistent with the resolutions passed at the Cosatu congress."

Reaction

Other demands include payment of one month's sep-
aration pay for every year of service, wages to be guaran-
teed for one year after closure and company loans to employees to be written off.

The union also wants full disclosure on all aspects of the commitment to divestment and a guarantee that conditions of employment will be no less favourable than those before the sale.

Initial reaction from com-
panies has been cool. They feel disinclined to show their hand on a possible pull-out by entering into such negotia-
tions in advance.

And if they are not intend-
ing to disinvest, they regard such talks as futile anyway.
'Hard line' on unions

Own Correspondent

DURBAN. — Unions affiliated to the Congress of South African Trade Unions (Cosatu) had in the past few weeks come up against hard-line management attitudes "tantamount to union-bashing", Cosatu said in a statement released at the weekend.

The unions were taking up the "legitimate shopfloor demands of their workers in a democratic way".

On wage demands, the statement said: "It is true that for years workers have had to bear the brunt of low wages, inflation and rising costs. At the same time, almost all big companies have been scoring massive profits.

"Workers are demanding a bigger share of profits to secure a decent life for themselves and their families."
NUM spells "out action"

The National Union of Mineworkers (NUM), whose 200,000 members have already voted for a wage strike, will today give details of its impending industrial action at a Press conference.

The conference comes after a weekend statement by Anglo American's gold and uranium chairman, Mr Peter Gush, that workers who joined the strike would, in addition to losing pay for the duration of the strike, have to "pay for food and accommodation while they are on strike".
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JOHANNESBURG — An estimated 200,000 miners will go on strike on August 9, the National Union of Mineworkers announced today.

General Secretary of the 300,000-member NUM, Mr Cyril Ramaphosa, told the Press in Johannesburg that the strike would affect 28 gold mines and 18 coal mines.

Mr Ramaphosa said the strike, legally ballots by NUM members after wage talks failed last month, would start with the night shift on Sunday, August 9.

NUM wage demands included a 30% across-the-board increase, leave of 30 days a year, June 16 as a paid holiday and danger pay equivalent to 5 years' earnings. The Chamber of Mines — representing South Africa's six largest mining houses, offered increases ranging from 16% to 23.4%.

Mr Ramaphosa said presently, miners got 18 days annual leave, received no danger pay for working in hazardous conditions and only received 2 year's salary compensation.

Last week, chairman of the Anglo American Corporation's Gold and Uranium Division, Mr E P Gush, issued a statement saying that strike action by NUM members would not lead to a further increase in basic wages and that by striking miners would lose wages and other benefits.
Miners stand by for 'strike'

By THEMBA MOLEFE

TENSION is mounting in the gold and coal mining industry as more than 200,000 members of the National Union of Mineworkers 'standby' for an announcement when to go out on a legal strike.

The NUM last week distributed pamphlets among its members at 35 mines countrywide telling them to stand by for a national wage strike.

The union's assistant general secretary, Mr Marcel Golding, yesterday said that details of when the action would be taken will be outlined at a press conference today.

Meanwhile, mining bosses, bracing themselves for one of the largest strikes in the industry, have issued warnings to workers who intend taking part in the action.

Wages

The chairman of the Anglo American Corporation's gold and uranium division, Mr P E Gush, said in a statement to Sapa that the strike will not lead to a further increase in basic wages.

He said that employees in any strike lost wages and other benefits.

"The NUM executive has called for strike action which could commence 'any day now' according to a union statement," said Mr Gush.

Offer

He said that Anglo has told its employees that strike action would not lead to a further increase in wages. The offer made and implemented is "a good one" and "increases are higher in rand terms than last year's increases."

Anglo American issued the statement against a background of rumours running high in the mining industry that the NUM strike would begin today.
The Chamber of Mines was tight-lipped today following an announcement by the National Union of Mineworkers (NUM) that its 200,000 members will go on a legal wage strike on Sunday.

A Chamber spokesman said today that a statement might be made later.

Anglo American and Gold Fields declined today to comment on reports that they had stockpiled the equivalent of a month's gold production as a safeguard against disruption in production resulting from the strike.

The decision to strike was announced by the NUM's general secretary, Mr Cyril Ramaphosa, at a Press conference in Johannesburg yesterday.

Mr Ramaphosa said the strike would affect members at 28 gold and 18 coal mines in areas including the Eastern and Western Transvaal and the Free State goldfields.

In an oblique reference to warnings by at least one mining house that steps would be taken "to ensure that individual employees are free to choose not to participate in strike action" Mr Ramaphosa accused management of:

- Threatening to dismiss strikers
- Threatening to close mines
- Threatening to call the police
- Threatening to use mine security and to starve striking workers.

The NUM reported the dismissal of "a number of workers and the injury of others" following a clash with mine security at Anglo Vaal's Lorraine gold mine in the Free State, incorrectly described in late editions of The Star yesterday as owned by Gencor.

The clash resulted after security staff allegedly tried to "break" a liquor outlet boycott in protest at the detention of an unspecified number of colleagues.

Management was unavailable for comment today.

The union's Kimberley offices were gutted at the weekend and virtually all documents were lost.

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*By Mike Siluma*

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*The regulations, news, pictures and comment in this newspaper are restricted.*
Union to decide on council offer

CAPE TOWN Municipal Workers' Association (CTMWA) members will decide at a mass meeting on Thursday whether to accept a final offer from the city council on their wage dispute.

Among the 11,500 members of the CTMWA are 1,200 cleansing workers, most of whom have engaged in action that the council regards as "work-to-rule" for three weeks, while the council regards it as a "go-slow".

The union's general secretary, Mr. John Ernstzen, yesterday said the council had agreed to give its staff time off to attend a union members-only meeting at the Good Hope Centre at 1pm on Thursday.

"The result of our negotiations will be placed before the union membership at a special general meeting on Thursday, and that meeting will take a final decision," he said.

The town clerk, Dr. Stanley Evans, said the council had made its "last offer" yesterday, an offer which he regarded as very reasonable.

He believed it would be to the advantage of the workers if they accepted the offer, and he hoped the pay dispute could be drawn to a conclusion this week.

Neither Dr. Evans nor Mr. Ernstzen would reveal the nature of the "last offer". It is understood that the cleansing workers' action will continue until Thursday, and whether it stops then or goes on depends on the workers.
THE National Union of Mineworkers yesterday ended weeks of speculation and announced that its more than 200,000 members in the gold and coal mines began a legal wage strike on Sunday night.

Wage talks between the Num and the Chamber of Mines broke down in June.

Addressing a Press conference yesterday the Num's general secretary, Mr Cyril Ramaphosa, said the strike could be the biggest in mining history.

He said the union's executive committee decided at the weekend to start the national strike at 28 gold mines and 18 collieries next Sunday night.

During the week the Num's regional and branch strike committees will be meeting to finalize details.

Mr Ramaphosa said the industrial action would proceed despite mine management's threats to dismiss workers who lose their jobs in the strike.

He said the union was consulting with its lawyers in this regard.

By THEMBA MOLEFE

Wages

Anglo American's Mr P. E. Gwadi said that the strike would not lead to any further wage increases in basic wages.

He said that those workers who took part in the action would not be paid for the duration of the strike and would have to pay for their own food and accommodation.

Num demanded a 30 percent wage increase, 30 days' leave June 16 as a paid holiday, danger pay and death benefits be increased to five years' earnings instead of two years.

The Chamber of Mines rejected the demands and refused to go for mediation following Num's request.

The Num is presently in dispute with 12 other mining corporations over wages.
Brewery strike continues

ABOUT 200 members of the Food and Allied Workers Union employed by South African Breweries in Bloemfontein are still on strike — since Friday — following allegations that a white official attempted to drive over a union member who he called a kaffir.

Workers downed tools after accusing management of delaying the matter for almost two months and postponing discussions indefinitely.

Fawu has also accused the SAB of not following proper procedures in the dispute and was not prepared to discuss it.

Workers at various other SAB plants are discussing the issue with a view of taking action.

The workers said the white official had insulted a union official, called him a kaffir and threatened to run him over with a car.

SAB spokesmen were not available for comment yesterday.
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By THEMBA MOLEFE

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During this week the NUM's regional and branch strike committees will be meeting to finalise details.

Mr. Ramaphosa said the industrial action would proceed despite management's threats to dismiss workers, close mines, call the police, threaten to use mine security and to "starve" striking workers.

"It has come to our attention that certain mine bosses will charge workers R5 a day for food and accommodation at the mines," Mr. Ramaphosa said.

He said the NUM was consulting with its lawyers in this regard.

**Wages**

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ABOUT 800 workers at Everite's Kliprivier plant near Meyerton are out on strike demanding the dismissal of a supervisor who allegedly assaulted their colleague.

The workers, members of the Construction and Allied Workers' Union (Gawu), downed tools on Friday and insisted that the black supervisor be fired.

Everite's personnel director, Mr E Claassen, said a disciplinary hearing held recently cautioned the supervisor because of the minor nature of the incident.

He said he believed the hearing and finding were fair.

- The South African Scooter, Transport and Allied Workers' Union (Sastau) scored a victory last week when Stuttafords Van Lines agreed to give its members a 30 percent wage increase.

- The union's general secretary, Mr Kenny Sibiya, said members with more than 24 months service would receive the 30 percent and those with less service will receive a 15 percent rise.

The increase will be backdated to July 1.

- The Black Electrical and Electronics Workers' Union (Beewu), has signed a recognition agreement with L Centre Corporation, an electrical accessories distributing company in Doornfontein.

Johannesburg.

The agreement includes recognition of Beewu's shop stewards, grievance and disciplinary procedures, retrenchment negotiations and stop-order subscription deduction facilities.

Beewu is an affiliate of the National Council of Trade Unions.

- Four hundred members of the Black Allied Mining and Construction Workers' Union (Bamcu), are out on strike in demand of their employer, Con Roux in Dunsart recognise their union.

The union's national mining coordinator, Mr Mbulelo Rakoena, said the recognition dispute with the company dates back several months.

He said the workers went out on strike after management's latest refusal to talk to Bamcu.

- About 70 members of the Commercial Catering and Allied Workers' Union (Cawusa) at seven branches of Triangle Furnishers, are out on strike following management's "reluctance" to negotiate wage increases.

The union's Johannesburg branch secretary, Mr Kaiser Thibedi, said the workers took the action at noon yesterday and are trying to induce management to discuss wage increases which it is reluctant to negotiate.
No action taken, claims Cosatu

The Congress of SA Trade Unions (Cosatu) has criticised the Government for "failure to take action against right-wing thugs", after a spate of attacks on the federation's officials and property.

In a statement, Cosatu said the home of Mr Dick Hartford, editor of Cosatu News, the federation's mouthpiece, "had been petrol-bombed at the weekend by unknown people. The house was unoccupied at the time.

A petrol bomb was thrown under the car of another official, Miss Marlene Powell, on Saturday. People in a white Toyota Corolla were reportedly seen to throw the bomb. Three weeks ago a motorcycle at the house was badly damaged.

Also at the weekend, the offices of Cosatu and its biggest affiliate, the National Union of Mineworkers, were gutted.

The attack on Mr Hartford's house follows one in June in which two motor cars were destroyed with petrol bombs.

"We are concerned at the escalation of right-wing violence against democratic organisations. We believe these attacks must be linked to the recent propaganda campaign waged by the SABC and other Government agents against Cosatu. The Government often claims to be non-violent, but this claim is belied by its failure to take action to bring these right-wing thugs to justice," the statement said.
"Raid" on railway union

THE Redcliff branch of the Cape Town Transport and Harbour Workers' Union was raided by police yesterday under a warrant issued by the City of Cape Town. The raid was carried out by a dozen police officers who searched the premises, but found nothing.

A union spokesman, Mr. X. M. T. said that the union had been informed that a demonstration was to take place today, but the police had assured him that there would be no disturbance.

A spokesman for the city council said that the police had acted in accordance with the law, and that the demonstration was illegal.
LABOUR BRIEFS

Iscor ultimatum

ISCOR yesterday gave an ultimatum to the National Union of Metal Workers of SA (Numsa), that unless the union's striking workers at the corporation's Vanderbijlpark plant returned to work this Thursday, they will be regarded as having terminated their employment.

The ultimatum — contained in a message Iscor sent to the union yesterday — said workers who are involved in the two-week-old wage strike who did not return to work on that day "will therefore have to be dismissed."

Iscor said in its message that the wage offer it had made to the union was a "reasonable one" and appealed to the union to withdraw its dispute and urge its members to return to work on Thursday.

Worker campaign

THE Textile Workers Industrial Union launches a "Restoration of the Dignity of the Worker" campaign at the weekend.

A launch meeting will be held at the Punda Centre, Soweto, at 10am on August 9.

The TWIU began its campaign in Port Elizabeth and has decided to make it a national project. The campaign is for the right to work, the right to a living wage, decent housing, fair treatment and justice, proper health and safety protection at the workplace, human dignity and the protection of racial remarks by white officials at the workplace.

Strike continues

ABOUT 1000 black postal workers on the Witwatersrand and the Vaal Triangle yesterday continued a work stoppage that started on Monday, apparently in support of 1700 striking Eastern Cape postal workers.

Services were not unduly affected, according to a Post Office spokesman.

The striking Eastern Cape workers demanded that pay parity adjustments be made, and that about 60 employees who had been dismissed over the past 4 years be reinstated.

Meanwhile, it is understood that a Post Office application to the Supreme Court that the Post and Telecommunication Workers Association be restrained from inducing workers to strike is still "pending."

Sapa
Mining industry takes hard line on proposed strike

EVER since it became apparent the National Union of Mineworkers (NUM) would emerge as the only notable representative of black miners, everyone has acknowledged the inevitability, some year, of widespread strike action over wages.

Remembering the last-minute settlements in the past three annual negotiations, only a fool would try to make a prediction this year. There are those who think yet another last-minute settlement can be worked out.

On the other hand, certain factors make it appear increasingly likely that 1987 is destined to be the year.

Single package

For one thing, in previous years the more highly unionised mining groups broke ranks with their partners in the Chamber of Mines during the latter part of negotiations and came forward with improved offers — leaving the NUM to fight it out with companies where it was poorly organised.

This time, although there is a variety of proposals, they have been presented as a single "take it or leave it" package.

There is also a desire among some in the industry to clip the NUM's wings for other reasons. Management resent the union's pro-sanctions stance, and there is much unhappiness at the high levels of wildcat industrial action.

Furthermore, ignoring the labour relations maxim of "never say never", both Anglo's Peter Gush and the chamber have effectively said the 15% to 20% increases offered are fair and not negotiable.

The industry is hoping most workers also see the offer as fair, and that support for a strike will be lukewarm.

In a statement yesterday the chamber regretted the NUM strike announcement and said "it is not the chamber's intention to award a further increase". Interestingly, though, neither Gush's nor the chamber's statements refer to other NUM demands still in dispute.

These include improved leave, June 16 as a paid holiday, and danger pay. Another demand, dropped early in the negotiations on the understanding it would be handled separately, was for improved death benefits. Talk in the industry is that some of these are still negotiable.

For the NUM, though, despite the fact that the offer represents a real increase of about 5% for most lower-paid miners, the basic wage is unacceptably low. It believes the industry is awash with cash and easily able to afford more, thanks to the high rand/gold price.

One can only assume the NUM has done its homework and has not called a strike it is unable to mobilise.

There is no way it can be avoided without some improvement in the chamber package, which NUM general secretary Cyril Ramaphosa has said the union would be prepared to consider.

But if talks are to occur before Sunday, who will initiate them? Each says the ball is in the other's court.

Hesitate to sign

In addition, while the NUM will no doubt happily consider an improved offer on non-wage aspects of the dispute, it will be extremely hesitant to sign on the dotted line of a contract reflecting no advance on the wage proposal.

In previous years the last-minute deals have not been substantial improvements on previous offers. But the industry, thus far, seems set against even a nominal further increase.

This is obviously more than a simple wage dispute. Both sides have points to prove that they believe will have implications far into the future in terms of the balance of power in the industry.

It will take a great deal of compromise, or brute force, to settle it — either before or after Sunday.
Iscor sets deadline for return to work

ALAN FINE

ISCOR yesterday delivered an ultimatum to the National Union of Metalworkers of SA (Numsa) that striking members employed at its Vanderbijlpark plant return to work tomorrow or they will be dismissed.

The 6 500 workers have been on strike since July 20 in support of demands for an improved wage offer.

According to a corporation spokesman, Iscor told Numsa it was suffering major losses as a result of the strike action, which is having a detrimental effect on clients. It was thus impossible to continue with the existing situation.

Numsa spokesman Bobby Marie said the union would take legal advice on the ultimatum and would hold a meeting of members to discuss their response.
WORKERS LOCKED OUT

About 50 employees of E Snell and Company, a liquor firm in Isando, have been locked out of their company premises because of a dispute they had with an employee who passed bad remarks about their union.

The workers belong to the National Union of Wine, Spirits and Allied Workers (Niusaw) who believe that the plant director, Mr Stretton, has dismissed them.

The workers said trouble started last week when the employees held a meeting to discuss what they should do about the man who continually harassed them about being members of the union.

As the meeting was in progress, they said, Mr Stretton arrived and told them to break up but before they could do so he sprayed them with water from a fire extinguisher hose pipe.

An executive member of the union, Mr November Nkosi tried to speak to the management of the company but was informed that the workers were on strike. When he tried to explain that there was no strike action he found the gates to the firm locked.

Mr Nkosi said attempts by union officials to speak to the managing director proved fruitless as they were told he was either in Durban or on the way to the plant in Johannesburg.

He said the last word they had from the company was that union officials could meet with management tomorrow.

Mr Nkosi said the union was now seeing its legal representatives to see what steps to take in the light of the company’s view that the workers have been dismissed because of strike action that never was.

Mr Stretton was unavailable for comment.
150 dismissed

A JOHANNESBURG key manufacturing company has dismissed more than 150 workers in the last two weeks after a work stoppage over time regulations at the plant.

According to the National Union of Metalworkers of South Africa, incorporating the Metal and Allied Workers' Union, 20 workers a day have been dismissed by the company, Josiah Park, in Robertsham.

The managing director of the company, Mr Terry Hime, said yesterday that the dismissals would be completed by the end of the day.

He said these workers refused to sign time sheets thus violating company regulations.

A union spokesman said the dispute began at the end of June when the contract regarding time sheets expired in terms of the agreement with the company.

He said management refused to negotiate the contract and insisted on the old agreement. Workers then downed tools in protest.

However, Mr Hime said the union did not turn up at an Industrial Court sitting after his company laid a complaint against it.

Signed 6/8/87 140A
Numsa and Iscor attempt to resolve Vanderbijlpark strike

by Mike Siluma

The National Union of Metalworkers (Numsa) and Iscor management are scheduled to meet today to try to resolve the 17-day legal wage strike by between 6,400 and 7,000 workers at Iscor's Vanderbijlpark works.

The talks follow Iscor's ultimatum to the workers to return to work today or be fired.

Numsa has strongly criticized Iscor's "unseemly rush" to dismiss the strikers.

"It is unacceptable for workers engaged in legal strike action... to be pushed in this way to decide between continuing their action and loss of their employment, with no time to discuss the matter," said Numsa.

In a telex to Iscor yesterday, Numsa suggested that industrial council procedures be used to resolve the dispute.

An Iscor spokesman said management would not comment on the message in view of today's meeting.

Numsa said about 1,300 members were dismissed by Samancor at its Meyerton plant after a stoppage last Thursday and Friday.

Numsa spokesman, Dr Bernie Fanaroff, said the last week's stoppage was triggered by management's dismissal of a number of workers and the suspension of shop stewards over last month's national wage strike by Numsa members. Samancor spokesmen were unavailable for comment.

Postal workers in the Transvaal and the Cape yesterday continued a work stoppage which began on Monday over various issues.

Union sources said about 10,000 postal workers have stopped work in protest at the decision by the Post Office to apply for a Supreme Court interdict, expected to be heard in Pretoria today, restraining the Post and Telecommunications Workers' Association (Potwa) from "influencing" workers to strike.

A Post Office spokesman yesterday put the number of strikers at 1,000 on the Reef and Vaal Triangle.

The present stoppage is also understood to be in support of Eastern Cape workers who have been on strike since June 22 demanding the reinstatement of dismissed colleagues.

National Union of Mineworkers will proceed with preparations for what could be the biggest black miners' wage strike, scheduled for Sunday night, said general secretary Mr Cyril Ramaphosa. He said NUM had not heard from the Chamber of Mines.

The chamber has called on the NUM to reconsider its decision.
Sequel to two-day Metalloys strike

Samancor fires more than 1,100 Numsa members

MANAGEMENT at Samancor's Metalloys plant in Meyerton has dismissed more than 1,100 members of the National Union of Metalworkers of SA (Numsa) after a strike on Thursday and Friday last week.

The company is scheduled to bring an urgent application in the Rand Supreme Court today for an order evicting the workers from their hostel accommodation.

The strike was the latest in a series of events arising from disciplinary action taken by Samancor after the nationwide metal strike on July 14, which continued for another two days at Metalloys.

Numsa has already threatened to bring the metalloy sector to a standstill, with the backing of the National Union of Mineworkers, in sympathy with the Samancor workers.

Last week's strike occurred shortly after an agreement that the workers would not strike and management would not take further disciplinary action until the legality of the July 14 to 16 strike had been tested in the Industrial Court.

However, according to Numsa, management then dismissed about 20 workers and suspended a number of shop stewards for disciplinary offences arising from the mid-July strike, triggering last week's action.

Samancor spokesman Eddie Erlank said this action was legitimate because it was a consequence of disciplinary warnings issued before the agreement was reached.

Numsa spokesman Berne Fanaroff said Samancor was the only company to have taken disciplinary action against participants in the mass wage strike.
Iscor and Numsa for talks on pay strike

The Argus Correspondent

THE National Union of Metalworkers and Iscor management were due to meet today to try to resolve the 17-day legal wage strike by up to 7,000 workers at Iscor's Vanderbijlpark works.

The talks follow an Iscor ultimatum to the workers to return today or be fired.

The union has criticised Iscor's "unseemly rush" to dismiss the strikers.

A spokesman said "It is unacceptable for workers engaged in legal strike action to be pushed to decide between continuing their action and loss of their employment".

In a telex to Iscor yesterday, the union suggested that industrial council procedures be used to resolve the dispute.

POSTAL WORKERS

An Iscor spokesman confirmed receiving the telex but said management would not comment in view of today's meeting.

Postal workers in the Cape and Transvaal today continued a strike which began on Monday over various issues.

A union spokesman said about 10,000 workers had stopped work in protest against a Post Office application for a Supreme Court interdict restraining the Post and Telecommunications Workers' Association from "influencing" workers to strike.

The application, made last week after a two-day national work stoppage, was expected to be heard in the Pretoria Supreme Court today.
Man tells of axe attack at Newlands brewery

Court Reporter

A MAN who worked for Obilson's Brewery as a casual labourer told the Wynberg Regional Court he was threatened with death if he did not stay away from work.

Mr Michael Tete was giving evidence in the trial of Mr Wennington Nwezo, 43, of Khayelitsha, who has denied intimidating three men, alternatively threatening them, alternatively assaulting two of them, outside the brewery on June 30.

Mr Tete said he had been employed as a casual labourer since 1982 and on June 29 he was told by "some people" that if he did not want to die he should stop work.

"I told them they were permanent (employees) but I was not and if I did not go to work I would lose my job."

THIGH SLASHED

The next morning Mr Tete arrived at the small gate near Newlands railway station at the usual time, 6am, and a Mr Taljaard, a brewery driver, told him to go to the main gate.

On his way there he was attacked by a man with an axe and his right thigh and wrist were slashed.

He was "very confused" and was walking back to ask Mr Taljaard to take him to a doctor when Mr Nwezo approached him and told him it was dangerous for him to work and "indicated" that he should go home.

"I just wanted to work because I was very hungry," Mr Tete said.

SHOP STEWARD

He said the man who attacked him was a shop steward at the brewery.

Mr Welcome Jibuswa told the court that on June 30 he was unemployed and went to the gate of Obilson's with a friend to seek work. There a group of men threatened to assault them and told them to go home.

Mr Jibuswa said he was assaulted.

The hearing was postponed to August 24.

Mr A S McCarthy was on the Bench, Mr P J Montfort appeared for the State and Mr A Chat for Mr Nwezo.
Staff Reporter

ABOUT 500 workers at the Spekenam meat-processing factory in Stikland, Bellville, downed tools yesterday over a long-standing dispute concerning wage negotiations.

An office-bearer of the Cosatu-affiliated Food and Allied Workers Union (FAWU) said yesterday that workers were upset with management's view that wage negotiations would not take place with union officials, but only with a worker committee.

The unionist said the current minimum wage at the factory was R70 a week.
JOHANNESBURG — The National Union of Metalworkers of South Africa (Numsa) has condemned the decision by Iscor, to fire 7,000 workers striking legally at its Vanderbijlpark works if they do not return to work today.

Numsa said the ultimatum was conveyed to union late yesterday afternoon.

Yesterday morning, a helicopter flew over the hostel and dropped thousands of pamphlets warning the workers not to be influenced by others and to come back to work so as not lose their jobs.

"This incensed the workers, who then made a demonstration in the hostel with posters demanding a living wage," Numsa said.

Numsa added: "The unseemly rush by Iscor management to implement the dismissal exposes their approach to industrial relations.

"Prior to the start of negotiations, and before the company had heard the motivation from the union of their demands, the management had already set its final offer, which was issued to the unions after two days of negotiation, but dated the day before negotiations commenced."

Iscor representatives have repeatedly stated that they are bound by inflexible mandates from the board of directors.

Repeated requests from Numsa to meet the decision-makers have been refused. — Sapa
Benefits for textile workers

ABOUT 250 National Union of Textile Worker (NUTW) won a wide-ranging maternity benefit agreement.

In a deal with South African Nylon Spinners (SANS) the NUTW workers would get six months maternity leave, Ebrahim Patel, the NUTW branch secretary said.

He said this was the first agreement in the industry in the Western Cape.

"In the first four months they will receive 32 percent of their salary and 45 percent of UIF. This totals 77 percent of their normal salaries," he said.

Male employees who become fathers will also be granted compassionate leave.
Dispute at Watney's Girls

THREE Sea Point restaurant workers have been dismissed for staying away from work on June 16 and 17.
Ms Ethel Nomfusi Blou, a Guguletu mother, and M Tozama Makhwenkwe, of Paarl, and Ms Julia Soli, a South African Allied Workers Union (SAAWU) members, have been out of work for more than three weeks.
The workers said in their affidavits they were afraid to go work at Watney's Girls on those days.
A spokesperson for Watney's Girls said they would close down the business rather than re-employ the workers.
A legal adviser for the workers said the matter would be taken further.

[Signature] 6-12/18/87
CHEMICAL Workers Industrial Union workers at Montagu Gardens have asked the management to stop deducting taxes from their wages, a union spokesperson says.

In negotiations with the management of Amalgamated Chemist the CWIU is also demanding:

- A minimum wage of R5 an hour. The present rate ranges from R1,90 to R4.
- Reinstatement of a shopsteward, Grace Bosman, who was dismissed after a union meeting was held on the company's property.
- Recognition of June 16, March 21 (Sharpeville Day) and May Day as public holidays.

A spokesman for Amalgamated Chemist said an appeal would be heard later this week regarding the dismissal of Bosman.

She said the company understood that the way taxes were used by the government might not be fair to every body.

But the Receiver of Revenue would close down the company if it did not collect taxes from its employees.

The company, nevertheless, sympathises with the workers.

Negotiations were under way and “running smoothly”.
Post office strikers vow to stand firm

From EAST CAPE NEWS AGENCY
PORT ELIZABETH — The strike of Post Office workers in the Eastern Cape is entering its seventh week with no end in sight.
Strikers seem determined not to return to work until their demands are met.
The ominous warning from Post Office management to workers “if you stay away you will get no pay” in pamphlets circulated recently, proved to be no idle threat on pay day last Friday.
The workers, represented by the Post Office Telecommunications Workers’ Association (Potwa), went home with empty pockets.
Several workers at the Post Office’s Sidwell workshop here told about the strike and their hardships.
A 35-year-old clerk said he had been working at the Post Office for 13 years and had a wife and two children to support.
“My wife is annoyed with me for being on strike. She asks me every day when I am going back to work but she also says she will stay with me through these bad times.”

Children
He said he could no longer afford to give his children money for food and school but was confident that Post Office workers in Johannesburg would be sending aid.
A telephone repairman, 26, sole breadwinner for his mother and sister, said although things were getting harder, there was “no going back” on the strike.
“I want things to be right and I am confident that Potwa is trying to solve our problems that’s why I’m willing to stick it out.”
A 55-year-old woman canteen worker said: “There’s no more money to buy food for my three children, but I’m still strong.

“Even after I have spent my last cent, I will still carry on. I don’t feel intimidated by all these men, I can shout at them when they are wrong and they listen to me.”

Workers interviewed did not want their names to be known for fear of harassment.
Meanwhile, eight Potwa members who were detained last Wednesday have appeared in the Somerset East Magistrate’s Court on charges of public violence.
They are James Vena, 37, James Batembu, 31, William Matshoba, 31, Timothy Sokhala, 26, Philip Boon, 32, Nicholas Klaas, 33, Timothy Gxabashe, 32, and Max Boon, 22.
The accused are from Middelburg, Graaff-Reinet, Grahamstown, Cookhouse and Somerset East.
The hearing was postponed and they were not asked to plead.
In Port Elizabeth, two post office employees, Moses Tukani and Louis Johnson, were detained last week Tuesday.
The lawyer representing Potwa workers said a telex had been sent to Pretoria and their detention was confirmed by the police.
The Post Office strike, which affects over 2,500 workers in the Eastern Cape, has resulted in the closure of the only remaining black post office in Port Elizabeth.
Workers said the management was employing “scab labour” to keep some of the essential services in operation.
“There’s nobody here that is paying they’ve had enough. We’re united and we will keep going,” one of the strikers said.
A spokesperson for the Department of Posts and Telecommunications refused to comment on the dispute.

Potwa president Vusi Khumalo addresses delegates from the Eastern Cape at a meeting in Zwide last weekend.
New Iscor deadline
ALAN FINE
ISCOR yesterday agreed to extend the deadline of its ultimatum to 6 500 striking Vanderbijlpark workers from last night to 10pm on Monday, to enable them to consider a new company proposal, said an Iscor spokesman.

At a meeting yesterday, requested by the National Union of Metalworkers of SA (Numsa), Iscor said it would agree that the wage dispute which triggered the 18-day-old strike be referred to mediation.

However, it made this conditional on the union accepting three conditions: that members return to work; that the union again explains the Iscor wage proposal to them, and that the union withdraws the official dispute it has declared, the spokesman said.

Numsa requested additional time to discuss the proposal with members, and the ultimatum was then extended.

Numsa could not be reached for comment.
Cleansers accept pay offer, end go-slow

Labour Reporter
CAPE TOWN municipal workers have accepted the City Council's pay offer — and the work-to-rule affecting the cleansing and electrical departments is over.

About 9,000 members of the Cape Town Municipal Workers' Association (CTMWA) yesterday jammed the Good Hope Centre for a three-hour meeting to debate whether to accept the offer or to continue industrial action for a better deal.

After intense debate the members finally voted to accept the council's offer of R17 a week or 10 percent, whichever is the higher, backdated to July 1.

For the lowest-paid workers, the R17 component will represent a 17-percent wage increase.

The CTMWA executive was mandated by the meeting to continue pressing for a "living wage" to meet rocketing prices of rents, transport, food and electricity.

IMMEDIATE EFFECT
The decision to accept the offer came after months of negotiation in which the union demanded a R30-a-week across-the-board increase for its 11,500 members.

The work-to-rule by the cleansing workers started on July 13 as employees moved to pressure the council into a better offer.

Garbage piled up in several areas.

Electrical employees joined the work-to-rule about two weeks later.

CTMWA spokesmen said the action was over with immediate effect.
Special constable stabbed after Langa stone-throwing

Staff Reporter 7/8/82
A SPECIAL constable was stabbed in the chest when security forces arrested stone-throwers at Langa Senior Secondary School.

Five youths and four girls were arrested yesterday.

A police spokesman said the constable was out of danger.

45 Swapo guerrillas killed during July

Argus Africa News Service
WINDHOEK — Forty-five

Labour Reporter
ABOUT 600 strikers at the Spokenam factory in Bellville were driven out of the factory by police with tear-gas and sjamboks.

Workers said the action happened about 7pm yesterday after a day of wage negotiations between the Food and Allied Workers' Union and the management.

"Management was taking an incredibly hard line at the negotiations and at the end of the day workers decided to stay on union officials were to take the premises," said a Fawu spokesman.

"Later three van-loads of policemen arrived, went into administration offices and then came out and beat workers and tear-gassed them."

Mystery men

The union is also questioning the role of two unidentified men who were on factory premises during the day.

"Management said they did not know who these men were.

"But when workers were gathered in the yard one of them stood up and read a notice saying all strikers had been dismissed, should leave the premises and return the next day to collect their pay.

"Workers had never seen this man before so they ignored him," said the Fawu spokesman.

Riot police arrived soon afterwards.

Workers today gathered at a church hall in Bellville where those injured went to doctors for examination and treatment.

They would also take statements about the police action.

A police spokesman said that about 7:30pm police were called to the factory after about 600 people gathered on the premises, sang and held placards.

The spokesman said the crowd was asked to disperse and when it failed to do so teargas from spray canisters was used.

A group of people moved outside and attacked police vehicles, the spokesman said.

Two men, aged 47 and 25, were detained for questioning.

Workers denied that warnings were issued before the police action.

Police confirmed that they used sjamboks and teargas to disperse the crowd.

A spokesman said a 57-year-old man would appear in court on a charge of public violence.

The other detained man has been released.
NUFW, Co-op reach wage agreement

The Dispatch Reporter

EAST LONDON — A wage agreement between the Langeberg Cooperative and the National Union of Food Workers (NUFW) was reached here yesterday, the manager, Mr. Andre Esterhuyse, said.

He declined to reveal what agreement was reached as a joint statement from the union and management would be released next week.

The cooperative was operating at full capacity, he said.

Over 800 black workers were dismissed from the company in April this year after a wage dispute. The employees returned to work on Monday this week after an out of court settlement in July.

The company was also involved in a dispute with some 700 coloured workers hired to fill the vacancies in April. Management maintained they were hired on a temporary basis and began retrenching them last week. The employees said they were hired permanently.

Mr. Esterhuyse said about 150 coloured workers were still employed but he did not expect them to stay with the company.

"On Monday we still had about 400 coloured employees after 350 left last week. They have been resigning at quite a pace this week and I don't think the others will stay on although we would like them too because they are skilled."

Mr. Esterhuyse said the retrenched workers had received two weeks' pay.

Spokesmen for the NUFW and the coloured employees could not be contacted.
Waiting for a decision

SAMANCOR was yesterday awaiting a Raid Supreme Court decision after an urgent application was made to have more than 1,000 workers evicted from its Meyerton Metalloys plant because they were dismissed following an illegal two-day strike.

Samancor's general manager, Mr Bennet Carr, said the dismissals were finalised and that no further negotiations with the National Union of Metalworkers of South Africa (Numsa) were being planned "at this stage."

Mr Carr said the Numsa members breached an agreement with Samancor.
250 are still out at brewery

MORE than 250 workers at the South African Breweries' Bloemfontein plant were still on strike yesterday following a dispute over a white official's alleged use of abusive language. The official this week was suspended by management. Ronnie Petersen, the Food and Allied Workers Union spokesperson, said the strike would continue even after a proper hearing and consultation with Fawu.
Miners' strike begins
And wave of disputes hits other sectors

By DAVID NIDDRIE and EDDIE KOCH

BLACK miners refused to go down the shafts at Witbank's Mafita colliery last night - thus beginning what could be the biggest wage strike in South Africa's history.

And with conflict on two other mines adding to the momentum of the miners' strike, the National Union of Mineworkers' target of 200,000 out on 45 other Chamber of Mines' collieries and gold mines could be achieved.

NUM's general secretary Cyril Ramaphosa last night announced a second stage of the strike - which could dramatically escalate the impact of NUM's action in support of a 30% wage increase from Monday.

NUM officials on all mines currently not involved in the dispute - including platinum, chrome, uranium and diamond mines - will begin moves to hold strike ballots.

NUM has already moved to include in the strike 100,000 workers at chamber-affiliated mines excluded because the union has not yet gained recognition.

And last night Ramaphosa released details of an additional set of demands that management effectively recognize their workers' right to strike by undertaking not to use force (or call in state security forces) and not to deprive strikers of food during the strike.

Points in the code include:

- Elected strike committees will regulate behaviour of all strikers and ensure order.
- Workers should stay in their rooms and only come out when instructed to do so by strike committees.
- No drinking of alcohol, no violence and no intimidation will be allowed. "Any worker who fights or drinks must be taken to the strike committees."

And while the NUM members were preparing to shut down 46 Chamber of Mines operations through the country, industrial unrest in other sectors - encompassing workers ranging from tea pickers in rural Natal, through Free State brewery workers to petro-chemical workers at Satol - could intensify next week, eventually including almost half of the 712,000 members of the Congress of South African Trade Unions (Cosatu).

Adding to mounting labour tension are reports that the gov-
Mine strike begins amid country-wide disputes

The government is considering legislation to restrict industrial action, particularly that "fomented for political purposes".

While big business is understood to be lobbying strongly against further legislative intervention in labour relations, the government is likely to face strong opposition from the ultra-rightwing Conservative Party during the Manpower budget debate beginning in parliament today. The Minister of Manpower, who has so far not responded to the allegations of a pending showdown on unions, is expected to respond during the debate.

On the mines, with just 60 hours to go before the day shift comes up from the shafts, signalling the start of the strike, only a major 11-hour shift by the chamber from its 15-23% offer is likely to stop the miners’ action.

Although last year's planned action by the miners was pre-empted by a revised offer made, literally, only hours before the planned national strike, such a last minute move seems unlikely this year.

After weeks of brinkmanship by both NUM and the chamber, tension on the mines mounted rapidly this week.

Three miners were killed in separate clashes on Tuesday and Wednesday in the hostels and underground at the shaft in Rustenburg gold mine, according to the chamber.

A strike by Chamber of Mines' security personnel at the Rustenburg mine was called off on Tuesday.

More than 30 Anglo Vial workers were dismissed at Rustenburg gold mine in the Free State last week and, according to the union, many were injured in clashes with mine security over a boycott of a mine liquor outlet.

NUM assistant general secretary Marcel Golding said reports from members suggested that troops would be used to seal off mines during the strike.

As the SA Defence Force spokesman refused to comment on this, while chamber spokesman Peter Bankell finally rejected it. "We are not even planning to call in the police, let alone the army," he said.

NUM has not restricted its strike call to mines covered by non-chamber negotiations, calling for action on all gold and coal mines, including non-chamber mines and chamber mines where the union is not yet recognised.

If the expansion could add 100,000 strikers to those included in the central strike action, suggests NUM general secretary Cyril Ramaphosa.

A scattering of disputes between the Natio-affiliated Black Allied Mining and Construction Workers' Union (Namcuva) could add to the figures.

In the face of employer stockpiling of both coal and gold in the run-up to the strike, NUM has called for solidarity action by workers at the coal depot at Richards' Bay to stop coal.

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From PAGE 1

NUM's original plan of action was also drawn into a second major industrial conflict, alongside the National Union of Metallurgical Workers of SA (Numsa), after NUM rejected the chamber's latest offer.

NUM's Metalls plant at Mokopane this week sacked more than 1,100 Numsa members for their two-day strike last week.

While the company said it was going to court yesterday for an order evicting the workers from their hostels, Numsa's threat to sue led to talks with the chamber over union threat to sack 7,000 workers, now in the 18th day of their legal strike at Icoor's Vanderbijlpark plant.

And strike action by Numsa members over hourly wages and short time has led to the closure of the Mercedes Benz plant in East London, union spokesman Viroo Groenman said yesterday.

Celeration boards yesterday began an attempt to resolve a wage and working conditions dispute between the Chemical Workers' Industrial Union (CWIU) and management at Sasol II, Sasol III, Sasol Fertilizers and Sasol Explosives and four collieries near Secunda.

As the workers at the four Sasol plants have already voted to strike should the CBs fail to resolve the disputes, white union officials are still counting votes from strike ballots.

Other sectors affected include:

- Municipalities: More than 1,200 council workers are on strike in Delft and Meadowdale over the local council's abrupt announcement last week that it was planning to elect a new mayor and transfer his duties to 12 other councilors.
- The postal service, which started in the Eastern Cape has escalated about 15,000 workers countrywide are now involved.

Meanwhile, an application brought by the postmaster general to restrain Post and Telecommunication Workers' Association members from "encouraging strike" was dismissed with costs in the Pretoria Supreme Court late yesterday.

Another development yesterday saw 1,000 Eastern Cape postal workers given an ultimatum to return to work today or face dismissal.

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NUM asks Chamber not to interfere with strikers

By Mike Siluma

With the national wage strike by 200 000 members of the National Union of Mineworkers (NUM) just 48 hours away, the union has sent an urgent letter to the Chamber of Mines seeking guarantees that there be no interference with the strikers.

NUM's move came as tension concerning the wage dispute continues to build up, with nearly 2 000 workers downing tools at Gencor's Matla colliery.

A chamber spokesman said the chamber had not been able to reply to the NUM letter yesterday and that a reply might be sent to the union today.

In its letter to the chamber yesterday, NUM said it believed that "some, or all (Chamber) mines intend to deprive our members of food during the strike".

"We also know that in previous cases, attempts have been made to break strikes by violent, unlawful or improper means. We are very concerned there will be repetition of this conduct," said NUM.

After protracted negotiations between the National Union of Metalworkers and Iscor, the company has agreed to extend its ultimatum for 7 000 workers to return to work to Monday.
MINERS’ STRIKE

Trial of strength

Which side will relent in the first real “trial of strength” between the Chamber of Mines and the National Union of Mineworkers (NUM), due to kick off on Sunday night, remains to be seen.

Suffice to say that with 200,000 miners involved (170,000 says the chamber), it is potentially the biggest legal strike ever called in the mining industry in SA. Some 28 gold mines and 18 collieries are targeted. On the face of it, Anglo American Corporation could be most affected as the union is recognised at all its 13 goldmining operations, and all but four of its 13 collieries.

Noting with regret the NUM’s decision to call a strike, the chamber said on Tuesday it had “no intention of awarding a further increase.” It sincerely hoped the union would reconsider its decision by Sunday. According to the chamber, the increases implemented on July 1 were higher than those granted last year and gave most employees a substantial increase in real terms. The increases (15%-23.5%), it added, were well received by the workforce.

Announcing the strike date — three weeks after the decision was taken — NUM general secretary Cyril Ramaphosa said “almost 200,000 members voted in favour of a strike to pursue their demands” — even though, he added, the chamber believes they have offered the highest ever in money terms.

The union wants a 30% wage rise, 30 days leave, June 16 as a paid holiday, danger pay, and death benefits to be increased to five years’ earnings “Our members are not kidding,” Ramaphosa warned. In reply to a question he did, however, say the union is “always open to fresh offers.” But this looked highly unlikely.

Based on the union’s record during its tightly organised 1985 strike, labour consultant Brian Allen says that if the NUM says it will call a strike, it will. Only its scale and duration are imponderables at this stage. The dispute has effectively become something of a crude power play, avers Allen.

The NUM’s stance in the face of what many outsiders consider to be a fair increase is essentially tied to the union federation Cosatu’s “Living Wage Campaign,” which amounts to nothing less than a drive for a redistribution of wealth.

Both sides will of course feel the economic pressure of a strike. The question is who can hold out longest and what leverage can be brought by either party to obtain concessions.

While the new high in the gold price would seem to favour the union in one way (gold-mines wouldn’t want to miss the boat), it favours the mining companies in another (they will get more from lower production). Also, of course, the union members will lose pay. And despite the overwhelming ballot result in favour of striking, at what point will workers feel they’ve sacrificed enough? The NUM is not known to have strike funds, but then Ramaphosa refuses to disclose anything about its financial resources.

Although the strike is legal, the companies still retain their civil right to sack strikers, but clearly such action would have widespread implications and would not be taken lightly.

Further, strikes in SA have become pretty violent episodes, notes Allen, and violence could occur, probably at the hostels and possibly as a result of intimidation, although the NUM was this week informing workers of strike rules and procedures.

Yet it is the sheer scale and numbers involved that could see the strike taking on a momentum of its own. It’s major exercise to control, Allen points out. According to the chamber, 20 collieries (out of 37 affiliated to the chamber) will be affected. They are Anglo American’s Arnott, Bank, Goedehoop, Kriel, New Denmark, New Largo, New Vaal, Springfield, Cornwall, SA Coal Estates, Vryheid, Coronation, Blinkpan, Rand Mines’ Douglas Collieries (including the Douglas, Van Dyksdraat and Wolverine sections), Lonrho’s Tweefontein, Gold Fields’ New Clydesdale, and Gencor’s Matla, Optimum, Transvaal Navigation and Usutu.

The 26 (of 36) gold mines affected would be Blyvooruitsig, Bracken, Deelkraal, Elandsrand, Free State Consolidated (including the North region’s Fredies, Free State Geduld and Western Holdings, and the South region’s President, Brand, President Steyn and Saaplaas), Krooivlei, Kimross, Leslie, Libanon, Marieval, Randfontein Estates, St Helena, Stofffontein, Vaal Reefes’ east, south and west divisions, Western Areas, Western Deep Levels’ north and south divisions.
300 000 set to strike

MINING HOUSES MAY LOSE MILLIONS

In less than 24 hours South Africa's mining industry will face the worst labour disruption in its history, with up to 300 000 workers expected to go on a wage strike tomorrow.

About 300 000 National Union of Mineworkers (NUM) members will go on a legal strike at 25 gold and 18 coal mines, not including them at mines where the NUM is not represented.

"At no point, the Chamber of Mines, which represents the country's major mining houses, has produced any evidence of how they will keep up production," he said.

A sources at the mining companies are hopeful of a quick solution to the strike, but they see the situation at the time of going to press.

"The industry is in a fairly strong position and has the potential to quickly make up lost profits, but it is false that the mining houses are being hit by a strike," he said.

A similar trend is evident at the coal mines as the coal miners' strike at the Western Transvaal and the Free State. The miners said they expected to return to work on Thursday.

"The miners have been fighting for more than a year, but it is just a matter of time before they return to work," he said.

In reply, the Chamber of Mines said that the NUM and the miners have not been able to come to an agreement.

"We are ready to negotiate, but the miners are not," he said.

In recent months, the miners have been demanding a 50 percent increase in wages, which the Chamber of Mines has so far refused.

"The Chamber of Mines has indicated that it is willing to negotiate, but the miners have not," he said.

NUM members' demands include a pay increase of 10 percent, against a chamber offer of increases between 15 percent and 35 percent.
Potwa members vow to carry on striking

CP Correspondent

The Post Office strike in the Eastern Cape is entering its seventh week with no end in sight as workers seem determined not to return to work until their demands are met.

City Press spoke to the strikers outside the Sidwell Post Office workshop in Port Elizabeth during their lunch break.

A 36-year-old painter, who has been employed by the post office for four black, described a day on strike.

"We arrive here at 7.45am like any normal working day and all the workers, about 60 of us, meet in the cloakrooms. Management will not allow us into the main part of the building. "We talk about why we can't give in and how we have come so far. We will only go back when management has agreed to reinstate retrenched workers and has agreed to wage parity. "We encourage workers who are starting to have doubts about the strike and then we pray. "We sing hymns, not freedom songs, just church songs," said the painter.

Potwa president Vusi Khumalo ... leads the Eastern Cape strike.

A clerk, 35, who has been working at the Post Office for 13 years and has a wife and two children to support, said his wife "gets annoyed with me being on strike. She asks me every day when am I going back to work, but she says she will stay with me through these bad times."

A Post Office and Telecommunications Workers Association official, Kenneth Mkumelana, said that a request for each worker throughout the country to donate R10 had been made.

The only woman worker, 32, said "There is no more money to buy food for my three children, but I am still strong. Even when I have spent my last cent, I will still carry on. I don't feel intimidated by all these men. I can shout at them when they are wrong and they listen to me."

None of the workers wanted their names to be made known for fear of reprisals.

Meanwhile, eight Potwa workers who were detained last Wednesday, appeared in the Somerset East Magistrates' Court this week on charges of public violence. They are James Vena, 37, James Bahembo, 31, William Matshoba, 31, Timothy Sonkwala, 26, Phillip Bou, 32, Nicholas Klags, 33, Timothy Gaba, 32, and Max Bou, 22.

The accused come from Middleburg (Cape), Graaff-Reinet, Grahamstown, Cookhouse and Somerset East. The case was postponed to August 4 when an application for bail will be heard. The accused did not plead.

In Port Elizabeth, two Post Office employees, Moses Tukani and Louis Johnson, were detained last Tuesday morning.

Potwa lawyer Bashir Hoosain said the detention had been confirmed by the police but they could not disclose where they are being held.

A regional executive member of Potwa, Sam Hlungwane said "We cannot understand why the Post Office management is involving a third party while the problem is a domestic affair."

The Post Office strike, which affects over 2,500 workers in the Eastern Cape, has resulted in the closure of the only remaining black post office in Port Elizabeth.

Workers said that management was employing scab labour to keep some of the essential services in operation.
WORK at the Mercedes Benz factory in East London has come to a halt following a work stoppage revolving around demands for a living wage.

The spokesperson for the company in Pretoria said production had been temporarily suspended as a result of industrial action the company regarded as unlawful.

According to a Numsa spokesperson, the dispute started in one section of the plant on Monday and subsequently spread through the factory. The workers are demanding an increase of R5 an hour and a reduction of the working week to 43 hours without loss of pay.

Management and workers deadlocked on Tuesday and the company's call to workers to return to work was ignored.

The company spokesperson said the matter was being referred to the Industrial Council. — Bheks.
Mines strike begins

NUM wants the rest of Cosatu out in sympathy

By CAS St Leger

The biggest legal strike in South African mining history begins today — with contradictory claims about the likely effect of the strike on the country’s biggest revenue-spinner.

Today’s evening shifts in 26 gold mines and 18 collieries were the first due to begin the strike which the National Union of Mineworkers claims will eventually involve between 200,000 and 300,000 men.

A top mining analyst suggests the possible loss of a quarter of South African gold production could cost R15 million a day once stocks are used up — while others predict little or no short-term effect.

"It could be more. It depends on numbers involved, duration of the strike and stocks," said the analyst. "As for coal, the limiting of production could even be beneficial."

Despite largely unconfirmed reports of stockpiling of a month’s ore by some mining houses, the gold supply could be affected and output crippled at those mines with strong union representation.

One stockbroker, predicting two-thirds of the workforce would stay on the mines, believed smaller mines, where family housing had reduced militant union influence, would be unaffected by strike action.

Other mines would concentrate on reduced workforces on production rather than development, he said.

The NUM, which has predicted 300,000 strikers by midweek — intends conducting sympathy-strike ballots with other affiliates of the 712,000-member Cosatu at a Press conference on Friday the NUM announced its decision to tell its members to go home for the duration of the strike to avoid contact with mine management on the issues of peace-keeping, food and accommodation for the strikers.

Return

Afterwards the NUM president Mr. James Molala said miners would be cut "for as long as it takes", but committees would be set up to ensure they would be ready to return "at a moment’s notice.

Supporting unions would be asked to help feed those unable to go home.

The decision to strike for an across-the-board wage increase of 30 percent and an improved employment package was taken by the union’s national executive after a national strike ballot returned a 95.77 percent vote in favour of a strike.

Both parties to the dispute are hoping for an eleven-hour settlement — but neither the Chamber of Mines nor the NUM is willing to back down.

The Chamber is adamant it will not meet NUM’s 30 percent pay hike demand.

Tax

Concessions have been made by the NUM since this round of pay talks began on May 15, when they demanded a 40 to 55 percent increase and that Chamber-affiliated mines stop deducting income tax from miners.

The Chamber regards the offered increases of 15 to 23.4 percent as fair and non-negotiable.

Black miners’ wages, says NUM, are 16 behind whites, the black fatality rates are higher, yet only whites are paid a safety incentive bonus, and blacks’ leave entitlement is 14 days, compared with up to 35 days for whites.

"The Chamber will get a very rude shock. We will see on Monday morning," said NUM general secretary Mr. Cyril Ramaphosa this week.
BLOEMFONTEIN, the Free State capital, has been rocked by two major industrial strikes.

Allegations of racism are at the centre of the disputes.

Post Office workers in the capital went on strike on Wednesday, joining South African Breweries workers who have been on strike for the past six days because of allegations of racism at their workplace.

On the same day more than 1,000 Post Office workers also failed to report for duty at their respective service centres on the Witwatersrand and the Vaal Triangle.

The stoppage began on Tuesday when workers did not arrive at work, disrupting postal services at Sehong, most of the Vaal Triangle towns and at Randburg and Bryanston near Johannesburg.

It is believed that the strike is in solidarity with 1,700 Eastern Cape workers who are on strike.

By yesterday Post Office workers were reported to be still on strike.

Workers at the SAB plant in Bloemfontein went on strike last Friday and vowed not to resume duties until a "rascal" white supervisor was fired.

The two strikes in Bloemfontein have resulted in a severe beer drought and disruption of mail services.

According to Post and Telecommunication Workers' Association insiders, the Bloemfontein Post Office workers are also demanding:

- Better working conditions
- Total abolition of racial discrimination
- Total abolition of casual wage
- Total abolition of the minimum wage
- Total abolition of racial discrimination
- Better working conditions

The Post Office workers downed tools on Wednesday morning and gathered at the basement of the main Post Office building where they sang freedom songs and chanted slogans.

The Bloemfontein Post Office strike comes hardly a week after the Minister of Home Affairs and Communication sought a temporary interdict at the Supreme Court demanding that Potwa be stopped from influencing more workers to go on strike.

Potwa was supposed to have filed replying affidavits on Monday. Meanwhile, the six-week-old Post Office strike in the Eastern Cape is still continuing.

Last week 17,000 Post Office workers in the country downed tools for two days in sympathy with their Eastern Cape colleagues.

However, the 17,000 workers went back to work last Wednesday and only 1,700 Eastern Cape workers remained on strike.

The Eastern Cape workers are asking for the reinstatement of 60 workers.

Potwa is also said to be paying the striking workers.

At the height of the sympathy strike last week, the government applied for an interdict to restrain Potwa from promoting strike action.

Judge Roux ordered Potwa and Vusi Khumalo, Potwa's national president, named in the application, to file replying affidavits.

In support of his affidavits to prohibit Potwa from interfering with the black work force of the postal services, the Minister handed in a statement by Captain GG Smit, of the security branch.

Smit said Potwa had decided at a meeting in Mohlakeng, Randfontein, last week to hold talks over the matter.

Food and Allied Workers Union regional organiser Ronnie Petersen, who had been the SAB dispute, said workers did not accept management's proposal that the matter be referred for mediation.

Smit said the workers had lodged a complaint about the white supervisor on June 24 and management had been "dragging its feet" in taking action.

"The workers are prepared to resume duties at anytime once management redresses the situation by dismissing the culprit with immediate effect," said
in the case of a dancer. The dancer's arms are raised high, and she is wearing a bright red dress. The dancer appears to be performing a lively and energetic routine. The audience around her is engaged, with several people clapping and cheering.
Thousands of miners in the Transvaal and Free State feel the bite of the strike call — NUM

The National Union of Mineworkers (NUM) claimed today that 250,000 of its members were on strike at mines in the Transvaal and Free State. The strike began amid allegations of intimidation by both the union and management.

At least seven workers have been reported injured and a number arrested. A spokesman for Anglo American said early indications today were that there had been extensive strike action at the group's gold mines, and significant industrial action at collieries, particularly in the Witbank area.

The NUM said today that, in action, 100,000 workers had stayed away at the West Rand goldfields, 24,000 in Carletonville, 20,000 at Westonaria, 9,000 on the Wusiborsrand, 30,000 in Secunda, 18,000 in Klerksdorp and 14,000 in the Witbank area.

Strike-related incidents reported by the NUM included:
- pamphlets being distributed in the Klerksdorp area containing messages from the NUM
- The arrest of eight workers at a mine in the Transvaal
- The arrest of a worker on a union office at West Rand and Klerksdorp
- The shooting of a worker at Anglovaal's Lorraine Mine in the Free State

An Anglovaal spokesman said a mine was hit by a bomb in the area and that security at Lorraine Mine was tight.

On the brink of strike action, National Union of Mineworkers officials spell out their position to the Press. They are (from left) president Mr. James Moffett, general secretary Mr. Cyril Ramaphosa and assistant secretary Mr. Marcel Golding.

By Mike Siluma

"If it is not orderly, I will put in the numbers to disperse any unruly mob," he said. The incident was reported to mine management as the injured miner had reportedly gone to the hospital in nearby Potchefstroom.

The situation at Lorraine and another Anglovaal mine was quiet, the mine manager having gone down as normal.

"Intimidation"

A NUM assistant general secretary, Mr. Marcel Golding, claimed that workers had been forced underground "at gunpoint" at Vaal Reefs' No. 9 shaft.

He said workers at JCI's Randfontein Estates Gold Mine had refused to go down last night and many had returned home "voluntarily" to avoid confrontation.

Mines where workers refused to go down included Anglo American's Western Deep, Driefontein and Elander Rand mines, and Gencor's Witbank, Kinnons and Sarche mines.

"According to the Anglo American spokesman, there had been incidents of intimidation at some mines, with violence breaking out "between miners and those wishing to go to work".

Six workers had been injured, two seriously. "At a hotel, NUM officials have taken over a kitchen. Also, there has been interference with normal access to hotel beds and change rooms," he said.

Gencor said attendance at its Evander mine was "poor", but most workers at Gencor mines had reported for work.

Gold Fields reported last night that shifts at all operations had gone down as usual, adding that it was too early to give an accurate indication of attendance.

The NUM said pamphlets had been distributed on NUM statute informing workers that the union had "decided not to go ahead with the proposed strike."

We're ready to help — not interfere, says Minister

CAPE TOWN — Minister of Manpower Mr. Potie du Plessis said today he and his department would not interfere in the mining strike but they would be available to help resolve the dispute.

Approached for comment on the strike, Mr. du Plessis said: "We never comment on strikes. This is a legal strike and it is a question purely for the National Union of Mineworkers and the Chamber of Mines."

"I only hope it is an orderly strike and there will not be any disruption. We will not interfere because we regard strikes as a matter purely between employers and employees."

"But if we can be of any assistance to resolve the dispute we will always be available" — Political Correspondent.
Set for biggest SA strike

JOHANNESBURG. — The situation on most South African gold and coal mines was "quiet but tense" last night as the National Union of Mineworkers (NUM) launched what could become the country's largest nationwide strike.

Late shift workers began stoppages—which threaten to disrupt South Africa's crucial R100-million-a-day mining industry that accounts for 70% of the country's foreign earnings—in the face of a government threat to clamp down on militant labour unions.

As the showdown over wage dispute got underway early indications were of strong worker support for the strike at Anglo American and the Witbank coalfields but management reported a mixed response elsewhere.

A NUM spokesman estimated at least 45,000 workers were on strike last night. In all, up to 200,000 NUM members on 25 gold mines and 18 collieries could take action. Gencor, where the NUM is strongly represented, reported strike attendance at East Rand and and Evander gold mines. Overall, though, the majority of nightshift employees had reported for work, said a spokesman from JCI was incomplete.

Locked gates

Anglo American spokesman Mr Bobby Godsell reported two incidents. At Western Deep Levels NUM members had taken over kitchen operations. This was apparently a reaction to a management statement that workers would be charged for food during the strike.

At another mine, he said, strikers locked the gates to prevent others going to work. Amcoal and Lonrho said they would begin monitoring the strike only this morning.

The Gencor spokesman denied union allegations that workers at Bracken were forced to go underground by security guards. He confirmed an NUM claim that Buffelsfontein employees had been arrested, but that this had occurred adjacent to mine property.

The NUM said that five had been arrested at that mine and another three at Vaal Reef.

An Anglovaal spokesman confirmed NUM allegations that a worker was shot at the Lorraine gold mine. He said mine security had fired three shots in an attempt to disperse an "unruly and very excited" crowd.

Both mine and union officials said they would have a clear picture of the strike situation only later on.

The strike was called after wage talks broke down last month between the NUM and the Chamber of Mines.

Hoax pamphlets

The chamber implemented hikes of 17% to 23%, taking the average black wage to R506 a month. The NUM is holding out for a 30% increase and other benefits.

Chamber negotiator Mr Johan Liebenberg said on Friday he expected the strike to last between two and five days, but he warned that employers might begin mass dismissals if it continued after that.

A NUM spokesman said last night hoax pamphlets had been distributed on NUM stationery informing workers that the union had "decided not to go ahead with the proposed strike."

Management spokesmen have denied any connection with the letters.

On Friday the NUM told the miners to go home and to wait until the strike was over. It said arrangements had been made to transport the workers but would not elaborate.

Dozens of miners died in clashes with security forces during smaller strikes in 1984 and 1985. Both stoppages were called off within 48 hours.

On Friday the Minister of Manpower, Mr Pretie du Plessis, warned the government was preparing legislation to curb the power of the country's fast-growing unions.

Sources in Parliament said legislation would include financial penalties for unions seen to be pursuing political goals rather than bread-and-butter issues. — Sapa, UPI and Own Correspondents

□ The hour has come, page 3
Union quiet on why they asked for worker's dismissal

By KINBENTLEY

BY late this morning, the General Workers' Union of South Africa (Gwusa) had given no reasons for their call for the dismissal of a chief inspector at PE Tramways. Mr Sizwe Sonto, who has been with the company for 27 years.

About 200 drivers and technical staff affiliated to the union at the Bay depot in Strand, Port Elizabeth, went on strike in support of their demand last Thursday.

The strike was still continuing today, Mr Stan van der Merwe, the deputy general manager of PE Tramways, confirmed.

He said buses were running into the townships, but at about 70% capacity.

Meanwhile, the other union at PE Tramways, the Democratic Transport and Allied Workers' Union (Dtau), has blamed an earlier decision by PE Tramways to accede to an "unreasonable" Gwusa demand, for the current situation.

Mr Moses Louw, secretary of Dtau, said today that his union was notified last week by the Industrial Court of a decision by PE Tramways a few months ago to suspend six of its women Utentjies members, who refused to drive double-decker buses.

He said this occurred after Gwusa members demanded the women drive the buses, which Dtau felt was unreasonable.

Workers at the University of Port Elizabeth staged a work stoppage today over a wage dispute.

They are members of the Transport and General Workers Union.

A spokesman for the workers today said they were demanding that:

- They should also be paid the Government's general wage increase of 12.5%.
- People who had been responsible for the dismissal of Mr Enoch Latice be paid off. Mr Latice has since been reinstated.
- That people working in the Kraal must be paid more.
700,000 may show 'solidarity'

200,000 miners down tools in national strike

THE mining houses braced themselves yesterday for a long and costly strike as more than 200,000 black coal and gold mineworkers were scheduled to begin SA's biggest ever strike.

And the Congress of SA Trade Unions (Cosatu) warned at the weekend it would call on its members to join the miners' action if government tried to break the National Union of Mineworkers' (NUM) strike over wages and conditions.

This could mean another 700,000 workers staging a solidarity strike.

Late yesterday afternoon, Anglo American, Gencor and other mining houses spokesmen were unable to predict the extent of the strike, which was scheduled to start with last night's nightshift.

Chamber of Mines spokesman Peter Bunkell said it was unlikely a reliable strike count could be given until late today.

The strike is expected to hit 28 gold and 18 coal mines while the NUM has made it clear it intends to step up its action by holding strike ballots on platinum, chrome and other strategic mines.

There were no reports of clashes between workers and mine security in the run-up to yesterday's strike.

It was unclear how many miners — if any — had left their hostels after the NUM said it would send workers home to avoid a confrontation with management over security, accommodation and food for the strikers.

NUM general secretary Cyril Ramaphosa told Reuters the evacuation could last the whole of this week — an indication of how long it would take the strikers to return to work once a settlement was reached.

The mines are not expected to resist the union's go-home order but Bunkell said: "We're obviously not going to provide transport."

At a weekend meeting of Cosatu's executive, the NUM delegation said it feared "massive repressive action" by government and mine security.

Ten miners were killed and many injured in the 1994 national strike.

It is pressing for a 30% wage rise, danger money, better working conditions and higher leave allowances. The chamber, however, has made its 15% to 23.4% wage offer non-negotiable.

SAPA reported yesterday most of the 2,600 black miners at the Matla Coal Mine near Kriel in the eastern Transvaal were still on strike since last Wednesday.
Press notes increasing politicisation of SA’s black unions

line strike hits headlines

LONDON — The increasing politicisation of South Africa’s black unions — and their swelling numbers — have raised new questions about the annual confrontation between the National Union of Mineworkers (NUM) and the Chamber of Mines, the Financial Times said in an editorial today.

The newspaper was one of several British dailies to give detailed coverage of the strike by NUM in support of its demands for higher pay and better working conditions.

The Times today ran profiles of Mineworker Mr Pietie du Plessis and NUM Secretary General Mr Cyril Ramaphosa.

The strike has also gained extensive radio coverage, with some BBC services giving updates with every bulletin.

In its editorial, the Times said the year was different because NUM had prepared the ground for pay negotiations more carefully and was better organised than in the past.

"But there is a further unpredictable factor: the increasing tendency of unions in South Africa to play a political role."

"On the face of it, the threat by about 200,000 black mineworkers may fit into the pattern of the past."

"The union has claimed increases across the board of 30 percent. The Chamber has unilaterally implemented a raise of between 17 and 23 percent from July 1."

"But the union’s other demands include an increase in annual leave, larger death benefits and other improvements in working conditions. These issues are, important to the NUM as the pay claim itself."

"Nevertheless, the gap would seem to be bridgable, as it was in 1985 and 1986."

But, the editorial continued, there were new factors this year, including NUM’s increasing membership, now around 40 percent of the 500,000 workforce in gold and coal mines.

‘No alternative channels’

Another significant factor was the increasing politicisation of the Congress of South African Trade Unions (Cosatu), to which NUM was affiliated.

"The politicisation of Cosatu and its affiliated unions is not surprising given that alternative channels for the expression of black demands are closed or impeded."

The newspaper pointed out that Cosatu had formed a new umbrella body, the Federation of South African Trade Unions, by the end of the year.

"It is against this background that NUM has made its strike threat."

"The union is vulnerable to tough measures by government or employers."

"Its membership is high in some mines, low in others. Many workers are migrants, liable to be sent back home."

"These and other factors may make the union leaders think again. But as the black unions begin to flex their political muscles, the outcome of these regular confrontations becomes increasingly uncertain."

Supa-AP reports that the Independent said "South Africa’s dependence on its black mineworkers has long been seen as the white government’s Achilles heel. About 90 percent of South Africa’s foreign exchange is derived from its gold and coal mines, and in theory a miners’ strike could bring the country to its knees. But a questionable whether the current strike, if sustained, could achieve the black mineworkers much more limited demands of better conditions and higher pay."

"It is doubtful whether the NUM can persuade its members to sustain a long strike."

"Many miners may not be prepared to hold out for long for the outstanding seven percent."

"Many miners from Mozambique, Lesotho and Malawi will go home to almost certain destitution and large families dependent on their wages. Those from within South Africa will fare little better."
Support pledged for strikers

Staff Reporter

SUPPORT for the striking Spekenham workers was pledged at a meeting yesterday morning according to a group of the workers.

On Thursday evening, over 500 workers, mainly women, were driven from the grounds of the meat factory in La Belle Avenue, Stikland, by police using teargas and batons. On Wednesday, the workers had all downed tools in a dispute over wage negotiations.

A group of the striking workers spoke to the Cape Times yesterday afternoon at the United Women's Congress rally in Athlone which they also attended.

The workers said they were still on strike and would not acknowledge their "dismissal" as they had not been formally informed of it.

"Everyone fetched their normal weekly pay, but that's all. They have not been paid off formally," a unionist from the Food and Allied Worker Union (FAWU) said.

Community organizations, "mainly from the United Democratic Front", represented at the support meeting yesterday morning were "going to give support in terms of not seeking work at the factory", the workers said.

Workers from other factories who belonged to unions affiliated to the Congress of South African Trade Unions (Cosatu) had also pledged to support the strike by publicizing it, they added.

The managing director of the factory, Mr. F. de Klerk, could not be reached for comment last night.
MINES TENSE

SOUTH AFRICAN gold and coal mines were reported to be tense, hours before more than 200,000 black miners were due to launch the country's biggest strike to back demands for higher pay and improved working conditions.

A spokesman for the National Union of Mineworkers, Marcel Golding, said fake pamphlets were being distributed around the mines saying the NUM had called off the strike.

Mr Howard Gabriels, a NUM spokesman, yesterday said about eight miners were detained by security personnel at a mine in Klerksdorp and that many others were preparing to go home. The strike, according to Mr Ga-

Launch of SA's biggest strike

Council has stopped evictions — See P3

"During the last national strike in 1984, 10 miners were killed and many injured. For this reason support from other Cosatu affiliates is crucial," the Chamber was told.

Meanwhile, solidarity action by Cosatu could include:

- Strike ballots, especially in companies linked in some way to the Chamber of Mines,
- Union shop stewards pressuring management into persuading the Chamber to negotiate and pay higher wages.

Action

Individual unions have also indicated that they are watching the response of the Chamber to NUM demands that management undertakes not to cut off water and food supplies to mine hostels and that no security action be taken against workers in hostels without NUM's prior knowledge.
Security guards strike

ABOUT 800 security guards employed by the Johannesburg-based Pritchard Security Services Group staged a one-day work stoppage on Monday — the second strike to hit the security industry in less than a month.

Observers believe unions are turning attention to pay and working conditions in the industry.

National Security Employers Association vice-president Roy Macfarlane said yesterday: “There’s definitely a new awareness among security firms to the possibility of strikes, but a concerted union attack on the industry is unlikely.”

He said a pooling agreement in the association would ensure that property was not left unprotected if a strike brought the operations of a security firm to a standstill.

The Pritchard strike was reportedly over demands to reinstate five dismissed employees, higher wages and better working conditions. The Transport and General Workers’ Union could not be reached yesterday to confirm that.

Pritchard Group MD Ashley Walker said management was talking to various unions to settle worker grievances. He said: “But I’m not prepared to prejudice the talks by disclosing what they are.”

About 350 Fidelity Guards employees staged a three-day stoppage over a wage dispute last month.
By THEMBA MOLEFE

THE Transport and General Workers' Union says that the town clerk of the Diepmeadow Council has been suspended following a dispute over the dismissal of 12 meter readers.

Mr Noel Gaum, the town clerk, was last week in the centre of a controversy which led to the downing of tools by about 1000 workers who included township managers and senior administrative staff.

The workers demanded that Mr Gaum be dismissed and were yesterday saying that they would not resume duty if he were not discharged.

Mr Gaum is a former town clerk of the Tumahole and Lekoa councils. He joined Diepmeadow six months ago.

[Signature] 11/8/97
Strikes suspended at Iscor, SAB

WORKERS at Iscor's Vanderbijlpark plant have agreed to suspend their three-week-old strike and return to work today after agreement that their wage dispute be referred to mediation.

The accord was reached yesterday between management and the National Union of Metalworkers of SA (Numsa).

A Numsa spokesman said mediation would begin as soon as possible. He said Iscor had agreed that, should mediation fail to resolve the dispute, the 6,500 workers would be entitled to resume strike action.

SAPA reports the strike at the SA Breweries' Bloemfontein brewery ended yesterday when 160 employees returned to work.

The dispute involved an incident between a white supervisor and a black employee. A disciplinary hearing has fallen away as the supervisor has resigned.

But the striking employees have declared a dispute over SAB's "No work, no pay" policy, which came into effect during the strike. A hearing on this matter has been arranged for August 19.
We’ll back you, American union leader tells NUM

By Alan Dunn, The Star Bureau

WASHINGTON — The leader of America’s miners has sent South Africa’s striking National Union of Mineworkers (NUM) a telegram of solidarity and has urged his union members to donate money to the strikers.

“Like Solidarity in Poland, working people in South Africa deserve our fullest support,” the president of the United Mineworkers of America (UMWA), Mr Richard Trumka, said yesterday.

“Everyone in the United States who believes in justice and freedom should rally behind the NUM in its struggle and help throw off the yoke of oppression in South Africa,” he said.

Mr Trumka sent NUM’s general-secretary Mr Cyril Ramaphosa a telegram yesterday saying UMWA’s 240,000 members supported the strike.

REMOVAL

He also called on the South African Government and the Chamber of Mines to ensure mineworkers were not fired or evicted from mine hostels as had been threatened. He also asked for the removal of South African Police from the mines.

The UMWA has again re-activated its South African Miners’ Aid Fund, which will donate any funds it receives directly to NUM. The fund was established during previous strikes in South Africa.

A UMWA spokesman refused to say how much had been sent to South African miners from this fund so far.

The strike was front-page news in The New York Times and the Washington Post yesterday. The country’s television networks covered it widely.

ABC News speculated on the economic damage South Africa could suffer if the strike was lengthy: “This is the first real test of strength between the black miners’ union, legalised only five years ago, and the white mining industry,” ABC’s Johannesburg-based correspondent, Jim Hickey, reported last night.
Dispatch Correspondent
Johannesburg

The Chamber of Mines said last night it had no plans to initiate negotiations to resolve the strike by 220,000 to 340,000 black miners which began on Sunday night.

The general secretary of the National Union of Mineworkers (NUM), Mr Cyril Ramaphosa, told a press conference yesterday that the union had made "all the approaches a reasonable union would make".

"We have already made our position clear," said a chamber spokesman referring to last week's chamber communiqué that no further wage offer would be made.

The union has demanded a 30 per cent wage increase for all.

Share prices did not react to the start of the strike yesterday.

The chamber and the union have made widely varying claims on the size of the strike.

Mr Ramaphosa said yesterday 340,000 workers at 44 mines, of which 25 are gold, were involved in the strike.

The chamber's labour relations adviser, Mr Johann Liebenberg, put the figure at 220,000 to 230,000 — about 40 per cent of the black workforce.

He said 16 out of 44 gold mines and 33 out of 55 collieries were "significantly affected".

The chamber said that despite sporadic incidents of violence, relative calm had prevailed on the affected mines.

At Kimross gold mine, near Secunda, people were injured and taken to hospital when about 300 employees returning from work were attacked by about 300 strikers, a mine spokesman claimed.

At Vaal Reef, mine security was forced to use rubber bullets after attacks by striking NUM members, an Anglo American spokesman said.

Mr Ramaphosa, who flew by helicopter over Western Rand and Western Transvaal mines yesterday morning, said strikers were conducting themselves in a dignified manner.

However, he said, this was marred by incidents at Harmony, near Welkom, Kloof and the Kinross gold mines — where mine security attempted to force miners underground.

Miners forced underground at Harmony were involved in a sit-in strike, he said.

A statement by Rand Mines, the company administering Harmony, denied the allegations as "scurrilous". Spokesmen for the other mines also denied the charges.

Mr Ramaphosa said mine union members and officials had been arrested and the union's offices raided but a police spokesman denied there had been any police operations related to the strike.

He said committees at each mine were deciding whether workers should return home during the strike.
ISCOR WORKERS RETURN

THE 7000 Iscor workers who downed tools over wages 22 days ago return to work today. They will not take any industrial action against the corporation until the dispute has been settled.

The workers resolved at a meeting yesterday that they still demanded a 75 cents hourly increase instead of the 33 cents offered by management.

Iscor and NUMSA deadlocked over wages with the corporation insisting it had made a reasonable offer.

Iscor public relations manager, Mr Piet du Plessis, said NUMSA and Iscor agreed yesterday that the union and its members would not take any industrial action before the outcome of a mediatory hearing. This would be in the near future, he said.

The thousands of workers, however, began returning to their posts at 10pm last night. The rest will be back at work today, workers resolved yesterday.

NUMSA spokesmen could not be reached for comment on yesterday's developments.

Mr Du Plessis said that Iscor still stood by its June 15 offer which would now be implemented as of July 1.

But he said that he spoke at a time when discussions were still continuing.

Meanwhile, Iscor was concerned about the grant corporation's output during the strike.

The spokesman said the action had slowed down production and that Iscor was working on a "shoe-string" manpower force.

He said that production would last Iscor for another two weeks at the minimum.

The NUMSA members, who live in a posh block of flats outside Sebokeng township in the Vaal, pledged their support to the 75 cents hourly increase at a meeting characterised by cultural activity yesterday.
Accusations of Violence as Strike Enters 2nd Day

By Mike Jihana

As the protest continues, workers from the company's various facilities are voicing their concerns over the company's refusal to negotiate on the workers' demand for a raise. The workers, who have been on strike for two days, are demanding better working conditions and job security.

The company, however, remains noncommittal, stating that they will only negotiate after the strike is over. Workers are growing increasingly frustrated, with some reporting incidents of violence against them.

A spokesperson for the company said, "We understand the workers' concerns, but we believe that addressing them through the strike is not the best course of action. We are willing to negotiate, but only after the strike is over and the workers have had a chance to think about it calmly."

Workers on the picket line say that the company's stance is only making matters worse. "They think we're just going to go away. But we're not. We're here to stay," said one worker.

The union is calling for a show of solidarity from workers across the country, urging them to support the striking workers. "We need everyone's help to bring this strike to a successful conclusion," said union leader John Smith.

Despite the violent incidents, workers remain determined to continue their strike until their demands are met. "We won't give up," said one worker. "We're ready to fight for what we believe in."
By Therese Anders, Boksburg Bureau

White mineworkers struggling to keep up production at a number of strike-bound Anglo American Witbank collieries yesterday, with wives claiming their men were being paid an extra R10 a shift.

"Our men are doing their own jobs plus those of blacks, so it's only right they should get paid for it," said a mineworker's wife, Hannelie.

Hannelie is not her real name. She believes her husband - a whites-only National Mineworkers' Union shopsteward - would be dismissed if his family were identified.

A bonanza

Last night an Anglo American spokesman refused to comment on the additional payment for white miners other than to say: "We are doing whatever we can to maintain production."

However, an NMU official confirmed Anglo was paying R50 extra a shift for miners and Gencor an additional R10 for each hour underground.

Hannelie said this month would be a bonanza. Her husband expected the strike to last about a month.

That could mean an extra R1 600 in the family kitty.

Hannelie spoke over her back fence at Anglo's Geede hoop Colliery Village.

She said she had been preparing for this strike for a long time.

"When the blacks didn't turn up for this morning's shift, the white men knew what they had to do.

"They went underground as normal, but they will be doing work like coal cutting and driving shuttle cars which are usually done by blacks."

Geede hoop has a black complement of about 2,500.

Hannelie has no sympathy for the striking blacks and hopes the Chamber of Mines does not give in to them.

"At least one black on this mine earns more than my husband. It upsets us that blacks get paid too much free.

"We only pay R10 a month for this house, which includes free water and electricity, but the blacks get their food and board free.

"Our men can carry on without them for a long time. We're going to win this one," she said.

"A NMU official said it would be impossible for white staff to keep up full production at the affected underground collieries.

"He believes production would be reduced to between 20 and 30 percent.

However, at open cast collieries using large drag lines, work could carry on with little disruption, he said.

Pamphlets urge strikers to return

By Medi Maikha

Mineworkers at the Randfontein Estate's Cooke 2 and Cooke 3 shafts say management was yesterday trying to break the strike launched for increased wages and improved working conditions.

The workers, who are members of the National Union of Mineworkers (NUM), accused management of unlawfully dismissing strikers.

The workers, who are members of the National Union of Mineworkers (NUM), accused management of unlawfully dismissing strikers.

"Management has been telling workers at Cooke 2 that their colleagues at Cooke 3 have gone underground, which was not true. At Cooke 3 they told workers that everybody at Cooke 2 has gone to work," said a shopsteward at Cooke 2.

Management distributed pamphlets yesterday urging the mineworkers to go back to work.

The general manager of the estates, Mr. W.J. van der Meulen, warned the strikers in the pamphlets of "severe consequences of participating in the strike action."
800 guards stop work

By Adele Baleta
About 800 security guards employed by Pritchard Security Services yesterday stopped work, demanding the reinstatement of five dismissed workers.
According to a Transport and General Workers' Union (TGWU) spokesman, the five workers — two cleaners and three security guards — were fired two months ago.

"The security guards were dismissed for promoting the union, which is not recognised by the company, among the workers. It was a clear case of victimisation," the TGWU spokesman said.

VICTIMISATION

The strikers are demanding overtime pay and a living wage — R600 a month. Other demands include transport home from the workplace late at night and notice before being transferred from one place to another.
The TGWU spokesman said the current minimum wage for a cleaner was R160 a month and R262 a month for security guards.
Management of the security company held meetings yesterday to discuss the situation and could not be contacted for comment.
• Last month 350 employees of another security firm, Fidelity Guards, went on a three-day wage strike.
Iscor, Numsa reach agreement

Iscor and the National Union of Metalworkers of SA (Numsa) negotiators today agreed that almost 7,000 striking Vanderbijlpark plant workers return to work while negotiations continued, an Iscor spokesman said.

The strike follows Numsa's rejection of a wage increase package.

Iscor spokesman, Mr Piet du Plessis, said in terms of the agreement, employees would return to normal shifts from tomorrow.

Union officials were not available for comment at the time of going to press.
No plans to resolve strike

Anglo American said yesterday there was extensive strike action at its gold mines and significant participation at Amco collieries, particularly in the Witbank area. However, the group refused to give a total figure or a mine-by-mine breakdown. It employs nearly 200,000 miners in the two sectors.

Gencor said 35,000 out of 79,000 gold mine employees were involved, mostly on the East Rand and in the Evander area. Gold mines significantly affected included Braacken, Grootvlei, Kinross, Leslie, Marievale and St Helena.

A company spokesman said about 4,500 out of 13,000 Gencor coal miners were out, most at Matla, Bultfontein and Optimum.

JCI said all except 300 of the about 14,000 employees at Randfontein Estates were out. Other group mines were operating normally.

It said about 400 workers at Anglovaal's Lorraine mine joined the strike yesterday.

Rand Mines gold mines were unaffected, but underground miners at the Douglass Colliery complex were participating.

Gold Fields said its mines were unaffected.
Num slams new mine regulations

THE repeal by Parliament of the scheduled persons definition in the Mines and Works Act has come in for criticism by the National Union of Mineworkers, although it was promulgated to do away with discriminatory legislation.

The Num's assistant General-Secretary, Mr Marcel Golding, said yesterday some of the new criteria, like language, security and age, had been included to regulate the number of black miners getting blasting certificates.

"The Num feels that a worker's competency should be decided by the worker's ability to perform," he said.

He added that the committee to monitor the entrance qualifications was "completely unacceptable" and had been included to "allay the fears of white miners to limit the number of blacks getting blasting certificates."

Mr Golding added: "Conditions of employment and job advancement should be regulated by employer and employee organisations and not by a statutory third party." — Sapa.
Strikers return.

JOHANNESBURG. — Between 6,400 and 7,000 striking workers at Iscor's Vanderbijlpark plant began returning to work yesterday after an agreement between the National Union of Metal-workers of South Africa and Iscor management. Both parties agreed the workers, who had been on a legal strike for 22 days, should return to work. — Sapa
Workers tell of assault by strikers

AN UNEMPLOYED man and another man who had been “casualling” at a brewery for five years told the Wynberg Regional Court yesterday how they were assaulted outside the brewery for wanting to go in when other workers were “on strike”.

The two gave evidence in the trial of Mr Wennington Nwezo, 43, of Khayelitsha, who is charged with intimidating Mr Michael Tite, Ms Noheza Nembiile and Mr Welcome Jubisa at Ohlsson’s Cape Breweries on June 30 by forcing them to stay away from work.

The state alleges he assaulted and injured them with an axe or sharp instruments, punching and kicking them. He is alternatively charged with assault with aggravating circumstances and threatening to kill, assault and injure them.

Mr Tite, who has been working at Ohlsson’s since 1982 as a “casual”, said he had come to work on June 29 and “some people told me if I did not want to die then I must stop work. A white man stopped them.”

Mr Tite returned to work the following day and on his way to the entrance gate he was attacked by a man wielding a “small axe”. He was hit on the leg and was bleeding. On his way to Newlands station the police told him to return to work to find someone to take him to a hospital.

As he approached the gate a second time Mr Nwezo came to him and told him to go back.

“The accused told me it was dangerous to go on to the premises as I could be assaulted. I told him I wanted to work because I was hungry,” he said. The police arrived soon after and arrested Mr Nwezo.

Mr Welcome Jubisa said he and others had gone to Ohlsson’s to look for work. A man told them to go home as the “workers were on strike.”

“They said they would hit us and when we turned around to go home the men hit us,” Mr Jubisa said. He said Mr Nwezo was one of the men in the group.

He said he was assaulted with an object, but was not sure whether it was a stick or an iron bar.

Stones were thrown at them. While running he fell on the railway line at Newlands station. Mr Jubisa said Mr Nwezo threatened to kill him if he returned to the brewery. He was later taken to Victoria Hospital.

The hearing was adjourned to August 24.

Mr PJ Putter was the magistrate. Mr P Mostert prosecuted. Mr A Chait appeared for Mr Nwezo.
The Food and Allied Workers Union and 10 shop stewards at Albany Bakery in Germiston have been temporarily interdicted from encouraging, organising or participating in a strike or overtime ban by employees at the bakery’s premises.

Tiger Bakeries Ltd, trading as Albany Bakery, obtained the interim interdict after making an urgent application in the Rand Supreme Court late yesterday.

The union and shop stewards have been stopped from inciting, organising and instigating any unlawful or illegal industrial action, in particular calling for or preventing employees at the bakery from working overtime pending the return date of the application on August 25.

In terms of the rule nisi issued the union and stewards must show cause on that day why an order should not be made restraining them from breaching the terms of the recognition agreement concluded between the bakery and the union last year.

The union must also show cause why they should not be ordered to take reasonable steps to ensure that their members at the bakery comply with their obligations in terms of the recognition agreement.
Veg market workers strike for more pay

Labour Report

FOUR hundred workers at the Epping fresh-produce market stopped work today, demanding higher wages.

They are employees of the 10 market agents and members of the Food and Allied Workers' Union (Fawu).

The market is the chief source of fruit and vegetables for Cape Town.

Mr Dick Neethling, chairman of the Association of Market Agents, said produce was still moving in and out.

Most buyers had their own labour to load produce this morning and he thought it probable that suppliers would do the same when they brought produce to the market later today.

The workers, who are employed mainly for loading and off-loading produce, gathered in one of the market halls after it opened this morning.

Mr Neethling said that a further round of negotiations between agents and the union would take place today.

He said agents paid most of their employees well above the prescribed minimum.
Many support Num strike

STRIKING National Union of Mineworkers members have received messages of support from local and foreign organisations.

The telegrams came from the World Federation of Trade Unions and the head of the budget committee in the United States Congress, Mr William Gray.

The United States Labour Movement, AFL-CIO, has sent a telex. Both Mr Gray and the AFL-CIO said the mine strike is receiving a lot of media coverage in the United States and wished the Num well in its efforts "to end apartheid".

The president of the British National Union of Mineworkers, Mr Arthur Scargill, has launched an international appeal for funds to support striking Num members.

Mr Richard Trumka, president of the United Mineworkers of America, has also sent Num a telegram of solidarity and urged his union members to donate money to the strikers.

The outlawed Pan Africanist Congress has pledged its support for the Num in the fight for a living wage.
NUM strike fund appeal

LONDON — Britain’s National Union of Mineworkers has launched an international appeal for funds to support SA’s striking miners.

NUM president Arthur Scargill urged trade unions, Labour Party branches and other groups in Britain to help the SA National Union of Mineworkers.

He also appealed for support worldwide through the International Miners’ Organisation, which is reported to have 5-million members.

He made the appeal after talking to SA NUM general-secretary Cyril Ramaphosa.

Scargill led a year-long strike by his own union a couple of years ago which ended in defeat.

The state-appointed National Coal Board refused to give in to his demands and the strike crumbled.

A section of the NUM became disillusioned with Scargill’s leadership and broke away to form the Union of Democratic Mineworkers.

The SA miners’ strike has received prominent coverage in Britain’s “quality” newspapers.

It was a leading item on television news bulletins on Monday night, with the BBC and ITV featuring filmed reports from their correspondents. — Sapa.
Fired strikers must get out of hostels

SUSAN RUSSELL

Samancor Ltd was granted a final order in the Rand Supreme Court yesterday directing 488 dismissed employees to vacate a hostel at the company's Meyerton plant.

The dismissal of the workers on July 31 was also declared lawful.

Samancor brought the urgent application last Thursday.

Just over 1,000 employees — members of the National Union of Metal-workers of SA — went on strike from July 14-16.

An interim agreement was reached, but some workers again went on strike on July 30.
Strike begins to bite

THE legal strike by about 340 000 members of the National Union of Mineworkers continued at 44 gold and coal mines yesterday with both the union and the Chamber of Mines saying very little about its progress.

NUM spokesmen, locked in a meeting the whole day at their offices, said they had nothing to report. The Chamber said it would issue a statement if the need arose.

The strike began on Sunday night with NUM's general secretary, Mr Cyril Ramaphosa saying workers should prepare themselves for what could be the biggest strike in mining history.

In a statement released earlier the Chamber said that out of 15 coal mines, 13 were significantly affected and 16 out of 44 gold mines had also been significantly affected by the strike. Two gold mines were partially affected.

The chamber said that, however, the total number of mineworkers on strike — 220 000 to 230 000 — or about 40 percent of the black workforce, was disproportionately high, relative to the number of mines affected, since a large number of strikers were centred on a small number of big mines.

The NUM strike is "effective" at Johannesburg Consolidated Investment's Randfontein Estates, a JCI spokesman told Sapa on Monday.

He said that the mine had stopped working but the group's other mines seemed to be operating normally.

He confirmed that a number of miners had left Randfontein Estates, adding that workers at Montambo had terminated their employment with the mine.

The Anglo-American Corporation's uranium and gold division said earlier that since the start of the strike there had been three serious incidents of violence, one resulting in six workers being injured.

Management also said at Vaal Reefs' No 8 shaft, mine security officials were attacked while removing petrol bombs found in a hostel.

Meanwhile, NUM has called for discipline throughout the strike and has instructed its members to return home for the duration of the action.

In another move the NUM said its offices in Carletonville were surrounded by police yesterday and union officials refused access to them for more than an hour until the intervention of legal advisers, reports Sapa.

Refused

Officials also said its members were refused access to the NUM's Klerksdorp and Westonaria offices.

It also claimed that 14 of its members were injured in incidents of violence with mine security officials on two mines near Secunda in the Eastern Transvaal.

The NUM has claimed it shut down 44 mines while the Chamber claimed the legal strike affected 29 mines and two only partially.

The NUM declared a dispute with the Chamber on June 30 after wage negotiations broke down. The union demanded a 30 percent increase while management offered between 15 and 23 percent.
Day 3 — and deadlock still on NUM strike issues

With between 220,000 and 240,000 workers on strike for the third day at mines in the Free State and Transvaal, neither the National Union of Mineworkers (NUM) nor the Chamber of Mines have shown an inclination to back down. Indications are the strike might spread if relations of the Congress of South African Trade Unions (Cosatu) decide on sympathetic action.

Cosatu has warned of possible intervention if mine strikers were attacked. Strike issues are: a 30 percent wage rise demand by the NUM, against the chamber's offer of between 18 and 22 percent, danger pay, death benefit, the recognition of June 16 as a paid holiday, and additional leave.

Step towards living wage
In interviews with The Star, the chamber's industrial relations advisor, Mr. Johann Liebenberg, and NUM assistant general secretary Mr. Marcel Golding, put forward their views.

Mr. Golding said: "We believe miners have to earn a living wage to provide for those who depend on them. Even if the 30 percent demands were met, it would not constitute a living wage."

"Even when taking into account the payment in kind provided by the mine, who can survive on the R85 our members earn as a base salary on coal mining? The industry has to position to pay more, and has been paying massive dividends to shareholders." Mr. Liebenberg said additional payments in kind (free medical service, free food, sports facilities and accommodation) were worth R17.

"The rate with the increased implementation on July 1, coal miners now earn between R182 and R184 a month. Every year about 900 miners die in the mining industry, and thousands are injured.

"Our members want a danger allowance. The compensation of two years' earnings to families of miners killed at work or for those injured who want it increased to five.

Said Mr. Liebenberg: "Skilled workers, including apprentices, receive a safety and efficiency bonus. Skilled employees have had a death benefit scheme for a long time, which was extended to unskilled employees in 1981.

"Both groups of employees receive the same — the equivalent of two years' earnings." On June 18, Mr. Golding said it had "important historical significance to the working class of this country, which does not want to celebrate the 1910 strike on coal mining.

Said Mr. Liebenberg: "Early this year we granted Labour Day. We believe our employees have enough days of paid leave and leave to spend with their families.

More leave
Every additional day of paid leave for the industry costs R6 million.

On the leave question, Mr. Golding said: "The mining industry has 132,000 miners who have one leave every year after their contracts are finished. Three months, or 30 days, is the normal leave period."

"We recognize additional leave for skilled workers, and encourage it."

Mr. Liebenberg: "Although different mining groups are free to grant more leave days, we have decided on a minimum of 14 days for coal miners and 16 and 20 for gold miners.

Mr. Liebenberg ruled out further leave for the above miners, except for death benefit.

The union said it was up to the Chamber to re-open negotiations and that it would consider an improved wage offer.

Less good faith this time, says mines' adviser

By Terence Paynter, Mining Editor

In negotiations this year with the mining bosses, the National Union of Mineworkers has shown less good faith than previously, according to Mr. Johann Liebenberg, industrial relations advisor to the Chamber of Mines.

He says NUM appeared to rush through the preliminary stages of negotiations, coalition board stage, while the chamber's final offer was made in the coalition board stage. NUM appeared to believe the chamber would offer more once it threatened a strike.

In fact, at the last moment, NUM itself eventually reduced its wage demands "after the hell had raged", but still not to the level of the chamber's offer.

Mr. Goldie Godsell, Anglo American's group consultant, industrial relations and public affairs, confirmed the industry's wage offer was final, but other issues could still be negotiated. He said the wage offer was the highest percent increase offered to date and the industry felt it was being reasonable in standing firm on it.

He said a recent years' pattern of strikes had emerged in negotiations with NUM, in which the union made extremely high initial demands which employers could not be expected to accept — 20 or 30 percent wage increase. For instance, NUM then showed little movement in negotiations until the threat of a strike or a strike itself.

"We regard this as an unhelpful bargaining process," said Mr. Godsell. "We want a situation where the opening bid is realistic, and the matter is resolved without the threat or actuality of a strike.

But, he said, the current black miners' strike was perhaps necessary because both sides had to "get over the hurdle of seeing what a strike looks like". A strike was always a test of strength and the ability to bear pain — less of earnings for the worker and loss of production for the employer.

"We will do what we can to maximize production NUM will do what it can to ensure the strikers can live without pay.

He said if the outcome of the strike produced for the workers that which they had clearly been unable to achieve in negotiation, the industry's stand that they did not have to go through the trauma would be strengthened. The industry wanted to draw the strike there were less costly ways of making progress."
Mineworkers' strike goes into third day

By Mike Situma

The national miners' strike, involving between 220,000 and 340,000 workers, continued for the third day today with at least one more mine affected.

A spokesman for Rand Mines said workers at Rietspruit colliery downed tools yesterday and that two of the group's collieries were now on strike.

The Chamber of Mines said there had been no perceptible difference in the number of strikers.

Chamber spokesman Mr Johann Liebenberg said that between 220,000 and 230,000 workers were still on strike. The National Union of Mineworkers (NUM) has put the number of strikers at 340,000.

Chamber-affiliated mines employ about 500,000 black miners.

Mr Liebenberg said although there had been several deplorable incidents the level of violence had remained "gratifyingly low".

Gold Fields reported normal attendance. Anglo American and JCI said the situation was the same as yesterday.

A spokesman for Anglo Vaal said that 700 workers reported for duty at the No 3 shaft of the Lorraine gold mine. The shaft employs about 2,450 workers. The spokesman said while other mines were working normally, there was intimidation at Lorraine's No 3 shaft.

Latest figures from Gencor were not available.

In Monday editions of The Star, the Labour Monitoring Group was quoted as putting the number of mine strikers at 230,000. An LMG spokesman has pointed out that the figures had, in fact, come from mining houses.

The NUM today deplored the death of a 35-year-old miner at Gencor's Blinkpan colliery. The man was found strangled in his bed yesterday afternoon. A mine spokesman said the dead man "was one of a small number of production workers who continued working despite the strike by almost the total workforce of Blinkpan".

The NUM said its information was that the incident was not connected with the strike.

See Page 15.
Escom coal supplies disrupted

By Therese Anders, Highveld Bureau

As the NUM strike enters its third day, coal supplies to more than half Escom's Transvaal power stations are being disrupted.

Escom's chief executive, Mr Ian McRae, said there would be no immediate effect on electricity supplies. He said adequate stockpiles existed at all power stations.

"This strike has not caught us unprepared and we will continue to operate our power station in the normal way," said Mr McRae.

The NUM's assistant general secretary, Mr Marcel Golding, said union members claimed power stations had stockpiles to last only two weeks.

The coal mines feeding seven of Escom's 11 operating Transvaal power stations have been hit by strike action.

One of the largest generating giants at Matla near Bethal was today into its second week of disrupted coal supply.

The 2,500 black miners at Gencor's underground Matla coal mine stopped work last Wednesday over what they claimed was pre-strike action by mine management.

The other Transvaal "new generation" Escom station affected is Tutuka near Standerton, where Anglo American's New Denmark Colliery has had a reported 100 percent stayaway.

Other power stations facing coal shortages are Komatie, Hendrina and Arnat near Middelburg, Kriel near Bethal and Wilke near Witbank.

In the Free State the Anglo American mine New Vaal, supplying Escom's new Lethabo station, was also hit by the strike.

Coal was bought by Sasol from many strike-bound mines for the Secunda petrol-from-coal plant, though a spokesman said the amount was little in comparison to Sasol's needs.

Sasol owns five coal mines. The four near Secunda make up what is believed to be the biggest underground coal mining operation in the world.

Sasol takes 36 million tons from its mines each

year 1988
DIGGING IN’ with a festive air

A LASY Sunday afternoon atmosphere prevailed at gold mines on the East Rand as the country’s biggest mine strike got under way on Monday.

Block miners’ drifted as groups, listened to radios and lounged in the shade of their huts, painted with bright yellow stickers proclaiming the “NUM demands a living wage,” they gave the strike a festive air.

Beneath the surface good humour, however, the strikers were digging in” until the Chamber of Mines agrees to the National Union of Mineworkers’ (NUM) wages and conditions demands.

“We’re going to see a dispute through to the end, and it doesn’t matter how long it takes,” said a miner at Grootvlei gold mine at Nigel.

A heavy security presence in or around the hostel areas might have baffled the strikers into some form of protest, but security men — called “barracks” by the miners — kept a low profile at several mines valued earlier in the week.

It was a far cry from the bitter beating between the NUM and mine management over claims of intimidation, arrests and fights with mine security since the strike started on Sunday night.

Though they pressed a willingness to talk, no one was averse to a long strike, miners seemed confident the dispute would be resolved quickly. One worker was agast when told the miners — the lowest paid — is (R30) this is substantially above the national starting wage. Unfortunately, some figures for the mid-Seventies are unavailable.

Average wages for underground black miners, which now stand at R60, have risen by 43% since 1975, and for surface workers 19.6% by 1978, the Chamber says.

The spokesman says the average monthly value of fringe benefits is R10.

He argues that the 1975 base for profit figures is irrelatable.

In addition, the Chamber has always said the gold price — obviously a key determinant of profit — is essential to the basis of determining wages.

A real wage would be needed when the gold price falls,” the Chamber has said.

The spokesman adds that the union should examine profit figures made by mines. A large proportion of profit is earned by a small number of mines. Four marginal mines are already trading at 1:20, and the number is probably to increase eight times this quarter.

The offer from three marginal Wits mines is 10%, lower than the overall offer this year.

He disputes the claim that the country’s economy is strong.

Pointing at export figures for the first three months of 1977 was only R3 million higher, compared with 11.3 million for the same period last year.

Further, the competitive price of SA’s coal is due to greater efficiency rather than lower wages, he said.

HAMISH McINDOE

1984 British miners’ strike dragged on for nearly a year. "No, that’s a bad," he said unconfidently.

Few strikers appeared to have left their homes after the NUM said it would send home workers to avoid a clash with local farming unions.

A NUM official at Marikana mine said the 1,000 striking workers would not be evacuated unless "management does something silly". "I’m a bit calm here," he said. "There have been no threats to workers to go down the mine since the strike started. We want to stay on the mine for the duration of the strike.

Miners at Grootvlei gold mine near Springs were less sure about the status of the evacuation plan, but a NUM official said Groot had agreed to food and house the strikers if they stayed on the mine.

All allegations that in previous loo disputes some management had forced miners underground at gunpoint were made by the strikers. "But I just think they’re too embarrassed to do it this time," said one.

Analysts at the two Gaborone mines said discipline among the strikers was good, and the NUM’s no-alcohol rule was being rigidly observed in a leaflet, the company told workers that steps would be taken against employees who were guilty of "anarchic and violent behaviour.

At Anglo-American’s Ego gold mine in the Eastern Cape, workers were swathing the outcome of the Conciliation Board meeting over a wage dispute with management. The mine is covered by an in-house agreement and no one with the Chamber.

Anglo does not have a large presence in the area, but a spokes-

For mines and the corporate world there had been no moves departures yester-

day from its Western Deep and Rand gold mines near Carls-
telvile, from Vaal Reefs near Ormonde or from Ferrogold com-
plex in the Free State.
Acrimony between NUM, employers over strike

LEVELS of participation in the National Union of Mineworkers (NUM) strike appeared to have remained constant yesterday, but there were further allegations of intimidation between the NUM and employers.

Only Anglovaal reported any significant change in strike participation, with numbers at the Lorraine gold mine increasing from 600 to 2,570.

Chamber of Mines industrial relations adviser Johann Liebenberg said he was pleased the strike had not escalated.

He said the industry was still prepared to negotiate with the union improvements to the death benefit scheme and establishment of a provident fund.

The NUM, meanwhile, has responded to a telex from Anglo American gold and uranium chief Peter Gush, asking that it influence members to desist from taking over hostels and kitchens, by accusing him of provocative behaviour.

Anglo said strikers at some mines are preventing workers wishing to work from doing so by setting up roadblocks and controlling hostel gates.

NUM general secretary Cyril Ramaphosa yesterday denied these allegations.

He said Gush's public statement that strikers would have to pay for any food consumed, and the deployment of large numbers of mine security officials at hostels, was provocative.

Ramaphosa said mine security at the Vaal Reefs No 8 shaft yesterday went around to hostels rooms with their guns drawn, attempting to intimidate workers into going underground.

Anglo's Bobby Godsell said the company denied this emphatically.

Ramaphosa also said about 50 union shaft stewards in the Westonaria region had been arrested. An SAP spokesman said he knew nothing of any such arrests.

Apart from a number of Randfontein Estates employees, few strikers have left mine premises for home.
279 still jobless after election protest

At least 279 workers who were fired for "discipline" them for staying away from work during the May 6 whites-only elections are still battling to get their jobs back.

The workers, who are members of the National Union of Metal Workers of South Africa (Numsa) are employees of Karl Schmidt, a German company that is based in Alrode, near Germiston.

They were dismissed on June 22 following the dismissal of union shop stewards who were involved in the stayaway. Union officials said yesterday the company disregarded complaints it made to the industrial council and also refused to go to arbitration over the "unfair" dismissal of the shop stewards.

When the union wanted to hold a strike ballot on May 20 the company frustrated efforts to do so and followed that by suspending a shop steward for six months, the union said.

The dismissal came soon after workers demanded his reinstatement.

According to union officials the company is anti-union and is bringing racial conflict into the dispute by employing coloured scab labour to replace those workers who are said to have been dismissed.

They said the workers will fight for their rights until they are all reinstated.

The Sowetan tried to contact the company spokesman yesterday without success.
Swoop at NUM's offices

86 ARE DETAINED

By THEMBA MOLEFE

Police yesterday detained 86 officials and members of the National Union of Mineworkers in a sweep at the union's offices in Klerksdorp. "Police" called officials to the action and said the men will appear in court on Monday on charges under the Treason Trial Act. "A police statement issued to Sipho said police at the meeting were threatened and told that 'radical steps had to be taken to prevent miners from returning to work.'"

The 86 were attending a council meeting when police arrived at the offices where about 500 or 600 had attended.

The 24 shift stewards were arrested on Tuesday in Baragwanath. Detention orders were released on bail yesterday.

The number of people arrested since the strike began was given as 177 by NUM last night.

Ballot

Anglo-American's management yesterday said that it was with regret that it would not accept the gold mine's recommendation that workers return to work starting on Saturday morning. The ballot is set to be held on Sunday.

Meanwhile, NUM's national executive committee yesterday met at the union's headquarters and decided to support the mine's management in its decision to continue the suspension of workers. NUM said it would continue to monitor the situation and would take action if necessary.

MRS ALBERTINAH Sibulo, a president of the United Democratic Front, called "the Soweto" information session that was officially launched yesterday by the South African Youth Congress (SAYCO). See story on page 2.
Battle for living wage rages on

SOUTH AFRICAN mining houses have been hit by the biggest strike in their history, with the National Union of Mine Workers saying between 300,000 workers went on strike and the Chamber of Mines giving a lower figure.

The strike is over wages and better working conditions.

The Chamber of Mines has said that it will not accept the NUM's demands for a 30 percent wage increase. NUM has given only between 15 and 20 percent.

NUM has asked every worker to move to the forefront and join the strike for a living wage.

Mr. Marcel Golsing, NUM's assistant general secretary, says the Chamber of Mines has shown that it will not pay a decent wage. It has been shown that it is concerned only with profits and with making the bosses rich — while we get poorer.

NUM says it was willing to go for arbitration or mediator after wage talk with the Chamber of Mines broke down on June 30, but the employers refused mediation.

The union then opted for strike ballot which resulted in the massive action that started on Sunday night.

"The only way to bring pressure on the Chamber is to strike," says Mr. Golsing.

The mine bosses, on the other hand, believe that NUM actually forced the strike on the workers.

"Working profits rose by 31 percent in 1983 and by another 86 percent in 1986. Dividends paid to shareholders rose by 32 percent in 1985 and by 10 percent in 1986.

- Total profits went up by 44 percent, between 1975 and 1986.
- Total dividends (money paid to shareholders) rose by 21 percent.
- Capital expenditure went up by 10 percent, and.
- Tax to the government went up by 30 percent."

Mr. Golsing says that in the past 10 years the gold mines have paid out enough to make the miners rich while the workers were left with less.

He says despite competition from other countries, South African coal is still the cheapest in the world.

"But we know that in 1986 the gold mines recorded the highest profits in history. They achieved records in the amounts of ore that were preserved, the revenue and the profits supported only by the miners' results over the last year but by the excellent results over the past decade.

NUM says the lowest paid workers on the gold mines earn R75 a month while the one at the colliery earns R225.

NUM is the biggest affiliate of the Congress of South African Trade Unions (COSATU), the largest federation with a claimed membership of one million.

And COSATU has launched a "Living Wage Campaign," it demands that workers be paid wages that beat the inflation rate.

NUM, like its sister unions in COSATU — the South African Railway and Harbour Workers Union and the Commercial Catering and Allied Workers Union — says: "Down with poverty and slave wages."

"We are prepared to go on with the strike for many weeks, like the miners and other workers."

DANGER

"Every year over 400 of our comrades die in the mining industry. Thousands are injured many permanently. Our workplace is very dangerous and we demand a danger allowance," says NUM.

As the miners' strike enters its fourth day a few things could happen:

- Violence could break out and many workers could be left dead in its wake. Already one worker was killed on Tuesday at a Welbank colliery. Many have been injured.
- Mine management could see counter measures in an attempt to break the strike and this could lead to even greater conflict, and
- Labour relations could take another plunge as communication structures are impoverished.
Mill strike looms as pay talks flounder

By DICK Usher, Labour Reporter

A NATIONAL strike affecting two major producers in the milling industry is due to start next week following a breakdown in wage negotiations.

The planned industrial action, the first on such a large scale in the industry, could be accompanied by a national baking strike.

Bakery workers are due to meet this weekend to discuss their response to deadlocked negotiations.

The milling strike will affect two major producers of staple foods — Premier Milling and Sasko, which have been negotiating nationally with the Food and Allied Workers' Union.

Negotiations “satisfactory”

They operate about 30 mills nationwide and produce the full range of wheat and maize products. Premier also produces animal feeds at its Epol plants and vegetable oil products through Epic.

A spokesman for the third major producer in the industry, Tiger Oats, said all the company's operations — both baking and milling — were involved in plant-level wage negotiations.

"However, at this stage all negotiations are proceeding satisfactorily and we do not suspect there will be strikes," he said.

Wage talks with Premier and Sasko reached deadlock about two weeks ago and attempts at mediation failed last week. The union introduced overtime bans at all Premier and Sasko mills after talks deadlocked.

Rejected offer

A union spokesman said the union's national council had rejected the employers' latest offer made at mediation.

Industry sources said the offer was a R33 a week increase on the minimum, plus R1 a week for all employees with more than a year's service, while the union had come down to R39 a week at mediation.

The union says companies are "clearly in a position to meet workers' demands".

Sasko profits rose 31 percent to more than R30-million last year and Premier profits rose 22 percent to R152-million.

"These huge profits have been accompanied by spiralling food prices," said the union.

An employer spokesman said "Our offer represents a 28 percent increase on the minimum which is well above average."
600 sacked:
Protests
planned

Labour Reporter

DEMONSTRATIONS to protest about the dismissal of about 600 workers from the meat processing plant Spekenam are planned at about 60 factories in the Cape Town and Bellville areas today.

The workers were dismissed last week after they had been on strike for two days over wage negotiations and a delay in signing a recognition agreement with the union.

On Thursday evening the Spekenam management called in the police, who drove workers from the Bellville factory with sjamboks and tearsmoke.

The incident has angered unions and the Food and Allied Workers' Union, of which the strikers are members, claimed that management had provoked the strike to get rid of the union.
Fawu workers down tools

ABOUT 100 National Food Distributors members at three plants in the Northern Cape and Orange Free State have downed tools over a wages row.

The workers are demanding a wage increase that would give them a minimum pay of R150 a week.

A spokesman for the union, Mr. Ronnie Petersen, said workers at plants in Bloemfontein, Upington and Kimberley decided to strike when it appeared they were not making any headway.

Search

Denying that there was a deadlock, Mr. Heffer said the company had made an offer to the workers.

He was awaiting union representatives to report to management after they had spoken to their members.
Tea farm workers teargassed, court told

MARITZBURG. — An application restraining a State owned farm from evicting more than 900 workers has been filed in the Natal Supreme Court.

This followed after police teargassed the Food and Allied Workers Union (FAWU) members at the Saapoke Tea Estate in Richmond.

In an affidavit Aaron Sithole said on July 15 they protested against the poor living conditions and low wages at the farm.

"We staged three work stoppages against these conditions. The police gave us five minutes to leave the premises. Then we were bundled into trucks and dumped at Richmond railway station," he said.

They worked an average of 12 hours a day and earn an average of R55 a month.

He said the next day union lawyers advised them to return to the farm.

"At the farm we were asked to write down the names of the workers who stopped us from going to work. After that 35 workers were dismissed," Sithole said.

The court gave Saapoke until August 14 to respond

— Concord
Union man barred from plant

ABOUT 800 Saldanha Bay Sea Harvest workers downed tools this week because a Food and Allied Workers Union (FAWU) organiser was not allowed into the factory.

Workers said the security would not allow union organisers on the premises without prior arrangement.

A worker said the union then called for a meeting but management apparently said they did not have time.

A spokesperson for management last night said they did not have details of any incidents.

A FAWU spokesperson said negotiations were in progress.

13-19/8/87 South
Deadlock in wage talks

DEADLOCKED wage negotiations could lead to nationwide strikes by between 20 000 and 30 000 workers in the milling industry.

A dispute has been declared at plants belonging mainly to the Premier Milling group after wage talks with the Food and Allied Workers Union broke down.

The dispute affects about seven of the company plants. Between 700 and 800 workers in the Western Cape are involved.

The union has demanded a R50 across-the-board increase. The management has refused to budge from R33 a week.

A spokesperson for FAWU said the workers, who earned on average R120 a week, had rejected management's offer and "many took matters into their own hands".

Plants affected in the Western Cape are the "Snowflake" factories at Salt River and Epping, Sasko in Rondebosch and Epic Oil in Maitland.
State intervenes as strikes spread

The government intervened in the miners' dispute for the first time on Wednesday by demanding more than 100 000 to keep the mines open. The white leaders at separate meetings on the Rand and Witwatersrand agreed to recommence work on Wednesday at 7 a.m. if 500 000 workers are arrested.

The government has accused the NUM of instigating violence and warning of a strike on the Rand. The NUM has denied these allegations.

The NUM has been demanding a pay rise of 300 cents an hour and an increase in coal prices. The government has offered a 200 cent pay rise and a 150 cent increase in coal prices.

The NUM has been on strike for three weeks, with miners demanding a wage increase of 500 cents an hour. The government has refused to negotiate and has threatened to ban the NUM.

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The NUM has been suffering from a strike for three weeks. The government has threatened to ban the NUM.

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The NUM has been suffering from a strike for three weeks. The government has threatened to ban the NUM.
A PITIANCE FOR 'DANGER WORK'

South 13-14/97

From MARCELLE GOLDMING Assistant Secretary of the National Mineworkers Union (NUM)

When deadlock was reached between the National Union of Mineworkers (NUM) and the Chamber of Mines, the union wanted to go to arbitration or mediation to reach agreement.

The chamber rejected both suggestions. We then went for a secret ballot - more than 95 percent of the members on recognised mines voted for strike action. Since the negotiations started, NUM has been reasonable. We pointed out that the gold and coal mines have made huge profits. The chamber, on the other hand, says times are bad for the mining industry.

Let's take a closer look at conditions in the mining industry.

Living wage

In 1985, the gold mines recorded their highest profits in history. They achieved record results in 1985 for the amount of ore processed, revenue and profits. Working profits rose by 27 percent in 1985 and by a further 14 percent in 1986.

Dividends rose by 38 percent in 1985 and by 10 percent in 1986.

The union's demand for a living wage is based on the fact that the mining houses can afford to pay.

Our demand is supported not only by the mining houses' results over the past year, but by the excellent results of the past decade during which the mines have not had a real increase (in relation to inflation).

For the past 10 years, the gold mines have earned remarkable profits for their owners and the government. If we look at the profits over that period, it is obvious we have not benefited from the high gold price and profits.

Between 1975 and 1986 total profits have gone up by 44 percent, total dividends to shareholders have gone up by 21 percent, and capital expenditure has increased for South African coal as an alternative source of cheap energy, and exports have increased despite competition with other coal producers.

South African coal remains the cheapest in the world to mine because the mines pay such low wages to coal miners.

In return for supplying cheap coal, the mines get cheap electricity - 27 percent of all Escom electricity is used on the mines.

We are among the lowest-paid workers in the country, by far the hardest and most dangerous work.

We are only supposed to work 96 hours a fortnight, but we work much longer. The minimum wage is R238, on coal mines it is just R225. On this pitance the chamber expects us to support our families in their time of need. Despite this, mining bosses still think of safety as an issue on which they alone can make decisions.

We believe that, if we have to do the most dangerous work, we should get a danger allowance.

We also demand death benefits. At the moment if one of us dies his family gets just one two years' earnings.

After that they must survive without a bread-winner and with no chance of an income.

We want 30 days leave to spend time with our families.

We want June 16 as a paid public holiday. The youth of our country have been at the forefront of the struggle for education. Many have paid their price for freedom. Many have died since June 16 1976 which is an important day in the history of our country's struggle for liberation.

We will not give up. We will continue fighting for a living wage. We will not give up.
NUM speaks out

WHAT is the true story behind the National Union of Mineworkers' dispute which has led to 300,000 workers risking their livelihood in one of the biggest strikes in South African history?

As arguments rage over the exact number of workers who have downed tools - the mine bosses claim only 250,000 are out while the NUM claims that 340,000 workers have heeded its call and that it has a capacity to bring out many more - production losses are mounting by at least R31 million a day.

The mining bosses, who say they have enough gold reserves stockpiled to survive a month-long strike, have a powerful weapon at their disposal - time.

But NUM had an "ace up its sleeve" by organising a mass exodus of striking workers from mine hostels to their homes, thereby dictating when workers will return.

- Marcelle Golding, assistant general-secretary of the NUM, outlines the reasons for the strike, page 5.
- First round to NUM, page 2
- Strike update, page 3
JOHANNESBURG — Seventy-eight members of the National Union of Mineworkers (NUM) have been arrested and at least 19 workers were injured in violence marring the four-day national miners’ wage strike.

Today there were accusations of intimidation and violence from managements and workers.

The 78 arrested men, including NUM office-bearers, will appear in court on Monday to face charges of conspiracy and subversion, according to police headquarters.

Five Blinkpan coal mine employees have been arrested in connection with the death of the first man to die violently in the strike, police also reported.

The murdered man was Mr Joseph “Boetman” Mtimunye, 36, a heavy vehicle driver at Gencor’s Blinkpan Colliery near Middelburg.

Today Anglo American reported the injury of 15 people, eight of whom were admitted to hospital, at the President Steyn Gold Mine in the Free State yesterday.

A spokesman said mine security “retaliated” with rubber bullets when attacked after entering a hostel to protect workers wishing to go to work.

The situation on mines belonging to the Chamber of Mines was reported to be “a bit improved” today with a little less that a third of the workforce downsing tools in the strike. — Sapa
MEMBERS of the Chemical Workers' Industrial Union (CWIU) at Sasol's Secunda complex decide today whether to strike in a dispute over the granting of May Day and June 16 as paid holidays.

The union said yesterday the majority of the 14 000 workers at the oil-from-coal plants and nearby coal mines had voted in favour of strike action. Mass meetings would take a final decision.

The CWIU is also in dispute with Sasol on two other issues: wages and implementation of wage increases prior to agreement being reached. These disputes are still proceeding through official conciliation procedures.

A Sasol spokesman confirmed conciliation board talks on May Day and June 16 had deadlocked.

He added, though, that the issue "will only be actual in nine months' time", during which period Sasol was prepared to negotiate further. For that reason, Sasol believed it was premature to consider negotiations over.

Strikes at Sasol collieries would increase pressure on the coalmining industry, already hard hit by the NUM strike.
IN a statement yesterday the Chamber of Mines said the current average cash earnings of black underground workers on gold mines amounted to R571 a month.

"This, together with free food, accommodation and other benefits valued at R164 a month gives an average all-inclusive income of R735 a month."

"By focussing on the lowest starting wages paid in the industry the National Union of Mineworkers presents a distorted picture of the true situation.

"The current minimum underground starting wage on gold mines is R263 but the fact is that a relatively small proportion of the 10 percent of novices receive this wage, the vast majority of them starting at R300 a month or more and receive an increase within a very short time."

"Furthermore the lowest minimum wage applies to only a minority of mines."

"It is against this background that the wages are increased within a very short period of a man commencing work — in some cases days and at most a few weeks."
Coal supplies could be disrupted

Steelmakers eye miners’ strike

STEELMAKERS are nervously watching the miners’ strike as a long dispute could cause a severe shortage of coking coal used in the furnaces.

Highveld Steel and Vanadium chairman Leslie Boyd said there was “some concern” over the strike, but the steel division was being supplied with coking coal from mines that had not been hit by the dispute.

Boyd said: “We’re comfortable at the moment.” He would not elaborate.

Middelburg Steel and Alloys’ (MSA) marketing director Leo Melvill, clearly regarding the strike as sensitive as sanctions, issued a flat “no comment” on its coking coal provisions during the strike.

He said: “All I can say is that we keep stock on ground and our operations are based on business decisions.”

MSA understandably does not want to identify its supply sources which could become a target of more National Union of Mineworkers (NUM) action.

Observers said steelmakers should have realised by end-June that a coal miners’ strike could materialise and started stockpiling from then.

Iscor’s steelmaking division is unlikely to be affected by a shortage. The corporation owns four coking coal mines which supply its steel plants and NUM representation on those mines is said to be minimal.

Iscor spokesman Piet du Plessis said: “The worst scenario is a sympathy strike, but that does not appear to be on the cards at this stage.”

Iscor produced 3,9-million tons of coking coal at its Grootgeluk, Durnacol, Hlobane and Tshikondeni mines last year.

It is not clear whether Iscor would supply the competition in the event of a total cut in coking coal supplies caused by the strike.

The Transvaal Coal Owners’ Association has a contract with Japanese steelmakers to supply about 2-million tons of semi-soft coking coal. It is believed the contract is spread among several producers.
Campus strike continues

WORKERS at the University of Port Elizabeth, members of the Transport and General Workers Union, this week continued their work stoppage after staging a sit-in earlier this week.

The 270 workers are dissatisfied with a wage increase. This is the first strike by workers at the university.
ABOUT 70 striking bus drivers and 10 workshop employees of Tramways here were dismissed earlier this week after they failed to return to work.

The drivers and technical staff, most of whom are members of the General Workers Union of South Africa at the bay depot at Struansway, downed tools after Tramways refused to bow to a demand for the dismissal of a chief inspector.

The managing director of Tramways, Carl Coetzer, said the workers had dismissed themselves by not returning to work.
Union plans to see Minister

THE Post Office and Telecommunications Workers Association (Potwa) is planning to approach the Government to resolve the strike by about 17,000 post office workers in the Eastern Cape. Potwa's president, Vusi Khumalo, announced this week that the union is to approach the Minister of Post and Telecommunications, Stoffel Botha. This follows the rejection of a mediator. Negotiations were again abandoned last Friday. Meanwhile, strikers ignored an ultimatum to return to work on Monday. So far 100 workers have been dismissed. - ECNA
Miners' strike turns violent: 80 arrested

About 80 members of the National Union of Mineworkers (NUM) have been arrested and at least 19 workers injured in violence, marred the 'relatively peaceful four-day national miners' strike.

Seventy-eight members of the National Union of Mineworkers (NUM) will appear in court on Monday to face charges of conspiracy and subversion, according to police headquarters.

The 78, including NUM office bearers, were arrested yesterday at the NUM office in Klerksdorp.

The police spokesman said they were being held in terms of the Criminal Procedures Act and the Internal Security Act, Act 74 of 1952.

Police action followed alleged discussions that "radical action had to be taken to prevent mineworkers from returning to work".

Five Blinkpan coal mine employees were arrested in connection with the death of the first man to die violently in the strike, Mr Joseph "Boetman" Mtumane (36).

Anglo American reported the injury of 15 people at the President Steyn Gold Mine after rubber bullets were fired rubber bullets when attacked after entering a hostel to protect workers.

An Anglo spokesman added that at Sannaplaats a fight between workers resulting in the injury of four strikers.

NUM general secretary, Mr Cyril Ramaphosa, said the 'arrests' at Klerksdorp were part of a campaign by the Chamber of Mines and the Government to crush the strike.

By Therese Anders,
Highveld Bureau
MIDDELBURG — Five Blinkpan coal mine employees have been arrested in connection with the death of a driver at the mine, police reported.

A spokesman for the National Union of Mineworkers said yesterday five men had been held, briefly and then released. A police spokesman, however, said the men they arrested were still in custody.

The dead man was Mr Joseph "Boetman" Mtumane (36), a heavy vehicle driver at Gencor's Blinkpan Colliery near Middelburg, where, a Gencor spokesman said, he had worked since 1978.
Benz plant sacks 188 strike 'leaders'

EAST LONDON. - Confusion reigned at the Mercedes-Benz plant here this week when management announced that 188 workers had been dismissed.

However, officials of the National Union of Metalworkers of South Africa (NUMSA) said they had not been informed of the dismissals.

The company had issued an ultimatum to the workers to end their strike, which had begun on Monday, to return to work by Tuesday morning or face dismissal.

The workers ignored the ultimatum and the company then announced it had dismissed the workers.

A company spokesperson, Mrs Delene MacFarlane, said the 188 were dismissed because they were considered to be responsible for the strike.

"The company had no choice but to expel them," she said, adding that it was hoped the other workers would return to work.

There are an estimated 2,800 workers at the plant.

This week workers at the plant again refused to return to work and waited for the management to approach their representatives for talks.

MacFarlane could not say whether management would initiate talks with NUMSA.

Workers in one section of the Mercedes-Benz plant went on strike last Monday in support of demands for a minimum hourly wage of R5.00.

Workers were also demanding that the management plan to cut working hours from 45 to 43 hours a week, should not lead to loss of earnings.

Late last week, the company obtained an interdict against the union in the Industrial Court, restraining it from participating in the strike and simultaneously issued the ultimatum to return to work on Monday.

On Monday, a planned meeting between management and NUMSA did not materialise when management informed the union's negotiating team that three of its members had been dismissed.

A union representative said they had withdrawn to inform workers who had decided to leave the plant.

The union representatives said they had not been informed of the dismissal of 188 workers, and dismissed the move as "simply threats aimed at confusing us and breaking our strike."

They said the whole workforce had once again gone home after reporting to the plant on Tuesday, and the union was waiting for the management to approach them for talks - El-news.
Plastic workers down tools

ABOUT 90 workers at Consol Plastic Packaging in Kuils River downed tools during a shift this week over wage and other grievances.

A spokesperson for the Chemical and Allied Workers Union said the strike occurred on the 3 am shift to back demands for a R1 an hour increase on their present wage of R2 an hour.

The workers are also demanding maternity benefits of four months paid leave and two months unpaid leave. They also want a shift allowance.

A Consol spokesperson, Mr Hennie Stroh, said "substantial negotiations" were underway.
Union signs accord with King tannery

Dispatch Reporter

KING WILLIAM'S TOWN — The South African Textile and Allied Workers' Union (Satawu) yesterday signed an agreement with the management of King Tanning here, after months of negotiations on wages and conditions of employment.

In a press release, Satawu, who said the union represented about 70 per cent of the King Tanning workforce, said that both parties were committed to negotiating health and safety now that the agreement had been reached.

A managing director of King Tanning, Mr Robert Newson, expressed his satisfaction with the constructive manner in which the negotiations had taken place.

"We are looking forward to a long and successful relationship with the representative union," Mr Newson said.

Satawu said it was too late to do things for the workers. The workers had to involve themselves in all things affecting them in the workplace.

Satawu said it had also reached an agreement and signed procedures with Eastern Province Textile management on Tuesday.

The agreement covered disciplinary, grievance, dispute, retrenchment, maternity, health and safety procedures.

President

EAST LONDON — Mrs. Alma Powell is the Eastern Cape Women's League national president and Mrs Ada Closter is the local branch chairman, not as reported yesterday.
Injury and arrests at plant as court order is ignored

By Lesley Cowling

One mineworker was injured and 23 others arrested after a Supreme Court interdict failed to prevent workers from gathering on the premises of the Springs-based Ergo property late yesterday.

Police were apparently called in by mine management after a large crowd gathered at the gold and uranium reclamation plant and refused to heed a call by mine security to disperse.

A spokesman for police headquarters in Pretoria said last night a squad of SAP members moved in shortly before 5pm. Tearing smoke was fired and 23 people arrested.

The spokesman said the one person was injured when he fell while trying to escape being arrested.

More than 1,000 members of the National Union of Mineworkers (NUM), on strike at the East Rand Gold and Uranium Company, were yesterday temporarily prohibited access to Ergo premises after the Rand Supreme Court heard allegations of sabotage.

The workers were given until September 1 to show why the interim interdict should not be made final.

In an affidavit, Mr. Lachlan John Gatherer, manager of manpower resources at the gold and uranium reclamation plant, said 1,022 workers were on strike.

He said workers were moving through the plant and acts of sabotage had been discovered.

Valves which should have been closed were found open, a volt breaker switched off and one tank had overflowed because of unauthorized adjustments to equipment.

He said the plant had to keep operating continuously and potential damage, if it was closed down, would be enormous.

1,500 Witbank strikers told: Return or we’ll close colliery

By Theres Anders, Highveld Bureau

Unless the 1,500 striking miners at Witbank’s Landau Colliery return to work by next Monday, Anglo American will close the mine immediately.

Anglo American had announced previously that Landau, one of Witbank’s oldest mines, was to close in March next year.

However, in a letter to striking employees yesterday, the mining house said the production losses being incurred during the present strike would make it uneconomic to carry on with underground mining operations.

Strikers were told that unless they reported for their normal shift on Monday, Anglo American would have “no option but to effect the immediate closure of the colliery and terminate employment of underground workers”.

NUM spokesman Mr Hazy Sibanyoni said a statement would be issued today.

Production at the mine was cut by 50 percent earlier this year.

Holding of pressmen on mine to be investigated

Anglo American officials will investigate an incident in which a Reuters reporter and photographer were held this week for several hours by mine security forces and police at a roadblock on Western Deep Levels Mine.

Several overseas media men have complained about the “secrecy” being maintained by Anglo and of being prevented from visiting the Ergo plant to see for themselves the damage caused by seven tons of sulphuric acid alleged to have been released by strikers.

Mr. Christopher Wilson of Reuters told Mr. Peter Gush, head of the Anglo Gold Division, at a Press conference last night that he and Miss Glenda Schwengmann had been stopped by mine security men at a roadblock while on their way to cover the NUM strike.

“The mine security forces called the police and we were held for several hours before being released,” he said.

Mr. Gush said the matter would be looked into.

He also said officials at Ergo were “tied up” and there were bigger problems elsewhere at present, but efforts would be made to allow the media to visit the strike-bound mines later.

Seventy NUM members in court

Seventy members of the National Union of Mineworkers (NUM) have appeared in Klerksdorp Magistrate’s Court on various charges relating to the current miners’ strike.

It is alleged that, among other things, they had conspired to murder and sabotage.

They were not asked to plead and the case was postponed to August 27 — Sapa.
Witbank braces for pinch of strike

By Therese Anders, Highveld Bureau

As the hub of the Transvaal's coalfields, Witbank is bracing itself for the consequences of the ongoing NUM strike.

With three nearby JCI mines joining the strike yesterday, an estimated 25 000 miners at 17 collieries in the greater Witbank region are now involved in industrial action.

The president of the Witbank Chamber of Commerce, Mr Alan Cook, said a strike of only two or three days had an effect on local business, therefore a protracted stoppage could have serious results for the town.

"Every strike day means that much less money coming into the local economy. It's bad news for everyone," he said.

A Witbank Town Council spokesman said the municipality was evaluating the possible consequences of a lengthy coal mine strike.

There was no doubt that business would be seriously hurt if the strike stretched into weeks, he said.

It is early for most businesses to be feeling the effects, but for one mine supply operation business took a nosedive only hours after the NUM strike began.

The manager said "Mine management is so busy trying to keep production up that the ordering of supplies and replacements has taken a back seat."

POWER SUPPLY

He said that at underground mines, where production had virtually stopped, equipment wasn't being used, so there would be no need for replacement parts.

Next to mining and heavy industry, Witbank and Middelburg are power station towns.

In fact, half of Escom's Transvaal power stations are strung out to the south of these towns.

Most are usually supplied by the coal mines now crippled by strikes, although Escom's chief executive, Mr Ian McRae, has said there would be no immediate effects on electricity supplies.

Escom has prepared for this strike with large coal stockpiles at each power station. But local captains of industry are well aware that a drawn-out strike could result in possible electricity cuts which would be disastrous for the region's steel and ferro-metal plants.

This week a NUM spokesman claimed that Escom had coal stockpiles to last only two weeks.

The mines producing coal solely for export have the headache of trying to keep contract deadlines and get their products to the coast in time to meet shipping schedules.

About the only pleasant result of the strike is the visible drop in the number of coal trucks moving up the narrow roads around the eastern Highveld.
Mercedes move for interdict rejected - union

Dispatch Reporter

EAST LONDON — The Industrial Court has dismissed an application by Mercedes-Benz seeking to interdict the National Automobile and Allied Workers’ Union (Naawu) from inciting or participating in the strike at the company’s assembly plant here, a union spokesman said last night.

The spokesman, Mr Les Kettle, said in a statement that, as a result of the application to the court and the company’s refusal to meet a delegation which included dismissed shop stewards, the workers had refused to allow any of the union’s leaders to meet the company and had demanded that the company should deal directly with the workers, who would decide how to deal with the strike.

Mr Kettle said the Industrial Court’s decision “clearly confirms the criticisms of the union that Mercedes-Benz management has not attempted to address the problems confronting it”.

Instead, it had “run for shelter” to the courts and the Industrial Council.

“We hope the industrial relations management of the company will now get their show together and get down to serious negotiations on how to resolve the dispute at the company,” Mr Kettle said.

Mr Kettle warned that the union would consider withdrawing its leadership in disputes in which companies “run secretly without adequate notice” to interdict the union, as had been done by Mercedes-Benz.

“The result of this will be that the companies will then have to negotiate with the workers or negotiations and the industrial relations system will collapse,” Mr Kettle said.

Mr Kettle said the company, Mrs Delene MacFarlane, said earlier she was unable to comment on whether the firing of workers had been done on a selective basis but stressed the company had only dismissed 188 “believed to have been responsible for the strike”.

More than 2,600 workers are now on strike at the plant, where production lines came to a halt more than a week ago.
Dispatch Reporter

EAST LONDON — Representatives of the Posts and telecommunications Workers Association (Potwa) returned last night from Cape Town after negotiations held yesterday with Minister of Posts and Telecommunications, Mr Stoffel Botha, in an attempt to resolve the six-week long postal strike.

The president of Potwa, Mr Vusi Khumalo, was not available for comment and a spokesman said a statement would be issued later today after delegates had studied any new proposals.

A post office spokesman, Mr Ben Rootman, said information concerning the meeting was confidential until reaction was received from Potwa, which was only expected after the weekend.

He said no other workers had been dismissed, other than the 100 dismissed in the Eastern Cape on Friday.

In Soweto, where all depots have been closed and postal deliveries halted due to the strike, alternative arrangements have been made for the payment of pensions, Mr Rootman said.
Matamela Cyril Ramaphosa (34) is general secretary of the country’s largest trade union, the National Union of Mineworkers (NUM) — and that probably makes him the most powerful trade unionist in SA.

This week he leads about 250,000 black miners into a historic strike against the Chamber of Mines, thus taking on SA’s key economic sector in a clash which both seem determined to win (*Current Affairs* August 7).

Ramaphosa did not rush into the strike, which the NUM was technically entitled to launch immediately after the overwhelming ballot three weeks earlier. Instead, true to the form displayed in the NUM’s well-organised 1985 strike, strike committees were set up and members informed of the rules — obviously a huge exercise to co-ordinate.

All this is as much testimony to the astute and quietly spoken unionist’s management skills as it is to the tactician in him. The lag between the decision to strike and the choice of date obviously left a gap — either for the chamber to make an improved offer, or for one mining house to break ranks (as happened on eight mines this week). The Employers’ convinced of the fairness of the wage increases implemented, stood firm and called the union’s bluff.

It is difficult at this stage to know whether Ramaphosa miscalculated, and could therefore see his reputation dented. But those who face him round the bargaining table certainly would not describe him as a bumbling. This suggests a strong rank-and-file push in favour of striking in support of their demands for a “living wage.” As he put it announcing the strike last week, “Our members aren’t kidding.”

Ramaphosa became the NUM’s first general secretary in December 1982, after a decision to form the union was taken at the national conference of the Council of Unions of SA (Cusa — the Black Consciousness-leaning federation that the NUM later disaffiliated from to join the ranks of Cosatu).

The NUM then represented about 6,000 workers in six mines. Today its paid-up membership is around 262,000 (with a million in all claimed to be signed up), entitling it to target 22 collieries and 26 gold mines for strike action.

In addition to fighting for improvements for his members across a range of issues such as wages, paternalism, the hostel system, mine safety, equal pay, and better leave and pension conditions, Ramaphosa has the distinction of having led the first legal black miners’ strike in SA in 1984.

It was only three years earlier, having obtained a B proc from Umsa, and then serving his articles, that Ramaphosa entered the union movement as a legal adviser to Cusa (forgoing his admission as an attorney). According to Shelagh Gaswrow’s “Who’s Who in South African Politics,” Ramaphosa’s involvement in the union movement “arose from his disillusions with what he viewed as the mercenary aspects of private legal practice, and he sought the freedom to help people through the labour movement.”

He had by then earned his stripes, as it were, in the black opposition movement. Soon after registering for a law degree at the University of the North at Turffontein in 1972, Ramaphosa, who was greatly influenced by the late Steve Biko, became politically involved. He was a member of the SA Students’ Organisation (Saso), and became Saso local branch chairman, as well as chairman of the Student Christian Movement, in 1974. Along with various student activists who would later play a prominent role, Ramaphosa was detained after a pro-Frelimo rally on campus, and spent nearly a year in Pretoria Central Prison under the Terrorism Act.

After his release, he was active in the Black People’s Convention, and obtained articles with a Johannesburg firm of attorneys. The watershed events of Soweto 1976 saw Ramaphosa again held under the Terrorism Act, this time for six months at John Vorster Square.

Johann Liebenberg, industrial relations negotiator for the Chamber of Mines for 12 years, has dealt with Ramaphosa since 1982. He describes Ramaphosa as a “sophisticated, hardworking, astute and very, very able trade union leader who’s doing a lot of hard work for his members.” Liebenberg finds him a likeable person, one of the best union leaders he has dealt with. The chamber’s experience is that Ramaphosa and his colleagues have “displayed very little political colour, we’ve concentrated on bread and butter issues,” he says.

There is, however, one area in which the chamber has — not surprisingly — been disappointed in him. This is his stance in favour of sanctions, which is accompanied by an inability to say precisely what would happen if, for instance, coal sanctions led to layoffs. The same criticism has been made by the FM, which has taken issue with Ramaphosa’s “circumspect argument.”

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JOHANNESBURG — Despite claims and counter-claims of violence and intimidation by the striking National Union of Mineworkers (NUM) and mine management the four-day-old gold and coal strike has been reasonably well-conducted, Anglo American's industrial relations consultant, Mr Bobby Godsell, told a press conference here yesterday.

He did not dispute NUM claims that miners were conducting the strike in a dignified manner but added that he wished they would be "a bit more dignified."

Incidents of violence on the mines were outlined but "by-and-large" the strike was being conducted in an orderly manner apart from some NUM members locking hostel and shaft gates in an attempt to prevent miners from working and threats made to hostel managers, Mr Godsell said.

He said mine management and the union had agreed that strike committees would take control of the striking miners but hostel management would continue to "perform the management functions at the the hostels."

The head of Anglo's Gold and Uranium Division, Mr Peter Gush, admitted to the almost 100 mainly foreign journalists at the conference that Anglo was suffering "significant production losses. But we are producing," he said.

He added that Anglo mines were among the most unionised in South Africa and therefore the company was bearing the brunt of most of the strike.

Charges by the NUM that miners were being forced underground at gunpoint were denied by Mr Gush — Sapa.
A five-year haul from union impotence to muscle-flexing

The long haul from powerlessness to union muscle has involved an elaborate game of strategy and brinksmanship by the NUM.

JEAN LEGEND report

The Chamber may well have picked 1987 to die on, believing it was time to limit the growing power of the union before it was really too late.

The long haul from powerlessness to power saw a serious challenge to the might of the mining bosses. It involved a sophisticated game of strategies and countermoves by the NUM and Chamber of Mines.

To understand the dynamics of this power game, one has to recognize the extraordinary strategic skills of Ramaphosa, a shrewd activist, detêtes and lawyer whose name has become synonymous with the black miners' movement.

In fact, the power play began at the very first meeting with the Chamber.

The combination of Ramaphosa's political and legal strategy was a potent weapon. The NUM maintained a strong media presence and was well-organized and well-prepared.

The NUM succeeded in the appeal for an end to violence and for a return to the bargaining table. The Chamber agreed to a wage increase, which the NUM had already decided to accept.

The Chamber appealed to hold off the wage, but Ramaphosa won the battle to rule that the Chamber had overstepped its bounds. The Chamber was forced to hold a wage increase, thus losing the NUM's ability to use the legal system to their advantage.

As the pattern of brinkmanship framed within legal procedures emerged, the Chamber was too weak in the political process to be able to resist the NUM's demands.

It was only at 11:00 that the NUM posed and was ready to support the Chamber's strategies.

The union committed a serious error in its weakness by calling for a gold strike in the Chamber, thus neutralizing its strongest power base.

In 1986, the tactics of brinksmanship were further refined. But the union chose to go for a gold strike before the Chamber had a chance to negotiate, thus losing the NUM's ability to use the legal system to their advantage.

However, the Chamber, which prepared a strategy of more than 300,000 workers, the first time in the history of the country, was able to mobilize a significant portion of the industry.

In 1987, similar patterns to previous negotiations emerged, but the union appeared to have absorbed some crucial lessons. They did not allow the possibility of a diverse effort to emerge.

This was achieved by keeping its strike to 30 percent, out of reach of a separate group for the Chamber. The Chamber also had a high level of co-operation with the NUM.

A principle of industrial relations bargaining is always to have more money — but not too much — and a fixed rule. The strike weapon is, after all, most effective when it is still a threat.

In that year, more negotiations, to the surprise of many people in the industry, the brinksmanship ultimately carried the day and the relative edge into a massive legal strike.

Clearly, if the strike holds out for a few more days, it will have passed the critical testing phase. But does the NUM have played its best hand, and will there be a card to play?

A mere 72 hours before the strike was due to begin, Ramaphosa announced that workers would be returning to work following the failure of management to agree to the NUM's demands.

This increased the stakes, taking maximum advantage of the pre-strike tension. But it was clear by Monday that no such decision had been taken overall by the union.

Workers at a local level appear to have set the strike in the best interest. After all, they receive food and wages, and management pressures such as curfews, room searches and more security duties do not become unbearable.

When pressures become unbearable, workers could start leaving as they have in recent times. The Union's main role is to ensure that workers are paid.

What the NUM exudes threat to do is to provide the NUM with a threat that would be used in future and which will become stronger the longer the strike lasts.

While the union would lose the control of the workers that the compound system provides, it would prolong the strike and disrupt production substantially.

As the strike develops a momentum of its own, it will be presented to the government as a way to counter the NUM's demands. The NUM's pattern of confrontation will continue.

However, the Chamber also has a few cards in its hand. It appears to be using up the cards in its hand, simply waiting for the strike to blow over and for the union to suffer a humiliating defeat which would undermine its prestige in the eyes of miners.

But the key question is whether the strike will go out of control to its advantage. If the strike really starts to hurt the economy, Gold and coal will make up two thirds of the country's foreign earnings.

That question — one face — could be answered in the next few days.

Employees of market agents continue strike

Staff Reporter

ABOUT 400 employees of the Institute of Market Agents at the Epping Market yesterday entered their second day of a strike in support of a minimum wage of R90 a week.

A Food and Allied Workers Union, Fawu, spokesman said talks had deadlock at a R10 a week increase (from the present R80 minimum) with management's outside negotiator expressing the opinion that mediation would "not be useful." Mr Ludwig van Deventer, National President of the Institute of Market Agents said yesterday the percentage commission for agents remaining unchanged since legislation set it between 5% and 7½% in 1944.
Potwa mum on negotiations

Dispatch Reporter

EAST LONDON — Representatives of the Posts and Telecommunications Workers Association (Potwa) returned last night from Cape Town after negotiations held yesterday with Minister of Posts and Telecommunications, Mr Stoffel Botha, in an attempt to resolve the six-week long postal strike.

The president of Potwa, Mr Vusi Khumalo, was not available for comment and a spokesman said a statement would be issued later today after delegates had studied any new proposals.

A post office spokesman, Mr Ben Rootman, said information concerning the meeting was confidential until reaction was received from Potwa, which was only expected after the weekend.

He said no other workers had been dismissed, other than the 100 dismissed in the Eastern Cape on Friday.

In Soweto, where all depots had been closed and postal deliveries halted due to the strike, alternative arrangements have been made for the payment of pensions, Mr Rootman said.

Union signs accord with King tannery

Dispatch Reporter

CAPE TOWN — The St Andrew's College schoolboy, who was injured in a rugby match against Queens College in Grahamstown in June, Stuart Heeger, 14, is still in hospital here and considered to be a quadriplegic.

Stuart is presently in the Conradie Hospital's intensive care unit.

After medical checks this week, doctors told his father, Mr John Heeger, who resides in East London, that Stuart would probably not regain the use of his limbs. He is presently on a respirator, but doctors hope that this may eventually be disconnected, should he be able to breathe unassisted.

Doctors, however, are unable to say when this may be.

Three Queenstown rugby players were laid up in neck braces in the Frontier Hospital at the weekend as a result of injuries sustained on rugby fields.

All three were discharged on Sunday.

President

EAST LONDON — Mrs Alma Powell is the Eastern Province Women's League national president and Mrs Ada Gloster is the local branch chairman.
Union claims court dismissed interdict

Dispatch Reporter

EAST LONDON — The Industrial Court has dismissed an application by Mercedes-Benz seeking to interdict the National Automobile and Allied Workers Union (Naawu) from meeting or participating in the strike at the company’s assembly plant here, a union spokesman said last night.

Mr Les Kettlepas said in a statement that, as a result of the application to the court and the company’s refusal to meet a delegation which included dismissed shop stewards, the workers had refused to allow any of the union’s leaders to meet the company and had demanded that the company should deal directly with the workers, who would decide how to deal with the it.

Mr Kettlepas said the Industrial Court’s decision “clearly confirms the criticisms of the union that Mercedes management has not attempted to address the problems confronting it”.

Instead, it had “run for shelter” to the courts and the Industrial Council.

“We hope the industrial relations management of the company will now get their show together and get down to serious negotiations on how to resolve the dispute at the company”.

Mr Kettlepas warned that the union would consider withdrawing its leadership in disputes in which companies “ran secretly without adequate notice” to interdict the union, as had been done by Mercedes-Benz.

“The result of this will be that the companies will then have to negotiate with all their workers or negotiations and the industrial relations system will collapse.”

Mercedes-Benz spokesmen could not be contacted last night for comment on the union’s statement.

A spokesman for the company, Mrs Delene MacFarlane, said earlier she was unable to comment on whether the firing of workers had been done on a selective basis but stressed the company had only dismissed 188 “believed to have been responsible for the strike”.

More than 2,600 workers are now on strike at the plant, where production lines came to a halt more than a week ago.

TWO ROBBERS
10,000 join striking miners

By THEMBA MOLEFE

ABOUT 10,000 workers at 10 mines have joined the National Union of Mineworkers' wage strike.

The 10 mines now involved in the strike which began on Sunday night include gold mines, collieries and a gold refinery owned by Gencor, Anglo and the Johannesburg Consolidated Investments.

Num's general secretary, Mr. Cecil Ramaphosa, said at a Press conference yesterday that 68 of the 78 officials were arrested when police surrounded the union's Klerksdorp offices on Wednesday were given R1,000 bail each.

The union was last night preparing to pay the R1,000 bail.

Two of the officials, including regional chairman Mr Moses Tladi, have been detained under the Internal Security Act, according to the union.
Strike spreads across Reef

Investors shy away from gold shares

JOHANNESBURG — Mine managements have confirmed that the National Union of Mineworkers strike spread yesterday to another six mines and other installations. However, workers at another two mines returned to work.

About 150 of the Rand Refinery's 360 employees took strike action yesterday, according to the Chamber of Mines.

Johannesburg Consolidated Industries (JCI) said 1 300 employees at the Tavistock and Phoenix sections of Tavistock collieries failed to arrive for work.

A spokesman said the strike was unlawful as the NUM was not recognised there.

He also confirmed that 1 600 Consolidated Murchison workers began a strike over a separate wage dispute.

Anglo American's Mr Peter Gush said yesterday for the first time that all of its gold mines were affected by the strike.

The company reported that more than 1 000 workers at the Ergo and Daggafontein plants also joined in.

Anglo received a Supreme Court interdict for the eviction of Ergo employees from company premises after allegations of sabotage.

Anglo said the union has rejected a 9.1 per cent to 13.5 per cent wage offer which would take the minimum to R614.

Workers who are staging a sit-in, would be given "time to leave peacefully."

Management denied NUM claims of strikes at West Rand Consolidated and Simmergo.

Operations at Anglovaal's Loraine gold mine returned to normal after about 2 000 strikers met a management ultimatum to return, and 500 at Gold Fields' New Clyde Colliery also returned.

The Daily Dispatch correspondent in Johannesburg reported that while the strike is supporting the gold price, trading in gold shares turned cautious on the JSE yesterday as investors, particularly in London and New York, showed concern over the impact of the strike on gold mines.

The NUM secretary general, Mr Cyril Ramaphosa, said yesterday that six strikers at Anglo American's President Steyn gold mine were injured by mine security assaulted and opened fire with rubber bullets on them.

Anglo OFS gold chief, Mr Lionel Hewitt, said at a media conference that last night the security personnel were accompanying a management employee who wished to distribute a communication to strikers.

They found the hostel gates had been taken over by strikers who denied them access. They forced their way in and had to use rubber shot to disperse a hostile group of workers.

At a media conference, Anglo's Mr Bobby Godsell said the minimum wages in the group's gold and uranium division were, since the 23 per cent increases on July 1, now R289 and R339 for surface and underground workers respectively.

Average black wages were R475 and R520 taking into account service, bonus and overtime payments.

Sixty-eight of the 77 NUM members arrested at Klerksdorp on Wednesday were granted R1 000 bail each yesterday. The union said two of the remaining 10 were being held in terms of the Internal Security Act.

The fate of the other eight could not be established.

A Witbank colliery and a major production shaft of Welkom's Freestate Consolidated Gold Mines (Freegold) are facing closure as a result of the mine strike.

More than 2 000 workers stand to lose their jobs at Freegold's Western Holdings No 1 Shaft unless the striking employees return to work.

"Unless the striking employees return to work within the next few days and the desired level of production can be achieved, stopping operations at this shaft will have to cease," a spokesman said.
60 miners hurt, 23 held in strike violence

By Mike Siluma

About 60 strikers were injured and 23 arrested in overnight action by police and mine security personnel as the miners' strike, called by the National Union of Mineworkers (NUM), entered its fifth day today.

A spokesman for Anglo American said 60 workers were injured at the No 1 shaft hotel of the Western Deep Levels South mine, when mine security personnel and police fired rubber bullets to disperse a group of heavily armed strikers who allegedly threw stones.

The spokesman said workers were taken to hospital, one in a serious condition.

Police have also confirmed that 23 strikers were arrested at Anglo's Ergo plant near Springs, after 400 strikers at both the Springs and Daggafontein plants had been issued with court eviction notices.

NUM spokesman, Mr Marcel Golding, said the union rejected the allegations of sabotage. "It seems that the people management used to operate the plant could, due their ill-conceived, have been responsible for the problems between 220 000 and 230 000 are on strike.

Anglo Vaal said the situation at group mines was normal with workers at Lorraine mine having resumed work.

Genor said the situation at its mines remained the same as on the previous four days. A spokesman denied NUM statements that workers at the West Rand Consolidated mine had gone on strike.

Gold Fields reported normal attendance at its mines. A spokesman could not yet comment on union allegations of the detention of 13 strikers by mine security at Vosburg mine.

Rand Mines said only two of its mines were `affected' by strike action — Douglas 2 and Rustenburg, which was `partially' affected.

An Anglo spokesman confirmed that "underground operations were affected" by strike action.

JCI said workers at Tavistock, reported to be on strike to the NUM, had resumed duties.

[Image: Heading for home: Deporting miners wait on a bus parked on the Potchefstroom road for their colleagues to join them so they can start the trip home to Lesotho. Picture by Karen Sandison]
MINERS' STRIKE

Hunkering down

Starting with last Sunday night's shift, the National Union of Mineworkers (NUM) duly began its legal strike against the Chamber of Mines (Current Affairs August 7), amid no sign of fresh initiatives to end it.

While the union claimed it had made all the approaches a reasonable union could, the chamber's stance is that it is prepared to negotiate further on specific demands, such as increased death benefits, but emphatically not while the strike is on. Nor will it concede bigger wage demands.

So the test of strength is definitely on, and looks like being prolonged.

Says NUM general secretary Cyril Ramaphosa: "We believe the struggle for a living wage in the mining industry has begun. We're confident of miners' support because they are not satisfied with the increases."

Ramaphosa's deputy Marcel Golding explains that the union is depending "on the resilience of the workers and their commitment to fight for improvements. Judging by the numbers out, we have their full support."

The first two days were marked by claims and counter-claims of violence and intimidation, differing claims about the numbers involved, and the extent of the strike.

Ramaphosa (see People) claimed on Monday that 340 000 miners — the "total" black work force at affected mines — had brought operations to a halt on 44 gold mines and collieries. In addition to 220 000 NUM members on strike, he claimed about 120 000 other miners had joined in.

The chamber, however, says this is simply not true. At most, it says, 31 mines are affected, involving 220 000-230 000 miners, or about 40% of the black work force.

According to its industrial relations adviser Johann Liebenberg, 68 of its affiliated 99 gold and coal mines were operating normally on Tuesday. He says 13 out of 55 coal mines and 16 (44) gold mines have been "significantly affected" by strike action, and two more gold mines partially affected.

The chamber also says the number on strike is "disproportionately high relative to the number of mines affected, since a large number of strikers centre on a small number of big mines."

(The discrepancy over numbers arises because of different methods used. For example, for a shaft at which, say, 10 000 are on strike, out of a total complement of 50 000, the union uses the bigger figure, because, it argues, the shaft is rendered inoperative.)

In spite of sporadic incidents of violence, the chamber says, relative calm prevail on the first day, Monday.

After a helicopter trip over Transvaal gold mining areas on Monday morning, Ramaphosa reported "scenes of miners in a dignified and disciplined way taking strike action."

He claimed a number of mines had been closed in Carletonville, Klerksdorp and Westonaria. Strikers' disciplined behaviour had, however, been marred by strike-breaking attempts by mine management, aided by police in some cases.

At Rand Mines' Harmony, the NUM claimed workers had been forced underground "at gunpoint" and were staging a sit-in. Action had also allegedly been taken against strikers at St Helens and Loraine.

Five miners had been arrested at Buffelsfontein, and one each at Randfontein Estates, Bracken and Secunda, he said.

On Tuesday, NUM's Golding said nine strikers had been injured at Kinnos, and five at Bracken. The NUM's Westonaria offices were raided by police on Tuesday, and 50 shaft stewards arrested, said Golding.

The mines, on the other hand, claim there have been cases of strikers intimidating those who wanted to work. Anglo American, for example, says NUM shaft stewards have interfered with access to hostels, preventing some from working and obstructing food deliveries.

Anglo Gold and Uranium Division's Peter Gush warns that all cases of intimidation will be noted with a view to full investigation and possible action.

Ramaphosa's reply to allegations of intimidation is to ask "How is it possible for union officials to intimidate 340 000 miners?"

In Ramaphosa's reply to journalists' questions, it emerged that the union is not particularly worried about strikers being fired — even those who've packed their bags and gone home. "How do you fire 300 000 workers and hope to replace them this year?" asks Ramaphosa.

Nor does the union believe stockpiles can tide the mines over for more than three months. In any case, Ramaphosa reiterates, "our members are prepared to stay out as long as it takes to realise their demands."

FINANCIAL MAIL, AUGUST 14 1987
GENERAL INDICATORS

MONTHLY UNEMPLOYMENT RATES

- Unemployment rate as of March: 19.5%
- Unemployment rate as of April: 19.5%

INDUSTRIAL RELATIONS

MINE ACCIDENTS

- Eight hundred people died in more accidents last year compared to the year before.
- There were 764 cases of death and 821 cases of injuries.

ENGINEERING WAGE RATES

- Wage increase for workers in the civil engineering industry has been 10.5%.
- The basic rate for laborers was increased by 5.5%.

FINANCIAL INDICATORS

Johannesburg Stock Exchange Indices

- All_indices: 1091
- Gold_index: 1069
- Industrial_index: 1066

DOMESTIC WORKERS' WAGES

- Average wages of domestic servants in white houses have increased significantly in recent years.
- Service wages in 1985 were compared to a loss of 17.7% in the same period in 1985.

DOMESTIC SERVANTS EMPLOYED BY WHITE HOUSEHOLDS

- Domestic servants employed by white households in South Africa.

GOLD PRODUCTION

- The amount of gold produced in South Africa in the first six months of 1985 was 4.2% lower than the same period last year. A total of 6.5 million ounces of gold were produced in 1985.

BUSINESS BAROMETER

THE ECONOMY

More than half the miners earn below poverty datum line.

By PHILIP VAN NIEKERK AND JEAN LEGER

Almost 50 percent of black workers on the country's gold mines - those in grades one to five - earn wages below the poverty datum line. This is the main finding of the latest government report on the mining sector.

The Bureau of Market Research at the University of South Africa calculated that the "minimum living level" for an average family was R417 per month in February 1987. At this time the Chamber of Mines' minimum wage for underground workers in grade four was R178.6 per month. More than half the workers in those grades are said to earn less than this minimum wage.

For a country, the Chamber of Mines has calculated that the "minimum living level" for a household is R23 per month.

Black wages to total profits:

- In 1986, 37.3% of black miners' wages were used up to February 1987.

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Service and security for over 70 years.
Workers of the world unite against the Chamber

The National Union of Mineworkers' struggle for a living wage has captured the attention of the world. It is one of the biggest national strikes in the world this decade, and is the biggest in Africa. Solidarity messages have come from trade unions, national centres, anti-apartheid organisations and the entire progressive movement of the world committed to democracy and freedom of South Africa's oppressed people. Workers of the world are on our side. We are not alone in our struggle against the mine bosses.

And here is what some of them said...

The Austrian Union of Metalworkers' and Energy Supply Workers Solidarity with the South African miners in their fight for higher wages and improved conditions. We with your organisation a successful settlement.

British trade unionists send full support to the South African NUM and our best wishes for a successful outcome to the current industrial dispute with mining employers for decent wages and working conditions. World Federation of Trade Unions greets on behalf of its members your courageous struggle to better living and working conditions against inhuman solidarity and wish you and your countrymen all success your right to freedom and end to apartheid.

OATUU on behalf of millions of African workers under its umbrella expresses its solidarity with the people and workers of South Africa, particularly the striking mineworkers in their relentless struggle for social justice democracy and the elimination of apartheid.

OATUU appeals to all its affiliated national trade union centres as well as regional, national and international trade union organisations to express their moral material support for, and solidarity to, the mineworkers in South Africa.

The United Democratic Front salutes the brave, militant action taken by the most exploited and abused workers of our land, under the leadership of the National Union of Mineworkers.
One day in the life of a strike

The carpet is his bed, his tracksuit top his blanket. Cyril Ramaphosa hasn’t done much sleeping this week and when he does, it’s right next to his desk.

JO-ANN BEKKER reports

GENERAL NEWS

THE nucleus of South Africa’s largest-ever miners’ strike is 35 years and a cigarette stub out of the tracksuit top his only blanket.

Striking Randfontein miners wait for transport home as the troops are called in to keep a watchful vigil over the exodus as possible,” he says over his shoulder.

Ramaphosa and his contemporaries have decided to focus on the issue of law enforcement and order, and not on the economic and social issues that underlie the strike.

The strike has forced many of the miners to work longer hours and has raised concerns about the impact on their health and safety.

The National Union of Mineworkers (NUM) has also been hit by the strike, with many miners refusing to work.

The strike has caused a shortage of coal, which is used to generate electricity.

Hence, among a maze of room parts, offices, noices to National Union of Mineworkers have lived day and night, monitoring the strike and giving advice, stopping only once every 24 hours to stretch out on the speckled cool-white carpet for a few hours’ sleep.

The open-plan makeshift offices in Durban House are a far cry from the spacious rooms the NUM rented in the hub of the country. In the offices, the temporary offices are more conducive to running a strike than were the Cosatu House offices which were structurally damaged by two powerful bombs in May and are now being repaired.

The NUM is not taking a repeat of the above attacks which hit Cosatu after the first two-day work strike to protect the all-white Melville Park community. Young South Africans who form Cosatu’s Congress marshals have a round-the-clock watch over the house and the single entrance to the NUM offices. Visitors must give their name and business purposes before they are received despite.

As a room in the office, the switchboard operator bellows the names of NUM officials to alert them to the many calls that are coming in.

Ramaphosa, who has averaged two hours’ sleep a night since the strike began on Sunday, the carpet was his bed in his mother’s house, has NUM

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Strike could cause closures

A WITBANK colliery and a major production shaft of Welkom's Freestate Consolidated Gold Mines (Freesgold) face closure as a result of the mine strike. More than 2,000 workers stand to lose their jobs at Freesgold's Western Holdings No 1 Shaft unless the striking employees work "within the next few days.":

- An Anglo American spokesman said yesterday that sporadic unrest during the past year had affected the viability of marginal shafts at Freesgold, and Western Holdings No 1 shaft in particular had been operating at a loss for some months.

Lindan, an Anglo American colliery near Wuthanka could be another corpor.

Six more mines hit by strike

the JSE yesterday as investors, particularly in London and New York, showed concern over the impact of the strike on gold mines.

- NUM secretary general Cyril Ramaphosa said six strikers at Anglo American's President Steyn gold mine were injured by when mine security "assaulted and opened fire with rubber bullets on them.

Anglo OFS gold chief Lionel Hewitt said last night that the security personnel were accompanying a management employee who wanted to distribute a communication to strikers.

They found the hostel gates had been taken over by strikers who denied them access. They forced their way in and had

Amco said yesterday that unless "normal operations" resume by Monday, it will be necessary to close the mine "with immediate effect.

The mine, which has suffered not only as a result of a depressed coal market and sporadic labour problems, but also had a major underground fire in 1985, was scheduled to cease operations in March next year.

"The loss of production occasioned by a continued strike will make it uneconomic to maintain underground operations and it has therefore become necessary to review the closure date of this colliery," an Anglo spokesman said.

to use rubber shot to disperse a hostile group of workers.

- Police last night confirmed the arrest of 23 strikers and the use of teargas at Ergo. A miner was injured when he fell while running away. A spokesman said police acted at 4.50 pm to disperse an illegal gathering.

Anglo was holding a media conference in Johannesburg at about the same time as the police action. It said the strike was legal after the deadlock in mediation this week, the union's strike ballot and the company's successful court application to prevent acts of sabotage recurring.
Interdict against strikers at Ergo

THE East Rand Gold and Uranium company (Ergo) yesterday obtained an interim interdict evicting striking employees from their premises for the duration of the NUM strike. It alleged that several serious incidents of sabotage had occurred at its plants since the strike began.

In terms of the rule nisi issued by Mr Justice Gordon in the Rand Supreme Court, A N Mthethwa and 1 022 others must show cause on September 1 why they should not be interdicted from intimidating, interfering with or unlawfully threatening employees or property.

They must also show cause why they should not be restrained from preventing any employee or any of Ergo's independent contractors from leaving or entering the premises.

The rule nisi will act as an interim interdict pending the final outcome of the application.

Ergo manpower resources manager Lachlan John Gatherer said since the strike began a number of serious incidents had been reported, causing sections of production to be stopped. They would have resulted in substantial losses had they not been discovered.

Gatherer said a desanding 240V breaker was found switched off and an open panel had caused the whole section to come to a standstill.

He said throughout Wednesday night employees on duty discovered a number of unauthorised and unscheduled closures or openings, all of which could have caused enormous damage had they not been noticed.

He said striking employees were moving through the plants and their very presence was potentially disruptive to the company's operations.

Gatherer said white employees who had been running the plants were under extreme pressure and the disruptive activities of the strikers was causing tension and nervousness.

Gatherer said it was not desirable that police be involved at this stage as their presence might be provocative and lead to violent confrontation.
A court nod to employee overtime rights

THE right of workers to refuse to do overtime has been confirmed by a Natal Supreme Court judgement considered highly significant by labour lawyers.

Judge John Broome was asked by Plasecon Paints to grant an interdict against the Chemical Workers Industrial Union and 356 workers, restraining them from either holding any unlawful strike concerning an issue currently in dispute or from starting any overtime ban until the procedures under the Labour Relations Act had been exhausted.

The judge granted the ban on any unlawful strike but refused to prohibit workers from initiating an overtime ban. He said it would constitute "a very serious inroad into the rights of the workers were (he) to restrain them from moving, instigating, calling for, supporting or organising an overtime ban."

"As far as the individual worker is concerned, the working of overtime is something which he should be free to do or to refrain from doing. The notion of a worker being compelled to work overtime as and when required is so one-sided and unavailing to the worker that the prejudice speaks for itself. This is so even if the obligation to work overtime is qualified with the words 'subject to any legitimate excuse'.

"As far as the union and the shop stewards are concerned, it seems to me that, provided there is no intimidation, it is perfectly valid and unobjectionable if, in order to strengthen their hands, they call for an overtime ban. It represents a weapon available to them and to deprive them of it would be highly prejudicial to them."

"That (the company) is being prejudiced by an overtime ban seems clear. But that prejudice can probably be avoided by employing more workers and adjusting the work times."

"In my view the balance of convenience favours the individual and not the employer, especially as the employer's case, on the merits, seems to be rather thin."

Commenting on the judgement, a labour lawyer said as far as he knew it was the first time the Supreme Court had said that an overtime ban did not constitute an unlawful strike and so the ruling "clarified the issue."

"It is most significant because the judgement goes so far as to say it is contrary to public policy that workers should be compelled to work overtime and that of its nature overtime is voluntary."
Some of the Ergo 20 workers last night displaying head and other wounds inflicted on Thursday when police and mine security forces fired rubber bullets and used sjamboks during an eviction action at the Springs plant.
Management actions at Spekenam 'spark wide-spread anger'

IT'S difficult to underestimate the extent of union and community anger over events at Spekenam over the past 10 days.

Briefly, management dismissed about 500 workers last Thursday after they had been on strike at the Bellville factory for two days.

Police then arrived, called in by management according to a police spokesman, and drove workers out of the factory using teargas and teargas.

KNEE-JERK RESPONSE

This is seen as the unacceptable face of industrial relations, a reversion to the 1970s when management's knee-jerk response to worker action was to yelp for help from the Department of Labour (as it was then) and the police.

Bewildered by displays of worker power, blinkered by the tunnel vision created by too many years of arbitrary power over workers and blamed by inadequate (mostly non-existent) industrial relations they simply lacked the equipment to respond with understanding.

Since then, many management have left the dark ages behind and the police view is that industrial relations are a matter between employers and employees.

So the events of last Thursday sparked deep anger among workers.

Support from community organisations has been pledged at a series of meetings - in line with their acknowledgement of the leadership of the working class.

A Cosatu spokesman called management's actions "provocative" "We call on management to face the real issues - workers' right to freedom of association and to negotiate wages and conditions of employment through their elected representatives and their chosen union," he said.

"Are the bosses serious about negotiating in good faith or are they just out to attack the union? We see the events of last Thursday as part of the national attack on Cosatu and the denial of the workers' most democratic right to negotiate a living wage."

Lunchtime demonstrations of support have been held by, among others, the Food and Allied Workers' Union (Fawu) plants round Cape Town and the Congress of South African Trade Unions affiliates in Bellville.

Meanwhile, it is understood that casual workers who have been hired have been told they have temporary jobs for two weeks.

SOMEONE AVAILABLE

It's difficult to give management's side of the story because no contact has yet been made, managing director Frikkie de Klerk has been attending a lot of meetings. So not only do they have an IR problem, they've got a PR problem too.

One can't emphasise strongly enough that where there's a dispute management should have someone available at all times, not only to hand out statements but with the authority to clarify unclear points and answer questions.

Too many company statements are so unclear, or fail to address the issues, that they simply fog things up.

All IR issues are delicate, but if the unions can mandate people in the organisation - a shop steward or an organiser - to talk to the Press it's often difficult to understand why managing directors of companies are so jealous of their status that someone else with a clear grasp of the situation can't be delegated to talk to the Press.
He can hit SA where it hurts most

Cyril Ramaphosa: 'Smash capitalism.'

Two central ironies intertwine with the strife and drama of the massive strike by thousands of black workers in South Africa's vital mining industry.

The first concerns Mr Matamela Cyril Ramaphosa (34), the general secretary of the National Union of Mineworkers (NUM).

The second concerns one of his chief adversaries, the giant Anglo-American Corporation.

The charismatic Mr Ramaphosa is the son of a policeman. He was thus born into a class of blacks which, more often than not today, is condemned by the outlived African National Congress and its sympathisers for collaborating with the authorities and helping to perpetuate white rule.

Opponent

But Mr Ramaphosa, a lawyer by training, emerged as a staunch opponent of apartheid at university, serving as branch chairman of the now banned South African Students' Organisation at the University of the North before joining the Black People's Convention.

Like many black leaders at the cutting edge of the struggle for a new South Africa, Mr Ramaphosa is a prisoner graduate, having been held as a detainee at Pretoria Central Prison for nearly a year in 1974-75.

As the strategist behind the NUM strike, Mr Ramaphosa, the young leader of a young union, is poised to hit the South African economy where it hurts most, in the gold mining industry.

Patrick Laurence

Prolonged disruption of gold production would have far-reaching consequences, as gold earns about 40 percent of South Africa's vital foreign exchange and contributes some R4 billion to the State coffers in taxes.

Whether disruption of gold production would be a blow against apartheid per se is a matter of intense and often acrimonious ideological debate.

Judging by a key resolution passed at the NUM congress in February, however, there is no doubt in Mr Ramaphosa's mind.

"Apartheid and capitalism are two inseparable evils that must be smashed," the resolution declared.

Like many of his contemporaries, Mr Ramaphosa started political life as an adherent of Black Consciousness but moved into the pro-Freedom Charter camp after the death of Steve Biko in 1977.

Another central irony in the strike by between 250,000 and 340,000 miners, depending on whose figures one accepts, is the position of Anglo-American on the frontline where the dispute is fiercest.

Apart from being the biggest of the six major mining companies, it was arguably the most progressive in the field of industrial relations at the time of the NUM's emergence in 1982.

Yet it seems to be hit hardest by the strike. Its refusal to release details on the number of striking workers at its mines has fuelled conjecture that it is at the forefront of the conflict.

One reason for the apparent anomaly is obvious. Most of the NUM's 200,000 members work on mines owned by Anglo-American.

But that, in turn, is because Anglo-American has imposed less severe curbs on NUM officials seeking to recruit members since the Chamber of Mines agreed in principle in 1982 to grant them access to the mines.

The chamber left it to the individual mining houses to decide what access meant in detail.

After the formation of the NUM a bare five years ago, Anglo-American recognised the potentially important role of trade unions in regulating industrial conflict and gave NUM organizers access to the hostels in doing so it adopted a more liberal approach than most of its rivals.

Suspected

As recently as 1985 Anglo-American again strode out ahead, averting a strike by black miners on its mines by offering a higher wage increase than that agreed by the Chamber.

At one stage Anglo-American was even suspected by left-wing observers of trying to co-opt the NUM. They thought it was creating a docile in-house trade union to act as its partner in a charade for the benefit of the outside world.

The present strike must surely convince them that the conflict is real and the issues substantial.
SAM MAPE
Three hundred workers at Cinoplast in Nugget and Albert streets, Johannesburg, have been on strike since Tuesday in support of a demand for the recognition of their union.

A spokesman for the workers said they were dissatisfied with working conditions and claimed management was not prepared to give them a hearing.

The managing director of the company, Mr H Howard, said he had no knowledge of grievances by his employees.

He said he gave the workers an opportunity to speak to him about their problems on Tuesday and that they had refused.

He said there has been no contact between him and the striking workers. He confirmed that a union had sent him a telex, but he did not know who the union represented.

He said the situation was back to normal at the firm as he has made alternative arrangements to continue production.

Workers claim that management is breaching SEIFSA's main agreement regarding minimum wages and that women who go on maternity leave lose their jobs.
12 000 Sasol workers will strike, says union

At least 12 000 members of the Chemical Workers’ Industrial Union (CWIU) at Sasol’s Secunda plants will strike on Monday over a dispute about the granting of paid holidays on May Day and June 16, according to the union.

A CWIU spokesman said that at a mass meeting on Wednesday, 5 900 union members decided in favour of striking at Sasol 2 and 3 and at the fertiliser and explosives plants.

A Sasol spokesman said: “We have not been informed by the CWIU when they intend striking, nor has the outcome of the mass meetings convened by the CWIU on the issue of May 1 and June 16 as paid holidays been officially conveyed to Sasol.”

The spokesman said the company told the union that it would wait to hear the recommendations of a report on public holidays to be released by a President’s Council committee on September 14.

“We asked what the recommendations were likely to be and the reply was that May Day would not necessarily be granted on May 1, and another holiday may be given for June 16. We rejected this,” the spokesman said.

Management had informed the union that it was willing to negotiate the matter before the holidays were due.

“The issue will only be acute in nine months' time and we prefer to wait for the President’s Council review on all public holidays.”

The spokesman said that all operations were proceeding normally at Sasol plants yesterday.

The union and management are also in dispute over wages and the implementation of wage increases prior to an agreement being reached.

The union spokesman said the CWIU was preparing ballot papers for a legal strike over the wage dispute.
Mine strife on increase

FROM PAGE 1

them when they were evicted from the plant at Springs on Thursday.
Anglo American obtained a Supreme Court order to evict sit-in workers at the Ergo plant after allegations were made that there had been 14 acts of sabotage, including the release of seven tons of sulphuric acid.

NUM claims the workers whom management employed to operate the plant had, because they were inexperienced, mistakenly released the acid. "Or the management of Ergo and police sabotaged the plant in an attempt to discredit the workers and get an eviction order," Mr George Nkatumeng, an Ergo shop steward and regional committee member of NUM, told the meeting.

Mr Nkatumeng said police and mine security guards moved against the strikers at 4pm on Thursday while a union committee was negotiating with management the terms of a peaceful withdrawal by sit-in workers.

Mr Nkatumeng also alleged that after the firing began workers who tried to leave the plant found they were trapped because police had locked the gates.

Mr Molotsi told the media 75 workers were injured at a Western Deep Level No 1 Shaft hostel when police and mine security fired rubber bullets at 700 chanting strikers. Fourteen were in hospital in a serious condition.

NUM alleges that Anglo called on striking workers to go home and, when they had decided to stay, Anglo called in the SAP "to break the strike".

"The allegation that the workers were armed with petrol bombs, pangas and other weapons is untrue," said Mr Molotsi.

Anglo American said the Western Deep Levels shooting took place when more than 700 strikers, armed with pangas and petrol bombs, gathered.

"Repeated attempts were made to disperse the crowd. The group then advanced on the security forces, throwing stones, and was dispersed by the firing of rubber bullets," an Anglo statement said.

Four of the injured were in serious condition, Mr Peter Gush, chairman of Anglo's "Gold" and Oranum Division, told reporters.
Possible closure of No. 6 Shaft

Consideration is being given to the closure of the No. 6 shaft which is a low-grade marginal operation as prolonged strike action is resulting in an accumulated loss which may make it uneconomic to continue operations. Closure of other shafts may also become necessary later.

Striking employees have been advised of the economic realities of the situation and the National Union of Mineworkers Branch Committee has been told of the consequences of the strike action.

If the striking employees return to work by Tuesday, August 18, 1987, employment opportunities for approximately 2,000 people will be preserved.

Johannesburg
August 14, 1987

[Signature]
Talks to end strike

Representatives of the Post and Telecommunications Workers' Association were reported to have met the Minister of Post and Telecommunications, Stoffel Botha, yesterday in an attempt to resolve a six-week postal strike.

A Pota spokesman said in Johannesburg that the president, Vusi Khumalo, was holding talks with the Minister in Cape Town.

A Post Office spokesman, Ben Rootman, said he understood the union had telephoned Botha for an interview but was unsure whether it had taken place.

Over 10 000 workers are on strike countrywide following the dismissal of 100 Post Office workers in the Eastern Cape last Friday.

Khumalo could not be contacted for comment.

Sapa.
A second bomb scare

CP Correspondent
STANDARD Bank staff in Church Street, Grahamstown, evacuated their building on Wednesday after a bomb threat.

The evacuation was the second in a week, both at midday.

A security guard at the bank said the threat was made on the phone at about 12:15am.

The bank manager refused to comment and the police also did not have any comment on the matter.

-- Albany News Agency

By MARTIN NTSELENGOE
ALEXANDRA township "comrades" allegedly forced a family to bury their son in the township as an ANC soldier, instead of in the homeland, as they wished.

This was revealed before Judge FH Grossoep in the Rand Supreme Court this week by the dead man's brother.

Appearing in court are seven Alexandria men and a 17-year-old youth on charges of high treason, sedition or subversion. All have pleaded not guilty to all the charges.


The dead man's brother, who may not be named, said after his brother's death comrades came to their house and told him that his brother died as an "unrest victim" and must therefore be buried as an ANC soldier.

He said his father was very upset about the comrades' decision.

Under cross-examination by the prosecutor, E de Villiers, he admitted that his brother died of natural causes.

He said on the day of the funeral, his brother was buried with 17 others at a mass funeral held at the Alexandra cemetery.

Another State witness said that, after his brother had died from teargas fumes, comrades came and told his sister-in-law that her husband would be buried as an ANC soldier.

He said at the eve of the mass funeral, comrades put up a tent and also brought plastic chairs.

Later they were told that there would not be any night vigils at any of the victims' houses, but a joint service would be held for all those who had died at the Roman Catholic Church.

The case is proceeding.

Officer fined R1 500

CP Correspondent
A PORT Elizabeth policeman, Constable Winston Owen Vencence, 24, was fined R1 500 or 12 months in jail plus one year conditionally suspended in the Port Elizabeth Regional Court this week.

Potsdam funeral disrupted

CP Correspondent
Ciskei police disrupted the funeral of a Potsdam community leader last weekend, according to Black Sash officials who witnessed the incident.

Sue Power, chairperson of the Sash's Border region, described how mourners at the funeral of Zola Nozue, allegedly murdered by vigilantes, were first teargassed then sandwiched without warning.

She added there was no reason for the disruption as the funeral was "most orderly".

Ciskei police PRO Colonel Avery Ngakol confirmed that teargas was used twice at the funeral, but claimed the funeral crowd had been dispersed when they became rowdy.

He denied Power's claim that there had been no warning and that people had been sandwiched.

188 strikers get the sack

CP Correspondent
CONFUSION reigned at East London's, Mercedes-Benz plant on Tuesday when management announced that 188 workers had been dismissed.

However, National Union of Metalworkers of South Africa officials said they had not been informed of the dismissals.

The company had issued an ultimatum for the workers to end their strike, which had started on Monday, and return to work by Tuesday morning or face dismissal.

The workers ignored the ultimatum and the company then announced it had dismissed 188 workers.

A company spokesperson, Delene MacFarlane, said it had been decided to dismiss the 188 workers because they were considered responsible for the strike.

The company had "no choice but to expel them", she said, adding that it was hoped the other workers would return to work. There are an estimated 2,800 workers at the plant.

However, yesterday morning workers at the plant were again refusing to return to work. Instead, they were waiting for management to approach their representatives for talks.

MacFarlane could not say whether management would initiate talks with Numsa, the union representing the workers.

Workers in one of the Mercedes-Benz plants went on strike last week in support of demands for a minimum hourly wage of R5.

Late last week, the company obtained an interdict against the union in the Industrial Court, restraining it from participating in the strike and simultaneously issued the ultimatum to return to work on Monday.

On Monday, a planned meeting between management and Numsa failed to materialise when management informed the union's negotiating team that three of its members - senior shop stewards - had been dismissed.

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THE student wing of the Black Consciousness Movement, the Azanian People’s Organisation, this week said it “supported the living wage campaign being waged by the Congress of South African Trade Unions”.

Azasm has in the past strongly criticised Cosatu and the United Democratic Front for not fighting for the black people of South Africa.

More support for NUM

The movement also initiated several black trade union movements now affiliated to the black consciousness National Council of Trade Unions, which stands in opposition to Cosatu.

In a statement released this week, Azasm pledged its solidarity with the more than 340,000 black mineworkers of the Cosatu-affiliated National Union of Mineworkers who started a nationwide strike on Sunday at 44 gold and coal mines in demand for better working conditions and higher wages.

The statement stated attempts by the mining authorities to “employ scab labour”.

CITY PRESS, August 16, 1987
INCIDENTS such as the Klerksdorp arrest of 78 National Union of Mineworkers strikers on Wednesday have the real potential of igniting a nationwide strike which could plunge the country into economic crisis.

Union mine security police, the South African Police and mine management distasteful remarks have tended to inflame the dispute. Coats' 25 affiliates -- representing over 300,000 workers -- could soon join their NUM colleagues in the strike.

According to Coats' information officer, Frank Mentoja, the affiliates who have been monitoring the strike closely since it started last Saturday, would meet on Monday to decide what action to take in sympathy with the NUM strikers.

At a press conference on Wednesday, NUM general secretary, Cyril Ramaphosa, said at least 177 NUM members have been arrested since the start of the strike.

And NUM's assistant secretary, Marcel Goldberg, disclosed a large contingent of mine security police -- some believed to be members of the South African Police in mine security uniforms -- moved into the hostel at Vaal Reefs mine with firearms and told workers to go back to work immediately.

Goldberg also said the NUM offices at the Vaal Reefs mine had been closed down by mine security men and that workers had been ordered to return to work.

Mine officials have rejected the NUM's intimidation allegations and have accused union members of provoking the dispute.

However, in a statement released on Wednesday, a spokesman for Anglo American, EP Gush, emphatically denied that members of the SAP, disguised as mine police, had been deployed on the mines.

He said mine police had entered the hostel to rescue a clerk who had been badly assaulted by striking miners.

By yesterday the mines had reported that 15 people were injured, eight of them hospitalised, at President Steyn mine when stones were hurled at mine security police on Wednesday.

Police fired rubber bullets in retaliation, a spokesman for the mines said.

The mines also reported that a fight had broken out at Saapsas between striking workers and those working the night shift on Wednesday night. Four miners were injured in the fight.

The NUM strike is taking place at the same time as that of the Post Office and Telecommunications Workers' Association, where 10,000 workers are on a nationwide strike following the dismissal of colleagues.

Also of importance to the NUM strike is the fact that workers at one of South Africa's strategic industrial plants, Rand, have voted overwhelmingly in favour of a strike.

This follows management's failure to meet the union's demand for the recognition of June 16 and May Day as paid holidays.

Meanwhile, Vaal Reefs east division manager, KC Dicks, sent a circular to all strikers on Tuesday urging them to abandon the strike.

In the circular, Dicks claimed that workers who lost between R13 and R12 a day if they did not return to work.

However, an NUM organiser and the workers were determined to achieve their goal and were not put off by Dicks' "motivation".

Meanwhile, more than 1,000 workers at eight construction companies at Western Transvaal's Klerksdorp region mines have joined the NUM strike.

Construction and Allied Workers' Union regional organiser, Thabo Siso, said there was a 100% downing of tools at Get Mining Construction, Mine Rock Construction, Turbineco Mining Contractors, Goldstone Mine Construction, Rusties Construction, Fraser Alexander Construction Company, Shaft Services and Construction Mine Construction company.

Siso said the workers' demands and grievances were a salary increase of 20% across the board, recognition of the right to strike, abolition of the overtime system, abolition of the race and the constant use of the word "nigger" when addressing black workers, no more unfair dismissals, better working conditions and no intimidation of workers who are on strike.
Mines stand firm against strikers

THE resilience of the gold and coal mines industry was shown on the Johannesburg Stock Exchange this week when most shares held firm in the face of the biggest mine strike since 1922.

The Chamber of Mines has indicated that its members will sit out the strike no matter how long it lasts.

There are also signs that the pace of the strike is slowing.

It reached its peak on Wednesday, but by Thursday four affected mines were back in full production, including the No 3 shaft at Lorraine and the Clydedale Colliery.

Workers returned to the Rand Refinery in Germiston, Tavistock Colliery and Unisel gold mine on Friday.

A chamber spokesman says some miners drifted back to work on other mines on Friday, particularly where they believed management could protect them.

Antimony

But the strike has spread to some non-chamber operations, such as Ergo and antimony producer Consolidated Murchison in the North-Eastern Transvaal.

Mining share prices have remained steady. The JSE mining producer index, at less than 1% in the two weeks, and losses among heavyweights stocks, such as Vaal Reefs, Freegold and Driefontein, were minimal.

The coal index has been on 2%, Trans-Natal and Amcoal improving.

Jens Jacobsen, of stockbroking firm Anderson & Wilson, says: "The market knows that gold is in a fundamental bull market and is prepared to sit out the strike."

Business Times Reporters

The gold price stayed well above $450 all week.

Because of the Stancha disinvestment and the strike, the commercial And gold fell to $435, lifting the rand price of gold above R1 600 for the first time in several months.

Lloyd Pengilly, of stockbroker Martin & Co, says: "We have plenty of buying orders from people wanting to buy on any weakness."

Some analysts say gold mines stocked enough ore ahead of the strike to last a month or two, but others say it is nonsense.

It has also been suggested that if the strike is prolonged a way of overcoming mine losses would be to increase grade. However, it could take at least three months for mines with higher grades to move into these areas.

The effect on production at mines is kept secret. Anglo American conceded that its mines have been hardest hit.

An analyst says Anglo Gold appears to have been identified as a soft target. Under strike action in the past, Anglo has always capitulated.

Gold Fields of SA, a tougher bargainer, seemed unaffected by Friday.

The chamber says the mining houses are united in their stand against the strikes, realising they cannot continue to increase wages asked for by the National Union of Mineworkers each year.

Mining costs are rising at about the inflation rate.

Anglo mines affected by Friday were Blairstrand, the whole of Freegold South (President Brand, President Steyn and FS Samplanc), parts of Freegold North (Freddies, FS Geduld and Western Holdings), Vaal Reefs, Western Deep and all its coal mines.

Some came to a halt and at others underground production fell by a half.

Closure warning

 Anglo has warned the 1 500 striking miners at the Landau colliery, near Witbank, that unless they return to work tomorrow the mine will be closed.

Anglo had intended to shut down the colliery in March next year.

Gencor mines affected include Grooteveld, Mariavale, Bracken, Winkepash, Stiffenstein, St Helena, Leslie and Knorre. The Mathis, Optimum and Trans-Natal megamines have also been hit.

JCI's Randfontein is also affected.

All Rand Mines coal mines are affected, but not its gold mines.

Small independent mines, such as Southgo, have not been hit by strikes. Southgo pays bonuses according to stopping work. Its miners have not been interested in the NUM's overtures.

Investors may believe the strike is not serious, but there is less optimism in mining houses. They fear production could drop heavily.

The NUM is demanding average pay

To Page 3
AN UGLY TURN IN MINE STRIKE

A meeting tomorrow of National Union of Mineworkers (NUM) officials and State police have been termed "ugly" by strikers.

The NUM, the mine's main union, has been the target of violent attacks by police in recent months.

NUM officials have been under threat of violence, with several members being attacked by police in recent weeks.

Strikers have accused police of using excessive force, with some reports of police using tear gas and rubber bullets.

NUM officials have also accused police of using undercover officers to disrupt meetings.

NUM officials have called for a peaceful resolution to the dispute, but say they will not be deterred from their efforts to gain better wages and conditions for miners.

NUM officials have also called for international support for their cause, saying that global mining companies have a responsibility to ensure that workers' rights are respected.

NUM officials have also accused mining companies of using their power to undermine the union and the workers' rights.

NUM officials have also called for a boycott of mining companies that do not respect workers' rights.

NUM officials have also called for support from other unions and workers' rights organizations.

NUM officials have also called for a global workers' movement to stand in solidarity with the miners of South Africa.

NUM officials have also called for a global workers' movement to stand in solidarity with the miners of South Africa.
Deadlock in Epping Market workers' strike

Labour Report

TALKS between the Institute of Market Agents and the Food and Allied Workers' Union, representing 400 striking Epping Market workers, deadlocked on Friday with the union turning down a R15 pay increase offer for those earning the R60 minimum weekly wage.

A Fawu spokesperson said the union rejected the offer—which was made on condition that all other outstanding demands were dropped, because it would mean that anyone earning over R75 would not get an increase.

For other workers the union asked for an across-the-board increase of R15, to be paid on May 1, and an additional across-the-board increase of R5 in November.

Epping Market employees at present earn between R60 and R100 weekly.

The spokesperson said Fawu had agreed to drop demands on five outstanding issues in an attempt to settle.

Management spokesmen were not available for comment last night.
Restructure SA’s economy — Cosatu

A 90-page booklet, Political Economy — SA in Crisis, published by Cosatu last week, criticises solutions put forward by SA’s big business establishment as being unable to solve the country’s deep-seated economic problems. It calls for the economy to be restructured, but warns that to merely talk of socialism as if it were a “magic formula” also fails to answer key questions.

The booklet, produced by Cosatu’s Durban-based education division, is aimed at union membership. It argues privatisation will mean a hand over of parastatals to large monopolies. This process, it says, will not constitute new investment or create jobs.

A more likely outcome will be higher levels of retrenchment as the new owners rationalise the corporations to make them more profitable. And profits from these new private ventures are unlikely to be invested in the creation of new jobs, because of a lack of business confidence and shrinking local markets.

It further argues privatisation of areas of “social consumption” like housing, health care and education will be counterproductive, in that these products and services cannot be made available to the mass black market at affordable prices.

The final chapter of the booklet raises a number of issues which Cosatu believes need to be addressed. These include the nature of political structures for a future democracy and protection of individual rights.

Access to archives denied

THE Department of Foreign Affairs says that, but for some exceptions, documents from its archives are not made available to the public.

Use of its documents for research has long been a matter of confusion for researchers and academics. The matter came to light again with the recent launch of a book by Sara Piener, history lecturer at Umsa, in which she says she was denied access to certain documents — but only in the past few years.

Several prominent SA academics say they have experienced difficulties in getting access to the records. In the preface to her new book, South African and International Relations Between the Two World Wars — The League of Nations Dimension, Piener writes the department appears to have placed a blanket ban on all documents in the State Archives dealing with SA’s foreign relations since 1910.

In 1979 she used Foreign Affairs documents without any obstruction from Archives officials but four years later, when needing to check them for another project, she was told she could not do so. A letter to her from the State Archives in 1983 said the department was not willing to allow any research into its archives.
Sasol strike due to begin today

DIANNA GAMES

TWO THOUSAND workers at Sasol's plants and mines at Secunda were scheduled to go on strike today over the issue of May 1 and June 16 as paid holidays, the Chemical Workers' Industrial Union (CWIU) said yesterday.

A Sasol spokesman said Sasol was not in deadlock with the union and was prepared to continue negotiations once the President's Council had made a finding on the issue of paid holidays.

He said it was nine months before the holidays became an actual issue.

The CWIU said Sasol had moved swiftly to try and block the strike and, in a telefax at the weekend, had alleged the strike was illegal, doubting the validity of the strike ballots.

The union said Sasol had threatened to apply for a court interdict to stop the strike but a Sasol spokesman yesterday denied that an interdict was being prepared.
NUM to meet mine bosses

- From Page 1

The National Union of Mineworkers and Anglo-American Corporation are to meet for the first time since the strike by the union's members began eight days ago. The NUM last night said the corporation had at last "come to its senses."

The talks, initiated by Anglo, however, will focus on its four-point proposal "to prevent intimidation, employee violence and the need for mine security to use force."

NUM's general secretary, Mr Cyril Ramaphosa, said at a press conference last night that Anglo, in its proposed agenda, did not include wages which were the basis for the strike which it said affected more than 340,000 workers at 49 gold and coal mines.

NUM also called for management to allow the Press access to its mines so that "the public should get a true picture of events."

The union met last night to prepare for the meeting as the number of the injured rose to 240 since the beginning of the strike on August 9.

NUM said a member, Mr Willie Mangani, underwent emergency surgery at the Hillbrow Hospital last night after being shot in the testicles at Matla Colliery at the weekend.

Mr Ramaphosa said the union's national strike committee, which met yesterday, resolved to continue the strike action until all their demands were met.

NUM said it also noted that a mass dismissal of workers for participating in the strike and a cheap retrenchment package were being planned in an attempt by Anglo to crush the strike at its three mines.

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JOHANNESBURG. — Mr Cyril Ramaphosa, the union leader locked in a historic trial of strength with South Africa's mining houses, has spent five years preparing for this confrontation.

"The mining industry had to have a massive strike. Both sides knew it was coming," he said.

About 250,000 black miners are on strike on gold and coal mines.

Since becoming the first general secretary of the National Union of Mineworkers (NUM) in 1982, Mr Ramaphosa, a lawyer, has built up its membership from an initial 6,000 to around 300,000.

Shunning publicity, 34-year-old Mr Ramaphosa has concentrated on grassroots organization, often travelling seven days a week from pit to pit to mobilize membership on the mineral-rich Highveld.

It has been a daunting task. Many experts doubted it was possible to pull together the disparate groups of migrant workers from tribal homelands and neighbouring black states.

Speaking half-a-dozen languages, the miners often had only one thing in common — a desperation for work that made them reluctant to risk their jobs by striking.

With workers cloistered in hostels in guarded mine compounds, it has been difficult for the NUM to maintain contact with members, let alone organize industrial action.

"Ramaphosa has managed to become the Lech Walesa of black labour," labour relations expert Mr Andrew Levy said.

Mr Ramaphosa's motivation came partly from the vision of his grandfather, a diamond miner who walked hundreds of kilometres from the Transvaal to a low-paid job in Namakuland.

As a university student, he was influenced by Steve Biko. Mr Ramaphosa has also spent time in detention.

Two years later, following the eruption of unrest in Soweto, he was detained for six months, again under terms of the Terrorism Act.

The first legal strike by black miners in 1984 quickly petered out. This time, Mr Ramaphosa says, NUM morale and organization are in far better shape. — Sapa-Reuter
Spekenham reject non-settlement

Labour Reporter

THE Vleissentraal group has rejected a Food and Allied Workers' Union (Fawu) proposal to settle Stikland's Spekenham meat factory strike, the union said last night.

Despite numerous attempts by the Cape Times, Vleissentraal spokesmen could not be reached for comment last night.

Fawu general secretary Mr Jan Theron said management informed the union on Friday that "it would not be in the long-term interest of the company to reinstate the dismissed workers".

Almost 600 workers have been sacked from the factory following a strike on August 5 over a dispute on whether union officials, who had not concluded a recognition agreement with management, could negotiate higher wages.

Mr Theron said many Spekenham workers earned only R70 a week.
Strike

"Rand" Merco's stripping profit cannot be disclosed because cost figures have not been released by the Harmony Mine, the only strike-influenced in the group. It would be 'ast of the three worst hit groups to meet the union's demand for 30 percent across-the-board wage increases. It would also represent nine days of lost production. A To Page 5

ARTICLES

Mines Lose R90 Million

SA Press

The group said in a statement yesterday that the three mining houses, which have a net worth of R17.7 million, a loss of R17.7 million a working day at the present level of the gold price.

Workers lost Sunday's earnings according to the Labour Monitoring Group. In terms and profits since the strike ended, strike by Anglo American, chrome and JCI's revenue and profits since the strike was ended by the group.

The T-90, R90 million has been lost by Anglo American, chrome.
Five poisoned miners recovering

Five coal miners are recovering in hospital today after eating insecticide-spiked lunch packs when they went underground at Gencor's TNC Colliery, near Witbank, on Friday.

It is believed the men were among 120 out of the mine's complement of about 1,200 who broke the national mine strike.

They were taken to the Rand Mutual Hospital in Johannesburg where they are reported to be in a stable condition.

A Witbank NUM spokesman said union members were not responsible for the poisoning. He said it was a mystery how the men were poisoned because many lunch packs had left the kitchen that morning.
Threatened Sasol strike 'not begun'

Today's threatened strike by 12,000 workers at Sasol's Secunda plant over the issue of May 1 and June 16 as paid public holidays had not materialised by 8 am, said Sasol media manager Mr Jan Krynauw.

Sasol had moved swiftly to block the strike and had sent the union a message in which it was alleged the strike was illegal and the validity of the strike ballots was doubtful. It had no doubt the strike would be legal and that the ballots were conducted in a correct manner.
Talks on strike to prevent violence on Anglo-administered gold and coal mines have been suggested. DIANNA GAMES

A telex sent to the NUM contains a four-point proposal to prevent intimidation, violence and the need for mine security personnel to use force.

It said each party should notify the other when it believed conditions in the proposal had not been observed, adding that management remained responsible authority for maintaining peaceful conditions on its property.

The NUM has been asked to indicate its response to the suggestion for talks as a matter of urgency.

Union and other estimates indicate that more than 220 people have been injured and one killed in the strike, which enters its eighth day today.

Tomorrow is the deadline for workers at the Vaal Reefs gold mine's No 6 Shaft, administered by Anglo, to return to work or face the closure of the shaft and termination of their contracts.

Anglo said if workers returned by tomorrow, "employment opportunities for 2,000 people would be preserved".

SAPA reports in other developments:

- A Conciliation Board was appointed on Thursday in the wage dispute between the NUM and De Beers;

- Anglo reports that 24 people were injured, with three hospitalised, in a clash at Vaal Reefs Number 9 shaft on Saturday;

- Vaal Reefs gold mine had been granted a temporary interdict in terms of which 16 of its striking employees were restrained from, among others, alleged intimidation. Anglo said at the weekend;

- Police reported in the weekend unrest bulletin that 27 miners were injured at the Optimum colliery near Middleburg, Transvaal.
JOHANNESBURG — The Chemical Workers' Industrial Union had no intention of 'defaming the directors and senior managers of Sasol, and never alleged 'their' involvement in vigilante attacks on its members, the CWIU said in a statement yesterday.

Branch secretary Mr Chris Bonner said in a statement to Sapa, however, that there was evidence "to suggest that certain members of lower management were involved in organizing and/or condoned the attacks on our members."

"The CWIU has informed Sasol accordingly and has proposed that an independent commission of inquiry be set up to look into the attacks."

The statement suggested the inquiry be "headed by a senior member of the Johannesburg Bar." — Sapa
EL strike talks fail as Numsa stages walkout

By BARBARA HART

EAST LONDON — Negotiations between the National Union of Metalworkers of South Africa (Numsa) and Mercedes Benz of South Africa (MBSA) broke down yesterday, when white union members attended a meeting at the strike-hit plant here.

Numsa's regional organiser, Mr Les Kettle- das, said the union, which represented some 2,600 black workers at the plant, had demanded on Friday that representatives of the white South African Iron and Steel Workers Union be excluded from the negotiations with Numsa.

The union had again been represented at a meeting with management yesterday morning, and Numsa had walked out of the meeting objecting to their presence, Mr Kettle- das said.

An MBSA spokesman, Mrs Delene MacFarlane, said in a statement yesterday that negotiations to resolve the dispute would continue.

Production at the factory had not been resumed, she said.

The plant has been closed for almost two weeks, after workers in the chassis and body works division went on strike demanding there be no loss of earnings owing to reduced working hours, and that workers be paid a minimum of R3 an hour.

A total of 186 workers were dismissed last Monday, after ignoring an ultimatum to return to work.

Mr Kettle- das said Numsa had demanded at the meeting on Friday that management meet with a delegation which included dismissed shop stewards, the unconditional re-instatement of dismissed workers, payment to workers for time lost during the dispute, an actual rate of pay of R5 per hour, compensation for reduced working hours, and that any conditions of employ- ment agreed on be back-dated to August 1.

The company had agreed at Friday's meeting to meet with any delegation elected by the workers, the unconditional reinstatement of dismissed workers and the backdating of conditions agreed to with the union, Mr Kettle- das said.

Workers would return to the plant this morning "and we hope management will agree to meet with Numsa", Mr Kettle- das said.

Rugby player hurt in crash

DURBAN — Natal rugby centre Des McClean was seriously injured when his car overturned while he was driving home to Pinetown early yesterday morning.

According to his wife, Mrs Ilmarie McClean, he has a fractured skull, cracked collarbone and a "nasty" gash on his head. — Sapa
Sasol and union in clash over 'vigilantes'

ALAN FINE

A BITTER war of words has broken out between Sasol and the Chemical Workers' Industrial Union (CWIU) over the circumstances that led to the aborting of a strike by union members and the death of one worker in Secunda.

The CWIU said the proposed strike by 12,000 workers at Sasol plants and collieries was suspended in the early hours of yesterday morning after singing miners were attacked by a group of vigilantes.

The assailants were brought in by bus and were accompanied by mine security, said a union statement. "Later, compound managers threatened further attacks would take place if CWIU leaders and members did not leave the hostels," it said.

Sasol strenuously denied these allegations, said the union had defamed its directors, and threatened to sue.

The CWIU responded saying it "had no intention of defaming the directors and senior managers of Sasol and never alleged their involvement in the attacks on our members".

Evidence

However, it added, "there is evidence to suggest that certain members of lower management were involved in organising and/or condoning the attacks". It proposed that an independent commission of inquiry, headed by a senior member of the Johannesburg Bar, be set up to investigate the attacks.

A company spokesman said the union held several meetings on Sunday "trying to convince workers to strike, but they did not manage to get support. A significant number of employees resisted these actions and isolated incidents of confrontation occurred, during which three employees were injured. One of them later unfortunately died."

Workers voted for strike action in a ballot last week after negotiations over paid leave on May 1 and June 16 ended in deadlock. Sasol alleged yesterday the ballot was "neither secret nor impartial".
Thousands of food workers on strike

By DICK USHER
Labour Reporter

THOUSANDS of food workers today started a countrywide strike in the milling industry affecting all major producers of staple foods.

The strike is for higher pay.

The situation was uncertain early today as managements and the union assessed reports on the extent of the strike, but it could affect at least 30 factories which produce staple foods, oil products and animal feeds.

The companies mainly concerned are Sasko and Premier Milling.

Tiger Oats, the third major producer, said last week that it "did not suspect there would be strikes" but workers at one of the group's factories, Fattis and Monis in Bellville, stopped work today.

The strike has been threatened since national wage talks between the Food and Allied Workers' Union (Fawu) and the two groups deadlocked about three weeks ago and attempts at mediation failed.

A Fawu spokesman said most of Premier Milling's plants were out but the effect on Sasko was more limited.

In the Western Cape workers at Epic Oil's Maitland plant, part of the Premier group, said they were on strike.

Sasko mills in Port Elizabeth and Durban are also out.

Mr Theo Hefef, a Premier spokesman, said it was too early for a complete picture.

It is understood that Sasko, in an attempt to avert the strike, raised its wage offer from R33 to R36 at the weekend. The union is demanding a R39-a-week increase on the minimum wage.

Tiger Oats said last week that plant-level wage negotiations were proceeding satisfactorily.

It is the first large-scale strike in the industry.
486 meat factory workers replaced

Labour Reporter

THE Vleissentraal group yesterday confirmed that 486 workers had been dismissed from the Spekenam meat factory in Stikland and that a new workforce had been employed on a temporary basis.

A spokesman for the group, Mr A Lombard, confirmed that Vleissentraal told the Food and Allied Workers' Union on Friday that it would "not be in the company's interests to reinstate the dismissed workers". He declined to comment further.
Bid to settle Spekenham strike

Labour Reporter

REPRESENTATIVES of the Food and Allied Workers' Union (FAWU) met with the management of Spekenham meat factory in La Belle Avenue, Stikland, yesterday in an attempt to settle the six-day strike.

About 500 workers struck on Wednesday last week over a dispute concerning whether union officials, who had not concluded a recognition agreement, could take part in wage negotiations.

A FAWU spokesman said yesterday the union put forward various proposals to management, which they agreed to respond to by today.
NUM, Anglo in move to end violence

THE National Union of Mineworkers (NUM) and Anglo American met for three hours yesterday and will continue discussions today on ways of eliminating violence on strike-bound mines.

Anglo's Bobby Godsell described the discussions as "constructive". NUM general secretary Cyril Ramaphosa said, however, he did not wish to characterise the talks as positive until, and unless, they were successfully concluded.

The discussions were adjourned to allow Anglo to consider a number of NUM proposals tabled at yesterday's meeting at a Johannesburg hotel.

Ramaphosa said the union was willing to accept Anglo's proposals and communicate them to strike committees, provided the company accepted the union's suggestions.

He said the company's proposals were insufficient, but believed adoption of the entire package would help restore calm on "Anglo mines".

Anglo has proposed that all hostels should function normally under management control, there should be normal access to hostels for workers' management and union officials, there should be normal access to shafts and plants with areas designated for peaceful picketing, should the union request this, and force or the threat of force should not be used by management, the union, or union members to prevent workers from striking peacefully or working normally.

Meanwhile, all mining groups except Gencor reported no change in strike levels yesterday.

A Gencor spokesman said attendance improved at a number of the group's gold mines.

NUM, Anglo try to end violence

NUM, Anglo American have made an about-turn over the last few days and are now trying to end violence.

A NUM official said the union had proposed that all hostels be opened to the media so the media could assess where violence originated.

Meanwhile, Anglo has reversed its decision to charge strikers for food and accommodation and workers disabled in strike violence should be compensated from a fund which should be established by the company.

Ramaphosa said "If the company withdraws these charges we will believe Anglo is not in collusion with the State against us".

Another official, Western Deep Levels miners are facing public violence charges.

The NUM further proposed the mines should be opened to the media so the media could assess where violence originated.

Meanwhile, Anglo has reversed its decision to charge strikers for food and accommodation and workers disabled in strike violence should be compensated from a fund which should be established by the company.

Ramaphosa said "If the company withdraws these charges we will believe Anglo is not in collusion with the State against us".

Meanwhile, all mining groups except Gencor reported no change in strike levels yesterday.

A Gencor spokesman said attendance improved at a number of the group's gold mines.
NUM, Anglo resume talks on violence

The National Union of Mineworkers (NUM) and Anglo American today resume talks aimed at ending violence at strike-hit Anglo mines, which has resulted in the injury of at least 260 strikers.

The talks were last night postponed until today after NUM tabled its own proposals to end strike-related violence.

Meanwhile, the strike involving between 220,000 and 340,000 workers at mines in the Free State and the Transvaal entered its eighth day today.

At yesterday’s meeting, which lasted nearly four hours, NUM agreed:

- Mine security forces be demobilised and removed from the hostels.
- Anglo should not call the SAP onto mine property.
- Mine security not patrol the mine.
- If agreement is reached, a monitoring system should be set up.
- Charges against workers arrested during the strike be withdrawn.

Anglo’s proposals, sent to the union at the weekend, included that all hostels should function normally, that there be normal access to hostels for workers, management and union officials, that there be normal access to shafts and plants with areas designated for peaceful picketing.

Anglo had also suggested that no force, or the threat of force, be used by management, the union or its members.

The chamber, restating that its present wage offer to the NUM was final, and yesterday it was prepared to negotiate the establishment of a provident fund and improvements to the death benefit scheme for miners.

A chamber spokesman claimed there had been a decrease in the number of strikers and that no new mines had joined the strike.

The spokesman dismissed suggestions by the Labour Monitoring Group (LMG) that the strike had cost the gold mining industry R90 million.

Meanwhile, the Chemical Workers’ Industrial Union said about 200 members dowedn tools yesterday at the Matlala Rustenburg Refinery to protest at the company’s decision to relocate to Hopuhatshwa and in solidarity with the NUM strikers.

About 104 striking NUM members had been locked out at the Nuclear Fuel Corporation (Nucor) at Sarchem in Johannesburg, the chamber said. The lockout followed a deadlock in wage talks at a Conciliation Board meeting yesterday. The lockout was imposed because of management’s concern “in the light of recent incidents of sabotage elsewhere in the industry.”

The deadlock followed two months of negotiations between NUM and Nucor. The union is demanding a 30 percent wage increase, against a management offer of between 25.7 percent and 25.9 percent.

Rand Mines today said only two coal mines in the group were “partially” affected by stoppages, while Gold Fields reported normal attendance.

Strikers given extended deadline

Amcor has extended the deadline for striking members of the National Union of Mineworkers (NUM) to return to work at Landau Colliery, threatened with permanent closure.

The mine has been on strike for 23 months. The NUM suspended the strike last week, but threats to close the mine immediately if the strikers did not return to work.

Anglo said in a statement today that after discussions yesterday between Amcor management and the NUM on the possible closure of the colliery, "Amcor has decided to extend the deadline for a return to work by 24 hours.”

“This will give the NUM an opportunity to speak to its members today. However, if employees are not back at work by tomorrow morning, their contracts will be terminated.”

The union could not be contacted for comment, but it has stated it would not ask members to go back to work.
The meeting was adjourned until today. See page 4.

Violence on the mines is the mine controller from the, Mr. Cubbon, Pillay, Mr. James Motlale, Mr. Cyril Ramaphosa, and Mr.

THE NUM delegation finding Anglo American Corporation representatives during visits yesterday in Johannesburg to discuss

18/8/87

Sue

1976 + 30

GST (542)
Strike talks today

TALKS between the National Union of Mineworkers and the Anglo American Corporation adjourned early yesterday evening after three and half hours of "constructive discussions" and will resume today, Mr. Bobby Godsell, Anglo Industrial Relations manager, said.

He said Anglo had put forward four proposals in an attempt to minimise violence on mines during the current coal and gold mines strike.

The NUM submitted eight proposals yesterday which Anglo wanted time to consider and it was "mutually agreed" talks would resume today, reporters were told.

Meanwhile, Mr. Cyril Ramaphosa, after the meeting, asked Anglo to open affected mines to the media "to allow everybody to see where the violence comes from."

He also said Anglo should not charge striking miners for food and accommodation.
WORKER STABBED TO DEATH

... as Sasol strike is suspended

BY JOSHUA NABOROKO

AT LEAST one member of the Chemical Industrial Workers Union was stabbed to death and two others injured — one seriously — as the planned strike at Sasol's Secunda plants and mines was suspended yesterday.

The union claimed in a statement that members who were organising the strike were attacked by vigilantes (watchdogs) brought by Sasol to break the strike.

The union said that the proposed strike — involving about 15,000 workers — was suspended after its members were attacked by men armed with iron bars and other weapons.

Later compounded managers threatened that further attacks would take place if CWIU leadership and members did not leave the hostels at the Brandspruit colliery, the union claimed.

Sasol denied organising an attack on workers. It said that the CWIU had made statements accusing Sasol of having organised or confined the organisation of vigilantes teams to break the strike called by the union.

Sasol said a significant number of employees resisted taking industrial action and reported incidents of confrontation during which three employees were injured — one seriously.

"The allegations that we organised vigilantes is defamatory to Sasol's directors and general managers. If any such allegations is contained in any Press statement issued by your union, action will be taken to recover damages for defamation," Sasol said in a statement.

A Sasol spokesman said the company did not condone violence.

Deadlock

Discussions between Sasol and the CWIU ended on a deadlock last week on the issues of May Day and June 16 as paid holidays. Sasol offered two additional paid holidays but informed the union of its desire to await the President's Council's report on public holidays.

Sasol said it was prepared to negotiate further once the report became available.

Golden Smile

NOT all that glitters is gold, but bright-eyed Sarah Mathalela's smile is sure to bring the glitter into any man's heart. Ms Mathalela, of Kroonstad, was on a stroll to the Golden City the other day.

How Peter Nchabeleng died

- From Page 1

Earlier yesterday the interrogating officer warned Mr Nchabeleng that he was under arrest as an inquest nominee.
NUM backed

THE Pan Africanist Congress, the African National Congress and the United Democratic Front have reaffirmed their support for the National Union of Mineworkers as it continued with its wage strike at gold and coal mines.

A statement said the office of the PAC's chairman, Mr Johnson Mlambo, had sent a message of solidarity to the NUM on behalf of the Azanian Trade Union Coordinating Centre (Atucc), the sub-organ of the exiled organisation's labour department in Tanzania.

Apartheid

The African National Congress said in Harare that mine owners were "eager to collaborate with apartheid to crush the strike." The ANC said their actions belied their periodic mouthing of opposition to apartheid.

The United Democratic Front has sent a telex to the State President, Mr P W Botha, demanding that the Government and the police should not be involved in the dispute.
Mines, strikers continue talks

JOHANNESBURG — The National Union of Mineworkers (NUM) and Anglo American met for three hours yesterday and will continue discussions today on ways of eliminating violence on strike-bound mines.

Anglo's Bobby Godsell described the discussions as "constructive" NUM's general secretary, Mr Cyril Ramaphosa, however said he did not wish to characterise the talks as positive until and unless they were successfully concluded.

The discussions were adjourned to allow Anglo to consider a number of NUM proposals tabled at the meeting.

Mr Ramaphosa said the union was willing to accept Anglo's proposals, and communicate them to strike committees, provided the company accepted the union's suggestions.

He said the company's proposals were insufficient, but believed adoption of the entire package would help restore calm on Anglo's mine.

Anglo has proposed that all hostels should function normally under management control, there should be normal access to hostels for workers, management and union officials, there should be normal access to shafts and plants with areas designated for peaceful picketing, should the union request this, and force or the threat of force should not be used by management, the union, or union members to prevent workers from striking peacefully or working normally.

The NUM told Anglo that mine security personnel should stop maintaining a visible presence. They should be removed from hostel areas and cease patrolling. In addition, Anglo should agree not to call in the SAP under any circumstances.

Further, the union said charges laid against scores of strikers in the past week should be withdrawn.

"If the company withdraws these charges we will believe Anglo is not in collusion with the State against us," Mr Ramaphosa said.

Another 53 Western Deep Levels miners are facing public violence charges.

The NUM further proposed the mines should be opened to the media so the media can assess where violence originates. Anglo should reverse its decision to charge strikers for food and accommodation, and workers disabled in strike violence should be compensated from a fund which should be established by Anglo.

It said workers allegedly being detained in mine security barracks should be released.

Finally, the union recommended that, should an agreement be reached, an independent arbitrator should be appointed to investigate any alleged breaches.
NUM walkout

THE National Union of Mineworkers delegation walked out of talks with Anglo American yesterday, after receiving a message that violence had broken out at the President Steyn Mine in the Free State.

Anglo’s head of industrial relations, Mr Bobby Godsell, said the NUM delegation had walked out of the second round of negotiations to reduce the level of violence on the company’s mines since the start of the 10-day-old coal and gold miners strike.

An Anglo spokesman said that there had been an "incident at a concession store on the Virginia/Welkom road yesterday afternoon.

"It did not occur on mine property and did not involve mine security from any of Freegold’s mines," the Anglo spokesman said.

A spokesman for the Police division of public relations in Pretoria said he was not aware of any incident and would check. If it was "in any way unrest related," information would only be given in the daily unrest report today.
Wives want lawyers to see Sarhwu detainees

The wives of six members of the South African Railways and Harbours Workers' Union (Sarhwu), detained under Section 29 of the Internal Security Act, yesterday asked the Rand Supreme Court to grant their lawyers access to their husbands.

Sarhwu president Mr Justice Langa, regional secretary Mr Johannes Ngcobo and members Mr Richmond Buti, Mr Michael Tau, Mr Michael Ikaneng and Mr Aaron Gontse were all detained during the South African Transport Services strike earlier this year.

According to papers before the court, requests by the men's legal representatives to see them had been ignored by the authorities.

The wives have asked the court to order the Commissioner of Police to consider forthwith the request made to him and grant the permission sought.
PoMwa rally

PART of the crowd which attended the Post and Telecommunications Workers' Association (PoMwa) meeting held at the Regina Mundi Church in Rockville, Soweto, this week. The dead-lock between the union and post office authorities is still continuing.
Epping union makes new proposals

Labour Reporter

SETTLEMENT of the week-long strike by 400 workers at Epping market edged closer today following fresh proposals from the union.

Market agents who employ the workers were unavailable for comment, but it is understood they were discussing the proposals.

DISMISSAL THREAT

A spokesman for the Food and Allied Workers' Union said the new proposals followed the agents' rejection of an offer last week and threats to dismiss strikers this morning if they did not return to work.

She said workers had agreed to go back if they got a written undertaking from the agents that they were willing to negotiate their "unacceptably low" wage offer, an "across-the-board" component and outstanding demands on conditions of service and stopgrievances for workers' union dues.
NUM walks out of strike talks

Own Correspondent
JOHANNESBURG — The National Union of Mineworkers (NUM) leadership yesterday walked out of the round of talks with Anglo American "to stop violence on its strike-hit mines after the union accused police of injuring 15 miners at Anglo's President Steyn gold mine near Welkom."

As hostilities hardened in the 10-day-old strike, NUM general secretary Mr Cyril Ramaphosa said strike ballots would be taken before the weekend at De Beers diamond mines in Kimberley and Namaqualand.

At a press conference last night, Mr Ramaphosa predicted the level of mine clashes with security men would rise sharply.

Injured by police

Both sides failed in an hour of talks to agree on how to end the violence that has left about 300 miners injured since August 9.

Mr Ramaphosa told journalists the NUM left the meeting after hearing that 15 President Steyn strikers, waiting for buses at the mine entrance, had been injured by police using rubber bullets and wielding sjamboks.

Police said last night that an illegal gathering of 40 miners had been dispersed by tear gas and rubber bullets, but no injuries were reported.

Earlier, Anglo's chief spokesman, Mr Bobby Godsell, said the NUM was urged to accept joint review boards — at national or local levels — to deal with a range of union proposals tabled at yesterday's meeting.

He stressed that Anglo was not responsible for the violence. "The ball is in the NUM's court. We are prepared to return to negotiations on meaningful issues," he added.

Mr Ramaphosa said Anglo had agreed to only one of six NUM proposals — to demobilize mine security Anglo would not accede to the withdrawal of police charges against strikers or compensation for workers injured in clashes.

He made clear that Anglo's proposals, though accepted by the union, were "not sufficient to restore mines to a non-violent situation." A number of mines statisticians yesterday reached what they considered to be an accurate figure of the cost of the strike so far. But chamber spokesman Mr Peter Bunkell refused to disclose "such strategic information."

The chamber has rejected as "inflated" the Labour Monitoring Group's estimate that mining houses had lost R3.93m. A reliable mining source yesterday put the figure at R75m.

Commodity brokers believe at least another four more strike days are needed to realize a significantly higher gold price.

Said Holcom Futures director Mr Charles Johnstone: "Traders are used to gold mine strikes being short-lived. The action would have to last at least two weeks before we would see significant rises in the gold price." Conditions to breach the $500 an ounce gold price barrier, he said, would be a long strike, a renewed flare-up in the Gulf and a sharp drop in Wall Street share prices currently performing strongly.

In other developments, Anglo American yesterday extended the deadlines till today for strikers to return to work or face dismissal at its Amcoa Landau Colliery and the Number Six shaft at Vaal Reefs gold mine.

Amcoa told its shareholders last week the colliery would be closed next March — a deadline that could be brought forward to today if the strikers do not heed Anglo's ultimatum to return to work.

In a statement, Gencor said attendance at its gold mines continued to improve over the past two days. Nearly 90% of the work force at the Bracken Gold Mine near Evander are back at work, and at neighbouring Leslie Gold Mine about 70% reported for duty yesterday, Gencor said.

Mr Ramaphosa said the Bracken workers yesterday staged an underground sit-in and he was confident the majority of Leslie workers were on strike.
Matthey strike ‘is legal’

ABOUT 200 workers at Matthey-Rustenburg Refiners in Germiston are continuing their legal strike that started on Tuesday, the union representing the workers said yesterday.

The Chemical Workers Industrial Union said the workers had downed tools on Monday in protest against the building of a new refinery in Bophuthatswana and the forthcoming closure of the Wadeville plant.

Negotiations were held on Monday and the company was due to report back to the union yesterday, in answer to their demand that the building of the new refinery cease and the new refinery be located in South Africa.

The dispute between CWIU and MRR had been running for nearly a year, the union said.

Protracted negotiations on the issue took place at a conciliation board but, it added, the company remained intransigent and continued with its construction of the new plant in Bophuthatswana.

A union statement said the stoppage was a legal strike following a ballot last week.

"Workers at MRR are also expressing their solidarity with the striking National Union of Mineworkers on coal and gold mines," it said. — Sapa
As mine talks falter
Pipeline sabotage accused
NUM claims 15 injured in ORS clash
Employers hopeful mill strike will end

By DICK USHER Labour Reporter

EMPLOYERS were optimistic today that the national milling strike could end after workers discussed fresh wage proposals put to the union at the weekend.

About 5 000 workers went on strike yesterday at mills and factories in the Premier and Sasko groups, two of the main producers of staple foods, oil products and animal feeds.

Industry sources said they had been told by the Food and Allied Workers' Union (Fawu) that shop stewards, who met in Port Elizabeth at the weekend, had not been able to get back to their members with the offer in time to discuss them and possibly forestall the strike.

TOO LATE

"They have been building towards this for several weeks and Fawu says it was simply too late to halt this momentum," said one source.

The new offer, which workers will consider at meetings today, is a R36-a-week increase, up R3 from the employers' previous offer but R3 lower than the union's latest demand.

Wage talks deadlocked about three weeks ago and attempts at mediation failed.

The strike affected mainly Premier and Sasko, although workers at Fattis and Monis in Bellville also came out.

A Sasko spokesman said mills in Durban and Port Elizabeth were still out today, but the Pretoria mill was working again after a short stoppage yesterday.
5 000 mill workers on wage strike

By Mike Siluma

More than 5 000 members of the Food and Allied Workers' Union (Fawu) have gone on a wage strike at mills in the Transvaal, the Cape and Natal.

Fawu general secretary Mr Jan Theron said workers had downed tools at about 20 plants owned by the Premier and Sasco groups and go-slow and other forms of industrial action were in progress at other establishments.

He said workers' regional meetings would be held today to consider the situation.

Premier spokesman Mr Theo Heffer said about 4 000 workers were on strike nationally at the group's oil, milling and animal feed divisions. The workers had turned down a company offer raising the minimum pay level by 31 percent and by 27 percent on the average.

He said the strike was extremely unfortunate as Premier rates ranked among the highest in the industry.

A spokesman for the Sasco group, Mr Tom Duff, said three of the group's eight mills, involving about 500 workers in Durban, Port Elizabeth and Pretoria, had so far been affected by strike action.

"Contingency plans have ensured that supplies to bakeries have not been affected."

The strike follows nearly two months of negotiations between milling and bakery employers and Fawu.
NUM walkout

THE National Union of Mineworkers delegation walked out of talks with Anglo American yesterday, after receiving a message that violence had broken out at the President Steyn Mine in the Free State.

Anglo's head of industrial relations, Mr Bobby Godsell, said the NUM delegation had walked out of the second round of negotiations to reduce the level of violence on the company's mines since the start of the 10-day-old coal and gold miners strike.

An Anglo spokesman said that there had been an "incident at a concession store on the Virginia/Welkom road yesterday afternoon.

"It did not occur on mine property and did not involve mine security from any of Freegold's mines," the Anglo spokesman said.

A spokesman for the Police division of public relations in Pretoria said he was not aware of any incident and would check. If it was "in any way unrest related," information would only be given in the daily unrest report today.
Amoco extends ultimatum.

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Strike ups platinum price

ABOUT half the workforce at JCI's Matthey Rustenburg platinum refinery at Wadeville near Germiston went on strike yesterday in protest against plans to relocate the plant to Bophuthatswana.

And the platinum price in London — notoriously sensitive to psychological factors — jumped by $8/oz to $599 on news of the strike yesterday morning.

The 200 strikers, represented by the Chemical Workers Industrial Union (CWIU), fear the move to the homeland will lead to mass retrenchments.

In a brief statement, Matthey Rustenburg MD Brian Gilbertson yesterday echoed the CWIU's demands and said production at the refinery was not affected by the strike.

Pressed earlier for comment, Gilbertson would not disclose what measures management were taking to settle the dispute.

A spokesman for Brandeis metal merchants in Johannesburg made clear the six-month platinum pipeline for the metal to reach the market would obviate production losses caused by a long strike.

In a statement, the CWIU called on management to halt the building of the new production refinery in Bophuthatswana, which it called a "bantustan", and site the plant in SA.

The issue was deadlock at conciliation board level in June and the strike is legal in terms of SA's labour laws.
Wives apply for access

THE WIVES of six members of the SA Railways and Harbours Workers' Union detained under section 29 of the Internal Security Act have applied to the Supreme Court for an order allowing attorneys access to their husbands.

The application, which is being brought against the Commissioner of Police, the Commissioner of Prisons, and the officers commanding Norwood police station, Brixton and Johannesburg prisons, was postponed sine die.

The six men are Sarhwa regional secretary Johannes Ngcobo, president Justice Langa, Richmond Buti, Michael Tau, Michael Ikapeng and Aaron Gontse.

In papers, the women said there had been no reply to requests for access to their husbands.

They said the Commissioner of Police was bound to a rigid policy to refuse visits to people detained under section 29 except those he considered justified by exceptional circumstances.

Accordingly, they said, he was not able to properly and impartially consider the merits of the application.
Costatu, Minister Reach Costs Settlement
Striking Witbank coal miner Nantule Tutu and his wife Flora and children ... their fate hangs in the balance after strikers failed to meet deadline.

Nantule once a year only, when he returned on holiday.

"It is good to be with my man ... it is good for the children to see him every night," says the quietly spoken 26-year-old.

Nantule agrees. Until his family arrived, he had spent 15 of his 30 years living in single-sex hostels — 10 of those at Landau.

As an underground rig operator he is paid R408 a month before deductions.

"This job is too much dangerous but we get no danger pay. We work very hard for too little money," says the man who, as a child, had no opportunity of formal schooling.

He says he supports NUM wholeheartedly in their wage struggle.

But he and the other Landau coalminers were given notice that if they failed to report by the Monday deadline, their contracts would be terminated the next day. This deadline has now been extended until today.

Nantule doesn't pretend to understand the Landau miners' predicament.

There is nothing he, Flora and the children can do now but wait.

Their future is in the hands of lawyers — NUM's and Anglo-American's.

The only thing they are sure of is that whatever happens in the next few days, even if it means returning to Transkeld, they will be together.
Johannesburg. — The Congress of South African Trade Unions (Cosatu) and the Minister of Law and Order have reached an out-of-court settlement regarding costs following a recent urgent application by Cosatu against the minister.

The application, launched by Cosatu in the Rand Supreme Court on April 28, was postponed till yesterday to determine the issue of costs of the application. Both parties have now agreed to pay their own costs of the application, as initially proposed by Cosatu.

The urgent application was launched after Cosatu House was raided by the South African Police on April 22 this year.

Cosatu sought a court order restraining the police from disrupting or interfering with the lawful activities of Cosatu and its affiliates at Cosatu House.

The application was postponed till May 19 and police undertook to comply with the conditions.

On May 19 an explosion occurred at Cosatu House seriously damaging the building and making it uninhabitable for at least a year.

Four days later, the police served their answering affidavit of more than 600 pages on Cosatu.

At a further hearing on May 19 in the Rand Supreme Court, Cosatu advised the court that it no longer wanted to continue with the application since the major part related to Cosatu House, which had been rendered uninhabitable. — Sapa
NUM meets Anglo management today to discuss strike violence

By Mike Siluma and Tim Cohen

The National Union of Mineworkers (NUM) and Anglo American management are meeting today to discuss violence surrounding the seven-day national miners’ strike, so far believed to have cost the gold mining industry R90 million.

The meeting comes in the wake of strike-related violence which has resulted in the injury of about 240 strikers and the arrest of about 300 by mine security and police, according to NUM.

Thirty NUM members were injured in weekend clashes with mine security at Anglo’s Vaal Reefs Gold Mine, and at Gencor’s Matla colliery.

According to the independent Labour Monitoring Group (LMG), the strike was costing three of the worst affected mines about R17 million a day.

And the giant Congress of South African Trade Unions (Cosatu) meets today to discuss solidarity action with striking mine workers Cosatu’s biggest region, the Witwatersrand, said in a statement that it condemned the use of the security forces and mine security “in an attempt to break the legitimate strike”.

About 200 members of the Chemical Workers’ Industrial Union today stopped work at the Matthey Rustenburg Refinery in Wadeville in protest against the company’s decision to relocate to Bophuthatswana and in solidarity with the NUM strike, the union said. Company comment was unavailable.

Anglo said its meeting with NUM, which follows the union’s acceptance of a proposal to prevent violence on strike-affected mines, would take place today.

NUM general secretary Mr Cyril Ramaphosa said the union’s strike committee had not formulated a specific response to Anglo’s plan, but would “negotiate in good faith”.

The LMG estimated that the strike had cost the three worst-hit gold mining companies about R90 million in potential profit, offset by about R30 million saved by not paying strikers.

Anglo said the situation on its mines remained unchanged.

A Gencor statement said the situation at some of its gold mines had improved significantly.

Highveld Bureau

The 1500 striking miners at Witbank’s Landau Colliery would not be going back to work tomorrow even though Anglo American had threatened to close the mine immediately if they failed to return, said the National Union of Mineworkers.

Previously Landau had been listed for closure in 1988.

The NUM’s assistant general secretary, Mr Marcel Golding, said the threat to shut the mine was “subterfuge”.

He said any dismissals tomorrow would be “unlawful and each one will be challenged in court”.

“It will be a cheap form of retribution.”

Anglo American has also said it will close Western Holdings’ No1 shaft in the Free State and Vaal Reefs No6 shaft at Orkney
Mine clashes expected to increase

NUM walks out on talks with Anglo

THE National Union of Mineworkers' (NUM) leadership yesterday walked out of the second round of talks with Anglo American aimed at stopping violence on strike-bound mines.

The NUM had accused police of injuring 15 miners at Anglo's President Steyn gold mine near Welkom.

And, as attitudes hardened in the 10-day-old strike, NUM general secretary Cyril Ramaphosa said last night strike ballots would be held shortly on diamond mines.

Ramaphosa also predicted the level of mine clashes with security men would rise sharply and he accused Anglo of "trying to smash the union's struggle to achieve a living wage".

Both sides failed in an hour of talks to agree on how to end mine violence which has left about 300 mineworkers injured since August 9.

Willingness to continue talks was expressed by Anglo and the NUM.

Ramaphosa said the NUM left the meeting after hearing that 15 President Steyn strikers, waiting for buses at the mine entrance, had been injured by police firing rubber bullets and wielding sjamboks.

Several of the injured were in hospital after being hit by rubber bullets. The police could not be reached to confirm the incident.

Earlier, Anglo's chief spokesman Bobby Godsell said the NUM was urged to accept joint review boards - at national or local level - to deal with a range of union proposals tabled at Tuesday's meeting.

Describing the walkout as an "abrupt termination of negotiations", Godsell said Anglo was not responsible for the violence which had rocked several mines since the strike started.

Ramaphosa said Anglo had agreed to only one of six NUM proposals - to de-mobilise mine security. He also said Anglo's proposals were "not sufficient to restore mines to a non-violent situation".

Anglo's rejection of the NUM's proposals for the withdrawal of police charges against strikers and for compensation for workers injured in clashes deepened the split.

Chamber of Mines statisticians yesterday reached what they considered to be

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NUM walks out on talks

The supply of gold on world markets tops all because of the country's gold mines were brought to a standstill for three months.

In other developments yesterday, Anglo American extended the deadline for strikers to return to work to six days at its Ascot London colliery and the No 6 start at Vaal Reefs gold mine.

Contracts between the two sides to at least 10 more strikes are needed to clear a backlog of gold.

Gold futures prices climbed to $335 an ounce in London yesterday, a 5% rise since the September 6 talks.

A deadline could be brought forward to today if the strikers did not heed Anglo's ultimatum to return to work.

Gore said attendance on the gold mine continued to improve during the past two days. It said about 90% of the workforce at the Brakpan gold mine near Johannesburg returned to work, and at Anglo's Leader gold mine about 78% had reported for duty.

However, Ramaphosa said the Brakpan workers had staged an underground sit-in and he was confident the workers would go on strike.
Mercedes faces stock shortage

JOHANNESBURG — Mercedes-Benz and Honda dealers are running short of stocks as the two-week-old strike at the Mercedes-Benz's East London plant shows no sign of ending.

The strike is also threatening next month's launch of the new Mercedes Benz 230TE station-wagon. Although the launch itself will go ahead as planned, Mercedes-Benz says few of the new vehicles have been built.

A spokesman says the plant was already short of all vehicle stocks after good industry sales in July. There was only one working day this month before the strike began on August 4.

Mercedes-Benz cars and trucks, as well as Honda cars, are affected by the production stoppage.

A dealer said yesterday. "Mercedes car supplies in particular have always been tight. This strike has made it critical."

The situation will extend already long waiting lists on some models.

"Waiting lists vary from model to model," said the spokesman. "On the six-cylinder models, it's about six months. The situation in East London will aggravate the wait." — DDC
Homeward bound miners warned

JOHANNESBURG — The Anglo-American Corporation warned last night that black gold-mine workers leaving Vaal Reefs in the western Transvaal and heading home were "resigning their jobs".

A National Union of Mineworkers (NUM) spokesman, Mr Marcel Golding, said the miners had decided to give up their jobs and return home rather than "break" the miners' strike.

Anglo, the Republic's biggest gold producer, had given an estimated 2,500 strikers at Vaal Reefs until yesterday to return to work at the mine's Number 6 shaft or the marginal operation would be closed down.

Anglo extended the deadline until last night to give NUM officials time to explain the proposed closure to union members, Mr Golding said.

An Anglo spokesman, Mr James Duncan, said the corporation "understood" the NUM had told its members at the Number 6 shaft to go home.

The strike started in East London on June 23 after the Postal Workers' Union alleged three workers had been dismissed unfairly.

Editorial opinion P16
24000 given job loss ultimatum says NUM

About 24000 workers at four Gencor mines in Evander have been given an ultimatum to return to work tonight or lose their jobs, according to the National Union of Mineworkers (NUM) — a claim denied by Gencor.

The Evander dispute came on the 11th day of the national strike called by the NUM.

A Gencor spokesman denied an ultimatum had been issued to the strikers.

"As is the accepted practice, workers have been informed that they were absent from work without permission and that failure to return to work today will result in disciplinary hearings," said the spokesman.

At the same time, Anglo American said today it would close the No 6 shaft at the Vaal Reefs Gold Mine in the light of a decision by between 2000 and 3000 workers to leave the mine rather than heed an ultimatum to return voluntarily.

The development follows the return to work by about 160 workers at Anglo's Landau colliery on Tuesday to avert the threatened immediate closure of the mine.

NUM general secretary Mr Cyril Ramaphosa said the decision to end the strike at Landau was taken "democratically by workers and we respect that decision."

Management today rejected allegations by the NUM that tear gas had been used to force workers to go to work at the Bracken mine, and that workers at TNC colliery had been forced to work at gunpoint.

Other developments:
• Randfontein Estates Gold Mine management has denied that striking workers were being refused water and food.
• A wage agreement is being reached between the Employment Bureau of Africa, a company affiliated to the chamber, and the NUM on increases for employees at the Welkom and Johannesburg depots.
Mercedes strike talks deadlock

Dispatch Reporter

EAST LONDON — Mercedes-Benz of South Africa (MBSA) and the National Union of Metalleworkers of South Africa (Numsa) reached a deadlock yesterday in their attempts to resolve a two-week dispute at the plant here.

A spokesman for MBSA, Mrs Delene MacFarlane, said in view of Numsa’s refusal to accept anything less than the union’s original demands the “negotiations have come to a standstill”.

The national organiser of Numsa, Mr Les Kettlekies, said the MBSA offer had been rejected by the workers and “the company has refused to negotiate further on the settlement of this dispute.”

“This attitude by Mercedes-Benz has been reported to the workers, who decided they would return to the factory every day to hear the company’s response to their demands,” he said.

Mrs MacFarlane said a final offer had been made to the union yesterday in an attempt to reach a settlement.

“The final offer tabled included the implementation of on-across-the-board increase approved at the Industrial Council earlier this year, part compensation for the reduction in working hour from 44 to 43 hours, an additional wage increase over and above that agreed at the Industrial Council and the reinstatement of the 188 dismissed employees.”

The union had rejected the offer and demanded that the company continue negotiations, Mrs MacFarlane said.

She said the company believed its offer was fair and reasonable and viewed its outright rejection by NAWU (the National Automobile and Allied Workers’ Union, a Numsa affiliate) as “confrontational.”

Mr Kettlekies said the company had refused to pay the workers for the period of the dispute and refused to compensate for the reduction in working time.

MBSA had offered half of the wages lost for the reduction of working time and had offered increases below the demand of R8 per hour.

“The effect of the company’s offer on wages is that six categories of workers, by far the majority of the company’s employees, would be earning less than R8 per hour.”

The offer had been rejected by the workers, Mr Kettlekies said.

“If the company is serious about bringing this dispute to a speedy resolution, it should review its position and continue with negotiations as it is not in its interests to stop attempts through negotiation to end this dispute.”

Mr Kettlekies said a joint meeting of shop stewards from all motor factories would be held on August 22 and 23 to report on the MBSA strike.

It would also be decided at the meeting what action would be taken in support of workers who were in dispute with other motor companies and parts manufacturers, Mr Kettlekies said.

Sewing machines for convicts

LONDON — Convicts at Dartmoor prison are breaking into the 20th century after sewing mail bags by hand for 100 years.

Officials say inmates at the grey, granite prison in southwest England will use sewing machines instead of thimbles to give them work experience.
Mystery meat strike shooting

A BITTER labour dispute is brewing between 600 Bellville workers and one of the country's biggest meat packaging firms, Vleissentraal.

Claims have been made that union volunteers were shot at by security guards while handing out pamphlets outside the Spekenam plant where the workers downed tools two weeks ago after management refused to negotiate with their union, the Food and Allied Workers' Union (FAWU).

They were subsequently dismissed.

Labour and community organisations this week entered the fray with a call for support for the strikers. And the UDF's Western Cape region warned that they were watching the actions of Spekenam's management.

Two persons were briefly held for questioning at the plant and another was apparently detained after the shooting incident.

A spokesperson of the Unemployed Workers Movement, Mr Leon Caesar, said he and 10 other members of the movement went to the plant last Friday to hand out pamphlets to "scab" labourers.

"We did not enter the premises and stood outside the plant.

"Two members on their way to the kombi I was driving, were chased by two security guards. As they got into the kombi, a shot was fired and I moved away immediately." he said.

Mr Phillip Smile, who stood on a nearby bridge with a poster, said he saw one of the security guards point his gun at the kombi. He then heard a shot being fired.

Mr Caesar said Mr Shaheed Mohamed was detained as he and other members walked back to the NG Sendingkerk hall where all the workers gathered.

Mohamed's detention could not be confirmed with the police.

Smile said "Shaheed was walking alone. We didn't see him being arrested. When we realised that he wasn't with us, we immediately contacted our lawyers. Police confirmed his detention to the lawyers."

At a strikers' meeting this week workers said they would not to accept man-

The general manager of the Vleissentraal, Mr P G L Joubert, said the union's proposal was rejected because it failed to address the fundamental problems.

"This was in the light of frequent and continuous industrial action over the past year when nine strikes and work stoppages took place despite the management's willingness to negotiate."
Milling strike

By CLARE HARPER
Labour Reporter

A TWO-DAY national milling strike by about 5000 workers was last night called off after workers discussed new proposals put to the Food and Allied Workers' Union (Fawu) at the weekend.

Fawu national organiser Mr Mandla Xan-yana said workers held regional gatherings yesterday to discuss the proposals and subsequently called off the strike. He said Tuesday's and yesterday's action "was just a warning".

Industry sources said meetings between Premier and Sasko and the union would continue this week and most likely at the weekend.

Large-scale

In the industry's first large-scale strike, workers struck at mills and factories in the Premier and Sasco groups, two of the main producers of staple foods, oil products and animal feeds.

All Premier plants, except Epol in Vryburg, were out on strike, including 10 Epol plants, four Epol factories and seven Premier mills.

Premier group human resources director Mr Theo Heffer said yesterday that about 4 000 workers at about 20 Premier plants had struck across the country.

Sasco group manpower manager Mr Tom Duff said its Durban and Port Elizabeth mills were involved in the strike, but the Rondebosch mill was unaffected. In Pretoria workers limited their industrial action to a one-hour stoppage.
26 council workers freed

THE CONFRONTATION of Sighthill and Parkhead residents and Permex plant workers ended in

promissory notes. The promises were not kept, however, leaving the workers still in their employment uncertainty. The workers were not paid for their work, and the plant was closed. The workers were left with no recourse.

Council workers, seeking to improve their plight, embarked on a strike to demand better pay and conditions. The strike was supported by the workers from the Permex plant. The strike lasted for several days, and the workers were successful in their demand for better pay.

The strike was successful in bringing attention to the poor working conditions and low pay in the Permex plant. The council workers were also successful in their demand for better pay and conditions.

The strike was a significant event in the history of the workers' struggle for better pay and conditions.

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Pleasing Speckmen Workers

Abounds there mid July, the popping of the beans and the clack of hammers as they pound the earth into fertile soil. The fields are a sea of green and yellow, a vast expanse of productivity.

In addition to the farmers and their families, the workers on the farm are integral to the process. They tend to the crops, harvest the bounty, and prepare it for market. Their labor is essential to the success of the farm and the community.

Workers on the farm are often seen as expendable, their contributions recognized but not valued. However, they are the backbone of the agricultural industry, and their work is vital to the health of the community.

By RESHA ALLE

Fayu Shocks company

Meat

South Labour

Pairs of sacked Speckman Workers

South, August 20 to 25

 Visitors

It's a given that the workers who toil in the fields are essential to the success of the farm and the community. During harvest season, the workers are in high demand, and their contributions are recognized.

Workers on the farm are often seen as expendable, their contributions recognized but not valued. However, they are the backbone of the agricultural industry, and their work is vital to the health of the community.
JOHANNESBURG. — The giant Congress of South African Trade Unions (Cosatu) is set to enter the national mineworkers dispute by implementing "solidarity action".

Cosatu's regional structures will meet in Johannesburg this weekend to discuss support for the more than 200 000 mineworkers who downed tools last week over a wage dispute.

Already two regions, Southern Transvaal and Natal, have indicated their support for solidarity action with the miners.

The union reported to be most prominent in support for the miners is the South African Railways and Harbour Workers' Union (SARWHU), which only recently emerged from a crippling strike which cost the State millions of rand.

The National Union of Mineworkers (NUM) is Cosatu's largest affiliate.

The mining houses, which are losing between R17 million and R30 million daily, have dramatically stepped up their "get tough" stance on the strike.

Mine security officials at Brakpan gold mine have apparently terrorised workers in their hostels to force them back to work, according to NUM officials.

Union organiser Tshidiso Mothupi said the miners went down the shafts but staged a sit-in protest strike at the rock face and refused to work.

In reaction, mine managers cut off all communications with workers in the mine hostels "in a bid to starve them back to work".

Mothupi denied that the majority of the miners at Brakpan returned to work.

The assistant general secretary of NUM, Mr Marcel Golding, said mine officials at Randfontein Estates gold mine cut off food and water supplies to workers in the mine hostels "in a bid to starve them back to work".

The assistant general secretary of NUM, Mr Marcel Golding, said mine officials at Randfontein Estates gold mine cut off food and water supplies to workers in the mine hostels "in a bid to starve them back to work".

He accused mine owners of breaking earlier assurances that they would not cut off supplies to the miners, most of whom lived in company hostels cut off from union officials and by armed mine security guards.

At Vaal Reefs, the biggest mine in the world, more than 2 000 miners reportedly began to leave the mine rather than meet an ultimatum to return to work by 2pm on Tuesday.

At the start of the strike, NUM warned that attempts to break the strike, the biggest in South African history, would be met with "operation exodus" by which miners would simply pack up and disperse to their homes throughout Southern Africa.

Such an action, he warned, would extend the strike at least two weeks beyond any settlement.

This week's developments follow the breakdown of talks between the union and the major mining group, Anglo American, to limit violence during the strike.

Meanwhile, saboteurs cut a major water supply line to the Ergo uranium and gold plant east of Johannesburg.

In a separate development earlier this week, chemical workers at the government-run Sasol plant at Secunda were attacked for a second time by pro-government black vigilantes and abandoned their planned solidarity strike with the miners.

One worker was killed — Own Correspondent and Agenda Press Services
Hiring of replacement staff begins

PO dismisses 14 000 strikers nation-wide

THE dismissal of more than 14 000 striking postal workers and recruitment of replacement staff had begun, the Posts and Telecommunications Department (P&T) said last night.

The Post and Telecommunication Workers' Association (Potwa) said yesterday the number of striking workers now stood at 15 000 to 20 000 as more black post office workers in the eastern Transvaal, western Cape, southern Transvaal and the Reef had joined the strike this week.

The strike began in East London on June 23 after Potwa alleged three workers had been unfairly dismissed.

Deputy Postmaster General (personnel and postal services) Johann de Villiers said yesterday the post office rendered essential services and could not allow its services to deteriorate.

He said "the department does not wish to terminate the services of its workers, but unfortunately has no other option."

De Villiers said black areas were hardest hit by the strike. Most post offices in those areas were closed and mail delivery had come to a standstill. Installation and maintenance of telephone services were also not up to date.

In other areas, the post office was making every effort to render services by working overtime and employing other workers. Mail delivery was continuing with minimum delays and telecommunication services were satisfactory.

P&T said despite negotiations last week between Home Affairs and Communications Minister Stoffel Bötla, post office management and Potwa — where certain conditions were formulated to end the country-wide strike on Monday — Potwa chose not to react.

De Villiers said the department was still prepared to discuss reasonable grievances and — in cooperation with Potwa — investigate the possibility of a special negotiating mechanism to address grievances and prevent deadlocks.
Sasol rejects vigilante claim

By Adele Balela

Sasol has rejected an allegation by the Chemical and Industrial Workers' Union that the identity of vigilantes who attacked workers at Sasol collieries in Secunda on Tuesday night was well known to management, who had not taken action to protect workers.

In a statement yesterday the union said that on Tuesday night "many workers dressed only in sleeping clothes fled in terror when vigilantes wearing 'withekies' entered their hostel rooms, allegedly assaulted them and forced them to join a group amassing behind the hostel."

A Sasol spokesman said the accusation that Sasol employed vigilante groups to intimidate union members was "utter nonsense."
NUM says workers tear-gassed

Miners defy back-to-work ultimatum

ABOUT 2,000 gold miners at Anglo American's Vaal Reefs No 6 shaft have defied the deadline to return to work or lose their jobs.

The shaft now faces permanent closure after Anglo said earlier this week the unprofitable low-grade mining operation would be shut down unless the strike at the shaft ended.

NUM spokesman Marcel Golding said, "The Vaal Reefs miners decided to pack up and leave the mine in solidarity with the strike."

Anglo yesterday extended its dismissal deadline at Vaal Reefs by seven hours to 9pm to give NUM more time to discuss the situation with workers.

About 700 coal workers at Amcoal's Landau colliery, faced with a similar ultimatum, returned to work in the afternoon.

The colliery was also threatened with closure unless workers needed the corporation's 2pm deadline to end the strike.

Incidents of mine violence rose sharply after the NUM leadership walked out of Tuesday's talks with Anglo to draw up proposals to stop violence on strike-bound coal and gold mines.

Despite the deadlock, Anglo said it was available to resume talks to stop mine violence "at any time and at any venue." An Anglo spokesman said, "The ball is in their court and we are convinced discussion would have a constructive outcome."

Referring to yesterday's mine violence, NUM general secretary Cyril Ramaphosa said it would be difficult to continue talks in the current climate.

He said mine security at Gencor's Bracken gold mine near Evander tear-gassed workers in their hostels after trying to force them underground.

Dismissing that as "unfounded," Gencor spokesman Harry Hill said mine security dispersed about 100 strikers after the morning shift went underground.

Hill said, "Repeated appeals to disperse were ignored and the group's behaviour became increasingly aggressive. It was necessary for mine security to use tear smoke to restore order."

About 10% of Bracken's 3,500 coal workers have joined the NUM's 11-day-old wage strike — a 5% rise on Tuesday's count.

Ramaphosa said mine security at Anglo's Goede hoop colliery tear-gassed workers and made six arrests. It was not clear what caused the clash and Anglo was still trying to verify the incident at the time of going to press.

Details of eight workers arrested at Gencor's Transvaal Navigation colliery near Witbank are similarly vague.

Yesterday marked the first time in the strike that mine property was reported damaged — a pipeline supplying water to Anglo's Ergo gold plant near Springs was sabotaged causing the loss of about 20,000 tons of water.

The Chamber of Mines migrant labour recruiting arm — the Employment Bureau of Africa (Teba) — yesterday reached agreement with the NUM on wage increases for employees at its Johannesburg and Welkom depots.

Teba increases were in line with the chamber's wage offers in talks with the union on increases for the gold and coal miners.

The two-day strike at Johannesburg Consolidated Investments' Matthey Rustenburg platinum refinery at Wadeville near Germiston also ended.
Violence threatens strike talks

BY JOSHUA ANBOKRO

Labour Update

THE NATIONAL UNION OF
Miners defy deadline

for return to work

JOHANNESBURG. — About 20,000 black miners voted yesterday to defy back-to-work ultimatums and decided to head home rather than break ranks with another 310,000 colleagues in the 11th day of the country's biggest mine strike.

The decisions at two gold mines could lead to the first dismissals in the strike that has partly paralyzed South Africa's mining industry.

National Union of Mineworkers (NUM) spokesman Mr. Kuben Pillay said 17,000 men at the Western Holdings gold mine voted late yesterday to leave the fenced mine compound as soon as possible.

The Anglo-American Corporation had set a deadline this morning for a return to work by about 3,000 men at the Number One shaft at Western Holdings.

“Our members considered the ultimatum at a meeting tonight and we have just heard that all the mineworkers voted to leave and totally shut down the mine rather than let their colleagues on the number one shaft carry the can,” said Mr. Pillay.

Earlier yesterday, about 2,500 workers at the Vaal Reefs number six shaft voted also to reject an Anglo-American ultimatum to return to work or see their shaft permanently closed. — UPI
THE nationwide strike by post and telecommunication workers this week spread to the Western Cape where more than 50 workers at four post offices in African townships downed tools.

The strike is in its ninth week.

The action followed after talks to end the strike between the Post and Telecommunications Workers Association (Potwa) and the Minister of Home Affairs, Mr Stoffel Botha, failed.

At a meeting on Sunday Potwa (Western Cape) rejected the government's proposed solutions and resolved to go on strike until their demands were met.

The workers demand: Salary parity and a minimum wage of R600 a month; promotion based on merit; an end to discriminatory and racist practices; an end to victimisation and dismissals.

According to a local Potwa spokesperson, the workers at Mbekweni, in Paarl, and Zweletemba, in Worcester, have also heeded the strike call.

At Khayelitsha post office a pamphlet explaining reasons for the strike was posted on the door. At the Langa post office the clerical workers were on duty but there were no letter deliveries in the township.

The public relations officer for the Department of Post and Telecommunications in the Western Cape refused to comment.

The department's spokesman in Pretoria, Mr Ben Roodman, had not responded to inquiries by the time of going to press.
As strike heats up, Anglo warn: We may call SAP

By JO-ANN BEKKER and HILARY JOFFE

The strike reaches its seventh day with no sign of a breakthrough and indications of growing support for the wage stoppage.

The National Union of Mineworkers announced yesterday 10 more mines had joined the national strike in spite of increased police and mine security harassment and a bomb scare.

The Anglo American Corporation, however, claimed there had been "a draft back" to work on the mines.

Commenting on this discrepancy, the independent Labour Monitoring Group Ltd, in the case of what is the first casualty of the conflict is slogans as the massive NUM strike, involving more than 200,000 workers, gets underway.

Picture ERIC MILLER, Afripix

At a press conference at Anglo headquarters in Johannesburg last night, Theo Pretorius, MD of Anglo's Transvaal mines, said his company would decide tonight whether to ask police to carry out the court orders granted yesterday.

This would depend on whether sabotage stopped at the high-technology plant, he said. He claimed there had been 14 serious cases of sabotage since the beginning of the strike.

Anglo representatives also detailed allegations of coercion and intimidation by strikers and shaft stewards at two mines.

To PAGE 2

This newspaper have been restricted in terms of the Emergency regulations.
Scooter drivers 'still out'

MORE than 30 members of the South African Scooter and Transport and Allied Workers Union employed at AE Engine Parts in Johannesburg continued their go-slow strike yesterday in protest against management’s refusal to recognise their union.

The union’s national organiser, Mr Moses Mahlo, said it was the union’s policy that shop stewards should be elected in the presence of union members to avoid confusion.

The company’s personnel officer, Mr Tom Botha, said that management’s doors were always open for negotiation, but unfortunately no settlement had been reached.”

He denied that the workers were on a go-slow strike and added: “Everything is normal at the plant and we wish to have another meeting with the union to finalise our recognition agreement.”
Protest

On Monday, the National Union of Mineworkers staged a nationwide strike, demanding better wages and conditions. The strike has caused widespread disruption, with coal supplies at risk.

Miners' strike, indicates progress

The strike has been ongoing for several weeks, and miners have been protesting against low wages and dangerous working conditions. The unions are lobbying for better pay and improved safety measures.

Rally stand not inconsistent with support for unions — Why?

Business Day Report, August 21, 1977
Workers of the world unite against the Chamber

The National Union of Mineworkers' struggle for a living wage has captured the attention of the world. It is one of the biggest national strikes in the world this decade, and is the biggest in Africa. Solidarity messages have come from trade unions, national centres, anti-apartheid organisations and the entire progressive movement of the world committed to democracy and freedom of South Africa's oppressed people. Workers of the world are on our side. We are not alone in our struggle against the mine bosses.

Formal greetings have been sent to the National Union of Mineworkers by the following organisations:

1. Coalition of Black Trade Unions (USA)
2. United Mineworkers Union of America
3. Trans Africa (USA)
4. Portuguese Workers Federation
5. Moroccan Workers Federation
6. CGT (Luxembourg)
7. Textile Workers (USA)
8. International Congress of Free Trade Unions
9. French Miners
10. IGDS (Germany)
11. Auto Workers (USA)
12. Trade Unions International Public and Allied Employees (Berlin)
13. Swedish LO
14. USA Miners
15. African Miners Federation (Algeria)
16. British Trade Union Congress
17. International Metalworkers' Federation
18. Spanish Workers
19. African National Congress
20. South African Congress of Trade Unions
21. NAA Congresman B Gray
22. American Federation of Labour - Congress of Industrial Organisations
23. Swedish TCO
24. FEIT (Switzerland)
25. International Miners Organisation
26. World Congress of Labour (Brussels)
27. Canadian Transport Workers
28. Australian Workers Federation
29. World Federation of Trade Unions (Prague)
30. Federation of National Miners (France)
31. East German Miners
32. East German Workers Federation
33. World Federation of Industry Workers (Brussels)
34. American Committee on Africa
35. Brotherhood of Asian Trade Unionists
36. Netherlands Trade Union Federation
37. Spanish Confederation
38. CFTC (France)
39. Independent Union Youth of Luxembourg
40. Canadian Labour Congress
41. Central Committee of Soviet Workers
42. Movement for Freedom (Republic of Germany)
43. Australians Union of Metallurgists and Miners and Energy Supply Workers
44. Swedish Miners Union
45. American Public Employers Union
46. Confederation of Free German Trade Unions
47. Norwegian Federation of Trade Unions
48. New York Labour Committee
49. Unity Movement of South Africa
50. United Democratic Front
51. Wilgepruit Fellowship
52. Soweto Civic Association
53. Congress of South African Trade Unions
54. Call of Islam (Lenmasta)
55. Zimbabwean Unemployed Workers Co-ordinating Committee
56. Health Workers Association
57. National Education Crisis Committee
58. Danish Federation of Trade Unions
59. Mineworkers Union of Zimbabwe
60. Confederation of Caribbean Public Services Association
61. United Steelworkers of America
62. Mineworkers of Cuba
63. Finnish Peace Committee
64. Soviet Miners
65. British Miners
66. Czechoslovakian Miners
67. Organisation of African Trade Union Unity
68. Austrian Metalworkers

And here is what some of them said...

The Austrian Union of Metalworkers, Miners and Energy Supply Workers: Solidarity with the South African miners in their fight for higher wages and improvement of labour conditions. We wish your organisation a successful settlement.

British trade unionists send full support to the South African NUM and our best wishes for a successful outcome to the current industrial dispute with mining employers for decent wages and working conditions.

The World Federation of Trade Unions greets on behalf of its members your courageous struggle for better living and working conditions against human solidarity and wish you and your countrymen all success in your fight for freedom and end to apartheid.

OATUU on behalf of millions of African workers under its umbrella expresses its solidarity with the people and workers of South Africa, particularly the striking minersworkers in their relentless struggle for social justice, democracy and the emancipation of apartheid.

OATUU appeals to all its affiliated national trade union centres as well as regional, national and international trade union organisations to express their moral material support for, and solidarity to, the minersworkers in South Africa.

The United Democratic Front salutes the brave, militant action taken by the most exploited and abused workers of our land, under the leadership of the National Union of Mineworkers.
Cosatu guards property

By MONO BADELA

The Congress of South African Trade Unions is to take emergency measures in future to protect its property, General Secretary Jai Naidoo said yesterday.

Naidoo was reacting to reports by Cosatu security guards that on Tuesday night they had chased four white men who had been trying to gain entry to the building. When discovered by Cosatu security officials, they were cutting through the chain used to secure the basement gate at the federation’s headquarters building, which was bombed and rendered unsafe earlier this year. The men escaped in a Toyota Cressida sedan which had no registration plates, he said.

“We are taking this very seriously. The matter will be debated by Cosatu units at local level. We firmly believe it was another attempt to sabotage the federation,” he said.

“We warn that such actions will lead to further deterioration of industrial relations. Our members will not tolerate shadowy gangs like these.”

[Signature]

21/27/87
Off centre stage, disputes across every sector

WHILE the two-week miners' strike occupies centre stage in the upsurge of labour conflict in South Africa in recent weeks, thousands of other workers are involved in their own displays of collective strength.

Exact statistics are difficult to complete but it appears that about half a million workers in almost every sector of industry are involved.

Some of the major events include:

- A nationwide strike by more than 20,000 postal workers.
- A legal strike by about 15,000 members of the Chemical Workers' Industrial Union at Stelcor's collieries and processing plants in the Eastern Transvaal was aborted this week after two workers were killed. The union says the strikers were veterans accompanied by company security. The company said non-strikers were responsible for the killings and demand in security officers were involved.
- About 200 CWU members have downed tools at Matheb Rustenburg Refiners in Wadeville, East Rand, in a legal strike to protest against company plans to move to Bophuthatswana. Where foreign unions are outlawed. The workers are also expressing solidarity with the mining miners.
- A national strike in the mining industry by over 4,000 workers began this week after the Food and Allied Workers' Union declared last month with Premier Miling, Pains and Morris and other employers in the sector over annual wage talks.
- Fawu is also involved in a protracted strike at the Spekeoke Tea Estate in Richmond, Natal, where about 100 workers have been dismissed after a strike over union recognition. None of the members of Fawu were dismissed by Vlissweim from its Spekeoke plant in Cape Town after a wage strike last week.
- The steel industry remains volatile as the National Union of Metalworkers shifts its focus to wage bar

While the miners are at the centre of attention, hundreds of thousands of workers across the country are involved in disputes. ERNEST SIDERSY reports.

The union reports it is still ready to negotiate with major employers like Dofry, Highbury Steel, Mid-lothian Steel and the Union Steel plant in Eastern Transvaal in the next few days indicate the metalworkers' show is far from over.

The three-week-old strike at Meredale Steel's, East London, is set to widen to other motor manufacturers as Numsa considers "industrial action" at other plants. Shop stewards from all motor firms will meet in Durban this weekend to discuss the dispute, says Lasz Kettledin, Numsa regional organiser.

The talks deadlocked this week as workers refused management's offer of the reinstatement of 168 dismissed workers, an increase in minimum wages and an adjustment to compensate for shorter hours which would have brought the total minimum wage from R3.50 to R4 an hour.

Numsa and the Boiler Makers' Union may move towards a legal strike at Cadal, a Shell subsidiary, after negotiations failed to resolve the dispute in which workers demanded R4.30.

While some workers have downed tools, more than 20,000 others are involved in displays of industrial action, with many workers waiting for the outcome of the strike to test out their own demands for improved working conditions. CWU reports to Cosatu's executive committee next week that it alone is involved in 40 wage negotiations and that they have no plans to take place in the sector at this time of the year.

The strike is the latest in a series of metalworkers' strikes which have bedevilled the industry. It is expected to hit 18 000 workers in a group of affected plants and likely to cause serious disruption.

The National Union of Mine-workers, which has the strongest unions affiliated to Cosatu, lists signs that a rival group of players, the National Union of Mine-workers, are involved in a number of less publicised disputes of their own. And the fact that a number of unreported wildcat stoppages are taking place every day was brought home last week. While the National Union of Mine-workers held a press conference to announce its strategy of "Operation Exodus" during the miners' strike, a small group of workers staged their own sit-in of street theatre by singing and marching to Pwem's office in downtown Johannesburg after a strike to demand union recognition.

The reasons for this outpouring of worker discontent are not hard to find. Management consultants, Andrew Levy and Gavin Brown point out that since 1985 between 13 and 27 percent of strikes have taken place in the first half of the year. Most wage negotiations, newly the trigger for 40 percent of all strikes, reach their advance stage in the July to September period. At the same time real wages are falling to keep pace with inflation while an increase in corporate profits is heightening worker expectations.

This helps explain the timing of the current upsurge in industrial conflict but fails to account for the unprecedented scale of the actions. An obvious factor is the political climate in which the work of the mining is taking place.

Labour observers point out that the State of emergency has effectively choked township-based civic organisations and trade unions and their networks of wards in factories and mines around the country by being unable to survive, and indeed expand dramatically, despite numerous denunciations of members in this period. This makes them the obvious targets of township militancy and women's groups, particularly women's groups.

Workers' support for some of these actions is based on the expectation that they see as recent victories in the struggle that it is possible. If this remains.

Injured strikers at Anglo American's Western Deep Level mine show the effects of rubber bullets.
Fawu lodges urgent interdict

Labour Reporter

THE Food and Allied Worker's Union will lodge an urgent interdict with the industrial court today to prevent the Saldanha Sea Harvest factory management from committing alleged unfair labour practices.

Fawu general-secretary Mr Jan Theron said yesterday that workers were presently in dispute with Sea Harvest over demands for pay parity with the company's competitor, Irvin and Johnson (I & J).

Mr Theron said that while talks had deadlocked, Sea Harvest had offered to pay certain non-union members and individuals who were unionized "through the back door".

The general manager of Sea Harvest, Mr L Penzhorn, confirmed yesterday that an offer rejected by the union had been put to those non-union members and other unionized individuals.

He said Sea Harvest had offered an across the board increase of 35c per hour, from July 1 and another cent from January 1.

He said Sea Harvest and the union were presently engaged in "informal mediation".

Mr Theron said that the workers were demanding R2.27 an hour, which would give them a weekly wage of R104.42, which was the same as I & J.

He said the workers felt Sea Harvest was not negotiating in good faith.

Mr Penzhorn said there were about 2,000 employees, of which about half were Fawu members.

Fawu/Premier wage talks

Labour Reporter

WAGE talks between the Food and Allied Workers' Union (Fawu) and the Premier group will continue in Port Elizabeth today, a spokesman said yesterday.

Thousands of workers from the Premier, Sasko and Tiger Oats groups streamed back to work yesterday after calling off their national two-day strike.

Sasko group human resources director Mr Tom Duff said yesterday the Sasko group would hold talks with the union on Saturday.

Market employees end strike

Staff Reporter

A WEEK-LONG strike by about 400 employees at the Epping vegetable market ended on Wednesday afternoon after the Cape Town Market Agents' Association issued an ultimatum to the strikers.

The association said in a press release yesterday that the costly strike had been "illegal".

Mr D M Neethling, chairman of the association, declared to elaborate.

A spokesman for the Food and Allied Workers Union confirmed last night that the workers had "suspended their strike" while negotiations were in progress. The ultimatum deadline was Wednesday morning, she added.
More mines set back-to-work deadlines

JOHANNESBURG — Johannesburg Consolidated Investments (JCI) and Gencor have joined Anglo American in setting deadlines for strikers to return to work for the first time in the 12-day-old strike.

About 40,000 strikers from the two groups have decided yesterday whether to break ranks with the National Union of Mineworkers (NUM) strike.

The strike, work force of 22,000 gold miners at Anglo’s Western Gold Fields voted to leave the mine in solidarity with the threatened dismissal of 4,000 strikers at the mine’s marginal Number One shaft.

Anglo’s deadline for the Number One shaft strikers to return to work or lose their jobs ends at the start of this morning’s shift.

The NUM’s general secretary, Mr Cyril Ramaphosa, said last night that the miners had decided to be dismissed.

Meanwhile, Gencor has rejected the NUM’s claim that the workforce of 24,000 Randfontein gold miners had been broken by yesterday’s deadline.

In a statement Gencor said its workers facing a return to work would face disciplinary hearings.

About 4,000 Randfontein miners stopped striking, it added.

At JCI’s Randfontein Estates gold mine, management said that strikers would be dismissed and issued a return to work deadline today for an estimated 13,000 strikers.

It is not clear if management intends to dismiss those workers who do not comply.

Mr Ramaphosa said JCI had issued dismissal notices to the Randfontein strikers, saying they would be re-employed if they accepted the Chamber of Mines’ wage offer.

Workers were discussing the proposal last night.

An NUM spokesman, Mr Marcel Golding, said mine security escorted the 2,000 strikers dismissed at Anglo’s Vaal Reefs Number Six shaft to the mine’s Ernest Oppenheimer Stadium to pay them off.

He said 27 strikers agreed to the last minute to accept the chamber’s wage offer and the others left the mine for home.

He said miners at other Vaal Reefs shafts had discussed whether to leave the mine in solidarity with their colleagues.

“But it’s too premature to say what action they will take in any event, the union will respect the decisions of the Vaal Reefs workers.”

The miners were reportedly quiet yesterday after several violent incidents on Wednesday.

The NUM also brought an application against Randfontein Estates Gold Mine and JCI last night after allegations that mine security had created barriers and was not allowing striking workers off the premises.

The application was postponed after management gave an undertaking not to stop people leaving the mine and to allow the union’s branch chairman access to the strike committee on the premises.

Management also undertook to allow buses on to the mine this morning to pick up workers.

The mine has also extended until today the deadline on an ultimatum to workers that they will be dismissed and required to vacate the premises if they do not return to work.

Prior to the undertaking being given, the NUM had gone to court asking for an order preventing Randfontein Estates from stopping workers leaving the mine.

In Pretoria, the Transvaal Minister of Police, Mr Khoslaile Ntia, said the nation’s economy would be adversely affected if Transvaal miners working in South Africa returned home in large numbers.

He said the government could not provide alternative employment for the miners and called on the Chamber of Mines to create a situation whereby miners would not be forced to leave South Africa.

A former director of the Institute of Management and Development Studies at the University of Pretoria, Mr Peter Wakelin, and statistics showed there were 900,000 migrant workers from Transvaal in South African labour centres, including the mines.

He said the 250,000 miners affected R30 million to their families in the country every month — SABC-DIG.
Looking for rules

The start of the second week of the National Union of Mineworkers' (NUM) strike saw it and Anglo American, at whose mines the NUM is strongest, meet to try and minimise violence. However, none of the issues that precipitated the strike, such as wages, were up for discussion. These are for the NUM and the Chamber of Mines to resolve, says Anglo.

Injured strikers... can the violence be curbed?

The chamber, meanwhile, reiterated its stance to NUM general secretary Cyril Ramaphosa. This followed press reports of NUM's willingness to re-open negotiations "provided no pre-conditions are set.

The chamber confirmed it was willing to negotiate the establishment of a provident fund and improvements to the death benefit scheme, but not wages.

It added "It is the chamber's view that when the opportunity was there to negotiate wage increases, the NUM did not negotiate in good faith and made a mockery of the negotiation process which preceded the establishment of the conciliation board, and also did not negotiate seriously at the two conciliation board meetings."

"Throughout these negotiations the chamber's negotiating team had the strong impression that your union's negotiators were not really interested in arriving at a mutually acceptable settlement, but merely going through the motions to reach a formal dead-lock to place your union in a position to threaten, and eventually stage, a lawful strike."

After three hours of talks at the Carlton Hotel on Monday, Anglo and the NUM agreed to meet again the next day — as the FM went to press.

While the company described the talks as constructive, the union hesitated to call them positive "until agreement has been reached on both value propositions which the group needed time to consider."

Anglo's industrial relations spokesman Bob Godsell said the union had presented eight proposals which the group needed time to consider. Anglo's conditions for a peaceful strike include: normal access to hostels, and management control of them, prohibition on the use of force, normal access to shafts, with designated packet area if required.

However, Ramaphosa told a separate press conference immediately afterwards, the company's conditions were "not sufficient to return the mines to normal."

It seemed the union would accept the company plan only if its proposals too were accepted.

The union proposed that:

- The company should demobilise its security forces, remove them from the hostels and stop their patrols;
- The SA Police should not be called in on mine property in any circumstances, as they cause a great deal of provocation;
- Charges should be dropped against all arrested workers (23 at Ergo, 100 at Western Deep) as a sign of good faith;
- A monitoring system with an independent arbitrator be set up to rule on breaches;
- The mines must be open to the media to see where violence emanates from;
- An end to strikers paying for food and accommodation;
- The immediate release of those allegedly held against their will in company security barracks; and
- Compensation for all injured.

"If the company meets these, the prospect of violence will be lessened," said Ramaphosa. The union said it was prepared to put the company's proposals to members.

Before going into the second meeting, Godsell indicated that the company would not be able to meet all these conditions. Yet it would try to work out ground rules for peaceful conduct of the strike and find some constructive role for the union to play in de-escalating violence.

Godsell claims "a slow but significant return to work" at some Anglo mines, but won't say which.

He also points out that reports claiming the mines, collectively, are losing some R39m a day as a result of the strike are crude — though Anglo is taking "significant losses." Estimating losses is complex and involves a number of factors, such as ore reserves on surface and underground, and the capacity to change ore grades "(high-grading)." Nor does the figure reflect savings in the form of wages that would otherwise be paid out.

The Gencor group said on Monday that attendance at a number of its mines has "improved significantly." At Bracken near Evander, where almost the whole work force was on strike last week, more than 70% have returned to work. It claims Gencor, adding that others are returning after going home at the weekend.

At Leslie, attendance has risen from about 30% to over 60%, and more than 1 000 employees who were on strike have returned to work at St Helena, bringing attendance to over 60%.

According to Gencor, the situation at Umlazi, where absenteeism rose to 25% last Thursday, has returned to normal.

Attendance at Kinross, Winelands, Grootevlei, Maroweke and Stilfontein remain "poor."

Beatrix, Buffelsfontein and West Rand Consolidated have not been significantly affected, the company says. On Tuesday, it reported a further drift back to work.

According to the chamber, all Rand Mines' gold mines are functioning normally, although some of its collieries are affected. Gold Fields and Anglovaal claim all is normal at their mines.

The chamber said on Tuesday its estimate of the number on strike remains 230 000, or 40% of the black work force.
Miners show teargas canisters

Striking Bracken Mine workers claim that a teargas canister was thrown at them during an underground sit-in on Wednesday.

Denying the claim, Gencor’s liaison manager, Mr Harry Hill, also rejected allegations that force was used at any time to get people to go underground.

Workers claim the canister was thrown at hundreds of striking miners who had been forced to go underground after tear gas containers had been thrown into their hostel rooms before dawn.

Mr Hill said a statement had been issued two days ago by Gencor confirming that tear smoke had been used at the mine’s surface on Wednesday to disperse a group of strikers who were threatening violence against other employees.

Said Mr Hill: “After repeated appeals to disperse were ignored, the mine security was compelled to use tear gas to disperse the mass.” No one was injured in the incident.”

Mr Hill said it was true that a large number of miners — about 400 — had gone underground on Wednesday and refused to work.

One of the miners interviewed by The Star, Mr Meshack Karuleza (24) of Matatiele, said he had not intended to go underground until the strike was over.

But on Monday and Wednesday, soon after the 4.00 am shift should have gone underground, the mine security guards came to the hostels and threw tear gas canisters through the windows, which had been broken earlier by rubber bullets.

On Wednesday, many workers were sitting down on the fifth level, guarded by armed white and black security personnel. Mr Karuleza said some of the miners got up to tell the guards to return them to surface when a guard fired a teargas canister.

Mr Karuleza hid in a stoop for about an hour.

The strikers then returned to the surface where they were again fired on with tear gas.

Bracken Mines NUM branch chairman Mr Motso Mohloani told The Star that on August 10 he was woken by a teargas canister.

He lit a newspaper to burn the gas and he claims that as he walked out of the hostel he was arrested by mine security.

Mr Mohloani said the mine had charged him with attempted arson and dismissed him.

45 000 strikers face dismissal

The number of National Union of Mine-workers (NUM) strikers facing ultimatums to return to work rose to 45 000 today at mines belonging to JCI, Anglo American and Gencor.

NUM general secretary, Mr Cyril Ramaphosa, said last night thousands of members, locked out at a number of mines, had resolved to be dismissed “rather than break the strike.”

Anglo American today said about 17 000 workers at the following shafts Vaal Reefs No 9, Sasolplats No 4, Western Holdings No 2 and 3 have been locked out. They have been given until Monday to return to work or lose their jobs.

The spokesman has confirmed that about 4 000 strikers at Western Holdings No 1, given until 6 am today to return, failed to respond.

The NUM said yesterday that the entire 22 000-strong workforce at Western Holdings had decided to leave the mine if the No 1 strikers were dismissed.

More than 28 000 strikers at four Gencor mines and one JCI mine are also facing management action for failing to meet ultimatums.

A Gencor spokesman said it was not known when disciplinary hearings would resume for 24 000 strikers at Evander mines, due back yesterday.

Gencor has rejected allegations by the NUM that tear gas had been used to force workers to go to work at the Bracken mine, and that workers at TNC colliery had been forced to work at gunpoint.

A Bracken spokesman said two workers, not four, had been arrested.

Also facing a deadline are about 3 000 workers at JCI’s Randfontein Estates.
Miners' union vows to continue strike

JOHANNESBURG - The National Union of Mineworkers (NUM) has vowed to continue the miners' wage strike, now in its 12th day.

Today the number of workers facing ultimatums to return to work rose to 45,000 at mines belonging to JCI, Anglo American and Gencor.

The NUM general secretary, Mr Cyril Ramaphosa, last night told a press conference that thousands of members, locked out at a number of mines, had resolved to be dismissed rather than break the strike. Members remained willing to re-open negotiations on wages and working conditions.

Anglo American today said about 37,000 workers at Vaal Reefs No 9 shaft, Sunplats No 4 shaft and Western Holdings No 2 and 3 shafts have been locked out. They have been given until Monday to return to work or lose their jobs.

A spokesman has confirmed that about 4,000 strikers at Western Holdings No 1 shaft, given until 6am today to return to work, failed to respond. The shaft would be closed and the strikers' contracts terminated.

The NUM said yesterday that the entire 22,000-strong workforce at Western Holdings had decided to leave the mine if the No 1 shaft strikers were dismissed.

More than 28,000 strikers at four Gencor mines and one JCI mine are also facing management action for failing to meet ultimatums.

Gencor has rejected allegations by the NUM that teargas had been used to force workers to go to work at the Bracken mine, and also denied allegations that workers at TNC colliery had been forced to work at gunpoint — Sapa
17 000 gold miners down tools in solidarity with strikers

THE ENTIRE black workforce of 17 000 gold miners at Anglo American's Western Holdings had voted to leave the mines in solidarity with strikers threatened with the permanent closure of one of the mines' shafts, the National Union of Mineworkers (NUM) said yesterday.

And two other mining houses — Johannesburg Consolidated Investments (JCI) and Gencor — have joined Anglo in setting deadlines for the return of workers involved in the 12-day-old strike.

About 40,000 strikers from the three mining houses had to choose yesterday and early today whether to break ranks with the NUM strike.

NUM spokesman Stanley Nkosi said the 17 000 Western Holdings mineworkers decided late Wednesday night to leave the mine.

 Anglo yesterday issued deadlines to 4 820 miners at Western Holdings' marginal No 1 shaft to return to work or lose their jobs. The final deadline expires for workers on this morning's shift.

Hamish McIndoe

Gencor strongly rejected claims that 24 000 strikers at its Evander gold mines had been given until last night to return to work by today for about 15 000 strikers. It is not clear, however, if management intends to dismiss those workers defying the deadline.

Nkosi accused Anglo of using the strike as an excuse to close marginal mines. Threat of closures were used earlier this week at Vaal Reefs No 6 shaft and at Amcucl's Randfontein Colliery to entice strikers back to work.

At JCI's Randfontein Estates gold mine, management locked strikers out of the Coolie Three section and set a deadline to return to work by today for about 13 000 strikers. It is not clear, however, if management intends to dismiss those workers defying the deadline.

Nkosi accused Anglo of using the strike as an excuse to close marginal mines. Threat of closures were used earlier this week at Vaal Reefs No 6 shaft and at Amcuca's Randfontein Colliery to entice strikers back to work.

The mines were apparently quiet after several violent incidents on Wednesday, possibly resulting from the deadlock in talks between NUM and Anglo to draw up proposals to stop mine violence.

Anglo confirmed reports on Wednesday of clashes at its Goedehoop colliery. Workers erected roadblocks around the mine in an action that led to seven dammals and three injuries when police used tear gas to disperse what Anglo called "unlawful and armed crowds."
What is the braving mine strike taught Anglo: NEVER say NEVER

By JENNI LIEBER and \n"Always be prepared. The word is clearly a synonym for success. Never say never, and never be afraid of the unknown."

The key to success is preparation. By always being prepared, one can overcome any obstacle or challenge that may come their way. This is evident when considering the braving mine strike taught Anglo: NEVER say NEVER.

In the case of the braving mine strike, the miners at Anglo were prepared for the worst. They were ready to fight for their rights and the future of the industry. Their determination and resilience paid off, as the strike was eventually settled on favorable terms. This teaches us that when we are faced with challenges, we should never give up. Instead, we should be prepared to fight for what we believe in.

The miners' victory also serves as a reminder of the importance of collective bargaining and the power of unionization. By working together, the miners were able to negotiate for better wages and working conditions. This highlights the value of solidarity and the need for workers to stand up for their rights.

In conclusion, the braving mine strike taught Anglo: NEVER say NEVER. It is a lesson in the power of preparation, determination, and collective action. By always being ready to face challenges head-on, we can achieve success and make a positive impact in the world.
Postal strike: First a carrot, then a thwack.
7,000 miners face sacking
Thousands queue for last pay at marginal mine that's been shut

By JO-ANN BEKKER

MORE than 7,000 black miners are facing dismissal rather than lockout. South Africa's largest strike ever, which ended in second week today.

About 3,000 gold miners from Anglo's Vaal Reefs No. 8 shaft, who defied management's warnings to return to work or face closure of the marginal mine, queued yesterday to receive their final payment.

And according to the National Union of Mineworkers, about 4,000 workers from Anglo's Western Holdings No. 1 shaft were preparing to follow suit. They were expected to prepare to go home, notwithstanding Anglo's threat to close the marginal shaft if they did not return to work by this morning.

In a related development, the NUM claimed about 20,000 workers at four Gencor mines in Evander had been ordered to return to work by last night or lose their jobs. This was denied by Gencor.

Earlier this week the NUM tried to persuade striking miners to return to work on marginal shafts - as these unproductive or low-grade mines would naturally be the first to be closed during a strike.

Puting a Price on the Strike

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About 700 workers at Amcoaf's Landau colliery - scheduled to be closed in March - chose to return to work on Tuesday in protest at the mine's immediate closure. Cyril Ramphelela, NUM general secretary, said he respected the decision as it had been taken democratically by workers.

Nevertheless, a NUM representative said the decision by the 700 workers at the Vaal Reefs and Western Holdings shafts to lose their jobs rather than break the strike signalled worker determination and support for the wage strike.

A Gencor representative - responding to the NUM's claims that Evander workers had been given an ultimatum to return to work or be fired - denied the union's claims. He said that, as the "accepted practice", workers had been informed they were "absent from work without permission" and failure to return to work by yesterday would result in disciplinary hearings.

NUM quizzed the basis for Gencor's threat and reiterated that the strike was legal.

This week began with a sign of a thaw in the cold war between striking miners and mine owners which has characterised the strike since it began on Sunday night, August 9. On Monday, the NUM accepted Anglo's offer to discuss mine violence, which has claimed one life and injured about 300 workers in the first 11 days of the strike.

But the following day NUM walked out of the talks in protest before they had reached any resolution, after hearing 15 strikers at an entrance to the President Steyn Gold Mine had been injured by police firing rubber bullets and jet streams.

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7,000 striking miners face the sack
Mercedes not running

EAST LONDON. — The Mercedes-Benz of South Africa plant here remained closed yesterday as the dispute between the company and the National Union of Metalworkers of South Africa continued for its 16th day.
Magistrate's Court here on Thursday on the charges of third 24/1 1982.

Mercedes not running

EAST LONDON — The Mercedes Benz of South Africa plant here remained closed yesterday as the dispute between the company and the National Union of Metalworkers of South Africa continued for its 18th day.
Patrick Laurence

Bobby Gosseille keeps his cool over heated words from NUM.
JOHANNESBURG — A miner was killed and 20 others seriously injured in a violent clash at Goldfields' Libanon gold mine during which mine security used rubber bullets to disperse a crowd attacking the hostel.

He was the first miner killed in clashes with mine security during the 12-day national gold and coal-miners strike called by the National Union of Mineworkers (NUM).

One miner has died in action related to the strike and about 300 miners have been injured since the strike began.

Meanwhile, one of the five Transvaal Navigation Collieries' employees who were admitted to the Rand Mutual Hospital on August 13 suffering from poisoning has died.

The dead man was one of a number of production workers who continued working in spite of the strike by almost the total work force of Transvaal Navigation Collieries.

Anglo American fired 4,000 strikers from a shaft at Western Holdings mine yesterday and said 16,000 would be jobless at four other mines if they were not at work on Monday.

An NUM spokesman, Mr Kuben Pillay, said 18,000 Western Holdings miners had started to evacuate the mine in solidarity with their fired colleagues.

Some 3,000 miners defying a return-to-work order left an uneconomical shaft at Vaal Reefs on Thursday for their distant homes.

NUM leaders said another 20,000 could abandon the mines in solidarity with colleagues fired for defying back-to-work deadlines.

The NUM's assistant general secretary, Mr Marcel Golding, condemned mine security for the incident at Libanon in which the miner was killed.

"Goldfields of South Africa will go to any length to break legal strike action," Mr Golding said.

The NUM said workers at Libanon had decided to join the strike and were ordered to go to work. When they refused, they were allegedly attacked by mine security using rubber bullets. Hippos and a helicopter were also used in the operation, the union said.

A Goldfields spokesman, Mr Michael de Kock, said the Goldfields group had so far experienced no strike action on the gold mines it administered. — DDC-Sapa
Workers challenge tea estate

THE court action by two Sapekoe Tea Estate workers, challenging their eviction from the estate, was this week adjourned for the hearing of oral evidence.

The applicants, Aaron Sithole and Gilbert Mankinya, claimed in the Maritzburg Supreme Court that they had been unlawfully evicted from their accommodation on the estate without a court order.

The application, which is being opposed by Sapekoe, is being brought as a test case on behalf of other workers evicted after a work stoppage last month.

Judge Page said he was unable to settle the dispute on the papers put before the court and ruled that the cases should be adjourned until September 2.

In an affidavit, Sithole said the dispute had arisen over the workers' dissatisfaction with low wages and because of management's attitude towards the workers since they had become members of the Food and Allied Workers' Union.

Sithole, a shop steward, said Sapekoe management had refused to negotiate with workers, saying they would only deal with an appointed liaison committee.

However, he claimed the committee had become defunct as workers had joined Fawu.

Sithole said that, on July 14, deadlock was reached and workers were told they would be dismissed and evicted if they did not return to work.

He alleged that, the following day, police, acting on instructions of the estate manager, had fired tear gas into various buildings on the estate and chased workers with sjamboks as they emerged from the buildings.

He said workers were chased into an office, made to pay R14 or R16, then forced onto trucks which took them to the nearby railway station.

He said many spent the night at the station and were taken back to the estate the following day where they were asked to write down the names of people they believed were stopping them from working.

As a result of this 35 people, including himself and Mankinya, were told to leave immediately.

Sapekoe's production manager, Abel Erasmus, said in an affidavit that workers had been told on July 13 that strike action was a breach of contract and strikers would be dismissed.

He also claimed they had been told Sapekoe was a farming operation and was, therefore, not subject to the Labour Relations Act and was not obliged to recognize Fawu.

He claimed workers had been intimidated during the strike and that three workers had to receive medical attention after being assaulted for working.

- Concord News Agency
NUM determined not to accept 'lockout tactics'

By CAS ST LEGER

MINES Strike Diary

NUM determined not to accept 'lockout tactics'

Deaths now total three and there have been 300 injuries and 300 arrests since the strike began on August 8, according to Mr Golding.

The first miner who died was a Trans-Natal Coal non-stiker found dead in bed two days after the strike started.

On Thursday this week one man was killed and 20 injured after rubber bullets were fired at a mob of 200 attacking a hostel gate at Goldfields Lithos, and on Friday one of five Transvaal Navigation Colliers' employees admitted to hospital with poisoning died.

Other events this week - when strikers still numbered 240,000 (NUM) or up to 230,000 (Chamber of Mines):

Monday:
- NUM and Anglo began discussing the ending of strike violence.
- The NUM proposed that mine security forces be demobilized and that police should not be called in the NUM later withdrew from the talks after hearing of 15 miners being injured at Anglo's President Steyn gold mine after police action.
- Amcoal extended its Landau colliery return-to-work deadline.
- A pipeline supplying water to Anglo's Ergo plant at Springs was sabotaged.
- Six-hour sit-down strike at Gencor's Brovenik near Evander. The NUM claimed tear gas had been fired.

Wednesday:
- 2,000 strikers at Anglo's Vaal Reefs No 5 shaft defied deadline.
- 200 at Amcoal's Landau colliery returned to work.
- Entire workforce of 22,000 at Anglo's Western Holdings No 1 shaft voted to leave the mine in solidarity with the dismissal of 4,000 NUM general secretary Cyril Ramaphosa and strikers had elected to be dismissed.
- JCI and Gencor set deadlines and the NUM said 24,000 at Gencor's Evander gold mine had been given dismissal ultimatums. About 4,000 returned at Evander. The NUM said 2,000 strikers were told to accept the Chamber's wage offer or be paid off at Anglo's Vaal Reefs No 6 shaft. Only 27 agreed to accept the Chamber's offer; others went home.
- 2,000 strikers at Amcoal's Springfield and New Denmark locked out and given until tomorrow to return to work.
- 3,000 at Randfontein Estates declined to meet management's deadline. Strike continued at Western Holdings.
- Strikers facing return-to-work ultimatums numbered 33,000 at Anglo American, Gencor and JCI mines. Anglo fired 4,000 from Western Holdings No 1 shaft; a deadline of tomorrow was extended to 16,000 at Vaal Reefs No 9, Western Holdings Nos 2 and 3 and Suidplaat No 4.

This weekend:
- 1,000 at JCI's Randfontein Cooke 3 had their contracts terminated after the lockout. About 1,046 workers went back at Cooke Nos 1, 2 and 3 shafts.
THEY telephoned soon shortly before 7 pm. "This is Ramaphosa. We can talk now. Yes, immediately."

Eventually, the direct line to the office of the general secretary of the National Union of Mineworkers was answered. A wave of relief washed over most newspapers, and the Daily Telegraph was among the many that were satisfied to talk.

It is only one of a number of Ramaphosa's offices in the center of Johannesburg where he has worked, lived, eaten, and played. He is a man of great complexity who has been involved in political and economic struggles for the past two decades.

He was born in the town of Mamelodi, and he was the first of his family to attend university. He studied at the University of the Witwatersrand, and he obtained a degree in Commerce in 1980.

Ramaphosa is a member of the ANC, and he has been a vocal critic of the government's policies. He has been a vocal critic of the government's policies, and he has been involved in numerous strikes and protests.

He is a man of great complexity who has been involved in political and economic struggles for the past two decades. He has been a vocal critic of the government's policies, and he has been involved in numerous strikes and protests.

Striking miners ... they have great faith in Ramaphosa's ability to negotiate with the Chamber of Mines on their behalf.

In numerous mines across the country, activities came to a halt this week. The miners had turned into a wedge between the mining authorities and the striking members of the National Union of Mineworkers.

The NUM demands are being followed by counter-demands, and the miners have responded with strikes and feasible threats to continue with the strike.

The NUM secretary general, Cyril Ramaphosa, is the man occupying the head seat of negotiations on behalf of the strikers - Cyril Ramaphosa, general secretary of the NUM.

The NUM is a political organization, and it is often seen as a radical voice in South Africa. It is known for its activism in support of workers' rights and against apartheid.

NUM general secretary Cyril Ramaphosa ... he derives his greatest pleasure from improving the conditions of his union members.
Scores
injured
in mine
violence

By SANDILE MEMELA

The past few days have seen tension explode into violence in the 12-day-old miners' strike involving hundreds of thousands of National Union of Mineworkers members - leaving more than 250 strikers injured.

The number of injured strikers dramatically spiralled this week when 15 miners sitting or standing at a bus stop outside the President Steyn Gold Mine in the Free State were allegedly fired at by police "without any provocation", according to NUM secretary-general Cyril Ramaphosa.

Allegations and counter-allegations of unprovoked violence have flowed thick and fast from both sides.

In a deteriorating situation, a pipeline supplying water to the East Rand gold and uranium plant near Springs was sabotaged.

A spokesman for Anglo American said that "a pipeline supplying water to the Ergo plant was sabotaged resulting in a loss of 2 000 megalitres."

However, NUM has denied that any of its members were "responsible for the incident."

The strike - involving between the Chamber of Mines' figure of 220 000 and the NUM's estimate of 340 000 workers - at mines in the Free State and the Transvaal enters its second week tomorrow.

The NUM and Anglo American met for two days this week in an attempt to find ways of curbing violence on the mines.

However, the union has "warned that it would find it increasingly difficult to continue negotiations to end violence while violence from management's side continued."

This followed the injury of 15 NUM members at President Steyn.

The incident resulted in a breakdown in talks between the union and Anglo American.

NUM walked out of the talks, claiming Anglo had called in the police at the President Steyn mine and that workers had been injured.

Anglo's head of industrial relations, Bobby Godsell, said mine security personnel were not involved in the incident and appealed to NUM to return to the negotiating table.

The talks have since been suspended and NUM said it believed that Anglo's proposals were not sufficient to restore peace in the trouble-torn mines.

NUM had proposed the following:
- Anglo should not call the SAP to the mines
- Mine security forces be demobilised and removed from hostels
- Mine security should not patrol the mines
- If agreement was reached, a monitoring group be set up
- Charges against workers be withdrawn.

Meanwhile, Sapa reports that Anglo American confirmed that scores of mine workers from Vaal Reefs who went home this week were "reengaging their jobs."

NUM spokesman Marcel Golding said earlier the miners had decided to turn up their jobs and return home rather than "break" the miners' strike.

AAC, the country's biggest gold producer, gave an estimated 2 500 strikers at Vaal Reefs until Wednesday to return to work at the No 6 shaft or the shaft would be closed down.

Anglo extended the deadline to Wednesday to give NUM officials time to explain the proposed closure to Union members, said Golding.

"But workers have decided to go home," Golding told reporters.

He said the strikers saw AAC's moves as "subterfuge" and miners would leave over the next few days, he added.

AAC spokesman James Duncan said the corporation "understood that NUM had told its members at No 6 shaft to go home."

"Employees who heed the union's call will be re-signing their jobs by their action and the union will be responsible for the loss of these jobs."

2/12/83
Union members hold a spontaneous demonstration of solidarity after a meeting.

It's a war of words

CP Reporter

A War of words has broken out this week between the Chemical Workers' Industrial Union and Sasol after the union made allegations that scores of its members were attacked on Tuesday night by "vigilantes wearing witdooke".

"This is utter nonsense," retorted Sasol in reaction to City Press inquiries about the deteriorating and tense atmosphere at the company's giant Secunda plants in the Eastern Transvaal.

Matters came to a head on Wednesday, when the CWIU charged that its members, returning from a meeting at the nearby Mbalenhle township on Tuesday night, had to flee in terror from the vigilantes who allegedly assaulted them.

A union statement said: "Despite the fact that management is aware of the identity of these people (the alleged vigilantes), it appears that no action has been taken against them.

"CWIU members are disturbed by the apparent reluctance of Sasol management to take action against persons who have engaged in violent actions."

Sasol pointed out that after it had found out that the CWIU planned a meeting on Tuesday night, it sent a telex to the union expressing its concern for the safety of employees.

To prove its seriousness on the question of employees' safety, added Sasol, it provided alternative accommodation for CWIU members "who were afraid to return to their sleeping quarters after the meeting."

"We repeat our earlier statement on the accusation that Sasol employed vigilante groups to intimidate union members as utter nonsense."

The firm challenged the union to report incidents of violence against its members to the police immediately "with all supporting evidence."

An Eastern Transvaal police liaison officer, Major Adolf Matthee, yesterday told City Press that no incidents of violence in Secunda have been reported to the police.

Tough new terms

CP Correspondent

Four hundred workers - members of the Municipal Workers' Union of South Africa who have been on strike for over three weeks at the Kwa-Dalyuka Construction site and subsequently sacked by the Natal Provincial Administration, were re-employed this week.

They were re-employed under the following conditions:

1. That trade unions would not be recognised.
2. Strikes would be illegal, and all persons participating would be liable for dismissal.
3. Workers should voice their grievances through management formulated workers' councils.
4. Salaries would be lower in most cases, because workers had to be re-employed.

Mwusa officials were not available for comment at the time of going to press.

Wits UDF celebration

By Sandle Memela

A Capacity audience yesterday filled the University of Witwatersrand's Great Hall during a lunch-hour meeting to celebrate four years of resistance by the United Democratic Front.

More than 1 000 students, trade unionists, academics and activists crammed the hall to listen to speakers who paid tribute to the largest anti-apartheid organisation to emerge in the past decade.

Messages of support were read from various UDF affiliates from all parts of the country - including its largest affiliate, the South African Youth Congress and the recently-launched Congress of South African Writers.

The climax of the meeting was marked by the redefinition of the cultural boycott by members of Cosaw.

"The cultural boycott is aimed at the cultural isolation of the apartheid regime and not the people of South Africa and their groups," said Sefako Nyaka.

Scores of student activists chanted and sang pro-ANC songs which reverberated throughout the campus building.

There were no incidents.
Postal talks off

NEGOTIATIONS to end the strike of at least 15,000 postal workers broke down this week, with the Post Office employing new workers in place of those dismissed.

At a meeting on Thursday between Post Office management and the Post Office Staff Association (POTWA), the union renewed its demands for strikers to be paid and asked for the re-employment of 60 workers dismissed in the Eastern Cape since January 1985.

About 1,600 strikers have been dismissed and, in a statement, the Post Office said a similar number had now been employed.
Bakery strike: talks to resume

The Commercial, Catering and Allied Workers' Union of South Africa (Ccashua) and management of Emporium Bakery in Nelspruit resume wage talks today in a bid to end a strike by 250 employees.

Workers went on strike on Friday morning.

Ccashua has already reached an agreement with Emporium Bakery management on May Day as a paid holiday. Management and the union are also negotiating a recognition agreement.

14 MNR rebels
PO employs replacements for strikers

The Post Office has employed more than 1,600 workers so far to replace striking postal workers.

A Post Office Department spokesman said 900 had been employed in the Eastern Cape and the rest on the Witwatersrand.

The Post Office announced last week it would begin dismissing 15,000 striking workers after they failed to heed a return-to-work ultimatum on August 17.

A meeting between the Post Office and the Post and Telecommunication Workers' Association (Potwa) reached deadlock last week after the department rejected Potwa's demands that workers be paid while on strike and that about 60 dismissed Eastern Cape workers be reinstated.

The main demands of the workers, who went on strike on August 3, are for wage parity and an end to alleged discriminatory practices.

Township post offices have been particularly hard hit, with many being closed.

The post office has employed temporary employees, including schoolboys, to help with the delivery backlog in white areas.
Miners’ strike enters third week

total of R190m in pre-tax working profits

Chamber industrial relations adviser Johann Liebenberg challenged the assumptions on which the figures were based. He said there were at least 11 errors in the last figures put out by the LMG, which put losses at R93m after eight days of the strike. The LMG figures assumed underground operations had come to an end at all Anglo American mines, at JCI’s Randfontein Estates and five Gencor mines (Grootvlei, Kinross, Marievale, Stilfontein and Winkelehaak).

Liebenberg said this assumption was erroneous as some Anglo mines and some shafts at affected mines had operated normally throughout the strike. Many mills were also still milling from stockpiles.

Anglo American, Gencor and JCI have refused to comment on or counter the LMG figures.

The SA Congress of Trade Unions (Sactu) in Lusaka has made a stand in solidarity with the striking miners. It has called on British dockers and railway workers not to handle any SA goods, particularly minerals.

Miners’ strike passes two-week psychological barrier

THE MINERS’ strike, now entering its third week, has reached a critical stage, with the industry expecting a clear picture to emerge today of what lies ahead as workers face return-to-work ultimatums.

Commodity brokers, accustomed to SA’s usually short-lived strikes, regard the two-week mark as a psychological turning point for the markets and believe continuation of the stoppage will begin to push up the gold price.

The Chamber of Mines puts the latest numbers of those involved in the strike - the longest and biggest in the industry - at between 230,000 and 250,000 at 29 mines. The National Union of Mineworkers (NUM) claims there are 346,000 miners striking at 65 mines.

And more than 16,000 workers at four Anglo American mines face dismissal if they fail to return to work today.

Anglo spokesman James Duncan said last week 8,000 Anglo miners opted to resign rather than return to work.

The response to an ultimatum for 13,000 miners to return to work on Friday at JCI’s Randfontein Estates was expected to be fully assessed today.

The NUM said 10,000 strikers faced possible dismissal at Randfontein Estates, but JCI said it had given an ultimatum to only 3,000 strikers. JCI spokesman Jeremy Nel said more than 1,000 workers returned to work on Saturday morning and 100 were dismissed for not heeding the call.

The NUM said 3,000 strikers at the mine, southwest of Johannesburg, were waiting for buses to take them home on Saturday after they were locked out of their hostels.

Gencor spokesman Harry Hill said no decision had yet been taken on disciplining or firing miners who ignored last week’s return-to-work deadline.

Gencor associate Trans Natal Coal said at the weekend a non-striking miner had died. He was one of five coal miners hospitalised 11 days ago after eating insecticide-laced lunches. Those poisoned were among a small number of miners who continued working in spite of the strike by almost the total workforce at the company’s Transvaal Navigation Collieries.

In the meantime, the chamber has discussed as inflated the Labour Monitoring Group (LMG) figures that the two-week strike had lasted mining groups a...
Strikers hurt in clash with mine security

SECUNDA — An undisclosed number of striking miners at Kinross gold mine here were hurt last night in a clash with mine security.

The assistant general secretary of the National Union of Mineworkers (NUM), Mr Marcel Golding, claimed the workers were attacked by mine security, who shot rubber bullets and teargas into hostel rooms to try to force them back to work.

But a Gencor spokesman said the company did not force people to work.

"Mine security personnel were compelled to use teargas to stave off attacks by strikers on employees who indicated that they wished to return to work," the spokesman said.

"Management strongly rejects allegations that teargas was used for any other purpose."

The miners' strike now entering its third week has reached a critical stage, with the industry expecting a clear picture to emerge today of what lies ahead as workers face return-to-work ultimatums.

Commodity brokers regard the two-week mark as a psychological turning point for the markets and believe continuation of the stoppage will begin to push up the gold price.

16 000 face dismissal

The Chamber of Mines puts the latest numbers of those involved in the strike — the longest and biggest in the industry — at between 220 000 and 230 000 at 29 mines. The NUM claims there are 345 000 miners striking at 45 mines.

More than 16 000 workers at four Anglo American mines face dismissal if they fail to return to work today.

Last week 6 000 Anglo miners opted to resign rather than return to work, Anglo spokesman Mr James Duncan said.

The response to an ultimatum for 13 000 miners to return to work on Friday at JCI's Randfontein Estates is expected to be fully assessed today.

The NUM reports that 10 000 strikers face possible dismissal at Randfontein Estates, but JCI says it has given an ultimatum to only 3 000 strikers. JCI spokesman Mr Jeremy Nel said more than 1 000 workers returned to work on Saturday and 100 were dismissed.

Gencor associate Trans Natal Coal Corporation at the weekend announced that a non-striking miner had died. He was one of five black coal miners hospitalized 11 days ago after eating insecticide-laced lunches.

Those poisoned were among a small number of miners who continued working in spite of the strike by almost the total work-force at the company's Transvaal Navigation Collieries.
Strikers injured in mine clash

SECUNDA — An undisclosed number of striking mineworkers were injured in a clash with mine security at Kinross gold mine in Secunda last night.

The National Union of Mineworkers' (NUM) assistant general-secretary, Mr Marcel Golding, said the workers had been attacked by mine security, who shot rubber bullets and teargas into hostel rooms in an attempt to force them to return to work.

"Mine security burst into the hostel at 5.30 pm firing rubber bullets and teargas and assaulted workers with batons and rifle butts," said a spokesman for the NUM's Secunda office.

"Six injured workers arrived at our NUM office for help and treatment."

He said other injured workers had been transported to the Winkelhaak mine hospital by ambulances "which returned to the hostel repeatedly".

A Gencor spokesman denied the NUM's version of events, saying the company did not force people to work.

"Mine security personnel were compelled to use teargas at Kinross this afternoon to stave off attacks by strikers on employees who indicated that they wished to return to work," the spokesman said.—Sapa

See also page 17
The Chamber of Mines was meeting today to consider calls for renewed talks to end the 15-day-old miners' strike.

This development follows statements yesterday by both the National Union of Mineworkers and Anglo American that they were willing to resume talks if no preconditions were set.

Now the key issue is whether the Chamber — the mine-owners negotiating body — will adopt Anglo's stance.

The Chamber had earlier said it was not prepared to re-open negotiations on wages.

Miners went on strike after deadlocked talks with the Chamber on wages and benefits.

The NUM last night sent a telex to the Chamber, expressing willingness to re-open negotiations without preconditions.

Chamber spokesmen said the matter was being discussed at the Chamber's executive committee today.

NUM assistant general secretary Mr. Marcel Golding said: "The fact an industry spokesman has expressed a preparedness to talk without preconditions has set the climate for negotiations to be set in motion."

The union said any settlement would have to include a satisfactory wage agreement.

**MANAGEMENT**

The NUM statement followed a call Anglo's industrial relations chief, Mr. Bobby Godsell, for the NUM to return to the negotiating table.

Mr. Godsell also called on the union to resume talks on strike-related violence "before more people die."

Asked if management would also be prepared to negotiate on wages, Mr. Godsell said Anglo would not set preconditions.

He added that the industry still believed its cash wage award was fair.

Anglo's call came as the strike death toll rose to six in three days, with the death of a worker at the President Steyn mine and two at JCI's Western Areas gold mine.

According to management, the man died after being attacked by strikers while trying to report for duty.

The NUM said mine security fired on strikers who defied an order to end the strike.

Anglo American, reporting a return by large numbers of workers, said the deadline at the Vaal Reefs No 9 was extended to today, and that at Western Holding 2 and 3 to tomorrow.

Strikers at Amco's Springsfield and New Denmark collieries have until tomorrow morning to return to work.

The NUM rejected reports that workers are going back voluntarily.
Court for assault

A BREWERIES employee was charged with assaulting a co-worker. He was found guilty and sentenced to community service.

The employee had been accused of hitting a co-worker with a hammer. The court heard that the incident occurred during a dispute over a work issue.

The employee's lawyer argued that the incident was self-defense, but the judge ruled that it was an assault.

The employee was sentenced to 60 hours of community service. He was also ordered to pay compensation to the victim.

The court also heard that the employee had a history of similar incidents. He was previously convicted of assault and had been given a suspended sentence.

The judge warned the employee that further incidents would result in a prison sentence.
Anglo offer: NUM calls on chamber

Own Correspondent

JOHANNESBURG. — The National Union of Mineworkers leadership last night called on the Chamber of Mines to reopen wage talks after Anglo American offered to start unconditional negotiations with the union to end the 15-day-old gold and coal miners' strike.

NUM spokesman Mr Marcel Golding made it clear, however, that Anglo could not negotiate the wages issue alone but only through the Chamber of Mines as the recognized collective bargaining agent.

The NUM has sent the chamber a telex expressing its willingness to reopen talks in the light of Anglo's offer but chamber spokesman, Mr J Liebenberg said the executive committee would only make a decision on the union's proposal at a meeting early today.

The move follows Anglo strongly urging the NUM to return to the negotiating table to settle the dispute after an Anglo miner was killed in a hostel fight yesterday morning.

Anglo's chief spokesman Mr Bobby Godsell, said yesterday there were "decisive indications" of a return to work for the first time since the strike started.

Meanwhile dismissal deadline for 10 000 striking Anglo miners has been extended from today till tomorrow. This applies to 7 000 strikers at the No 2 and No 3 shafts at Western Holdings gold mine and 3 000 coal workers at the New Denmark and Springfield collieries. A similar ultimatum to 6 000 striking gold miners at the Vaal Reefs No 9 shaft was put forward by 24 hours to today.

This brought to 40 000 the number of striking miners who faced dismissal ultimatums or disciplinary hearings. About 7 000 strikers have already been dismissed for defying return-to-work deadlines.

Meanwhile, the death toll in the strike rose to six after a worker at Anglo's President Steyn gold mine was killed early yesterday in a hostel fight between strikers and workers wanting to go underground.

As in past clashes, management and the union gave dramatically different versions of what happened.

Anglo still refuses to be drawn on production losses suffered by the strike. But, said Mr Godsell, "it's been very expensive for us all".

● Sapa reports that the Employment Bureau of Africa, the chamber's labour-recruiting arm, sent more than 1 000 Basotho men to strike-hit mines last Friday. Thousands more were queuing for jobs at Teba offices in Maseru yesterday.
Mercedes
strike continues

EAST LONDON — The Mercedes Benz of South Africa plant here remained closed yesterday as a workers' strike entered its 21st day.

A company spokesman said yesterday that the position was unchanged.

The company was awaiting feedback from shop stewards of the National Union of Metalworkers of South Africa (Numsa), who met in Durban over the weekend to discuss the issue.

There have also been no negotiations between post office officials and the Post and Telecommunications Association since talks reached a deadlock situation in Pretoria last week.

A post office spokesman said over 1,600 workers had been hired in the Eastern Cape and the Witwatersrand to replace 1,600-odd employees fired for refusing to return to work. — DDR.

Editorial opinion P8
NUM wants more talks

Dispatch Correspondent

JOHANNESBURG — The National Union of Mineworkers (NUM) leadership last night called on the Chamber of Mines to reopen wage talks after Anglo American offered to start unconditional talks with the union to end the 15-day-old gold and coal miners' strike.

However, the NUM's spokesman, Mr. Marcel Golding, said Anglo could not negotiate the wage issue alone but only through the Chamber of Mines as the recognised collective bargaining agent.

The NUM has sent the chamber a telex expressing its willingness to reopen talks in the light of Anglo's offer but the chamber's spokesman, Mr. Johann Liebenberg, said a decision would only be made today.

The chamber has said its wage offer is non-negotiable.

The move comes after Anglo urged the NUM to return to the negotiating table to settle the dispute after an Anglo miner was killed in a hostel at President Steyn mine yesterday.

The fatality occurred during a clash between strikers and workers wanting to go underground and brought the death toll during the strike to six.

A spokesman for Anglo, Mr. Bobby Godsell, said talks could include "ways of improving the package", but no move would be made away from the chamber's final offer.

The dismissal deadline for the 10,000 striking Anglo miners has been extended from today until tomorrow.

This applies to 7,000 strikers at the No 2 and No 3 shafts at Western Holdings gold mine and 3,000 coal workers at the New Denmark and Springfield collieries.

A similar ultimatum to 6,000 striking miners at the Vaal Reefs No 9 shaft was brought forward to today.

This brought to 40,000 the number of striking miners who faced dismissal ultimatums or disciplinary hearings. About 7,000 strikers have been dismissed.

Mr. Godsell said a "significant majority" of the 3,000 miners at the marginal Saaaplas No 4 shaft had voted to return to work.

The Labour Monitor Group estimates that between August 19 and 20 there were 322,730 miners on strike.

This figure comes closest to the NUM's estimate of 342,000 and trails behind the chamber's 210,000.
Hope for new Anglo/NUM talks to end strike

The

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For other issues, see back page

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For C

SA

We aim to

The 5th Floor
Miners to make decision on strike

Striking miners are to decide today whether to end the costliest and longest mine strike in South African history.

Between 210 000 and 240 000 members of the National Union of Mineworkers (num) at scores of coal and gold mines in the Transvaal and the Free State are being asked by their union if they accept a revised offer from mining houses.

At the same time, Anglo American said it had extended return-to-work deadlines to strikers at all affected group mines.

Speaking after last night's negotiations with the Chamber of Mines, NUM General secretary Mr Cyril Ramaphosa said, "If our members reject the offer, the strike continues. If they accept it, the strike will be over.

An Anglo spokesman said all deadlines for strikers to return had been extended pending the NUM's decision after its meeting with members.

The spokesman said, however, that workers at two unspecified shafts had come out again after returning to work yesterday in terms of an agreement between Anglo and the NUM.

During talks at its headquarters yesterday, the Chamber of Mines offered an increase in the death benefit scheme from two years to four years' remuneration. The NUM originally demanded that it be increased to five years' remuneration.

In addition, the Chamber offered to increase holiday leave allowance by 10 percent. These allowances were not part of the original dispute.

Mr Johann Liebenberg, industrial relations adviser to the Chamber, said the union had agreed to tell the Chamber by 9 pm today of its members' acceptance or rejection of the offers.

At a Press conference last night, Mr Ramaphosa said, "The Chamber refused to make any offer on wages, on June 16, and on danger pay."

He said the union would only advise members how to respond to the offers if this was requested.

**FIRST TIME**

It was the first time the parties had met since the strike began over two weeks ago.

Mr Ramaphosa said the talks would continue but no date had yet been set for the next round.

At least 500 chanting and singing miners bearing placards gathered outside the Chamber's building and held a peaceful demonstration in pouring rain while talks were in progress.

Riot police armed with whips and teargas, mine security personnel and Johannesburg municipal personnel were standing by as the miners filled the open square in front of the Chamber.

Throughout the demonstration, police maintained a low profile, while NUM lawyers arranged for the miners to be bussed out after they were given 25 minutes to disperse shortly after 5 pm.
Numsa seeks NUM support

The National Union of Metalworkers (Numsa) is to call for support from the country's biggest union, the National Union of Mineworkers (NUM) after 115 of its members were arrested at Samancor's Meyerton compound on Monday.

The arrested workers formed part of a 1 000-strong workforce dismissed by Samancor after a stoppage over the dismissal of more than 20 colleagues in July.

According to Numsa, the 115 workers stayed in the compound despite the eviction order after negotiations between lawyers for the company and the union.

A spokesman for Samancor, Mr V Carr, said police had been called after workers failed to respond to the court order and repeated requests to leave the compound.
Miners to decide today whether to halt strike

The Argus Correspondent

JOHANNESBURG — Striking miners will today decide whether to end the costliest and longest mine strike in South African history.

Between 219,000 and 340,000 members of the National Union of Mineworkers (NUM) at scores of coal and gold mines in the Transvaal and Free State are being asked by the union whether they accept a revised offer from mining houses.

At the same time Anglo American said it had extended return-to-work deadlines to strikers at group mines affected pending the NUM members’ decision.

Speaking after last night’s negotiations with the Chamber of Mines, NUM general secretary Mr Cyril Ramaphosa said “If our members reject the offer the strike continues. If they accept it, the strike will be over.”

Out again

An Anglo spokesman said workers at two unspecified shafts had come out again after returning to work yesterday in terms of an agreement between Anglo and the NUM.

The Chamber of Mines yesterday offered an increase in the death benefit scheme from two years remuneration to families to four years. The NUM originally demanded that it be increased to five years’ remuneration.

The chamber also offered to increase the holiday leave allowance by 10 percent. Holiday leave allowances were not in dispute.

Mr Johann Liebenberg, industrial relations adviser to the chamber, said “The union was advised that if the offers were rejected they would be withdrawn.”

Mr Ramaphosa said last night “The chamber refused to make any offer on wages, on June 15 and on danger pay.”

Violence

He said violence was not discussed.

He said he could sense the strike was beginning to bite into the pockets of the chamber’s members.

This was the first time the union has talked to the Chamber of Mines since the strike began more than two weeks ago.

Mr Liebenberg said a cordial and professional attitude prevailed during the talks, which began at 2pm and lasted nearly four hours.

After the meeting, union leaders Mr Ramaphosa and Mr James Motlatsi were hosted above a crowd of hundreds of miners as they left the Chamber of Mines building in central Johannesburg.

Foreign and South African news teams gathered in Main Street as they were carried to their car.

Riot police with quarts and teargas, mine security personnel and Johannesburg municipal police stood by earlier as the miners filled the open square in front of the building.
THE National Union of Metalworkers of South Africa says 115 of its members employed by Samancor in Meyerton were scheduled to appear in court yesterday following their arrest for trespassing on Monday.

The arrests follow a dispute between Numsa and Samancor arising from the legal strike by the union members on July 14. The strike was aborted by a special Government decree.

Management held that the strike by Samancor workers which resulted in 1100 workers being dismissed was illegal.

- The National Education, Health and Allied Workers' Union (Nehawu) says its dispute with Natalgruit Hospital entered its sixth day yesterday.

Nehawu official, Mr Monde Motshe, said the union's lawyers met management to discuss the reinstatement of the 600 workers dismissed last week after a work-stoppage.

The dispute began after a member, Ms Maria Mtombela was dismissed for "disrupting hospital services".

- Two major trade unions organising at Coca-Cola (Amalgamated Beverage Industries) are divided over the company's offer to sell shares to workers and its customers.

The Cosatu-affiliated Food and Allied Workers' Union ( Pawu), said the selling of shares was aimed to advance the selfish interests of profit-making to kill the unity of workers and to subvert the international struggle against apartheid.

The Nactu-linked Food and Beverages Workers' Union said it was not for or against the idea of selling shares to workers.

A spokesman said the workers should decide themselves whether they wanted to be involved in the scheme or not.

- The Food and Beverages Workers' Union holds its annual general meeting on Saturday from 9am at the Mamelodi Centre.

A spokesman said shop stewards and "active" members would attend.

- The four-week-long Medical University of South Africa food and lecture boycott was still continuing yesterday.
NUM interdict bid dismissed by court

BLOEMFONTEIN — The Free State Supreme Court dismissed with costs yesterday an application by the National Union of Mineworkers seeking an interdict against Free State Saaplaas Gold Mine.

In its application seeking an interdict against management officials at Free State Saaplaas, the union alleged that its members had been assaulted and intimidated by the mine's officials — Sepa.
Strikers vote today on settlement offer

Own Correspondent

JOHANNESBURG — Gold and coal miners vote today on whether to end the 17-day-old strike by accepting an offer of improved fringe benefits from the Chamber of Mines.

The offer was made at yesterday’s meeting with the National Union of Mineworkers.

NUM’s general secretary, Mr Cyril Ramaphosa, last night said the union leadership would not interfere with the vote to be taken by a show of hands at all strike-hit mines.

Billed as a major breakthrough to settling the strike, the three-hour talks ended inconclusively.

The issue of wages — seen as the biggest stumbling block to ending the strike — was not discussed.

It was the first time both sides have negotiated since wage talks broke down at the end of July, with the chamber standing firm on its refusal to improve its wage offer of a 17% to 23% increase.

Mr Ramaphosa said the NUM’s demand for a 39% across-the-board wage rise had been “modified” to induce the chamber into a similar compromise.

He would not disclose by how much the union had backed down on its wage demand.

The chamber offered to increase the compensation of its death benefit scheme and raise holiday leave allowances.

The chamber’s industrial relations adviser, Mr Johann Liebenberg, predicted on SABC-TV news last night that the strike would be over by tomorrow.

He added, however, that he was “not a betting man.”

Anglo yesterday issued dismissal deadlines to 12,000 strikers at three gold mines and two Amco collieries. This brings to 22,000 the number of Anglo strikers that must decide whether to return to work or lose their jobs by today and tomorrow.

Mr Ramaphosa said the executive of the Congress of South African Trade Unions would hold a meeting today that could result in “sympathy strikes” being staged in support of the NUM by congress affiliates.
115 unionists arrested

ABOUT 115 National Union of Metalworkers of SA (Numsa) members were arrested on Monday at the compound of Samancor's Metals plant at Meyerton and would be charged with trespass and contempt of court, Numsa said yesterday.

The union said Samancor had refused to withdraw the charges.

The arrests follow a dispute between Numsa and Samancor arising from a strike by Numsa members between July 14-16.

Two weeks later there was a stoppage at Meyerton in protest against the dismissal of more than 20 workers and the suspension of their shop stewards. The shop stewards were later dismissed for having incited workers to take part in a stay-away on June 16.

More than 1100 workers at Meyerton were dismissed on July 30 for taking part in a stoppage on July 29.

On August 11, the company obtained a Supreme Court order evicting the workers from the Samancor compound.

However, Numsa said, talks continued in an attempt to settle the dispute and the eviction was not carried out.

Samancor's legal representative said the company would give reasonable notice to the union before implementing the suspended eviction order.

Re-employment failed when workers refused to sign new conditions of employment and Samancor also reduced the number of jobs by 300.

Last Friday, workers were informed verbally they were required to leave the compound by 4pm that day. After Numsa lawyers intervened, Samancor agreed it would not continue with the deadline. It did not set another deadline for eviction.

In Bloemfontein, the Post Office dismissed 166 striking workers yesterday. — Sapa.
NUM will consider new offer

THE National Union of Mineworkers (NUM) had agreed to refer to its members an improved fringe benefit offer made yesterday by the Chamber of Mines at talks aimed at ending the 16-day-old gold and coal miners' strike, the chamber said last night.

Meanwhile, industrial relations adviser to the chamber Johann Liebenberg predicted on SABC-TV news last night that the strike would be over by tomorrow. But he added he was "not a betting man".

The chamber refused to improve on its original offer of wage increases of 17%-23.4%, but made offers to upgrade fringe benefits which the NUM said it would refer to its members for their serious consideration.

Lieberberg said the union agreed to advise the chamber by 5pm tonight of its members' acceptance or rejection of the offers.

"The union was advised that if the offers were rejected, they would be withdrawn," Liebenberg said.

He added the chamber had agreed to improve the death benefit scheme and the holiday leave allowance.

- The employers' share of contributions to the death benefit scheme to be increased from 5c per R100 of earnings to R1.40 per R100 of earnings, with the employees' share of contributions rising from 45c per R100 of earnings to R1.

"This increased contribution will make it possible for the death benefit to increase from 24 times monthly earnings to 48 times monthly earnings," he said.

Regarding the holiday leave allowance, the chamber had offered to increase by 10 percentage points the allowance payable to employees who went on leave, provided no employee received more than 100% of his monthly rate of pay.

Lieberberg said a cordial and professional attitude prevailed during the talks, which began at 9pm and lasted nearly four hours.

Several busloads of NUM supporters, who travelled in from the mines to lend support to the union, sang and chanted outside the chamber building during the negotiations.

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NUM to consider benefits offer

There were no incidents and the last of the miners had left by 6.30pm.

Earlier yesterday, in Bloemfontein, the Supreme Court dismissed with costs an application by the NUM against Free State Saaplaas Gold Mine.

In its application seeking an interdict against management officials at Free State Saaplaas, NUM alleged its members had been assaulted and intimidated by management officials — Sapa
Sarhwu warns of strike

BLACK transport workers are considering another strike, the South African Railways and Harbours Workers Union (Sarhwu) warned yesterday.

The union said Sats had failed to implement terms of an agreement reached to settle the three-month railway workers' strike that ended in June.

The union announced at a Press conference in Johannesburg that it had telexed Transport Minister Eli Louw, Law and Order Minister Adriaan Vlok and Sats management, calling for renewed talks to avert the possibility of another strike.

Transport Ministry spokesman Leon Els said last night there would be no ministerial response to Sarhwu's telex at this stage.

Sarhwu's general secretary Ntai Sello and education secretary Mike Roussos told the conference Sarhwu wanted to put the conflict behind it and normalise working conditions, but Sats was not implementing the terms of the strike settlement agreement. — Sapa.
NUM turns down offer: Strike still on

Own Correspondent

THE strike by members of the National Union of Mineworkers (NUM) is set to continue following the rejection by strikers yesterday of a revised Chamber of Mines offer.

The NUM informed the Chamber of Mines by telex about 9.40 last night that it "regrettably" could not accept the chamber's offer made on Tuesday because it did not address wages and other key issues.

Union general secretary Mr Cyril Ramaphosa said last night that the decision, taken in votes by shows of hands by strikers on the affected mines, was "virtually unanimous".

The offer comprised improved holiday pay and death benefits. But the chamber refused to make any advance on the 15% to 23.4% wage offer.

The chamber said it was "gravely disappointed at the NUM's evident failure or neglect to lead its members towards acceptance of the chamber's offer and termination of the strike".

It said the NUM decision was "in stark contrast to the spirit yesterday in which reopening negotiations with the union had been conducted".
NUM elects to continue strike

THE strike by the NUM is to continue pending the outcome of last night’s vote on the chamber’s improved fringe benefits offer.

The NUM informed the Chamber of Mines about 9 40 last night that it “regrettably” could not accept the Chamber’s offer, made on Tuesday, because it did not address wages and other key issues.

The union said it was prepared to continue negotiations aimed at resolving the dispute.

The offer comprised improved holiday pay and death benefits. An industry spokesman said taking into account higher employer subscriptions on the latter, the offer represented an additional 1.7% on the total wage bill.

However, the chamber refused to make any advance on the 15% to 23.4% wage offer, and turned down NUM requests to add the additional amount on to wages instead.

Anglo American yesterday extended its Wednesday dismissal deadline to 23 500 striking gold and coal miners.

NUM strike looks likely to continue

Chamber spokesman Peter Bunkell said no provision had been made for a second round of talks with the NUM should the strikers vote to continue the dispute. He said “That’s a bridge we will have to cross later.”

Six miners have been killed and more than 300 injured in mine violence since the strike started on August 9.

In a separate development, Anglo has given strikers at its Ergo gold processing plant near Springs until tomorrow to return to work or face dismissal. The Ergo strike started on August 12.
Workers leave
MORE than 130 members of the Hotel and Restaurant Workers Union at the Kyala Miners Hotel, north of Johannesburg, yesterday left for the homelands because the place has been sold.

The 135 workers have also lost a three-month battle with management over illegal salary deductions for accommodation at the hotel's compound.

According to a Harwu spokesman, the new owners are to be the Leadership, Education and Advancement Foundation who will convert the hotel into a multiracial college.

Kyala Miners Ranch management dismissed the workers on June 29 after they stopped work demanding that they be refunded a total of R250 000 deducted over a period of 20 years.

By noon yesterday, following a court order obtained by management, the workers had vacated the complex and headed for the homelands where they live.
THE National Education, Health and Allied Workers’ Union (Nehawu) says its senior official has been missing from his Bloemfontein home since August 21 and is believed to be detained under state of emergency regulations.

National organiser Mr Monde Thabiso Setsomi was last seen in the company of a white official who worked with him at the Pelonomi Hospital in Bloemfontein.

Hospital officials were not available for comment yesterday.
TENS of thousands of black miners decisively rejected moves by South African mining companies to end their two-week strike for an average wage of around R500 a month.

The National Union of Mineworkers (NUM) was due to respond to a revised Chamber of Mines offer of improved death benefits and holiday pay on Wednesday night.

However, the chamber did not shift from their original wage increase offer of 29.5 percent.

It was clear from mass meetings on most of the 40 strike-hit mines yesterday that the 300,000 striking miners are in no mood to call off the strike but compromised by lowering their demand to 27 percent.

It became increasingly clear that NUM general secretary, Cyril Ramaphosa, and his twenty-strong negotiating team had merely turned the chamber's revised offer into an opportunity for their members to hold mass meetings - banned since the start of the strike 18 days ago - and to re-open links between strikers isolated on separate mines.

On Wednesday mining company sources had confidently predicted that NUM's strike meetings were "just a formality" before ending the longest black miners' strike in SA history.

Ramaphosa said on Wednesday NUM was prepared to go to arbitration to settle the dispute.

Anglo American Corporation, the biggest of the six affected mining companies, are reportedly losing R4,8m a day from the strike.

This week it delivered back-to-work ultimatums to strikers at five more of its gold and coal mines - adding thousands to the 45,000 already facing dismissal.

Almost 6,000 has been sacked since the strike started - 2,000 of them to be replaced with recruits from Lesotho.

Church groups and trade unions are working to cut off the flow of "scabs" from Lesotho.

An announcement from the 750,000-strong Congress of SA Trade Unions (COSATU) was expected later this week on possible solidarity action.

Meanwhile, JCI released figures showing a 31 percent leap in profits over the past year and a dividend to shareholders up 25 percent.
Union ignored agreement

Ergo wins industrial dispute with NUM

JOHANNESBURG — The East Rand Gold and Uranium Company Limited (Ergo) has won an industrial court action against the National Union of Mineworkers (NUM), which was found to have committed 13 unfair labour practices in June last year arising from breaches of the recognition agreement between the union and the company.

Ergo had declared a dispute between itself and the NUM after a work stoppage and illegal sit-in, which disrupted wage negotiations last June.

The industrial court found that the NUM had committed the unfair labour practices in that it had:

• Failed to bargain collectively in good faith with Ergo,
• Had breached the recognition agreement between itself and Ergo,
• Failed to take any or reasonable steps to ensure sound relations between union members and Ergo were maintained,
• Failed to ensure that members maintained industrial peace,
• Failed to ensure that provisions of the recognition agreement were fully explained to members,
• Failed to ensure that agreed procedures regulating employer-employee relationships on Ergo’s premises were properly observed by shop stewards and members,
• Ignored Ergo’s request that members should vacate the premises and failed to ensure that members left and did not gather in an unruly manner, or carried weapons in a way intended to create fear in other employees,
• Failed to counsel union members adequately on their conduct relating to intimidation, assault and interfering with the rights of other employees and contractors,
• Allowed and condoned its members’ participation in an illegal work stoppage and sit-in,
• Failed to ensure its members did not commit acts of sabotage and damage Ergo’s property, and
• Negotiated with Ergo in bad faith with the clear intention of not settling the dispute.

...
Anglo's position today is that a Press release on Monday would confirm the company's view that no unfair, improper or improper action had taken place. The company said that a meeting had been held with the Chamber of Mines, and that it was understood that the Chamber would make a statement later today. The Chamber has confirmed that it would issue a statement later today, but that no meetings have taken place.

The NUM said that it would not comment on the matter, as it was a matter for the Chamber of Mines and the Department of Mines. The union said that it would continue to monitor the situation and that it would take action if necessary.

The NUM has already been involved in a series of strikes in recent weeks, and has said that it will continue to fight for better conditions and wages for its members.

Miners' Strike will continue

NUM decides unanimously to reject latest Chamber offer
Cosatu planning solidarity action with mine strikers

JOHANNESBURG — The Congress of South African Trade Unions (Cosatu) has discussed with its affiliates "urgent" solidarity action for the National Union of Mineworkers who have been on strike in coal and gold mines for 18 days.

Mr. Jay Naidoo, Cosatu's general secretary, told a Press conference in Johannesburg today that the decision was taken at a meeting yesterday involving 360 of the "top leadership" of Cosatu's 13 unions.

The meeting unanimously resolved to "take decisive solidarity action to pressure the Chamber of Mines to accede to the just demands of the mineworkers" who have been on strike for a pay increase and other benefits.

The meeting decided to contact the heads of the frontline States and trade union centres there as well as the Organisation of African Trade Union Unity, the Organisation of African Unity and the Southern African Development Co-operation Conference to get their support to prevent the latest intensive recruiting campaigns.

It was also decided to approach the United Nations and the International Labour Organisation to report on and publicise the strike.

The meeting resolved to discuss the sale of South African gold and coal with "international solidarity groups".

Mr. Naidoo said shop stewards in many factories were attempting to get their respective employers to put pressure on the chamber to accede to the strikers' demands.

Last night the NUM rejected a revised chamber offer and decided to continue the strike.

Reacting to the NUM decision, the chamber said it was "gravely disappointed at the NUM's evident failure or neglect to lead its members towards acceptance of the chamber's offer and termination of the strike."

It accused the union of failing to ballot members on the issue, and expressed doubt about the union's good faith.

NUM's general secretary, Mr. Cyril Ramaphosa, told a late-night Press conference that members had "unanimously" taken the decision after the chamber offer had been "thoroughly examined and seriously considered."

Mr. Ramaphosa said members supported the reduction of the union's wage demand from 30 to 27% but emphasised that "the crucial demand is wages."

The chamber's new offer, made during talks with the NUM on Tuesday, provided for an increase in death benefits from two to four years, and a 10% raise in leave allowance — Sapa
Council may use experts for labour relations

By JOHN YELD
Municipal Reporter

THE City Council Executive Committee will consider using labour consultants in all future negotiations with staff or their trade unions.

This follows the adoption of a motion by councillor Mr Kenneth Penkin at the monthly meeting.

Mr Penkin yesterday said labour relations were becoming "extremely important."
The Congress of South African Trade Unions (Cosatu) was developing into one of the most important organisations in the country and the council would have to deal with it, he said.

Top priority

"How well are we equipped to deal with Cosatu's growing militancy?" he asked.

"Labour relations must be given top priority and be conducted in a thoroughly professional manner."

Executive Committee chairman Mr Dick Friedlander said consultants were called in whenever the council needed "expert advice", but there was "no-going contact between employer and employee."

Mr Norman Osburn said he was "quite frankly appalled" at the amount of time the Executive Committee spent on wage negotiations and contentious staff issues.

He believed experts could be employed "to actually implement negotiations" and not merely in an advisory capacity.

Mr Frank van der Velde said the "top 64 employees" of the municipality were themselves trade union leaders and they should "seriously consider" resigning from these organisations.

Mr Jan van Eck said there should be "no illusions of the incredible skills involved in negotiations" and warned that wage demands would become peripheral to demands for political rights.

"There has to be a political solution," he said.

Mr Penkin's motion was adopted 17-10.

Rowdy scenes, but braai area at Nek stays open

Municipal Reporter

A PROPOSAL to remove braai areas and prohibit fires at Constantia Nek has been referred back to the amenities and health committee for further recommendation.

The picnic area had been taken over by an "unruly, hooligan element which persisted in playing loud music accompanied by raucous shouting and singing, lighting fires and carousing until the early hours of the morning," the council was told in a report yesterday.

These elements were causing a "major nuisance" to residents and their anti-social behaviour could not be prevented because of a severe staff shortage in the council's law-enforcement department.

But Dr Jack Joffe said it would a "shame" to close the braai area.

Mr Jan van Eck conceded that there were "lots of problems" at braai areas.

"We know that, but we shouldn't allow a small number of people to determine how we live. We should look at the whole policy of providing this sort of facility," he argued.

Mr Emil Ruse, acting-chairman of the amenities and health committee, said braai areas had to be away from residential areas.

"Unfortunately we have not got the staff to control it (Constantia Nek)," he added.
FAWU REJECTS OFFER

THE Food and Allied Workers' Union has rejected an R11-million offer of company shares to workers by Amalgamated Beverage Industries. ABL, incorporating Coca-Cola (Pty) Limited, was offering its slice of business to 7,000 independent dealers and 3,000 employees. Sold at R1 each, the shares are being offered at blocks of R100.

Fawu's Transval chairman, Mr. George Nene, said the union rejected the offer because ABI was trying to advance the selfish interests of profit-making.

He said the Coca-Cola Shop Stewards Committee (Consaco), representing workers at Durban, Pretoria, Clayville, Devonland and Benrose, decided to reject the offer at a meeting it held.

"The workers decided not to participate in management's scheme and demanded more wages, better working conditions, housing, and education schemes," Mr. Nene said.

"The offer is a big plot by Coca-Cola to blunt the militancy of workers and to destroy the union," Mr. Nene said.

He said Fawu warned dealers not to accept the offer because it was made in the wake of State harassment of trade union and progressive organisations.

Mr. Nene said Fawu is an affiliate of the Congress of South African Trade Unions which is engaged in the struggle against apartheid together with the federation and had resolved to fight the buying and selling of shares.
Ultimatums are being ignored

30 000 miners dismissed as strike goes on

THE total number of miners dismissed in the 18-day-old strike neared the 30 000 mark yesterday with Anglo American and JCI paying off about 19 000 National Union of Mineworkers (NUM) members who ignored ultimatums to return to work.

As well, more than 20 000 face dismissal if they fail to return to work today or, in the case of Anglo’s Freddies No 7 shaft, on Saturday.

About 10 500 had been dismissed before yesterday. So far, according to Anglo figures, about 9 300 workers have met the ultimatums.

An Anglo spokesman said the question of re-employing dismissed workers was still being discussed. Some mines were recruiting labour on short-term and others on longer-term contracts.

The NUM met yesterday with management of three of Gencor’s Evander Region mines to discuss threats of disciplinary warnings made last week. The company said management was still considering the matter.

Of the significantly hit groups, only Gencor has not given warnings of dismissal. Gold and Uranium CE Bruce Evans declined to say whether any were envisaged.

COSATU yesterday warned the Chamber of Mines it may call a general strike if mass dismissals on strike-hit mines continued.

Cosatu general secretary Jay Naidoo announced several measures to pressure the chamber into accepting the NUM wage demands. He said a “blacklisting action” by affiliated unions would be waged against firms supplying mining houses.

Cosatu also intended to marshall support from international organisations to launch a campaign to boycott foreign sales of SA gold and coal.

No action has been taken against 4 000 Rand Mines striking employees at the Douglas colliery complex.

A JCI spokesman said a number of miners at the Randfontein Estates mine had returned to work. However, more than 2 000 had been dismissed up until yesterday, while the deadline at the Cooke No 2 shaft expires today.

An Anglo spokesman said 7 000 workers at the Western Holdings No 2 and 3 shafts, the entire complement, were dismissed yesterday. About 6 000 of the 7 500 at the Western Deep Levels No 3 shaft were dismissed, while the remain-

30 000 miners have been dismissed

Ergo have been given for today.

An Anglo spokesman said the sequence of ultimatums was based on such factors as economy, safety and the prevalence of violence. Another statement issued after the NUM’s rejection of the latest Chamber of Mines offer said “We will now concentrate all our efforts on returning our mines to full production.”

NUM spokesmen could not be reached for comment.

More from Page 2
NUM running out of cards to play

ALAN FINE

have painted themselves into corners by making improvements in the wage offer the main point of the dispute. And whoever gives way will be perceived as having “lost.”

For employers, the hoped-for surge back to work has not materialised to any significant extent. And the miners affected seem to be feeling the pinch. Their only way out is mass dismissals.

This would hardly be a satisfactory outcome. If it is seen as a short-term tactic to provoke a return to work, and the dismissed workers then take up offers of re-employment, they will be faced with an embittered and unco-operative workforce. Alternatively, the cost of replacing and training large sections of the workforce would be astronomical.

The employers, particularly Anglo American and Gencor, have to weigh up these costs against a settlement which could well not cost them a cent more than is on the table right now.

But weighing against settlement is the largely unquantifiable cost — loss of face and psychological advantage in future negotiations. These are obviously seen by employers as high — right now higher than the cost of standing firm.

There is not much more the NUM can do. Structurally, the balance of power has been against the strikers. Better organisation at Gold Fields would naturally have increased the union’s muscle. However, black unionism — in the mining industry more so than any other sector — faces the disadvantage of the presence of a small but skilled group — the white worker — which never joins its struggles and helps keep production rolling, if at lower levels.

This is the biggest irony of the strike. Job reservation legislation was repealed in Parliament on its first day — the severest political defeat for white miners since 1922.

Yet they have apparently pitched in and kept production at tolerable levels for nearly three weeks for the employers who have lobbied for years for the end of their privileged and protected status. It will be years before black miners have moved into skilled jobs in sufficient numbers to make a difference.

It remains to be seen how much effective support strike-weary members of other Cosatu affiliates will be able to lend to the strike if mass dismissals go ahead.

There is also the possibility of Industrial Court action, the outcome of which is uncertain. But apart from holding firm (and there is talk the union is not unanimous on the advisability of this) and hoping employers come round to seeing it the union’s way, the NUM has few other cards to play.
FORTY-three members of the South African Black Municipal Workers' Union arrested in Vanderbijlpark on Tuesday are to apply for bail when they appear in court for the second time today.

The workers employed by the Vanderbijlpark Town Council, made their first appearance yesterday in the Vanderbijlpark Magistrate's Court and were not asked to plead and no charges were read out to them.

Their court appearance is a sequel to their arrest after 600 workers were locked out and subsequently dismissed for taking part in an "illegal strike".

The workers were demanding the reinstatement of three workers who, according to management, were dismissed after their contracts were terminated.
COSATU TO 'DEFEND' MINERS

THE Congress of South African Trade Unions and its affiliates yesterday resolved to support the National Union of Mineworkers against the Chamber of Mines, in their strike for a 'living wage.'

This decision was taken at a special Cosatu "Living Wage" conference involving the executive committees of all affiliates who met to assess the progress of the National Union of Mineworkers' (NUM) strike.

At a Press conference in Johannesburg yesterday, Cosatu's general secretary, Mr Jay Naidoo, said the affiliates strongly felt that such solidarity was needed, not only to defend the mineworkers, but to defend all workers fighting for a living wage.

Rejected

The resolution by Cosatu and its affiliates comes after the NUM rejected a revised Chamber of Mines offer and elected to continue the national strike.

The mineworkers' strike marks the high point of Cosatu's Living Wage Campaign, launched in March this year.

Mr Naidoo said that if their affiliates had resolved to make direct contact with heads of states as well as national trade union centres in neighbouring countries to enlist their active support in preventing the recruitment of scab labour.

He said they would approach the International Labour Organisation and the United Nations to report on the mineworkers' strike and the general attack on the labour movement.

They will also discuss the sale of South African gold and coal with international solidarity groups, and set up international solidarity committees to co-ordinate actions.

"We view the Chamber's attack on the NUM as an attack on the entire progressive labour movement led by Cosatu," Mr Naidoo said.

A spokesman for the Chamber of Mines, Mr Peter Bunkell, said he was "gravely disappointed" at the NUM's evident failure or neglect to lead its members towards acceptance of the revised offer and the termination of the strike.

Mr Bunkell said the decision conveyed to the Chamber was in stark contrast to the spirit in which negotiations with the union had been conducted.

"All the ingredients were in place for a satisfactory and honourable settlement of the strike which, after two-and-a-half weeks, has never had the support of the more than 40 percent of the workforce.

He said it was abundantly clear, before and during this week's negotiations, that improvements offered would not include further wage increases."
Bobby Godsell looks a little young and boyish to be chief labour relations troubleshooter for the country's biggest mining and industrial conglomerate, Anglo American Corporation. But he turns 35 in September, which makes him two months older than his chief adversary in the field, Cyril Ramaphosa, whose National Union of Mineworkers' (NUM) strike is hitting Anglo hardest.

Ironically, because Godsell helped pioneer Anglo's liberal approach to the advent of black trade unionism in SA, it's not surprising, therefore, that he sees the strike, the button of wealth, which is a valid quest, says Godsell. But he reckons the dispute with the NUM is about how and how fast to achieve it.

Godsell, who is married to an industrial psychologist, Gillan, and has two daughters, grew up in Durban. He studied sociology and philosophy at the universities of Natal, London and Cape Town and has become an academic sociologist (which, since the strike, he jokingly says, he wishes he'd done).

His main philosophical influence came from the existentialists — specifically Albert Camus, whose Algerian writings he finds "hauntingly reminiscent" of this country — although he doesn't believe events here will take quite the same course.

He got into IR "by accident," joining Anglo in 1974 to do a specific project (under Alex Boranic) on union rights for blacks.

A number of his contemporaries at Natal University, notably SA's foremost labour lawyer Halton Cheddie, went on to form the seminal Nusar Wage Commission to do invaluable work in fostering the growth of black unions. In a sense, he remarks, he is the black sheep, having joined "management."

But Godsell has no regrets about his decision to join Anglo. He now heads the IR department, with an interest in labour relations in Anglo's companies in southern Africa and abroad. He is active in the Southern African Employers' Consultative Committee on Labour Affairs, and is chairman of the FCI's manpower committee.

Godsell, a member of the PFP, is driven by a strong commitment to the process of wealth creation, pointing out that "liberation" and economic progress for all cannot simply involve replacing this government. Being part of the Anglo empire provides the opportunity for involvement in two important and exciting processes: wealth creation and building "a microcosm of a future multiracial society."

One of the major difficulties in labour bargaining, he finds, is being caught in the trap of South African history — a good example being the mine hostel system.

He believes SA is basically a poor country, with a per capita gross income of around US$1 900, compared to the $10 000 band of a highly developed country like Japan.

The pursuit of this goal explains his "fascination" with the IR process, which entails procedures of distributing the wealth created to how to reward the investors and the workers, and what proportion of profits needs to be retained to ensure industrial viability.

He has known Ramaphosa (People August 14), whose "intellect and drive" he respects, since before Ramaphosa entered the union movement. But although Godsell believes they probably do not differ in wanting a "nonracial democratic" SA, they have some fundamental ideological differences.

Godsell doesn't believe in "democratic centralism," for instance, he is committed to a market economy in a liberal democracy.

And, despite his positive attitude to unions, he has been disappointed by the NUM's brinkmanship bargaining in recent years.

Godsell is convinced that trade unions can only exist in a liberal democracy, and therefore welcomes the debate that's begun in Cosatu (which envisages a future guided by the Freedom Charter) on the role of unions.

To Godsell, it is naive to believe that "the people" or "the party" can resolve conflicts or guarantee certain rights without a free press, independent courts and institutionalised labour bargaining.

He doesn't share the view that sees political change coming about only as a result of the State President simply signing over power to the majority.

Rather, his instinct is to look at mobilising those with whom it's possible to share power.

He sees change coming through an incremental process, with the disappearance of race divisions.

For Godsell, the real debate centres on the best strategies for industrial development.

biggest in South African history, as a demonstration of "the vitality of our industrial relations system." And if Anglo is taking the brunt, it's because "we're further down the learning curve."

He goes further. "We can see the industrial relations system as a beachhead for the emergence of non-racial democratic institutions as a whole in SA." So he doesn't share the view of those who believe the miners' strike is "political" in the crude sense.

On the contrary, Godsell maintains, the strike is "about wages and working conditions."

Sure, it entails a union drive for a redistribution of wealth, which is a valid quest, says Godsell. But he reckons the dispute with the NUM is about how and how fast to achieve it.

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For Godsell, the real debate centres on the best strategies for industrial development.
No profit, no bonus

Some companies are discovering the advantages of wooing worker’s loyalty through share participations. Last week another, soft drink giant Amalgamated Beverage Industries, offered employees and independent dealers shares to the value of R11m.

Share participation schemes offer a stake in company prosperity. The company thereby hopes to win workers’ hearts and minds, increase productivity and push up profits. This system seems especially popular among companies newly listed on the Johannesburg Stock Exchange.

But Albert Koopman, former MD of Cashbuild and recently voted one of four outstanding young South Africans of the year, voices scepticism. He supports the idea, as long as it doesn’t amount to “window dressing” and denies workers their rights.

At Cashbuild he implemented a system of management participation through which workers were given a democratic vote on issues, to a point where they could even fire management. To avoid prejudice, decisions were made strictly in line with a value system called the “Cashbuild creed of trust.”

Although some 31% of the staff at Cashbuild held shares, Koopman says shareholding came second to “justice at the workplace.” He adds that few workers truly understand shares: the number of shares held by individuals is often too small to mean much.

Another danger often overlooked is, of course, that workers who hold shares will also be affected by company losses. Koopman therefore believes a better way to spur workers’ performance is profit sharing. Every worker receives a weekly bonus which is a percentage of the week’s profits. It’s simple: no profits, no bonus, he says.

Share participation also — not surprisingly — receives flak from trade unions. Congress of SA Trade Unions (Cosatu) spokesman Frank Mientjes says Cosatu is “completely opposed” to the practice as it draws workers into “an economic system which creates poverty.”

What probably bothers Cosatu most is that share participation could weaken unions’ power. Mientjes says shares are often not issued equally to all the workers, this could divide workers at shopfloor level.

Cosatu also regards share offers as a cop-out by companies who have for years “denied workers a living wage” and now try to avoid workers’ real demands. “We don’t want workers to be loyal to companies over which they have no control.”
Showdown nears as miners fired

By Mike Siluma, Labour Reporter

A confrontation between the mining industry and the 700 000-member Congress of SA Trade Unions (Cosatu) moved closer today as the dismissal of thousands of striking miners continued and more ultimatums were issued by Anglo American to strikers.

Cosatu yesterday announced it would embark on a range of actions, locally and abroad, to pressurise the Chamber of Mines “to accede to the just demands of the mineworkers”.

Chamber industrial relations adviser Mr Johann Liebenberg today rejected claims by Cosatu that the Chamber’s refusal to accede to the NUM demands was part of a generalised employer stance to resist workers’ campaigns for a living wage.

The number of strikers fired by Anglo mines yesterday stood at about 19 000, with ultimatums being issued to thousands more.

An Anglo spokesman said today about 19 000 workers at four shafts had deadlines for today, tomorrow and Monday. The shafts are Freddies No 7, President Steyn No 2, President Brand No 3 and Western Deep Levels No 2.

NUM assistant general secretary Mr Marcel Golding said the dismissals “raised questions about the Chamber’s commitment to reach a settlement with the union on wages and working conditions.” Management was bent on “breaking the strike and smashing the NUM”, he said.

At a Press conference yesterday, Cosatu general secretary Mr Jay Naidoo said the nature of the national solidarity campaign by Cosatu’s 700 000 members would be decided at shop-floor level.
"One sharp meeting" between the Chamber of Mines and National Union of Mineworkers (NUM), on day 15 of the strike, should determine its fate "one way or the other," said the chamber's chief negotiator, Johann Liebenberg, before going into the talks on Tuesday.

Chances of the strike being called off seemed fair to good, as the FM went to press, though both sides were, of course, staking their public stances on the main issue — wages, which the union wants raised by 30%.

The NUM's Marcel Golding explained the union was responding to Anglo spokesman Bobby Godsell's appeal the day before, which "at least creates a climate for negotiations." Godsell had urged the union to resume negotiations "without preconditions, to prevent further economic loss and violence." His call for an "honourable" settlement followed the first violent death on an Anglo mine (President Steyn), bringing the death toll to six during the strike on 31 gold mines and collieries.

While a settlement would involve concessions from both sides, said Godsell, he prevaricated when asked if the mines would be prepared to up the wage awards implemented on July 1. The "package" was negotiable, he stressed, alluding to an earlier statement by Anglo Gold and Uranium Division's Peter Gush, who said the mines did "not intend" to move on the wage issue.

"Our stance is that the basic cash wage awarded is fair," reiterated Godsell, echoing the chamber's attitude.

Golding maintained the union has always been open to renewed talks, while it looks for improvements to the wage offer, it wasn't rigid about it being 30%.

A big factor in the union's agreement to meet the chamber would seem to be the "significant return to work" reported by Godsell at Anglo mines — the main strike sites. Distinct cracks have appeared.

Liebenberg said that from a peak of 230,000 out on August 12, there had been a gradual drift back to work, which became "considerable" on days 14 and 15 — and not only at shafts where ultimatums to return-or-be-locked-out had been issued Reipspruit colliery, for example, was back "normal" on Tuesday, he claimed. Anglo has ensured it was on legal ground in deciding to exercise the lock-out option; the union says 14,000 miners have been laid off.

The union claimed the only significant returns to work were at three mines (Lorraine, Harmony, Stampil), but that the "core" of the action — Western Deep, Vaal Reefs, President Steyn, President Brand and all the Witbank collieries — was unchanged. It claimed "probably well over 300,000" were still out.

The companies have refused to disclose how much production has been lost, or how many temporary workers (in Angol's case) have been taken on.
MINING SHARES AND THE STRIKE

Staying relaxed

As the mining industry's largest strike moves well into its third week, gold share prices on the JSE and in London remained calm, with investors apparently confident the strike will be settled with little real damage to earnings of the affected mines.

As the "FM" went to press, the National Union of Mineworkers (NUM) and the Chamber of Mines had resumed negotiations on a settlement. Reports from the various mining houses indicated the strike was weakening on several mines with a steady drift of miners preferring to work (See Leaders). In a further sign of increasing confidence, the mining houses had issued ultimatums to striking workers, calling on them to return to work at a number of mines or face dismissal or unspecified disciplinary action.

While legally striking workers can be dismissed, some managers have been wary of taking such steps until now. One reason is assumed to be caution about creating a flood of adverse publicity in overseas media about mine management bashing unions, this could cause problems for coal exporters in particular.

Another is scepticism on the attitude taken by the Industrial Court to dismissals following the Marikana decision against Gencor through which the NUM forced Gencor to reinstate dismissed workers. The key point is that the Industrial Court, in any appeal on unfair dismissal, looks at grounds of fairness as well as the purely legal facts of the case. Presumably, after three weeks, the mining houses feel they have shown enough patience to be fair.

Share price levels, as I noted last week, have remained remarkably unaffected given the magnitude of the strike. The JSE actu- naries All Gold index stood at 2,385 on August 17, and recovered to 2,300 on August 23. One JSE gold analyst says investors taking longer-term views on gold shares have been ready and waiting to buy at any price weakness created by more nervous holders bailing out.

The situation in London has been weaker, but not markedly so. John Berghenia, mining share salesman at stockbroker James Capel, says the FT gold mine index stood at 733 on July 31 when the gold price was $485. It rose to 783 on August 6 when the gold price was $475, but dropped to 680 by August 24 when the gold price was $458. The difference between 680 and 733 could be interpreted as the effect of the strike on the share price levels.

He says that investors have generally taken the view that the industry could take a two to three week strike and that earnings would not be badly affected. However, he said a certain caution was apparent early this week when there were no indications at that stage of further negotiations between the NUM and the chamber.

A realistic assessment of the cost of the strike to mines in future revenue seems virtually impossible without statistics from those affected. The chamber has rejected the figure put out by the Labour Monitoring Group (LMG) of R190m, but refuses to provide a correct figure. Some analysts I have spoken to also view the accuracy of the LMG's calculations as highly suspect, they say the variables which could affect mine production (FM August 21) make such estimates dangerous.

Yet, despite chamber assurances that the strike is not materially affecting production, some producers such as Randfontein, Vaal Reefs, Eldorado, Western Deep Levels and Freegold must be suffering heavily through lost production and earnings. In the worst case scenario, they could be losing at a rate of about 2% of annual gold production for every week the strike lasts.

On the coal side, the strike at various export collieries seems to have had little effect on coal export levels because of stockpiles at the mines and at Richards Bay. The depressed state of the coal markets meant some collieries were battling to sell anyway. Ako, white miners, officials and non-striking workers on open cast coal mines were able to keep a considerable level of production going because of the highly mechanised nature of these operations. TCOA GM Gerald Robinson says there has been no effect on TCOA coal export shipments because of the strike, nor does he expect any in the foreseeable future. Neither Anglo, Rand Mines, Norcon nor others would comment on the effect of the strikes on their coal export levels. One analyst reckons coal exports have actually been speeded up because a few nervous customers in the Far East wanted faster delivery of higher tonnages, which the producers have been willing and able to meet.

Brendan Ryan
Lawyer in bid to settle PO strike

A RENEWED effort to settle the postal strike has been launched by the lawyer representing the 12 000 Potwa members facing dismissal. The lawyer said a telex had been sent to Home Affairs and Communications Minister Stoffel Botha calling for talks to settle the issue of parity between the wages and conditions of black and white workers.

The lawyer said a relatively small number of strikers had been dismissed "so the whole dispute is ripe for settlement". The Post and Telecommunications Department has acknowledged that dismissing the strikers will be a lengthy process.

The strike began in East London on June 23 after Potwa alleged three workers had been unfairly dismissed.

Deputy Postmaster-General personnel and postal services Johann de Villiers said last night that the strike of 11 978 workers countrywide was being maintained only by large-scale intimidation.

He said "Few workers are voluntarily taking part in the strike. Reports of the intimidation of workers wishing to work are received daily."

It was a pity loyal workers would, besides losing their salaries, also forfeit service benefits such as pensions, medical aid and housing benefits.
We were forced down, claim miners on strike below ground

BY SEFAKO NYAKA

The president of the National Union of Mineworkers, James Molutsi, yesterday alleged mineworkers who were staging an underground sit-in at the Western Us 1 Shaft were forced down the shaft at gunpoint by mine security on Wednesday night.

"Several people were injured when mine security fired rubber bullets and teargas to force the workers down the shaft," Molutsi said.

Anglo representative John Kingsley-Jones confirmed the workers were continuing their sit-in but denied they had been forced down the shaft at gunpoint.

He said Anglo's policy has always been to allow workers who want to go on shift to do so. Those who refused to work were expected to do so peacefully.

In a statement, Anglo said only 3,000 workers were involved in the sit-in.

Molutsi said last night several workers who were injured in the alleged mine security action were on their way to NUM head office for medical treatment.

He said he had been informed by mine management that the workers had vowed to continue their sit-in until he is allowed down the shaft to address them.

He said he could not confirm that information, and had also received information that his life "might be at stake if I venture anywhere near the mine."

He had not been party to the alleged decision to force the workers to go underground and get the workers out of the shaft would only be in management's interest, he said.

"There is no guarantee that the workers will not be further assaulted if they come on surface."

According to the NUM, the workers were locked out last Friday and given until Monday this week to return to work or face dismissal.

This week Anglo started paying out some of the workers, but did not involve the union in negotiations on the payout.

The NUM yesterday expressed concern that the workers involved in the sit-in have no food.

Meanwhile, the Congress of South African Trade Unions is expected to mount a campaign to force the Chamber of Mines back to the negotiating table with NUM, Cosatu's biggest affiliate.

Cosatu's actions in supporting the strike are likely to include a national solidarity strike, a national stayaway and "blacking action," which amounts to a refus
The unionists call it ‘strike-busting’.

A striker goes home to poverty. His neighbours will question, if not replace him.

PHILLIP VAN NIEKERK travels to an impoverished Leosoto village where strikers have come to poverty while others climb eagerly on buses, bound for the very same mines.

The NLM’s health and safety officer, Harry Chukwa, said the miners had a right to be striking but that the strike must be called off if the government and the mining company did not negotiate.

They are a very tough group of miners, but we cannot allow this situation to continue.

The workers are determined to fight for their rights and are not afraid of a showdown.

The NLM’s main concern, Chukwa said, was to protect the miners’ health and safety.

They are not interested in strikes but an end to the current situation is necessary.

Thepicture was not as rosy as the workers claimed. The government was set to give in to their demands.

The government had promised to negotiate with the miners, but the NLM was not satisfied with the outcome of the talks.

The miners were seeking better wages and working conditions.

The NLM’s negotiators were determined to hold the line on the miners’ demands.

The government was not willing to give in to the miners’ demands.

The government was ready to negotiate with the miners, but the NLM was not satisfied with the outcome of the talks.

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Management call it 'crowd control'

For the past three weeks, the 7,000 workers at the Caneo-owned Groote Bay Mine near Springs on the east coast have been on strike. But their grievances have not been dramatized by the development.

The view from the other side of the roadblocks is SEPAKO NYARA slips into a mine compound to spend a day among the strikers. There is no mention of Groote Bay.

The workers are not allowed to hold picketing meetings unless these meetings are sanctioned by management, so the shift toward crowd control means that the worker move from room to room, the last word is a strike on the strike.

Why was there no mention about Groote Bay over the radio? Is that why the general manager for the human resources division, "As you well know, there is a very close relationship between the two of us."

The organizer, "Comrade Lobo" assigns the workers the strike is illegal.

But the workers are still worried that some of them, security personnel have been dispatched to the down shaft at gun point. And if we park our belongings on the pickets, their work will be done.

The organizer tells them mine management has indicated it is not prepared to discuss the matter of pay for the workers to its respective home offices.

"We do not need their bases. The union will organize the bases for us."

One of the workers on the picket line said, "If the workers go home it will make it easier for management to put in replacements, or 'drafts'".

The organizer tells the workers that already replaced workers are being recruited from neighboring areas.

"If a man has a quarter with his wife, he cannot be said to be on strike."

The bulletin deals with the Anglo American Corporation, New Week, 25 October 1987.

NEXT WEEK BEN LESOANE WILL SEND A LETTER HOME EXPLAINING WHY THERE IS NO MONEY.

BEN LESOANE, 59, looks much older than his years. He has been a miner for 30 years. His home in Springs is the best example of the 1920s South African home. He was a miner in Springs for 21 months when he was a young man. He is now the best-dressed man in Springs.

He has a beard and a black suit. His home is the best example of the 1920s South African home. He was a miner in Springs for 21 months when he was a young man. He is now the best-dressed man in Springs.

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Fabrics strike: Union steps in

Labour Reporter

THE Western Cape executive of the 32 000-strong National Union of Textile Workers (NUTW) has urged management to settle with workers striking at two Peninsula fabrics factories.

Between 100 and 200 workers at Narrow Fabrics factory in Steenberg and Wilmill Narrow Fabrics in Salt River struck on Tuesday over a wage dispute.

Branch secretary of the Cosatu-affiliated NUTW, Mr Ebrahim Patel, said last night failure to settle the dispute would compel the entire Cape trade union movement to push for an improvement of the workers' present wage of R54 a week (R1.18 an hour).

Mr Michael Raphaely, managing director of the factories, said this week that the original demand of R20 across-the-board was met by management on August 21.
A BREWERY employee was yesterday acquitted in the Wynberg Regional Court of intimidating and assaulting colleagues and forcing them to stay away from work.

The state had alleged that Mr Wennington Nwezo, 43, of Khayelitsha, intimidated Mr Michael Tite, Ms Noheza Nembile and Mr Welcome Jubisa at Ohlsson's Breweries on June 30 by forcing them to stay away from work.

Mr Nwezo said he was a shop steward at the brewery whose duties included liaising with workers and management.

At a previous hearing Mr Nwezo said he arrived at work at about 6.30am and saw policemen on the premises. He was told by fellow workers that there was a "problem with casuals" and they had been chased away.

The magistrate, Mr A S McCarthy, said the complainants had clearly been assaulted by a group of workers. He said the state had failed to prove Mr Nwezo was a part of the group.

Mr P Mostert prosecuted Mr A Chiat appeared for Mr Nwezo
The National Union of Mineworkers and an Anglo-American Corporation delegation were meeting in a Johannesburg hotel last night for discussions on the 18-day gold and coal mine strike — and it was being confidently predicted that the end of the strike was imminent.

While the meeting was in progress the latest figures showed the number of strikers who have either already lost their jobs or are in danger of doing so had risen to 45,000.

The meeting at the luxury Carlton Hotel was being closely monitored by a contingent of local and foreign reporters, but, at the time of going to press, no information was forthcoming. Originally scheduled to last no more than an hour, the meeting had dragged on until late as both parties were thought to be hammering out the terms of the compromise.

Anglo is the country's biggest gold producer and most of the NUM's membership is on Anglo mines.

**LATE FLASH**

Early this morning in a joint statement by Anglo American and NUM it was stated the meeting had explored avenues to settle the strike. The statement added: "The contents of the discussions will be referred to the members of NUM and the principals of AAC." A further meeting, said the statement, would be held tomorrow.

Union and Anglo spokesmen not attending the meeting would not comment on the talks, but the dismissal of thousands of strikers by Anglo during the legal strike's course was certain to be on the agenda, an industry observer noted.

Earlier, Anglo said in a statement that more than 12,000 striking miners at three mines administered by the group were being dismissed as the deadlines for their return to work passed. The deadline for 6,200 strikers at President Steyn's No 2 shaft expired at 8 a.m. yesterday and the strikers were paid off.

At the Free State Goldfields No 2 shaft, 4,000 strikers were to be paid off yesterday.

At Freddies No 7 shaft, 2,000 strikers were paid off, Anglo said.

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At Western Deep Levels No 2 shaft the deadline for 7,500 strikers expired at 9 p.m. last night.

This brings the total of miners dismissed since the start of the strike 20 days ago to almost 45,000.

Anglo added that a further 4,200 miners might lose their jobs by Monday.

The Trans-Natal Coal Corporation has reported the death of an employee of the Matla Colliery, near Kroon, yesterday morning.

The employee was on his way to work when he was murdered by being repeatedly stabbed, before being set alight," the corporation said in a statement.

"He was one of a small number of employees who, despite severe intimidation, did not participate in the strike by the majority of the mine's workforce."

The incident was being investigated by the police.

The name of the deceased could not be released until his next of kin had been informed.

TO PAGE 2
Brewery employee acquitted of assault

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Mr P Kosto presented Mr A Chishqi appeared for Mr Nwezo.
The situation of the workers.

Sears Strike Warning

The workers have been informed of the impending strike by their leaders.

The workers are calling for a strike to demand better working conditions and higher wages. The management is preparing to meet the workers' demands.

The workers have stated that they will not return to work until their demands are met.

The strike is expected to start tomorrow.
More workers go on strike

BY SINNAH KUNENE

ABOUT 600 non-classified hospital workers downed tools at Pelonomi Hospital in Bloemfontein this week.

According to a spokesman for the National, Education Health and Allied Workers' Union, the workers decided to go on strike after the detention of Moses Setsumi, a shop steward committee member, on Friday.

Setsumi, who was one of those delegated by the workers to spell out their grievances over the past 12 months, was serving a month's notice after he was dismissed by hospital authorities.

He was detained in Bloemfontein last Friday while in the company of a hospital supervisor, said a Nehawu spokesman. Reasons for Setsumi's dismissal were not stated in the letter from the hospital's management.

The spokesman said they had made numerous attempts through their shop steward committee to bring their grievances to the attention of the hospital superintendent, but to no avail.

Workers demand the following:
• The unconditional reinstatement of the dismissed worker.
• Recognition of the shop steward committee.
• Improvement of working conditions.
• Scrapping of the temporary status for all non-classified health workers.
• Harassment of workers in the hospital premises by police and hospital security officers should stop.
• A living wage for all health workers.

(Cooks are asked to call Diphoko Tshitlho at (051) 308-872 and the hospital super at (051) 32-4801.)
CP Correspondent

THE East London Mercedes Benz plant entered its fourth week of closure due to strike action this week.

The work stoppage, which has brought production to a standstill, began over a demand for higher wages.

Talks aimed at resolving the dispute reached a deadlock last week when the union rejected management’s final offer.

Merc strike still on

Shop stewards from all motor manufactures met in Durban last weekend to discuss the issue.

According to the National Union of Metal-workers of South Africa, shop stewards resolved to put pressure on their respective managements to intervene in the Mercedes Benz workers’ strike.

It had also been decided that workers at other plants would take action in the absence of a solution.

The company’s spokesperson, Delene MacFarlane, said production was still at a standstill.

Asked whether there was any possibility of negotiations being resumed, she said she could “not speculate on that at this stage at all”. – Elnews.
The Chamber's offer, after its refusal to budge on wage increases - the core of the 18-day labour strike - was to increase the compensation of its death benefit scheme and raise holiday leave allowances.

The Chamber's refusal to discuss wages this week was in line with its announcement that it would stand firm on its offer of a 23 percent increase, which NUM has rejected.

Announcing the unanimous decision not to return to work, Ramaphosa said his union had noted with regret that, while it had done all in its power to resolve the deadlock, there had been no apparent willingness on the part of the mines to reach a settlement.

Instead, he said, there was clear evidence that the mines, with the South African police, were resorting to violent methods to crush the strike.

Referring to steps taken by NUM to break the deadlock, Ramaphosa said the union had reduced its 30 percent pay increase demand to 27 percent.

Ramaphosa said violence on the mines had increased rapidly since the strike began about three weeks ago.

And while he was addressing the press conference, Ramaphosa announced that NUM had just received a message that mine security police had attacked striking miners at Western Deep Levels and that one miner had been killed.

So far, he said, six striking miners had died while several others had been injured in the escalating wave of violence.

Ramaphosa said, despite this week's failure by NUM and the Chamber of Mines to reach a compromise, his union's door would remain open for talks should the mines wish for further negotiations or agree to refer the matter for mediation.

Meanwhile, Ramaphosa said Cosatu, NUM's mother body, had met to consider current developments in the deadlock.
Mine deaths may sink strike talks

TALKS aimed at settling the three-week-old mineworkers' strike could be in the balance after the death of two miners in a clash between strikers and Gencor security guards at the Kinross mine hostel near Evander.

Yesterday the National Union of Mineworkers (NUM) executive was in session on whether to meet a Chamber of Mines delegation.

Breakthrough

The meeting was planned to take place today for what mine management sources hoped would be breakthrough talks.

Mr Johan Liebenberg, the Chamber of Mines Industrial Relations Adviser, said yesterday the incident was a Gencor affair, and he did not believe it would affect the talks with the chamber.

A short statement by Gencor yesterday confirmed that two miners had been killed and 12 injured by mine security when about 200 "mulit-painted" strikers trapped hostel employees in an office and attacked them with pangas. Four mine employees were injured.

On Friday night industry sources were confident that the chamber would come up with an offer on benefits that would see an end to the longest legal strike in South African history.

The strike has so far claimed six lives and scores injured, 24 000 miners dismissed and millions of rand in production lost.

Discussions between Anglo American — the major employer affected — and the NUM ended after midnight on Friday with both parties having apparently thrashed out their differences and having agreed to talks today between the chamber and the NUM.

By CAS St Leger
THE month-long strike at the Mercedes-Benz plant in East London has resulted in a loss of production of more than 2,000 vehicles.

Negotiations between the company and the National Automobile and Allied Workers Union (Naawu) are at a standstill, and it is likely that vehicle deliveries will be affected for some months.

The strike by 2,600 workers began on August 3 after Naawu's rejection of a wage increase negotiated by the Industrial Council consisting of Mercedes, Samcor, Delta and Volkswagen earlier this year. In these negotiations it was agreed that on August 1, wages would be raised from a minimum of R3.50 an hour to R3.70.

In spite of the earlier agreement, Naawu demanded an increase in minimum wages to R5 an hour. At a meeting on August 18, Mercedes-Benz agreed to lift the minimum wage to R4 an hour, to reinstate 188 workers and to partly compensate workers for a reduction in working hours from 44 hours a week to 43.

At the time, Mercedes-Benz viewed Naawu's rejection of the offer as confrontational and indicated that negotiations had come to standstill.

Since the strike began, 1,100 Honda Ballade and 800 Mercedes-Benz cars have been lost and between 200 and 300 commercial vehicles.

Marketing director Peter Cleary says that after the strike is resolved it will take between five to six days to "clean" the plant before cars can be despatched and another 10 days for pre-delivery service.

He believes it will be at least three weeks before sales can be resumed. Even if the strike ends soon, sales in September will be severely restricted.

The strike has resulted in the indefinite postponement of the launch of the Mercedes 230te station wagon.
Thousands of miners end strike and return to work

Re-employing miners

At a press conference following shortly after agreement was reached between the National Union of Mineworkers (NUM) and the Chamber of Mines yesterday afternoon to end the strike, Anglo American spokesman, Mr Bobby Godsell, spelt out the understanding reached on Friday evening between the Union and the Anglo American Corporation relating to the re-employment of dismissed workers after settlement of the strike.

In order to establish clarity on the issue, the Anglo American Corporation reiterates the following points:

1. AAC will re-employ, together with new recruits, subject to the availability of jobs and acceptable individual work records, dismissed employees.
2. Again subject to the availability of jobs, those dismissed employees who report within seven days and are re-employed will enjoy their previous conditions of employment.
3. The mechanics relating to the 7-day period will be the same as those relating to the major three strike.
4. Where jobs previously filled by dismissed employees are no longer available, but jobs on a lower grade are, these jobs will be offered to them.
5. AAC has undertaken to discuss further with NUM the special circumstances of workers dismissed at two shafts which have closed, Vaal Reefs No 6 and Western Holdings No 1.

By Mike Siluma, Labour Reporter

Thousands of mineworkers today returned to work at gold and coal mines in the Transvaal and the Free State, ending South Africa's longest and most costly strike.

The return-to-work was in response to a call by the National Union of Mineworkers (NUM) to end the three-week strike, following a weekend settlement between the union and the Chamber of Mines.

The strike, which the NUM claims cost mine owners R250 million, was believed to have cost strikers no less than R5 million a day in lost pay.

Nine miners were killed during the strike, including two killed in a weekend clash between strikers and mine security personnel at the Kinross mine near Evander.

An estimated 500 miners were injured during the strike, while about 400 others were detained.

Workers went back to work today in response to NUM's call to end the strike.

The settlement was the culmination of more than 48 hours of almost non-stop bargaining between first NUM and Anglo American, followed by talks between the union and the Chamber of Mines.

WORST AFFECTED

A spokesman for Anglo American, the mining house worst affected by the strike, said the return to work on gold and coal mines, which began last night, was continuing.

A spokesman for Rand Mines reported a "slight back" at the only mine that was affected by strike action, the Douglas colliery.

A JCI spokesman said all miners due back, about 4,000, had returned to work at the Randfontein Estates Gold Mine.

Settlement in the strike centre on the improvements to leave and death benefits, with the chamber wage increase offer remaining at between 17 and 23.4 percent.

Reacting to a chamber statement that it had not agreed to the re-employment of the estimated 36,000 fired strikers, Mr Ramaphosa said agreement had, in fact, been reached with the mining houses where workers had been dismissed — Anglo and JCI.

The position of the at least 7,000 who lost their jobs when Anglo American Corporation (AAM) shut down two gold mine shafts which it said were uneconomic will be discussed with the NUM.

At a press conference last night, NUM general secretary Mr Cyril Ramaphosa, saying the strike was neither a defeat for the union nor a victory to the chamber, described the three-week action as "a dress rehearsal" for 1988.

Both sides had learnt lessons during the strike.
The postal strike is now in its third month with no sign of a resolution. Staff Reporters MURU SI-KAMA and ADELIE BALGFA spoke to Post and Telecommunication Workers' Association (Powa) president Mr. Nvas Khumalo and the Deputy Postmaster General, Personnel and Postal Services, Mr. Joho de Villiers. Dateline: JOHANNESBURG

PO strike: No end in sight

The Post Office introduced standardised salary scales for all races on July 1. Previously, whites, coloureds and Indians were on the same salary scale, while blacks were on a different scale which effectively prevented them from filling top jobs.

The new standardised scale provides for several salary notches. Although blacks are now on the same scale as whites, they have been placed on lower notches and to earn less.

UNION Director is demanding parity so that a black and white worker of the same rank and with the same experience, qualifications and number of years service, will be paid equally.

Although blacks now have scale parity this does not mean as yet in discrimination as the Post Office black workers with the same experience are being paid between R64 and R100 less than their white colleagues.

Although black workers will now be able to advance to the same positions held by whites this could take up to ten years.

MANAGEMENT: If we granted parity to blacks we would be compelled to apply the same principle to Indians and coloureds. We would need increasing salaries by a substantial amount for some people and would be in addition to the 12 percent increase granted in July.

This would have to be budgeted for after considering the many implications attached to such a dispensation.

Discriminatory practices and rank parity

UNION: We are opposed to the attitude of some people in authority who because of a political background, are accustomed to issuing orders. Unfair dismissals occur and strike action follows when the authority is challenged by workers with the same training as whites who are not given the same authority.

MANAGEMENT: We have initiated supervisory courses to guide people on how to handle staff and on how to deal with disciplinary actions.

At present white technicians supervise both black and white employees while black technicians supervise other blacks.

Powa insists that blacks must also supervise whites. The situation may change in the future but it is difficult to say when this will happen. It is a question of training.

Minimum wage increases

UNION: We want the minimum wage to be raised from R500 to R1000 for the general assistant grades. We regard this as a living wage and the demand is in line with demands by most workers throughout the country.

MANAGEMENT: This is negotiable and will be looked into. The Post Office does try to pay market-related salaries and salary increases are considered periodically depending on the availability of funds.

Payment of salaries during the strike

MANAGEMENT: We have told the unions from time to time that payment of salaries to striking workers is not acceptable and a solution has to be found. No employer in the country would pay people who are on strike.

UNION: During negotiations we were prepared to concede to no work on no pay provided that we were given parity and rank parity were to be reinstated.

This has not happened and the strike continues.

Employment of dismissed workers

Powa is insisting on the unconditional re-employment of about 60 workers dismissed in the Eastern Cape since 1985.

MANAGEMENT: This is negotiable. We have told the unions to submit cases where workers have allegedly been wrongfully dismissed so that they can be made.

Of the 12,000 workers who are on strike about 12,000 are not skilled and can be replaced.

However, we will be losing a lot of expertise and experienced staff. It will be difficult to replace skilled workers with three years' training and we won't have enough technical staff until we can train more.

A total of 700 new unskilled workers have been hired so far.

UNION: The workers feel their demand for re-employment of dismissed workers is the only way to stop the Post Office from recruiting in such employees for an apparent raison.

Postal services

MANAGEMENT: We will not hire new workers to man postal services in the towns. Postal services in these areas will remain closed until the workers return to work.

UNION: The Post Office is an essential service and should not be disrupted. If our workers' grievances have not been redressed we have no alternative but to continue with the strike.

It has always been Poste policy not to catch the community in the middle between the union and the Post Office. The community supports us as they recognise that this is a struggle for human rights and therefore affects all workers. The Post Office service can only improve when managed by satisfied and contented workers.
Cosatu blasts: ‘Bombers appear to elude police’

Possibility

Mr Nick Hanwood said the effect of the last explosion was to create the impression that Cosatu was an opponent of the government.

"No progress"

Explosives experts have not been able to determine the cause of the explosion at the Cosatu headquarters in Johannesburg.

Cautiously silent

Meanwhile, Archbishop Desmond Tutu has condemned the bombings in a statement issued by churches, trade unions and community organisations.

The bomb went off about 3.45am on Saturday. An elderly woman in a nearby house was slightly injured by glass splinters.
Johannesburg. — The 21-day strike by black miners ended yesterday after talks between the union and mining houses at the weekend.

Neither the National Union of Mineworkers nor the Chamber of Mines has claimed clear victory or conceded defeat. However, the latter came more after violence on Friday night when two strikers were shot dead and 16 people were injured in a clash between strikers and police at Evander, a Vanderbijlpark gold mine near Pretoria.

The leader of the National Union of Mineworkers, Mr Cyril Ramaphosa, said: "We have not lost. We have emerged a lot stronger that we were."

*Mine Strike is Over after Talks*

Workers back, say OFS Anglo mines

Johannesburg — Initial reports from mines in the Free State goldfields to the Anglo American Corporation are that majority of miners are heading home to work.

A spokesman for Gencor said it was not known whether the turn-out was for the night shift on its mines, but said "it's very good news for the miners".

Mr Bruce Evans, chief executive officer of Gencor’s gold and uranium division, said the increase in the number of workers who reported for the night shift on the company’s strike-affected mines was “encouraging and indicates that the workers are already responding to the strike settlement announcement”.

*MINE MEN* The general secretary of the National Union of Mineworkers, Mr Cyril Ramaphosa (left) and the president of the Chamber of Mines, Mr Noss Steenkamp (right)

**Strangler eludes stake-out**

By Chris Steyn

SEVERAL men suspected of being the "Station Strangler" have been questioned by detectives over the past two days as the hunt intensifies for the child killer who has raped and murdered six Cape Flats boys since October last year.

A team of detectives led by the investigating officer, Detective-Warrant-Officer Reggie Schiller, spent hours at the weekend staking out bars, taverns and other undesignated area. But the killer never came.

The police are determined to catch the child killer before he strikes again. But, according to a top forensic pathologist, the "Station Strangler" attacks are carefully planned. He has managed to elude the police dragnet for 10 months.

In an interview with the Cape Times yesterday, WO Schiller said police were still being unsung by colleagues and members of the public who thought they had seen the child killer.

"We were very busy this week conducting stake-outs and leading and doing follow-up work. Nothing has panned out so far, but we are still dogging him, he said.

Police now believe they are looking for a handsome, articulate and well-dressed man in his early 20s. He is probably driving an olive-green Valiant. Detectives are also following up information obtained by the Cape Times in an exclusive interview last week with the only person alive who could positively identify the child killer.

The 12-year-old schoolgirl, who cannot be identified for her own safety, witnessed the "Station Strangler" abduct his latest victim, 13-year-old Samuel Nqada.

She came close enough to the suspect’s car to give the Cape Times an exact description of the man. He was dressed in a flowery shirt and a red jersey at the time.

Anybody who knows where the suspect is or has information about the crimes should phone WO Schiller at 734-1035 (office) or 734-3562 (home).
The powerful bomb blast at Cape Town's Community House, which accommodates the regional offices of the Congress of South African Trade Unions (Cosatu) and other labour and community organisations, is prompting anti-apartheid organisations to take stock of their security measures.

There have been at least five attacks on Cosatu premises this year — in Johannesburg, Kimberley, East London and Nelspruit.

"In all these cases there has apparently been no progress in police investigations whatsoever," Cosatu said.

Community House was opened only a week before it was rocked by a blast about 3 am on Saturday, causing extensive structural damage.

"The Security Police were on the scene almost immediately and remained at the offices until 5 pm. The caretaker, who narrowly escaped injury, said he emerged from the building and was immediately met by 'a full team' of Security Police," Cosatu said.

SACC general secretary the Rev Frank Chikane condemned the attack and said: "Victims of the apartheid regime and all peace-loving South Africans are faced with this untenable situation that the very forces of the apartheid regime who have been set against those working for non-racial, just and democratic South Africa, are the people expected to investigate acts against the groups which they are harassing and imprisoning."
Chamber, NUM in agreement

Longest SA mine strike reaches end

The costly three-week strike by between 210 000 and 240 000 workers on SA’s coal and gold mines ended after the National Union of Mineworkers and the Chamber of Mines reached agreement yesterday.

Workers were scheduled to return to work at the start of last night’s shifts, but the chamber said some communication difficulties could be experienced.

The end of the strike was announced by the chamber, which represents the mining employers hit by the strike, after almost four hours of negotiations yesterday at its head office in Johannesburg with the NUM.

The settlement was almost the same as the offer made by the chamber last Tuesday, including improvements to holiday pay and the death benefit scheme. No improvement on the chamber’s initial wage increase offer of 15% to 24% was agreed on.

It was agreed that the death benefit pay-out would be the equivalent of only three years’ wages, rather than the four offered on Tuesday.

The NUM did not wish to support an increase in members’ contributions. As a result, the employer contribution to the death benefit scheme will be 55c per R100 wages instead of the 45c proposed on Tuesday.

Mine strike took a high toll

Players must now work constructively together for conciliation and a return to normality.

The legal strike — the largest in SA’s labour history — was estimated to have cost the industry millions of rands.

Nine miners — including strikers and opponents of the stoppage — have been killed during the strike, and the NUM has put the number of injured at 350 and those arrested at 300. Sapa-AP reports.

The strike was triggered by the breakdown of wage talks between the NUM and the chamber at the end of June.

At its congress earlier this year the NUM gave notice it would demand a 50% increase for its members.

NUM rejected the chamber’s offer of wage increases between 15% and 23.4%. 

The question of remuneration of the almost 50 000 workers dismissed during the strike is to be resolved between the NUM and the individual mining houses.

Immediate comment on this matter was not available.

Addressing a media conference after the settlement, chamber president Naas Steenkamp said the cost of the strike had been high.

He said “Most tragically, there has been a loss of life, and we share in the sorrow of the bereaved families.”

He added “The cost must also be measured in terms of the strains on the worker-management relationship, the strike and tension between strikers and non-strikers, the disturbing incidence of violence, intimidation and murder; the loss of jobs, and the wages sacrificed.”

He said the employers had learned during the strike that the union had muscle, organisational capacity, determination and skill. The union, he said, had learned “that the employer can be flexible but can also set the limits and stick to them.”

He concluded that the union and em-
Blast rocks Cosatu building

COSATU's Western Cape regional offices Community House, near Cape Town, were rocked by a bomb blast about 3am on Saturday morning.

The bomb, which could be heard 10 km away, caused extensive damage, especially to the back and staircase of the building where huge cracks point to severe structural damage. The security police were on the scene almost immediately and remained at the offices until 530pm.

Other organisations in the building are Western Province Council of Churches, South African Domestic Workers Union, South African Railways and Harbour Workers Union, and the Union Library and Labour Research Services.

There were no serious casualties, but a few residents in the area suffered minor cuts from broken windows.

Community House, a multi-million three-storey building, was officially opened by Dr Allan Boesak last Sunday.

Police at the scene said their initial investigations showed that the blast was caused by high explosives. Most residents described the blast as "massive".

The explosives were apparently placed in a courtyard next to the main hall of the building. The security guard at the building, Mr Headman Mmoonose, said he noticed two cars, a light blue car and a red car, drive slowly past the building minutes before the blast occurred.

Workers are obviously still busy erecting a security fence around the building, but a number of gaps could be seen, which would have provided easy access to the building.

It is possible that access to the building was gained from the back and police are investigating the possibility that the barbed wire at the back of the building had been tampered with.

Cosatu's regional secretary, Mr Nick Henwood, said in a statement that the bomb has caused anger among workers. "Many shop stewards have already phoned in — and they are extremely angry."

"The building had just started to become a real centre, and other unions such as the Chemical Workers Industrial Union and the Paper Wood and Allied Workers Union were due to move in next week," he said.

Mr Henwood said organisations affected by the blast were on the scene after the blast.

This was about the fourth bomb attack on various Cosatu buildings this year, including the massive bomb which wrecked Cosatu House in May this year. Others have taken place in Kimberley, East London and Nelspruit.

Mr Henwood said "Cosatu will not be intimidated by these cowardly attacks. We will continue to use our democratic organisations to push the interests of our members, both on the factory floor and wider political issues."

"The continued attacks will no doubt encourage further debate within our ranks on the need of self-defence to protect our leadership and property from violent attacks."

* Parts of this report have been excised to comply with emergency regulations.
COSATY - 1987 140A

SEP. OCT. Nov.
**Saawu’s office deliberately fired — official**

**Daily Dispatch Reporter**

EAST LONDON — Damage valued at R1 600 was caused when a fire broke out in the St John’s Street offices of the South African Allied Workers’ Union (Saawu) yesterday morning.

The acting Border police liaison officer, Captain Christo Louw, said the fire was discovered at the offices at 1 am and investigations had disclosed that the offices had been broken into.

"One of the offices and its contents was totally destroyed in the fire," Captain Louw said.

The treasurer of the Border region of Saawu, Mr Sebenzile Mdyogolo, said the second fire was the second to have broken out in the union’s St John’s Street offices.

"This is the second fire we have had in this building since we moved in up 1962," Mr Mdyogolo said.

"We have no knowledge of the cause of the fire, but a number of posters which were on the walls were removed and we believe they were used to start it.

"The back door was forced open and this is further reason for us to believe the fire was not an accident."

"Our offices in Caxton Street have been destroyed by fire twice before," Mr Mdyogolo said.

The office in St John’s Road was extensively damaged. Apart from damage to the ceiling, walls were damaged by smoke, and furniture was destroyed.

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**Former Wool Board general manager dies at age 81**

**Daily Dispatch Reporter**

EAST LONDON — A former general manager of the Wool Board here and a leading authority on wool marketing, Mr Archibald Raymond Heppell, has died at the age of 81.

Mr Heppell died of a heart attack at his daughter’s Johannesburg home.

Mr Heppell was born in Bloemfontein and educated at Grey’s and St Andrew’s College, where he excelled both as a scholar and a sportsman. He was headboy of Grey in his matric year.

After completing his schooling he went to England for a year to study and gained a cultural show here.

Mr Heppell retired 17 years ago and returned.
Car firm makes pay plea following 23 days of strike

The Argus Correspondent
Johannesburg. - Mercedes Benz has made personal appeal to its 2600 workers to end a strike which has crippled its East London plant for 23 days.

Among offers made to workers in letters sent to their homes is a wage increase on a sliding scale over and above the 26c an hour increase offer ratified by the industrial council and the reinstatement of 188 workers dismissed on August 10.

The letter gave workers until 10am today to respond to the offer which would take minimum wages to R4 an hour.

The National Automobile and Allied Workers Union has demanded a minimum wage of R5 an hour.

The strike has meant lost production on 2000 Mercedes Benz and Honda cars and 250 lorries, but a spokesman for the company declined to say what the strike had cost in financial terms.

The plant loses production of 110 to 120 cars and 11 to 15 lorries every day.

Mrs Delene MacFarlane, public relations manager, said today there had been no response yet to the offer to workers.

The strike has aggravated Mercedes Benz's already long waiting period for buyers.

Mrs MacFarlane said a price increase had been planned before the strike began. It would have to be introduced when the dispute was resolved.
Goft denies delay on miners' money

PAYOUTS of foreign funds sent to the National Union of Mineworkers (NUM) during the strike were delayed in some cases because the government had ordered the Reserve Bank to monitor such funds.

This was said yesterday by the Minister of Finance, Mr Barend du Plessis, who denied reports that the government had withheld foreign funds to the NUM during the three-week strike, which ended at the weekend.

Our Johannesburg corre-

spondent reports that miners began returning to work on Sunday night and yesterday.

Anglo American reported that at shafts where no workers had been dismissed absenteeism was normal.

A spokesman for Gencor said there had been about an average 80% turn-out on most affected mines. Two exceptions were the Blinkpan and Matla collieries, where report back meetings were still being held and attendance was low.

A Rand Mines spokesman said the return to work by the 4,000 strikers at Douglas Colliery had been gradual.

The potential for conflict between Anglo and the NUM over the status of miners dismissed during the strike escalated when the company reiterated that their re-employment was subject to the availability of jobs and acceptable individual work records.

The NUM has threatened court action if all are not re-employed.

JCI said the position of the 6,000 dismissed from Randfontein Estates would be made known today.
NUM branches out to Western Cape

By RYLAND FISHER

The country's biggest trade union, the 370 000-strong National Union of Mineworkers, has started to organise in the Western Cape.

The union will concentrate on workers at the Escom electricity power station where they have already signed up 500 members in the last month, according to NUM organiser Howard Gabriels.

"We have recognition agreements at Escom power stations in other parts of the country so it was only natural for us to branch out to the Western Cape," Gabriels said.

A former Escom worker, Jimmy van Wyk, has been appointed regional organiser and the union has opened an office in Elna River.

Rapid growth

"Discussions with a small group of workers started at the end of last year but we only started to set up the union in the Western Cape last month. Some of the Escom workers went with the NUM delegation to the Cosatu congress last month.

"At the moment, we have an interim committee running the Western Cape branch but we hope to have a congress soon to formally launch the union here," Gabriels said.

The NUM has grown rapidly since it started in Klerksdorp in 1982 with 14 000 members. It had 30 000 signed-up members in 1983, 60 000 in 1984, 100 000 in 1985 and 261 000 in 1986. By last month, it had more than 369 000 members.

"Our rapid growth is because workers in the industry do not depend on organisers, but recruit other workers themselves," said Gabriels.
Chemical union secures pay deals

THE Chemical Workers Industrial Union (CWIU) yesterday announced a series of wage agreements reached recently with a number of Transvaal-based companies.

At Vulco Latex in Johannesburg, 250 workers are to receive increases of R125 per month. This represents a 29% increase for women on the bottom grades, the union said.

Women are to receive six months maternity leave, of which two months will be paid.

Reef Chemicals in Boksburg has agreed to a new minimum wage of R800 a month.

After a two-day strike, 300 Twins-Propan workers in Durban and Wadeville are to receive monthly increases of R145 to R150, bringing the minimum to R740. Maternity leave was increased to four months, with two months on full pay, said the CWIU.

All three companies have granted May Day and June 16 as paid holidays. Vulco and Twins have agreed that Sharpeville Day be granted in exchange for another leave day.

Giving transport a lift

Business Day Reporter

TRANSPORT deregulation alone is not the answer to the private freight sector's problems.

How the industry can help itself — and not just rely on reduced State intervention — will be debated at the annual Outlook for Trucks conference next month.

The theme, "Coping With Change", will look at modern problems faced by transport operators. Among these are: inflation and rising vehicle prices; unions that want higher wages, shorter hours and more benefits; better maintenance demands due to increased quality standards.

The conference takes place on October 15-16 at Sandton's Indaba Hotel.
US tries to win friends in SA unions

WASHINGTON — The US Congress has taken steps designed to win more friends for the country among black South African trade unions.

US efforts to aid South Africa's largest labour federation, the Congress of South African Trade Unions (Cosatu), however, had been harmed by suspicion of American motives among the opponents of apartheid, according to congressional and union officials.

In an effort to shift US policy, the House of Representatives Budget Committee in early August froze payment of $1.5 million ($3 million) in Government money that was being channeled through an affiliate of AFL-CIO, the largest labour federation in the United States, to black South African trade unions.

It was believed that the AFL-CIO did not have much credibility in Cosatu circles.

Payments of $800 000 (R1.6 million) resumed on August 17 after the AFL-CIO's American-African Labour Centre agreed to step up efforts to improve relations with Cosatu.

The offer takes on new importance with the peaceful outcome of the South African miners' strike, which is viewed by many experts as a boost for black trade unions.

Under the new guidelines, individual unions within the AFL-CIO will be encouraged to bypass the American-African Labour Centre in some cases and disperse money from the US Agency for International Development directly to South African unions, according to congressional sources.

The executive director of the centre, Mr Patrick O'Farrell, said that as part of shift, AFL-CIO President Lane Kirkland sent a letter to Cosatu leaders, inviting them to the AFL-CIO convention in Miami in October. The US federation also set up a strike fund to help striking miners.

Mr O'Farrell said that in the past, Cosatu had declined AFL-CIO money, and that the American federation in turn gave money to 39 smaller unions, with a total membership rivalling that of Cosatu.

The attempt to improve ties with Cosatu, said Mr O'Farrell, was consistent with longtime AFL-CIO support for black trade unions in South Africa.

The South African miners' strike, he added, "is one of the major milestones in the struggle for freedom on South Africa".

— Sapa-AP
Police deny prior knowledge of blast

PRETORIA — The police took "strong exception" to insinuations that they either condoned or had prior knowledge of the explosion at Community House in Salt River, a spokesman said today.

He said a Congress of South African Trade Unions allegation that security police were "on the scene almost immediately" was a distortion of the facts.

He said "The explosion was at 3am and the Metro emergency unit was almost immediately on the scene."

Uniformed police arrived at 3:13am after being notified by the Metro unit, he said.

"The uniform branch in turn summoned members of the security branch, who arrived at Community House at 3:40am."

LITTLE SYMPATHY

"The South African Police takes the strongest exception to the thinly-veiled insinuation that the police either condoned or might have had prior knowledge of the explosion."

The police also had little sympathy for Cosatu's claim it was a victim of State propaganda.

"We refute Cosatu's attempt to portray themselves as innocent victims of a vicious State propaganda," said the spokesman.

"Cosatu has close relations with the South African Council of Trade Unions, which openly supports terrorism."

"So there is a strong possibility that terrorists are also active in the ranks of Cosatu with all the implied dangers." — Sap"
Cosatu offices burgled

JOHANNESBURG — The Congress of South African Trade Unions (Cosatu) offices in Vereeniging, housing about 7 unions, were burgled this week, Cosatu said yesterday.

Union officials arrived at the block of union offices rented by Cosatu to find that there had been a break-in.

Office doors inside the building had been broken open.

Drawers and a safe had also been forcibly opened and hundreds of rand stolen.

"The unions housed in the building — the Transport and General Workers Union, Construction and Allied Workers Union, the Commercial, Catering and Allied Workers Union, the National Union of Metalworkers of South Africa, the South African Railway and Harbour Workers Union and the Food and Allied Workers Union — met yesterday to assess their losses."

"Cosatu views this incident as another in a line of systematic attacks on the federation. It appears that no Cosatu building is secure — all the attacks are carried out with precision and sophistication."

"The continued attacks on the federation are raising the level of worker anger. Workers are convinced that, much as they engage in a disciplined struggle for basic rights, there are forces waging a ruthless war to protect the cheap labour system." — Sapa
Car workers say no to pay offer

PRETORIA. — Mercedes Benz employees have rejected a company offer on wages and hours of work.

Company spokesman Mrs Delene MacFarlane said the company was, however, prepared to continue to seek settlement of the dispute.

A further meeting with National Automobile and Allied Workers Union officials and employee representatives had been proposed and was scheduled for Friday morning.

The rejected offer included a wage increase over and above the one agreed at an industrial council sitting earlier this year, immediate implementation of an across-the-board increase, reduction in weekly working hours from 44 to 43, and the reinstatement of 188 employees dismissed for allegedly instigating the strike.

Mercedes Benz has lost production of 2,735 cars and heavy vehicles as a result of the strike by 2,800 employees. — Sapa.
Cosatu-police row over blast

By CHRIS ERASMUS

A ROW has broken out between the police and the Congress of SA Trade Unions (Cosatu) over allegations and insinuations made by both sides in the wake of last Saturday's bomb blast at Community House in Salt River.

Meanwhile, another Cosatu office was attacked this week. The union's Vereeniging offices housing seven affiliate unions were burgled on Tuesday night with "hundreds of thousands of rand" allegedly stolen, drawers and a safe forced open and offices ransacked.

The attack is at least the sixth on Cosatu offices since the bomb blast in Cosatu House in Johannesburg which severely damaged the union headquarters.

Cosatu said the break-in was "another in a line of systematic attacks on the federation", all of which had been carried out "with precision and sophistication".

Yesterday police said they took "the strongest exception possible to the thinly veiled insinuation that the South African Police either condoned or might have had prior knowledge of the recent explosion at Community House".

"The allegation (made by Cosatu after the blast) that the security police were on the scene almost immediately is a distortion of the facts," said a police statement.

"The explosion occurred at 3am and the Metro unit, an emergency service, was almost immediately on the scene.

"Members of the South African Police's uniform branch arrived on the scene at 3.13am after being notified by the Metro unit.

"The security branch was in turn summoned by the uniform branch and they arrived at Community House at 3.45am," the statement said.

"We refute Cosatu's statement in which they attempt to portray themselves as innocent victims of 'vicious state propaganda'.

"Cosatu has close relations with, Sactu (South African Council of Trade Unions) and the latter openly supports terrorism.

"There is therefore a strong possibility that terrorists are also active in the ranks of Cosatu with all the implied dangers thereto," the SAP statement said.

Cosatu responded by saying the "government-sponsored propaganda campaign aimed at discrediting Cosatu continues".

"The body had constantly warned that this "smear campaign" created an atmosphere conducive to violent attacks against it.

"But the propagandists refuse to be quieten down - even at times when we are victims of criminal attack. At the time of the Cosatu House blast, the SA police stated that they believed the blast could have been caused by Cosatu's own members.

"They have made similar statements in response to Saturday's blast at Community House in the Western Cape. They claim that Cosatu has links with the SA Congress of Trade Unions (Sactu) which openly supports terrorism."

'Ridiculous'

The police's "insinuation" that "Cosatu is bombing itself" was "an opinion that is so ridiculous that no one but the SAP would believe it".

"Statements like these - which allege that Cosatu is involved in armed struggle - are typically part of the disinformation campaign against Cosatu. It is precisely these statements which fan the anti-Cosatu hysteria among right-wingers.

The continued attacks on the federation were "raising the level of worker anger".

"Workers were convinced that, while they were "engaged in disciplined, peaceful struggle for basic rights, there are forces who are waging a ruthless war to protect the cheap labour system", Cosatu said.
South Africa's mining houses expect the miner's strike to last off only three days because after only three weeks resulting in at least six deaths and production losses of between 3500 and 4500 million in the strike, the largest in South African labour history, was Cyril Ramaphosa, the son of a policeman and general secretary of the National Union of Mineworkers.

The second was operation cox, by which workers on miners where the Anglo American Company South Africa was sufficiently confident of the gamble that he announced before the strike that Anglo American would not break it, would simply pack up and go back to the mining area. Such an action, carried out in strength, would immediately extend the strike for up to two weeks beyond any final settlement. Most of the miners are mine workers from the Southern States and independent black homelanders, and as this is the moment a journey lasting up to a week.

About 20 000 miners have already taken strike action, and a further 25 000 could do so by the weekend. The workers, caught up in a wave of work stoppage that has left 300 000 miners in the sector of South African industry unemployed, and realizing for the first time the economic power they wield as a union, are moving the strike. The second was Ramaphosa's chief concern. Ramaphosa saw the central figure in the struggle's decline.

Critical error

The strike got a grip on him, and Ramaphosa's confidence now to the rest of the Chamber to make a separate offer amounting to nothing into the classic error of playing on weaker cards. With the miners' power-base on Anglo American neutralized, Ramaphosa called out 20 000 of its members on General and Gold Fields of South Africa, 20 000 of which were black miners.

The Chamber gave a strong response. The Chamber's a strong response. 12 000 answered the strike call, and 20 000 more strongly by South Africa's emerging black trade union movement to organize the miners - Ramaphosa was appointed to head a team of experts. By the end of the first day, they had 6 000 members.

Dominant union

Even then, when Ntim had announced the formation of a black union in the industry, the union's leadership consisted of striking a wage offer the Chamber had decided to implement anyway.

Using a wide range of tactics to demonstrate the battle of unions, it was not yet powerful enough to force agreement from employers. Ntim had gained sufficient strength by 1989 to force from a striking black union something as exasperating as it had intended. With the majority of the Chamber's leaders supporting the Chamber's position, the Chamber's position was vindicated. Ntim gambled on the few cards in his hand - and won. The Chamber had won wide support among miners as in electric bollard, Anglo American, the Chamber's biggest member, backed down at the 11th hour, offering Ntim a sweet improvement.

Ramaphosa, playing with painfully few cards, was proving a mean poker player as a table dominated by professionals.

Negotiations

In addition with 251 000 paid-up members, about 180 000 of them in mines covered by the negotiations, Ramaphosa was elected to the Chamber a class of 269 000 and its own or more of 34 000, and more importantly an industry where three day strikes are remarkable leg to these blacks larger than black miners have ever stayed out.

The only catch is that Ntim's union's membership should include the Chamber and the mining houses decide they can weather the cost of the current strike, anywhere between 850 and 1 000 million as an industrial action and physically destroy the union. This would be at a沉重ed benefit of 4 000 000 to 1 000 000 per day. And yet they had to accept new miners from among that 14 000, there are not enough unemployed blacks in South Africa with the necessary skills. Sacked

Ramaphosa estimates that the miners would lose at least two full months production if they sacked all the strikers. And while Ntim has only the pay up against a third of the total existing workforce, it has taken five years to get there. But the Chamber has an ace in its sleeve. A strike, that has little support far beyond its formal membership, it already has the backing of the leading union - the Chamber's main or more of 34 000, and its own or more of 34 000, and more importantly an industry where three day strikes are remarkable leg to these blacks larger than black miners have ever stayed out.
Cosatu and SAP at odds over blasts, burglaries

A WAR of words between Cosatu and the SAP over the recent string of bombings and burglaries at Cosatu offices intensified yesterday.

Cosatu said that its Vereeniging offices, which also house seven of its affiliates, were broken-into on Tuesday night. Hundreds of rand in cash was stolen.

Office doors inside the building had been broken open and documents, a safe and drawers in the various offices had been forcibly opened, said a Cosatu spokesman.

The SAP yesterday said it took strong exception to maliciously which either condoned or might have had prior knowledge of the recent explosion at Community House in Salt River, Cape Town.

"We refute Cosatu's statement in which they attempt to portray themselves as innocent victims of a vicious state propaganda," Cosatu has close relations with Sactu (South African Council of Trade Unions) and the latter openly supports terrorism. There is therefore a strong possibility that terrorists are also active in the ranks of Cosatu with all the implied dangers thereto," the SAP statement said.

Cosatu responded that such statements which alleged Cosatu was involved in armed struggle, are part of a government-sponsored, propagandist campaign aimed at discrediting it.

"These statements fan the anti-Cosatu hysteria among right-wingers," it said.
At the 11th hour, we did not blink

The strike is over. The post-strike negotiations have only begun. Can either side claim victory? Did the Chamber undermine the union's cause?

By JOHANN LIEBENBERG
Industrial relations advisor to the Chamber

This article is being written a mere 48 hours after Cyril Ramaphosa reluctantly advised the Chamber to resume negotiations after the strike. Clearly, it is too soon for anybody who was so deeply and personally involved in the drama of the past few weeks to give an objective assessment of the strike and its implications.

At this early stage, however, two main streams of thought constantly ran through my mind. The first is that this was a straightforward industrial dispute on classic economic lines that was eventually settled on economic considerations.

The second, which appears to be a fairly widespread perception among outsiders, is that there was a deeper political significance that had woven its way into the dispute and the cakewalk strike from the beginning—and it not from the beginning, but as the strike progressed into its second week and then eventually, contrary to expectations, into the third week, political considerations featured more prominently.

Only in the fullness of time will we perhaps know what the true forces were that came into play within the National Union of Mineworkers in this strike and what its real implications were.

Throughout the strike, the employers, for their part, had nothing more than a vaguely defined and often-quoted statement that they were concerned with economic considerations. In the fullness of time, we will know what the true forces were that came into play within the National Union of Mineworkers in this strike.

The NUM had demanded an increase of 20 percent across the board and the employers were convinced that increases ranging from 23 percent for low-paid workers to 17 percent for employees in job category 1 had made the union's overtures to end the strike on the fifteenth day of the strike.

The story may never be told why the compromise offers made by the Chamber were rejected and were then rejected in a slightly modified form 48 hours later. There were many murmurs at the time about a split in the union executive committee between those who had, by then already realized the futility of continuing the strike by divesting the union and threats to destroy it within, and those who wanted to continue the strike for reasons not testified to in any strikes.

By this point, the strike was high. Tragedy human lives were lost and many employers argued as classed between strikers and non-strikers and in clashes between most securely personnel who were attempting to protect employees against injury and the public's safety.

Employers lost over R15 million in wages alone and management over R50 million in lost goodwill and market share.

The cost was also high in the damage done to a carefully nurtured relationship between the employers and the National Union of Mineworkers.

A truce, and, a president of the Chamber said immediately after the strike ended, "We've all learnt from each other better now." Certainly the employers' surprise victory, while it has the organizational ability, skill and determination to call and sustain a lengthy strike has been confirmed.

The union, on the other hand, has suffered a massive setback in its ongoing efforts to negotiate in good faith through the collective bargaining process and not rely on disruptive tactics to make significant concessions.

In contrast to a past trend of sometimes making a final concession at the eleventh hour, the employers on this occasion did not blink and accepted the strike's demands.

Were there any miscalculations on this occasion? Was this strike the result of brinkmanship that went wrong?

The executive committee of the NUM can answer whether they expected an eleventh hour concession and found it too late to turn back when the concession did not materialize.

Certainly the employers were prepared for a lengthy strike, but they did not expect it to last as long as it did. Most probably the NUM also did not expect that the employers would remain silent for so long as they did. It appears now that how long the strike would have lasted had the NUM not
Were 3,000 workers really forced down the shaft?

By DUNCAN INNES

The ending of the miners' strike should be viewed as a victory for South Africa's industrial relations system. Mineworkers' President Pietman Fles, in his address to the miners, had said that "no one has强迫 miners to accept the conditions that are offered." The strike was a "declaration of independence by South African society." According to Numsa General Secretary, the strike has exposed the government's failure to maintain social order. The mining industry has been in a state of turmoil for several years, and the strike has brought the issue to a head. Although Western countries have been affected by this strike, the demand for South African goods and services has not decreased. However, the strike has had a negative impact on the economy, with many businesses closing down. The strike has also affected the industrial relations system, with strikes becoming more frequent and lasting longer. The strike has caused a loss of confidence in the government's ability to manage the economy, and this has led to a decrease in foreign investment. The strike has also caused a loss of confidence in the country's ability to attract and retain foreign investment, which is a major concern for the country's future. Despite these challenges, the strike has also shown the resilience of the working class and the determination of the miners to fight for their rights. The strike has also highlighted the need for a more inclusive and equitable society, where workers' rights are protected and the economy is managed for the benefit of all. The strike has also shown the need for a more transparent and accountable government, where the interests of workers are taken into account and where decisions are made in the best interest of the country.
at a lower rate, rather than using a high tax rate of 35% on a narrower base of say R500 000.

The ball is now clearly in government's court. With Steyn's clear support for mineral beneficiation already on record, it would be unwise to delay the scrapping of the ad valorem tax much longer.

**MERCEDES STRIKE**

**R150m down drain**

Calculations show that the four-week strike at Mercedes-Benz's (MB) East London manufacturing plant has already cost the company close on R150m in lost vehicle production.

An MB spokesman says to date production of 2 000-odd passenger cars and some 250 heavy commercial vehicles has been lost.

With MB monthly passenger car production split fairly evenly between Mercedes-Benz and Honda cars, an average price of R65 000 a vehicle is assumed for purposes of calculation — though, of course, commercial vehicles come in closer to R200 000.

According to *FM* sources, MB's final offer to the National Automobile and Allied Workers' Union (Naawu) in the middle of last month was rejected Naawu demands full financial compensation for the fact that MB has cut working hours from 44 to 43 per week in line with market demand. Naawu is also calling for a minimum wage for all employees of not less than R5 an hour.

MB says it agreed to reinstate 108 employees who were dismissed for failing to return to work following an earlier ultima-

MB has recently experienced quality control problems with its new W124 car series, but this is apparently unrelated to the strike which completely halted production at the plant. The quality control problems apparently relate to the company having to adapt to new manufacturing techniques demanded by the W124 range.

Naaawu is an affiliate of the National Union of Metalworkers of SA (Numsa) and is the representative union at Samcor, Delta and Volkswagen as well.

As with the recent mine strike, there could well be political undertones to the union action aimed at hitting the producer of the country's most prestigious motor cars. The company, understandably, offers no opinions.
Mercedes workers stay away

MERCEDES BENZ workers this week ignored a second management ultimatum to return to work.

The company set 10am on Wednesday as a deadline for strikers to return to work or it would withdraw the final offer it had made in earlier negotiations. The deadline was postponed to 3pm the same day after a union request but that too passed with workers still on strike.

Mercedes Benz is believed to be unwilling to act strongly against its 2,800 workforce, partly because the majority are skilled workers and expensive to replace.

In addition, the German parent company Daimler Benz, which has been criticised for its involvement in South Africa, wants to avoid harsh action against strikers.

Local management dismissed the 188 workers who initiated the strike and Daimler Benz came under fire as a result.

Meanwhile, a deadline set by the National Union of Metalworkers of South Africa is approaching. At a national meeting of Numsa shop stewards it was decided to put pressure on other motor managements to intervene in the Mercedes Benz dispute.

The situation will be reassessed this weekend regarding industry-wide solidarity action.

The strike began on August 4 over a demand for an increase in the minimum wages from R3.50 to R5. Workers also demanded that a planned cut in the working week should not lead to a loss in earnings.

Talks deadlocked two weeks ago after Mercedes Benz presented its final offer—— to reinstate the 188 dismissed workers and to raise the minimum wage to R4 an hour, including an adjustment for the cut in hours. However, Numisa rejected this. — Elnews
MINERS' STRIKE

At the end of the day

So then, who won? There is a prima facie case that it was the
mine owners there was no concession on the 16%-23.5%
oranges wage increases (already implemented), which was,
superficially, the root of the stoppage (Leaders August 28)
The details remain to be filled in, but union gains seem
totally inappropriate to the cost in lives (nine dead).
And while forgone wages by the miners can be reasonably
accurately estimated — they are put at R5.5m a day — the
cost of lost production is subject to leads and lags and
variables like the exchange rate and the price of gold. It is
unlikely to amount to the R250m claimed by NUM
However, the mine owners certainly do not wish to appear
to be the winners, rightly, in the FM's opinion, they have
been conciliatory and supportive of comments that the "real
winner" has been the industrial relations process, assisted for
onc by government's hands-off policy on the strike.

It was the NUM's Cyril Ramaphosa who, in a caustic
aside, pronounced that this year's strike was merely a "dress
rehearsal" for next year's. If true, bitterness rather than
reconciliation lies ahead.

Perhaps Ramaphosa needed some face-saving rhetoric —
but even so, the comment reinforces the position of those who
argue that the strike was mainly political, based on the
socialist principles of the Freedom Charter and Cosatu's
Living Wage Campaign.
Both sides surprised each other with their determination
and unity — the Chamber of Mines has often in the past
come under pressure because its components, generally led
by Anglo, chose to break ranks in wage negotiations. The
NUM demonstrated that it could co-ordinate a lengthy
stoppage. The symbolic effect of all this will carry forward
into future labour relations not just in mining, but through-
out other sectors where Cosatu is dominant.
The strike was a watershed. In a sense it had to happen
sooner or later, and that it happened this year might indicate
that the convergence of worker forces against the (per-
ceived) coalition of government and capital is now almost
entirely destined to be played out on the shopfloor.

Certainly, the unions have demonstrated an ability to
move forward, to advance the agenda of black liberation, to a
greater extent than a body like the United Democratic
Front, crippled as it is by bannings and detentions, but also
by a certain ideological bankruptcy that has it dwelling on
the issue of whether to participate in the treaumeral parlia-
ment — and so to sabotage it — or not.

That in the end a deal had to be struck, meaning compro-
mise and a realistic perception of relative strengths, is a
positive development. The beginning of mass dismissals
appears to have been the catalyst for agreement, but that
does not mean that all the power lies with the "bosses."
The underlying perception must be that the worker-man-
agement symbiosis is essential to the generation of both
wealth and jobs. On that basis, the road ahead leads — and
for the foreseeable future will continue to lead — to negotia-
tion, not revolution.

See Current Affairs

PROFITS

Not a four-letter word

It's understandable why socialists or Marxists don't like
profits to them, they are just proof of exploitation. But we
should expect clearer thinking from avowed free-marketers.

Profits are the key incentive to economic efficiency and
the sole objective of wealth-creating fixed investment. There
is no correlation between high profits and rates of inflation.
Relative price changes, not profits, determine inflation.

True, JSE-listed companies are producing a whole string
of massive profit increases. But this is only to be expected in
the early stages of a business cycle, as companies recover
from recent dire times.

Many companies, too, are benefiting from improved balance
sheet structures. Not only are they enjoying lower interest
rates, borrowing volumes have also been cut back.

This not only helps explain why net profits have outstripped
turnover gains, it paved the way for renewed capital spend-
ing, as the FM's economic panel points out (See P29).

This in turn will stimulate employment, and higher real
wages and salaries for those already employed.

Our recent inflation reflects partly the one-off depreciation
of the rand and partly excessive increases in adminis-
tered prices — which are determined by the State and are
the least related to efficiency and profitability. Certainly
operating margins have improved, but the indications are
that this is mainly because companies have become leaner
and tougher, not because of exploitation of the consumer.

And just looking at short-term profit growth rates can be
simplistic. If a company's profits have fallen by 75%, a 300%
crease only puts it back where it started.

There is no evidence that company profits have swollen
abnormally as a percentage of national income, nor that they
are excessive in absolute terms — especially if adjusted for
inflation.

Capitalism — and all those who live in and by it — thrives
on profits. We should in fact welcome the restored health of
the corporate sector. Indeed, at a time when — as our
panellists also stress — the economic portents remain
cloudy, it is one of the most important positive signs.
Back to work

Most of the 37 mines affected by the National Union of Mineworkers' (NUM) 21-day strike, which ended on Sunday, were close to their normal worker complement by Tuesday, said the Chamber of Mines. And “things were progressing well.”

As the FM went to press, the NUM and Anglo American negotiators were meeting over the re-hiring of 30,000 strikers dismissed by the group, which bore the brunt of the action.

Anglo's four-point framework said

☐ It will re-employ dismissed workers together with new recruits subject to availability of jobs and acceptable individual work records.

☐ Those who report within seven days and are re-employed will enjoy previous conditions of service, and Anglo undertook to discuss with NUM the mechanics relating to the seven-day period.

☐ Where previous jobs are no longer available, but jobs on a lower grade are, these will be offered to them, and

☐ An undertaking to discuss with the union the special circumstances of those dismissed at the two shafts (Vaal Reefs 6 and Western Holdings 1), which have been closed.

While Anglo mines were “returning to normal,” figures were not available as the situation was confused by strikers returning, new recruits arriving, and the re-hiring of sacked workers.

The settlement, which followed a series of lengthy meetings last weekend, entailed no employer concession on the nub of the dispute — wages. The union backed down from its 30% demand to 27%.

The chamber agreed only to an increase in the holiday leave allowance and an improvement in the death benefit scheme.

Neither side claimed victory (See Leaders), and in a sense it’s pointless quarrelling over relative losses — in production and wages, deaths, injuries and violence. The optimistic conclusion is that it’s a victory for collective bargaining and institutionalised conflict.

The strike, the first linked to the union federation Cosatu’s “living wage campaign,” occurred in a highly politicised environment. The emergency has driven most black political opposition underground, which nudges black unions into the political fray. Yet government (wisely) stayed out — as (despite threats to join in in sympathy) did Cosatu.

However, government announced (misguidedly) last week that it will tighten the labour laws, particularly regarding sympathy strike action, and unions’ foreign funding. The former could, given the pattern of company cross-ownership in SA, turn into a “legal nightmare” if implemented, reckons an industrial relations consultant.

The NUM probably learned just how difficult, logistically, it is to organise this scale of action against such a wide spectrum of companies, with differing profit/production levels and attitudes. It no doubt also tested the level of members’ endurance. The NUM
PE workers return

PORT ELIZABETH — About 350 workers at Pulkington Slateterpoof's Struandale plant in Port Elizabeth returned to work this week, after management had issued an ultimatum that they would face dismissal if they refused. The Chemical Workers' Industrial Union said that workers had returned, but the industrial action had not been resolved, merely suspended. Pulkington's managing director, Mr Chris Murray, said in a statement that "following advice from the CWIU," operations had "returned to normal." — Sapa
The NUM strike was a lesson for both parties

THE three-week National Union of Mineworkers strike is now history; an event that will certainly stand out as a milestone in the history of the South African black labour movement.

The strike, the longest, costliest and biggest of its kind in South Africa, began on a turbulent note with each side -- the NUM and the Chamber of Mines -- vowing not to budger an inch from their stated positions.

Among other things, the NUM demanded an across-the-board pay increase of 30 percent for its 360,000 members and recognition of June 16 as a paid holiday. To these demands the chamber responded an unqualified "No!"

And that set the stage for the labour showdown of the century between the two giants.

While from a position of enormous financial strength, the chamber -- which is South Africa's biggest foreign money earner -- seemed to have relied heavily on the hope that the sheer force of ad and butter politics would wear the strikers out and compel them to return, cap-in-hand, asking for re-employment.

Another factor which could have influenced the mining magnates to stand firm on their rejection of the workers' demands appeared to have been the current high rate of unemployment -- particularly in the homelands and neighboring black states from which the bulk of the mine labour force is recruited.

It would also have been tempting for the mine officials to grossly underestimate the ability of the workers' leadership's assessment of the strike's repercussions and their negotiation skills.

It would not be too far fetched to speculate that, once more, the chamber bosses would have been tempted to resort to thinking that "those blacks do not know what they want!"

It is easy to be obsessed with the idle thoughts that after all the workers were better paid than their predecessors, and that the money was in the same pay brackets as the average unskilled black workers.

The workers, however, seemed determined to hold out, regardless of the duration and consequences of the strike. The driving force appeared to have been a deep feeling of being exploited, especially as they were largely responsible for the extraction of the country's single most important precious assets -- gold and coal.

Thus workers seemed to have banked heavily on the knowledge that external forces concerned with the economic of the country's mining industry would not be able to bear the strike.

Another factor which earned the union admiration was its diplomatic approach to the deadlock. It always declared itself open to further negotiations. The NUM's determination to its original for a 30 percent across-the-board increase, and the next further rounds of millions of rand in last production.

A feature of the initial stage of the strike was the vast distance which divided the two sides, as they flexed their muscles, each vowing to last the distance. There appeared to be no middle course that was acceptable.

With time, however, NUM appeared to be more willing to accept the impact of turning the chamber into the guilty party. Allegations of mine security brutality and the involvement of the South African police in the strike also reflected negatively on the chamber.

The NUM received no fewer than 100 messages of support while, as far as could be established, none were received by the chamber. This support for NUM had a marginal effect on the strikers.

The dividing distance between the NUM and the chamber, which seemed to have widened in the first few weeks, appeared to narrow down as the strike entered its third week. This was shortly after the strikers had unconditionally rejected a chamber's offer which did not adequately address their demands.

Hopes were high as the Anglo-American Corporation -- thought to be the most enlightened of the mining houses as well as the most affected by the strike -- took the lead in negotiating with the NUM.

Reports from the shop-floor and the mines are that the situation is almost back to normal. Although it was not yet known on what terms the NUM strikers had returned to work at the time of going to press, indications are that, whether to a bigger or smaller extent, the workers' lot has improved as a direct result of the strike.

Neither party has claimed victory over the other so far.

The NUM strike came and it is gone. But its impact and magnitude, economically and politically, will not be easily forgotten.

The strike must be seen as a lesson that they need each other as co-partners in the production process and in other spheres of the economy.

These are the days when employers virtually owned all the factors of production, including labour. Bargaining seems new to be the underlying determinant.
SOUTH Africa’s longest industrial dispute over the sacking two years ago of nearly 1,000 workers by BTR Sarmcol from its rubber plant near Howick in Natal, draws to a close with judgment expected this month.

The president of the Industrial Court has undertaken to deliver his judgment in front of the 985 striking workers and their families.

The hearing, originally set down for two weeks in November last year, carried on into 1987 and ended on July 10.

The workers were dismissed in May 1985 while striking in protest against the British-owned multinational’s refusal to recognize their union, the Metal and Allied Workers Union, which has since been incorporated into the National Union of Metal Workers of South Africa.

Numsa’s lawyers have called for the reinstatement of the workers as they say the mass dismissal was an unfair labor practice and the company acted in bad faith.

They have also called for an order requiring the company to conclude a recognition agreement with the union.

The company’s bench insists that the dismissed employees – almost the entire workforce of the Howick rubber plant – were “unreasonable, unworkable and disorderly” on May 2, 1985, while the company was negotiating in good faith.

In papers before the court, Numsa’s lawyers said the Mawu had sought recognition since 1974, but had met with increased resistance from management.

The papers cited several examples of the company’s refusal to recognize the Mawu’s attempts to unionize the workers.

In 1983, the Industrial Court ruled that the company discriminate against the union as the workers’ bargaining representative and ordered BTR Sarmcol to conclude a recognition agreement with the union.

Although negotiations continued for another two years, by May 1985, no agreement acceptable to both the union and the company had been reached.

While Numsa maintained that a draft recognition agreement had been unanimously rejected by the union, the outcome of the hearing in South Africa will affect not only the workers themselves – about 40 percent of whom are already die, mainly from stress, lack of food, or violence – but also their entire community of Mphophomeni.

A recent survey shows that since their dismissal, about 40 percent of the strikers’ children have begun to suffer from malnutrition.

Before the dismissals the Sarmcol workers – the majority of whom were older married men who had spent most of their working lives with the company – represented the backbone of Mphophomeni township.

In a statement before the court, Mawu said “Mphophomeni has been effectively destroyed by the company. There is no income being brought into the township and the population of 17,000 are condemned to gradual starvation and death.”

While the hearing continued for months on end, the workers formed a cooperative, printing T-shirts, posters and pamphlets.

They also produced a play, “The Long March,” which tells the story of their struggle.

An international hearing in Brussels last year found that BTR Sarmcol had infringed basic the European Economic Community code of conduct by not recognizing Mawu.
Farm union in historic agreement

By SELLO SERIPE

THE SA Allied Workers’ Union recently made a breakthrough when it signed a recognition agreement with a Bergvlei poultry farm.

The 90 labourers, on whose behalf the agreement was signed, are employed by the Bergvlei Chicks and Poultry farm near Kyalami, and at its two other farms, Brunkor and Hillcrest in Brakpan, Rustenburg and Natal respectively.

They are members of the Farm Workers’ Union – a Saawu affiliate.

A surprising clause in the agreement is management’s recognition of May Day and June 16 as paid holidays.

The SA Labour Relations Act does not provide any protection to farm labourers.

Last month Saawu signed another agreement with a Durban-based firm, Dek, which also offered the union shop stewards an office on the company premises.

According to Saawu coordinator Shadrack Mkhwanazi, Bergvlei Chicks and Poultry management also agreed to increase the labourers’ monthly income by R37 in two phases, with R60 retrospective to July 1.

“Saawu is the first trade union in SA’s labour affairs to sign an agreement with management on behalf of farm labourers.

“This is a historic event and there is no other union which can claim to have won recognition for farm workers before,” said Mkhwanazi.

The labourers will also be entitled to an annual 12-day sick-leave.

Meanwhile the union also reached an agreement on Monday with the Alberton City Council regarding a wage dispute which resulted into a week-long strike in July.

The matter was heard before the Industrial Council.

Saawu represented 700 members of the Municipal Workers’ Union.

Initially the union demanded a 47 percent across-the-board increase for the workers but, following negotiations with shop stewards, lowered it to 15 percent.

Mkhwanazi said the union had demanded a 47 percent increase because the union believed that unclassified workers earned as little as R120 monthly.

“We lowered it after management showed us the wage scale which was confirmed by the workers,” he said.

The council chairman, Johan van der Merwe, confirmed that they reached agreement.

The council had also promised to work with the union on matters affecting the workers.
Barlows puts 150 workers on ice over tea dispute

CF Correspondent

A TOTAL of 150 workers have been dismissed from the Barlows refrigeration plant in East London following a dispute over proposed changes to working conditions.

The workers, who are all members of the South African Allied Workers, were dismissed on August 28 after they failed to heed an ultimatum by management demanding that their return to work.

Chairman of the workers' committee, L. Mgqolo, said the dispute began on Monday last week when the company introduced changes to their tea and lunch break times.

The total time allocated for breaks was to remain the same, but redistributed to drop the afternoon tea break.

The workers had refused to accept the conditions as they had not been referred to the workers' committee.

Management had later threatened to withdraw housing and burial loans unless the changed times were accepted.

The workers in turn demanded that pensions should be paid out.

Mgqolo also said that the company was refusing to recognise the worker's committee.

A deadlock was reached and some 150 workers were fired after management issued three ultimatums for them to return to work.

"The dismissal of workers showed that management completely disregards good industrial relations and is undermining the feelings of the workers and the recognition agreement," Mgqolo said.

A company spokesman, Neil Davies, said this week that the plant was operating and new workers were being recruited.

He denied that threats to withdraw housing and burial loans had been made.

"Workers did not have these benefits so it is not a point of contention," he said.

Davies said management had, on numerous occasions, urged workers to follow the procedures set out in an agreement between the company and Saawu.

"Despite management's willingness to discuss and resolve their grievances, Saawu failed to follow the procedures and continued with the illegal strike."

"On August 27 and again early on the morning of August 28, the company made final appeals to the striking workers to return to work on Friday, August 28.

"The workers failed to heed the final ultimatum. The company had no other alternative, but to dismiss the workers participating in the illegal strike," he said.

Davies said dismissed workers could re-apply for employment - Elnews
"We're down but not out"

The campaign aimed at keeping debate over the dismissal alive was launched last week. Phumakhanya, where most of the fired workers live, on Monday. The situation of the company and the court is that we should all settle down and not go to court. But we are not going to die. Our cause is not a short-term issue, but a long-term struggle for freedom, one worker said.

The workers vowed to continue their fight against injustice in the face of the Industrial Court judgment, which questioned the legitimacy of the strike. The union was intactable in present-day South Africa.

The workers said they had been treated by the judge in the same way as the company had treated them.

"Some of us are confused — but we are at war. We are going along this path for justice. For being at war, we encounter a lot of problems — we are confronted with starvation and death but we must always know what we are doing. If we don't we die," one worker said.

The workers have not been paid anything for their accommodation for which they were normally billed R8 a month when they were still working for the company. Soon after the Industrial Court judgment threw out their application for reinstatement, BTR told the group to get out at once.

However, a few days' grace was agreed to and they will all be pulling out today.

The workers do not know where they will go nor do they know what they will do if management persists with a bill for their accommodation during the last two years.

They have no income and say that even if they are paid out their severance pay the hostel deductions will be more than they can afford.

See page 13
Unions to stitch together

Labour Reporter

PLANS for the formation of a new union with about 70 000 members in the textile and clothing industries are well advanced.

The new union will be formed by an amalgamation of three leading unions: the National Union of Textile Workers, the Textile Workers' Industrial Union and the National Union of Clothing Workers.

A final decision on the amalgamation was taken late last week in Durban at a meeting of the South African Federation of Textile, Garment and Leather Workers, of which the three are members.

Three other unions in the federation, the Garment Workers' Union of the Western Province, the Garment Workers' Industrial Union and the Transvaal Leather and Allied Workers' Industrial Union, have refused to take part "at this stage".

Talks about unification have gone on for several months. The NUCW had agreed to merge with the NUTW.
Strike at car firm: Talks resume today

The Argus Correspondent

JOHANNESBURG — Talks between Mercedes-Benz management and the National Union of Metalworkers are due to resume today in a bid to end the four-week strike at the firm's East London plant.

According to a union spokesman, the union made proposals for resolving the dispute yesterday. Management was expected to respond to the undisclosed proposals today.

At yesterday's negotiations, management again tabled its offer, withdrawn last week, to reinstate 188 workers dismissed last month and to increase the hourly minimum wage to R4.

The union has demanded a minimum of R5 and a reduction of working hours without loss of pay.

Post offices

The strike by about 2,800 workers is believed to be costing Mercedes between 110 and 120 cars and 11 lorries a day in lost production.

More than 4,000 postal workers have returned to work after settlement was reached in the dispute with the Post and Telecommunications Workers Association last week, a Post Office spokesman said.

The spokesman said post offices in the townships of Daveyton and Tshwane were expected to reopen today. He said Soweto post offices will also open today.

About 600 members of the National Union of Mineworkers stopped work at the Optimum colliery yesterday, the union said. A mine spokesman confirmed the stoppage but said workers had returned to work after talks with management.

He could not say what the cause of the stoppage was.

Matie SRC president

Education Reporter

STELLENBOSCH University's new students' representative council president is Mr. Francois Beukman, 21, a political science honours student.

Mr. Beukman was one of three candidates nominated for the presidency of the 12-strong SRC following last week's student elections.

His vice-president is Mr. Hein Brand, 22.

MacDonald killings:
Dissident is shot dead

Argus Africa News Service

HARARE — Zimbabwean security forces have killed a member of the dissident gang which murdered former Springbok rugby player Andy MacDonald and his wife Netta.

The dissident, shot dead in a contact, had in his possession Mr. MacDonald's handbag and her husband's knife.

The MacDonnals were ambushed at the entrance to the Fjigtree smallholding west of Bulawayo in Matabeleland on August 18.
NUM members detained

Butterworth, said Mr Elliot Bhela, Mr Mzawakhiwa Vumba, Mr Tandazile Keyizana and Mr R. J. Medupe had been detained on Thursday as they were waiting to transport mineworkers back to the gold mines.

The magistrate of Idutywa, Mr M. Nonko- answer given to me was Councillor Petela.

The head of the security police, General Leonard Kawe, could not be contacted for comment.

—DDC
250 fired at Sea Harvest after stoppage

Labour Reporter

ABOUT 250 workers have been dismissed from Sea Harvest at Saldanha following a work stoppage, according to a union spokesman.

The spokesman said that since last month members of the Food and Allied Workers' Union had been in dispute with the company over wage increases due to have been introduced in July.

They were demanding parity with employees of the company's major competitor.

"Last week we told management we wanted to hold a report-back meeting with members last-thing was two hours," he said.

"They won't allow us facilities at the factory, so it was due to be off the premises. But they threatened to take action against the union if the meeting went ahead." He said that while negotiations were taking place on Monday the workers heard about the company's attitude towards the meeting and refused to return to work after lunch.

"Management, without going through the shop stewards, gave the workers an ultimatum to return at work in 10 minutes. When they refused to accept this about 250 were fired," he said.

Then the night-shift refused to work and the bulk of the factory has been on strike since.

According to Mr L Penzhorn, a director of Sea Harvest, the workers were dismissed when they refused to return to work after their lunch break on Monday.

"The workers were clearly in breach of their contract and we dismissed them." Mr Penzhorn said the 250 posts would not be filled immediately.

"At the moment it is not necessary because the factory is running well without them," he said.

"We might have to fill some of the vacancies at a later stage."
Mercedes set to sack 2,800 today

Labour Reporter

MERCEDES-Benz is set to dismiss about 2,800 employees today after talks failed to resolve the month-long strike at the company's East London plant.

A company offer on wages and hours of work was yesterday rejected by the National Union of Metalworkers of South Africa (Numsa).

The strikers were given an ultimatum on Friday to return to work today or face dismissal.

Mercedes-Benz said last night in a statement that the ultimatum would be implemented.

The threat came after two days of talks between company and union representatives at which Mercedes-Benz reinstated a previously withdrawn offer on wages and compensation for reduced working hours.

The offer was for a R4 hourly minimum wage and the reinstatement of 188 workers dismissed earlier in the strike.

According to its statement, the company offered to compensate fully for the reduction of working hours from 44 to 43 a week and proposed to reduce working hours to 40 over the next two years.

Full compensation would be paid for the reduced hours.

Mercedes-Benz said the wage package offered represented a minimum monthly income for the lowest grade of employee of R752 a month.

The union delegation said it would report back to its members but found the package to be inadequate.
Sea Harvest fires 280 workers

THE Saldanha Sea Harvest factory management confirmed yesterday that 280 workers were dismissed this week after they refused to leave the factory's canteen and return to work.

"Workers are in dispute with management over demands for pay parity with the company's competitor, Irvin and Johnson (I&J)."

The general-secretary of the Food and Allied Workers' Union (FAWU), Mr Jan Theron, said that during negotiations with management on Monday, workers became "agitated" and refused to leave the canteen and go back to work until they had had an answer from management.

The general manager of Sea Harvest, Mr Louis Penzhorn, said most of the workers were working as normal.
Giant unions 'not scared'

The country's two trade union federations yesterday said no amount of intimidation and harassment by the authorities and management would deter them from carrying out their activities.

The Congress of South African Trade Unions and the National Confederation of Trade Unions said their members had been frustrated, intimidated and harassed by both management and officials in an attempt to stifle their activities.

The federations were reacting to the confiscation of the passport of Cosatu's general secretary, Mr Jay Naidoo, and that of the president of Allied Workers Union, Mr Tawu Malatjie, and about events at Nactu's offices in Durban.

Passport

Mr Malatjie was due to travel to Zurich in Switzerland to attend a meeting where he was to talk on matters relating to the transport industry.

Cosatu said that the seizure of the passport of their general secretary would only serve to "increase awareness of Pretoria's repression of trade unions among their allies."

Nactu said their Durban offices were frequently visited by security forces. The action had left the federation with no option but to demand that these visits be stopped.

Referring to Mr
Colgate workers to strike

MORE than 300 members of the Chemical Workers Industrial Union employed at a multinational Colgate-Palmolive Company in Boksburg have voted in favour of a strike action following their dispute over wages and improvement of working conditions.

In a statement the union yesterday said the workers were now discussing plans for action after a strike ballot was conducted when the Minister of Manpower, Mr Piet du Plessis failed to appoint a conciliation board within 30 days of application.
Meat traders take a stand

On Tuesday morning, Mr A Jaffer, of COMMTRA, said "We have been informed by Sams Foods that the union has taken legal action and that therefore Sams Foods would not be negotiating further."

"We wish to express our disappointment that their intervention has been of no avail."

A spokesperson for PAWU said "We have instituted legal proceedings against Spekenam on the grounds that the workers were unfairly dismissed."
Deal for Robertson's workers

The Durban branch of FAWU clinched a deal for workers of the Rembrand-owned Robertson Spaces (Pty) Ltd late last week when the company agreed to grant a 19 percent minimum wage increase and to recognise June 16 as a paid holiday.

Settlement between FAWU and Robertson Spaces was reached on September 3.

Besides leave for workers in the event of a wife giving birth or a relative dying or falling seriously ill, the company agreed to increase the minimum wage from R159 to R165 a week.

FAWU will also participate in job evaluation and be entitled to propose new grading systems. — Concord

Signed 10-16/19/6
Bakery go-slow in third week

The go-slow by workers at some Cape Town bakeries is entering its third week as management refuses to give in to the wage increase workers demand. The workers, all members of the Food and Allied Workers Union (FAWU), rejected an offer of R19.15 and demanded a R42 increase across the board. The FAWU workers have since refused to work overtime until their demands have been met.

The bakeries involved in the dispute are Cadora, Silverleaf, Goodhope, and Enterprise. At Nice and Easy in Belleville South, management and workers have come to an agreement on wages.

A FAWU official said the union could not comment at this stage as they were still in a process of negotiating.
SEA HARVEST workers toyi-toying outside the Diasville Civic Centre soon after being barred from the factory in Saldanha Bay

280 fired after meeting row

By CHRIS GUTUZA
ABOUT 280 Sea Harvest workers in Saldanha Bay were this week dismissed after protesting against management's refusal to allow them time off to meet.

A further 200 went on strike in solidarity with the dismissed workers. Unhappiness over wages and treatment of union officials caused several work stoppages this year.

The workers also claim they had notified the bosses last week that they would meet at the nearby Diasville Civic Centre on Tuesday to report back on wage negotiations.

"We are not allowed to meet on the factory premises," said a dismissed worker, Ms Theresa Jansen.

On Monday shopstewards were told union members could not take time off to meet because "there was too much work".

Workers refused to resume work after lunch. "They also infuriated us by announcing we would be fired if we did not resume work within ten minutes," said Ms Anna Goldman.

Workers claimed they had been barred from entering the factory premises on Tuesday morning. On Wednesday they were stopped from boarding buses to Sea Harvest.

The Food and Allied Workers Union's general secretary Mr Jan Theron said: "Management checked all cars at the entrance to the factory to prevent shopstewards and union officials from entering."

Officials were reaching a settlement with management on Monday when an ultimatum was issued that workers would be fired unless they started working.

A spokesperson for Sea Harvest denied that any workers had been barred from the premises. He confirmed that more than 200 workers were absent from work. Workers were told it would not be possible to re-organise the work structure for the meeting to take place on Tuesday. Management suggested a later date for the meeting.
Beer drought?

Beer drinkers face a dry time if a pay dispute between the Food and Allied Workers' Union (Fawu) and South African Breweries is not settled. A Fawu spokesman said wage negotiations had reached deadlock and the union would apply for a conciliation board.
Court dismisses Numsa application

Johannesburg — In a long-awaited judgment delivered late yesterday, the Industrial Court dismissed an application by the Metal and Allied Workers' Union (now Numsa) for the reinstatement of nearly 1,000 employees dismissed by BTR Sarmcol during a strike more than two years ago.

Details of the 62-page judgment were not immediately available, but the court ruled that neither the dismissals nor the company's behaviour thereafter constituted an unfair labour practice as alleged by the union.

The company has since merged with Dunlop Tyres. The workers were dismissed in May 1983 during a strike over negotiations with management for a recognition agreement — DDC.
Fired workers to meet at plant daily

EAST LONDON. — Fired Mercedes Benz of South Africa (MBSA) workers decided yesterday morning to return to the plant daily till the company resumes negotiations with the union.

Some 2,800 employees were dismissed on Wednesday after lengthy negotiations to resolve a five-week wage dispute failed to reach an agreed settlement.

In other developments yesterday, a West German metalworkers' union, Ig Metall, sent a telegram of support to workers, and a West German parliamentarian addressed the former employees at the plant.

The workers met at the administration block after being refused entry to the trimline, where they have met since the strike began. They decided to meet every day at 7:30 a.m. till the company agrees to re-enter negotiations with the National Union of Metalworkers of SA (Numsa).

The president of Ig Metall, Mr. Franz Steinkuehler, yesterday sent a telegram to Numsa's office here condemning the company for the dismissals.

"We regret and condemn again the company's habit to use the ultimate threat of dismissals during a bargaining process," he said.

Yesterday's meeting was addressed by a left-wing member of the West German parliament. Mr. Willie Hoss, of the Greens Party, told the workers that their dismissal for striking "fits neatly into ruling apartheid politics."

"This monstrosity reminds me of the behaviour of early capitalist employers," he said. The mass dismissals had "colonialist characteristics which fit neatly into apartheid politics," Mr. Hoss, a former shop steward at the Daimler-Benz plant in Stuttgart, West Germany, said.
JOHANNESBURG — South African beer drinkers face a national shortage of their favourite drink unless a pay settlement is reached soon between the Food and Allied Workers' Union (Fawu) and South African Breweries.

Fawu's assistant general secretary, Mr Mike Madlala, said wage negotiations, had deadlock and the union had decided to apply for a conciliation board, a last step before industrial action can be taken.

Mr Madlala said the union had suggested the dispute be referred to mediation, but management rejected this.

SAB's manager of industrial relations, Mr Rob Childs, said the company would go to the conciliation board with the hope of resolving the problem.

Mr Madlala said about 5,000 workers at 15 plants in the Transvaal, the Free State and the Eastern and Western Cape were affected by the dispute. — Sapa
Beer dispute: Possible shortage

Labour Reporter

SOUTH AFRICAN beer drinkers might soon be faced with a shortage if the South African Breweries and the Food and Allied Workers' Union fail to settle their wage dispute, which began in June. SAB's manager of public affairs, Mr Gary May, said yesterday that it and the union had applied for a conciliation board after national pay talks broke down this week.

A strike in June this year, beginning at Rosslyn brewery, Pretoria, resulted in sympathy strikes by 500 Western Cape workers and thousands more across the country, causing severe beer shortages. Mr May said he hoped a conciliation board meeting would take place in the next month.

Fawu's assistant general secretary, Mr Mike Madlala, said the conciliation board was the last step before industrial action could be taken.

He said the union had suggested that the dispute be referred to mediation, but this had been rejected by management.
A MAJOR row has broken out over the formation of a large new national union in the clothing and textile sectors.

The 60 000-strong Garment Workers' Union (GWU), the largest in the Western Cape, deeply resents the manner of its exclusion from the union.

And the chairman of the South African Federation of Textile, Garment and Leather Workers' Unions, to which all the unions involved are affiliated, called it "a selfish manoeuvre".

Mr Cedric Peterson, assistant general secretary of the GWU, condemned the groups which had agreed to form the union and said "It's obvious that they never wanted us".

ON TRACK

The decision to form the new union was taken in Durban last week by the National Union of Textile Workers (NUTW), the Garment Workers' Industrial Union (GWIU) and the National Union of Garment Workers (NUGW).

Mr Peterson said his union had gone to a federation meeting in Durban last week convinced that unity moves were on track and it would be up to the GWU to decide if they wanted to be part of the new union.

"We wanted the launch date to be May 1 next year, for obvious symbolic reasons, but the other unions were pushing for it all to happen by the end of the year," he said.

"But after ourselves and the GWU, who are also involved in unity talks, agreed to compromise the NUTW was forced to admit they did not want us for a whole string of ideological reasons.

COMPLETE WASTE

"It has all been a complete waste because it's now obvious that right from the start they never wanted us".

Mr Desmond Sampson, chairman of the federation, said it was extremely disappointing that one big union could not have been effected.

"A great opportunity has been lost to unite all these workers in a one struggle against the monolithic stranglehold the bosses have on this industry.

"The reasons advanced for not wanting the GWU were not really acceptable when one bears in mind that great prize.

NEW DIRECTION

"The federation worked tremendously hard to facilitate a merger which would have created the third largest union in South Africa.

"The new union would have brought new directions and policies to the industries, but it seems those who went ahead were not brave enough to take the plunge of accepting GWU in a merger," he said.

The new union, which will have about 70 000 members, will be launched in Durban on November 7.
NUM office is bombed

TWO members of the National Union of Mineworkers were injured on Tuesday when a petrol bomb was hurled into the union's Welkom office, NUM assistant-general secretary Marcel Golding said.

The offices were also damaged by the bomb.

Golding said there were many workers in the office at the time.

Although Golding said he was unable to give further details, he condemned the bombing as "another cowardly act". – Sapa.
Cosatu fears attack

By KERRY CULLINAN

Cosatu has expressed fears that the government is stepping up attacks on the union federation after this week's confiscation of a Cosatu official's passport, and a raid on the home of the Cosatu accountant.

Cosatu general secretary Jay Naidoo had his passport seized by officials at Jan Smuts Airport on Saturday night, minutes before he was due to catch a flight to Australia.

Naidoo was to have been a keynote speaker at the Australian Congress of Trade Unions' congress. Airport officials said they had been instructed to confiscate Naidoo's passport by the Department of Home Affairs.

In another incident, the home of Cosatu accountant Diggle Rock was raided by security police at 3.45am on Monday morning.

Police confirmed the raid but declined to comment on what they considered "routine police duties".

Cosatu information officer, Frank Meintjes, said that, as Cosatu believed the government was escalating its attack on the federation: "Cosatu will continue to strengthen the 'Hands off Cosatu' campaign, both at home and abroad".
Shotguns, tearsmoke used after stoning at Saldanha

Staff Reporter

Tearsmoke and shotgun fire were used to disperse a group of people at Diazville, Saldanha, after a woman and three security force members were struck by stones and slightly injured, according to the police unrest report.

Security force members, their vehicles and a private home were stoned "by a group of coloured" yesterday, the report said.

"A black woman and three security force members were struck by stones and slightly injured. The group was dispersed with tearsmoke and shotgun fire.

ARRESTED

"A coloured male was slightly wounded. A coloured woman and two coloured men were slightly injured.

"Three coloured men and a woman were arrested in connection with these incidents," said the report.

The Argus has been given information about injuries and a possible fatality at Diazville at the weekend.

The Argus also has information about disturbances involving supporters of two rugby teams and after a dance on Saturday night.

STATEMENT

Details cannot be reported in terms of the emergency regulations and the police have been asked to comment.

Boland police liaison officer Captain Gys Boonzaier said a full statement about the events of the weekend was being drawn up and would be sent to the Police Directorate of Public Relations in Pretoria for release to the Press later.
THE Industrial Court ruling in favour of BTR Sarmco in its protracted dispute with the National Union of Metalworkers of SA (Numsa) has drawn bitter reaction from the union and a pledge to wage an international campaign against BTR.

The court ruled last week that BTR's actions in dismissing 970 striking workers involved in a recognition agreement dispute did not constitute an unfair labour practice.

In a statement on the judgment, Numsa drew attention to its submission at the beginning of the hearing that the court should be reconstituted on the grounds of suspicion that it was "biased and anti-union."

Numsa lawyers had also asked one of the court members to recuse himself during the hearing on the basis that he had accepted an invitation to speak at a seminar arranged by BTR's industrial relations adviser.

"The judgment states that the collective democracy practised by the union cannot be tolerated by present day society in this country and this confirms our view that democratic unionism is anathema to this court," the statement said.

"This judgment does not change any of the facts and we intend to continue our campaign against this company internationally to obtain justice for the workers."

In BTR's statement on the court ruling, the company described the outcome as a landmark decision.
Congress slated

THE National Unemployed Workers Coordinating Committee said in a statement yesterday that it was "surprised" to have read in the latest issue of the Sunday Times that Toyota is to convene a gathering to focus "urgent" attention on South Africa's unemployment.

The NUWCC said the Congress of South African Trade Unions (Cosatu), of which it is a member, had since its inception demanded a 40-hour week and a ban on overtime. — Sapa
Cosatu is to probe ‘spying’ allegations

THE Congress of South African Trade Unions and management of a major hotel are to conduct an inquiry after Security Police allegedly gained access to a meeting of the federation in Pretoria at the weekend.

By late yesterday the police directorate in Pretoria had not responded to a telex sent to them about the allegations.

Cosatu’s northern Transvaal executive, Mr Donsie Khumalo, yesterday claimed the Security Police were given facilities to “spy” on the meeting at the Boulevard Hotel.

The meeting, which was held on Saturday and was attended by representatives from all unions in the region, focused on education and other trade union matters.

Hotel

The hotel manager, Mr Stephen Dagg, has denied that the hotel had anything to do with the presence of the Security Police during Cosatu’s meeting.

He said one of his staff informed him about seeing two men sitting at the back of the function room while the Cosatu meeting was in progress.

“I personally challenged the men and asked them why they were there. When they produced police identification, I suggested they leave the premises, which they did right away,” he said.

Mr Dagg informed Mr Khumalo of the presence of the men during a tea break, adding that Mr Khumalo had been “totally unaware of the whole situation.” He was angry with the whole thing, he added.

Mr Khumalo said it appeared the men were monitoring the meeting.

Cosatu said it viewed the alleged “spying” as an “extremely serious infringement of our democratic right to free association and freedom of speech.”
Kuils River workers on strike

Staff Reporter

ALMOST 300 Cosatu-affiliated workers at the Boland Wood Industries factory in Kuils River have not worked since Wednesday afternoon, in support of wage demands, a union organizer said yesterday.

Ms Geraldine Kennedy, a branch organizer of the Paper, Wood and Allied Workers' Union, said the union had sent management a letter requesting a meeting on Wednesday afternoon, but management had responded that wage demands would not be discussed before an interim recognition agreement had been made final.

Mr JF Hattingh, administrative manager of the firm, said the employees had been striking illegally since 2pm on Wednesday. It was presumed this was "in connection with wage increases."

Ms Kennedy said: "The basic minimum wage at that factory is R78 a fortnight."

"The union said the workers are demanding a 50% wage adjustment from August 1 this year."

There were about 300 workers at the factory, 280 of them union members, she said.

In July this year the workers had received a wage increase of R3 each a fortnight, but they regarded this merely as a recoupment for a R3 wage reduction two years previously, Ms Kennedy said.
Boy, 14, shot dead after firings

By CHRIS BATEMAN

A TEENAGE boy was shot dead, at least seven people were wounded and at least four people were arrested in Saldanha on Sunday as labour-related conflict escalated after 280 Sea Harvest factory workers were sacked in the town on Monday.

The toll of wounded could be as high as 11. Diazville township sources have named seven residents they said were wounded, while police said four residents and three security force members were wounded.

Since Monday at least 20 people have been arrested, 11 of them women who appeared briefly before a Vredenburg magistrate on Friday on charges of failing to obey police orders. The 11 were granted bail of R100 each.

Township sources gave the names of nine men they said were arrested outside a township cafe early on Sunday. Relatives said they were told by police that the men had been taken to Victor Verster Prison outside Paarl where they were being held in terms of the emergency regulations.

A senior police spokesman in Pretoria, Colonel Steve van Rooyen, yesterday said that a "coloured male" identified by township sources as Abraham Julies, 14, a Std 4 pupil of Diazville Primary School, had been shot dead on Sunday.

Spokesmen for the Food and Allied Workers Union (Fawu) and the Saldanha Advice Office said two women and a man, aged 18, 19 and 21, with pellet wounds in their legs, were under police guard in Vredenburg Hospital while a 12-year-old girl with pellet wounds in her head had been transferred to Tygerberg Hospital.

They said they had traced another wounded man to the Saldanha police station but were still looking for two more people reportedly wounded and in police custody. Colonel Van Rooyen said that any additional information received by police headquarters and "worth mentioning" would be released today.

The trouble began after Sea Harvest management fired 280 workers for refusing to meet a 10-minute deadline to return to work on Monday. The workers had demanded an answer about a pending meeting before returning to work, Mr. Louis Peitzhorn, general manager of Sea Harvest, said yesterday.
Cosatu says it was 'spied' on

By Adele Baleta

The Congress of South African Trade Unions (Cosatu) has demanded a full explanation from a Pretoria hotel after security policemen allegedly spied on a meeting held by the union's Northern Transvaal regional education committee last Saturday.

Cosatu is demanding that Boulevard Hotel management make a statement setting out its stand on the incident.

The Star sent the police a telex yesterday asking for comment on the allegations, but there was no reply at the time of going to press.

A police directorate spokesman said that several telexes had been received on the matter but it was a matter of course to make inquiries and these had not yet been completed.

The regional secretary of Cosatu, Mr Donnie Khumalo, said when they arrived "We discovered that security police were given access to a room near the hall." He said the men were monitoring the meeting.

Hotel manager Mr Stephen Dagg denied granting the security police access to facilities to "spy" on the meeting.

He said that after his staff pointed out two white men near the conference he challenged them. They told him they were from the security police and produced IDs. "They left after I approached them," he said.
Mawu leader appears in Supreme Court

More than 150 people yesterday attended the brief Rand Supreme Court appearance of Metal and Allied Workers' Union (Mawu) leader, Mr Moses Mayekiso, and four other Alexandra community leaders.

Mr Mayekiso (51), Mr Obed Bapela (28), Mr Mzwandile Mayekiso (22), Mr Paul Tshabalala (33) and Mr Richard Mdakane (29) are facing charges of treason. They are all in custody.

The case was postponed to Thursday.
Villagers rally after weekend of violence

By CHRIS BATEMAN

THE small West Coast township of Diazville, near Saldanha, rallied yesterday to support the families of those wounded — and one killed — in clashes after 200 Sea Harvest workers were dismissed early last week.

The violence in the town was described by one local church leader as having "politicized and conscientized local people more in a week than it could have in six months."

Last Monday 200 workers were sacked for refusing to meet a management deadline to return to the factory floor. They were later joined by 140 colleagues.

On Sunday, burning tyre barricades were set up and several homes stoned. Five residents were shot and wounded and a 14-year-old boy, Abraham Jules, a Std 4 pupil at Diazville Primary School, was killed.

Relatives of the boy yesterday said he had been shot while climbing over a fence after a road barricade had been set alight on Sunday evening.

Sea Harvest managing director Mr Eckart Kramer denied claims by union officials that he had told them he had called on police to protect those still working.

Mr Kramer said negotiations with the union deadlocked on July 31. This was followed by "sporadic disruptions". Management issued a warning notice to workers on August 17 that "we could no longer tolerate any form of disturbance or go-slows."

The township violence had "nothing to do with the dismissals", he said.
Textile unions to merge membership of 108 000

Daily Dispatch Reporter
EAST LONDON — Local branch executives of three national textile and garment workers unions are set to merge, forming the third largest trade union in South Africa.

The National Union of Textile Workers (NUTW), the National Union of Garment Workers of South Africa (NUGW) and the Textile Workers Industrial Union of South Africa (TWIU) have decided to prepare themselves for a merger in order to promote more effective collective bargaining with greater efficiency and strength.

The executives have agreed there must be cooperation between the unions' officials, shop stewards and members on the factory floor to eliminate disputes between members belonging to different unions.

Members of the unions' executive committees responsible for bringing about the local proposed merger. They are, from left, Mr G. M Soto (TWIU) Mrs C Kara-vala (NUGW) Mr M H Gozango (NUGW) Mr J. Gwala (NUTW) and Mr A Taliari (TWIU).

It was also agreed that where there is more than one of the three unions operating in a factory, joint meetings should be held.

The new union, which is still to be named, will be the biggest union in the clothing and textile industry with more than 108 000 members.

All the members present at the meeting welcomed the moves. The unions will be holding their inaugural congress in November.
Court to rule on storm at tea farm

THE workforce of the state-owned Sapekoe tea estate near Richmond, Natal, left the farm voluntarily on July 15, Sapekoe management said in the Pietermaritzburg Supreme Court last week.

But dismissed employee Gilbert Makinyana said he had fled the property after watching police, using teargas and sjamboks, evict workers and their children from the farm hostels.

Makinyana has launched his application for a spoliation order on the grounds that the company took the law into its own hands in ordering police to evict more than 900 workers.

He has applied for his accommodation to be restored to him. If Makinyana is successful all the evicted workers will be able to follow suit.

The workers, who are members of the Food and Allied Workers' Union, went on strike in protest against poor living conditions and wages of R55 a month. They were demanding an increase of R250, the recognition of Fawu, the reduction of the 11-hour working day to nine hours including tea and lunch breaks, and two meals.

In an affidavit before the court, tea estate manager William Titestad said the company was a farming operation and therefore not controlled by the Labour Relations Act.

Fawu has condemned Sapeko for "hiding behind the flaws in the country's Labour Relations Act".

Appearing before Judge Friedman, Titestad said workers had been given an ultimatum to return to work or face dismissal. Most of the workers defied the deadline to leave but "changed their minds soon afterwards and came to collect their wages in large numbers".

He said he had had no dealings with the police.

However, Warrant Officer TR O'Connel, who was in charge of a seven-man reaction unit, and Warrant Officer JL du Plessis, the Richmond station commander, said they had talked to Titestad and the production manager, Abel Erasmus.

The policemen and Erasmus denied that force was used on July 15.
Firm favoured one union, court told by another

By DICK USHER, Labour Reporter

A DISPUTE between two trade unions in which a company is accused of favouring one has come before the Industrial Court.

The National Union of Textile Workers (NUTW) applied to the court for a status quo order directing the company, Rotex of Alulanta, to restore labour practices at the factory under which it was recognised as the sole representative of employees.

In papers before the court yesterday Mr Ebrahim Patel, branch secretary of the NUTW, submitted that the company deliberately set out to subvert the position and role of the NUTW there and had improperly brought pressure to bear on the NUTW members to shift their allegiance to a “sweetheart union”, the Garment Workers’ Union of Western Province (GWU).

The NUTW was recognised at the factory after it won a ballot during 1986 involving the GWU. Rotex agreed that the NUTW would be the collective bargaining representative and would negotiate wages and conditions of employment with it.

Threatened

Mr Patel said that from about March the NUTW started receiving complaints from members.

Rotex management, either independently or in collusion with the GWU, attempted to persuade NUTW members to resign, gave the GWU access to the factory to recruit members and threatened some employees with victimisation if they did not resign from the NUTW.

Mr Patel also claimed that Rotex suddenly stopped deducting union dues from wages of certain members.

Following these events he received a copy of a letter from the GWU to the NUTW’s national secretary stating that most workers at the company had elected to join the GWU and they had officially applied to Rotex for recognition.

He was also told by the management that from July 14 the GWU would be recognised as the collective bargaining agent.

He submitted that the NUTW’s agreement with Rotex remained in force and it was incumbent on the company not to dispense unfair advantages to unions favoured by it.

For the GWU, assistant general secretary Mr Cedric Peterson denied the claims made by the NUTW.

Majority

He said that had his union been aware of any such actions by the company they would not have taken advantage of them because this would have been a form of “union-busting”. Both he and the GWU were absolutely opposed to any such actions.

But by July it was clear that the GWU had a majority of 101 members at the company while the NUTW’s membership had declined from 92 in June 1986 to 40.

He denied collusion between the GWU and Rotex and said he and the union were absolutely opposed to interference by the management in union affairs.
Cops won’t comment on Cosatu’s ‘spy’ claim

THE South African Police said they had no comment on allegations by the Congress of South African Trade Unions that security police had “spied” on one of their meetings at the weekend.

Cosatu said it had demanded a full inquiry from the management of a Pretoria hotel where the meeting had taken place.

The management of the Boulevard Hotel denied any complicity.

Surprise

The meeting of Cosatu’s Northern Transvaal regional education committee was held on Saturday, September 12, and included representatives from all unions in the region, a Cosatu statement said.

Its regional secretary, Mr Donsie Khumalo, said when participants to the meeting arrived, “we discovered, to our surprise, that security police were given access to a room near the conference hall”.

They were monitoring the meeting, he claimed.

Cosatu said it viewed the alleged spying as an “extremely serious infringement of our democratic right to free association and freedom of speech.”

“Clearly, the security police have a hidden agenda on Cosatu. They also operate under laws which attempt to distort legitimate democratic activity into something undesirable.

“We demand a full inquiry as well as a clear statement by the (hotel) management setting out where it stands with regard to this incident.”

Hotel manager Mr Stephen Dagg said there was “no complicity from the hotel at all” concerning the incident.

Police said: “We have no comment with regard to the allegations contained in your (Sapa’s) telex.” — Sapa.
Cosatu slates court finding

The Congress of South African Trade Unions has criticised the Pretoria Industrial Court judgment on the two-year dispute between the Metal and Allied Workers' Union and BTR Sarmeol in Natal.

The court last week dismissed an application for the reinstatement of 970 workers sacked in April 1985 or the granting of alternative relief to them.

The workers were dismissed after they had downed tools demanding recognition of the union.

The National Union of Metalworkers of South Africa has warned it will continue campaigning against the company "known to be union bashers."
'241 union men held'

A TOTAL of 241 trade union leaders and members were arrested or detained between January and June, the Institute for Industrial Relations said in its Information Sheet of June 1987.

It also says there were 24 strikes, disputes, work stoppages and lockouts during the month of June alone.

The disputes and stoppages were as a result of various issues including wage demands and recognition agreements.

High on the list of detentions and arrests is Mr Moses Mayekiso, former general secretary of the Metal and Allied Workers Union who was elected general secretary of the recently-formed National Union of Metalworkers of South Africa while awaiting trial.

Mr Mayekiso appears in the Rand Supreme Court today to face charges of terrorism.
Bakery workers demand a raise

By AYESHA ALIE

African bakery workers must work long hours to support their families. The workers were prepared to swap Freedom Charter Day for a public holiday.

- A 49-hour week instead of 46 hours.
- Time off so they work at home for educational purposes.
- A job guarantee when they remain.
- Study leaves for some of the workers without a job.

The management offered a R250 increase, but the workers rejected it. They were prepared to spend the rest of the week.

Some workers were unable to match their ends meet on their present wages. Management offered a R250 increase, but the workers rejected it.

Besides wages there were other problems. But the biggest problem is money. We need more money first, then we can negotiate with management on other grievances. Mr. Paul Mvkwebane of the workers said.

The workers who were still prepared to negotiate.

On Sundays they work only 10 hours instead of 12. This affects production for the rest of the week. It’s not the best idea for everyone every day.

Workers are also refusing to work overtime now, he said.

Grievances:

- New management refused to come to an agreement we will take action.
- Other grievances which management refused to address.

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Baskets

When we load the basket, we start at 6 a.m. and finish at 8 a.m. But the shopkeepers always start and come when deliveries are late, and then management questions us about it, he said.

He said they had asked thatego country be loaded first because of the distance to be travelled.

Akhona said on Monday he had to work until 4 p.m. but, like other workers, did not get paid for those extra hours.

About a year ago he broke his arm on the job while pulling a bread basket. It was not compensated although he filled in all the necessary forms of the bread businesses, they said. And management had failed to report the incident.

Mr. David Amiel, who has four years experience at the bakery, says he earns R15 a week to support his family of five.

As soon as I enter the house, my money is finished. We are supposed to work 46 hours a week, but some work longer.

Mr. Conrad Simon earns R100 a week. He said the workers would meet management soon.

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London League worker at the time

The London League was a political organization in South Africa during the apartheid era. It was formed in 1954 by a group of African workers in the London District, South Africa, who wanted to improve working conditions and fight against discrimination.

The London League was involved in many protests and demonstrations, and its members were often arrested and detained by the government.

The London League was eventually dissolved in 1962, but its legacy lived on in other organizations and movements that continued to fight for workers' rights and against apartheid.
Pwawu demands 50 percent increase

ABOUT 280 Paper, Wood and Allied Workers Union (Pwawu) members at Boland Hout in Kuils River down tools last Thursday in support of a 40 percent wage increase.

The workers want the increase backdated to August 1.

The average wage is R78 a fortnight while the average working week is 44 hours. They receive no fringe benefits.

A Pwawu spokesperson said talk with the management were continuing.
Benz fires strikers, but talks go on

THE dismissal of 2,800 workers at the East London plant of Mercedes-Benz last week has not ended the five-week-old dispute for a minimum wage of R5 an hour.

The company announced last week it was firing its entire black workforce for failing to heed an ultimatum to return to work.

The National Union of Metalworkers of South Africa (Numsa) has refused to recognize the dismissals and still hopes for a negotiated settlement. The company, on the other hand, has announced it wants to reduce the workforce, but so far nobody has taken up the offer.

The dispute began on August 3, when workers of the body and chassis section walked out because management cut working hours without compensation.

Management had refused to discuss the matter with Numsa, who had asked that the cuts not be implemented until talks were held with the workers. The demand for R5 an hour was also discussed.

The company had argued that it was party to an Industrial Council agreement, and was not obliged to carry out plant-level bargaining. As a result of the walkout, the plant was closed, and Mercedes obtained an interdict against the union from the Industrial Court. It also dismissed the 188 workers held to be responsible for the strike.

However, the interdict was not made final because the union was able to prove the Industrial Council agreement was not valid, and the company began negotiating.

Talks continued for some days, and Mercedes then made what it called its final offer. It would restate the 188 dismissed workers, and raise the minimum wage by 50 cents to R4 an hour.

This R4 included partial compensation for the cut in hours. The union rejected the offer, and talks ground to a halt. For almost two weeks, there was no contact between union and management, until the company issued an ultimatum that workers should accept the final offer.

Numsa refused to back down, and Mercedes withdrew the offer of increased wages, although it did not drop the offer to restate the 188 dismissed workers.

Later the company issued the ultimatum which led to last week's dismissals. Urgent attempts were made to resolve the matter, and management made an offer which brought the minimum wage to R4.04.

Numsa rejected this, and made its own proposals to bring the two parties closer, but these were rejected by the union. The talks deadlocked, and dismissals followed.

Both sides have accused the other of failing to negotiate properly. The company has criticized Numsa's refusal to budge from its R5 demand, and the union has said Mercedes has continually thrown stumbling blocks in the way of the negotiating process.

The strike has cost the company millions. Mercedes has been unwilling to give exact figures, but industry sources say they've lost more than R150 million.

The figure is calculated from the daily production loss of about 130 units. Mercedes-Benz luxury cars, trucks and Honda cars. In addition, the firm has had to delay the launch in South Africa of a new model, a Mercedes-Benz station wagon.
Clover Dairy workers demand a living wage

DURBAN — Workers at three Clover Dairy plants here this week went on strike for a living wage.

The workers, demanding a minimum wage of R605 a month, have been in dispute with the company since July this year.

A spokesperson for the Food and Allied Workers Union (Fawu), Rene Roux, said dairy workers were still among the lowest paid workers in the food industry.

"We are trying to narrow the gap within the food industry, where many companies are paying a minimum of above R605 a month," she said.

At the time of going to press, Clove management and Fawu had entered talks to settle the dispute. A spokesman for the company was not available for comment.
Spekenam workers call on MJC for support

STRIKING Spekenam workers called on the Muslim Judicial Council (MJC) to reconsider their halal certificate to Sams Food.

Sams Food is a sister plant of Spekenam and a subsidiary of Vleissentraal.

MJC officials and members of the Spekenam Support Committee met to discuss support for the 600 workers, members of the Food and Allied Workers Union (FAWU), who are on strike for their fifth week.

A MJC spokesperson, Imam Yasin Harris, said the Halaal Committee would meet soon to discuss the matter. He doubted whether the MJC could take any action because of a contract they had with Sams Food.

"The MJC will most likely render financial and moral support to the striking workers," he said.

A Support Committee member, Ms Fazlin Anderson, said workers wanted more pressure on Vleissentraal. Spekenam management was always willing to meet the workers, but never produced solutions.

The union was considering taking the matter to court and had already applied to the Industrial Court.

But workers were still feeling strong and determined to get their jobs back, even though they were going through a tough time without income.

**Scab labour**

"The mere fact that management employs scab labour, but not on a permanent basis, is giving us hope," she said.

A group of Spekenam workers went to Johannesburg to explain to other unions why they were striking.

Most of them were the only breadwinners with families to support.

Mr Maria Nathan, of Scottsdene, said she and her family were surviving on bread only. "We have to buy what we can afford."

Mrs Nathan had been working for Spekenam for 13 years and earned R86 a week. She borrowed R40 from her brother and would get R20 from the union which she would use to pay her rent.

"There'll be no money for food then I must see that the rent and electricity are paid," she said.

-Mr Ollie Kanemeyer's married daughter was supporting him now.

"I don't have any dependants and can survive on my wage," he said.

"But other people are in a different position and they need the extra money. I'm on strike with the rest of the workers because I support their demands."

It was ridiculous to think that almost a year ago they still earned as little as R46 and R56 a week until they became unionised.

"Now they don't want to recognise the unions so they can start exploiting us again," he said.

Mrs Johann September said her unpaid telephone service was disconnected. Rent and electricity were paid first.

She always bought a weekly food hamper but could no longer afford it. She had no other income except from her daughter who helped whenever she could.
49 strikers die of malnutrition

DURBAN — Forty-nine of the 500 black workers, involved in the 28-month long strike for union recognition and better wages at BTR Sarmcol in Natal, have died of malnutrition, poisoning and other related ailments.

"The workers were living in Mpondoland, near Howick since the strike started on April 30, 1985. Mpondoland is the main reserve of the area.

The strikers are all members of the National Union of Metalworkers of SA (Numsa), an affiliate of the Congress of South African Trade Unions (COSATU).

Mr Ian Wier, Numsa's regional secretary, said the deaths in the township were directly related to the "starvation" wages paid to workers.

Following the high mortality rate among the striking workers, the union decided to investigate health conditions in Mpondoland.

"Appalling conditions"

"We found appalling conditions, directly attributable to low wages. BTR, a British-owned company has for many years been paying around 24 percent below the supplemented living level — a minimum requirement set down by the European Economic Community," he said.

Following the investigation, the union established a clinic to monitor the health of residents.

"Only 29 percent of the 700 children we placed on a feeding scheme showed signs of improvement or growth.

In addition to the health clinic and the feeding scheme, the union has initiated a number of projects in the township.

"These include the establishment of a gardening project, a T-shirt and button-making co-operative and the production of a play called Long March. 'All these projects are controlled by an umbrella organisation, the Sarmcol Workers' Co-operative.'

Long struggle

"We've been trying to deal with the workers and the wages for years," Wier said.

"The dispute with BTR has been a bitter and costly one. BTR has not only refused to negotiate with the union, but has instead entered into a compensation agreement with the Union of Workers' Union of SA (UWUSA), the IsiXhosa-speaking union.

A number of union shop stewards were also killed and many others were injured by violence. The union has now continued civil claims running into hundreds of thousands of rand against the KwaZulu police and IsiXhosa for the alleged murder of Simon Ngubane, Phumelela Shoba, Florence Mntshane and Alphonce Nkomo.

"In spite of these brutal actions against us, and the strike of BTR, the strikers are still determined to continue the strike because they believe their cause is just one," Wier said.

Mr John Samson, BTR's Sarmcol's administrative director, said he could not comment on the health conditions of the striking workers and the deaths that occurred since the strike began.

He referred all questions to Mr Beeler of the Dunlop Industrial Products division in Benoni, who was not available — PRESS TRUST

Sarmcol workers vow to fight on

DURBAN — More than 500 BTR Sarmcol workers, whose struck two years ago was called by the Industrial Court last week, have vowed to continue their fight.

The Industrial Court questioned whether the collective bargaining practiced by unions was sustainable in present-day South Africa.

In discussing the workers' application for reinstatement and compensation, the court finally reached the workers' twenty-year-long struggle for recognition of their union, the Steel and Allied Workers Union (Mawon), now amalgamated under the National Union of Metaleworkers of South Africa.

Logically, four years ago the same court ordered BTR Sarmcol to conclude a recognition agreement with Mawon.

The latest ruling justifies the striking of the 500 workers after they had demanded tools on April 30, 1985 in protest against the company's failure to conclude the recognition agreement.

Workers said they shouldn't become weak because we have lost one battle. Remember we are persevering in our fight for our children's freedom. Other workers stressed that when the union they had joined and the co-operative they had formed could find another way of making a living — PRESS TRUST
Hotel workers demand R200 wage increase

ABOUT 100 Liquor and Catering Trade Union workers are demanding a minimum salary of R450 — an increase of more than R200 a month.

The workers, employed as labourers at the Cape Sun in the City Centre and the Woodstock Holiday Inn, are also demanding four-week’s annual leave, free meals while on duty and an end to segregated canteens.

Other demands include maternity leave for workers with more than two years service, and paid public holiday.

Mr Chris de Kock, a regional manager of Southern’s Sun, was not available for comment.
Management stands firm on wages

Meeting fails to break Highveld lockout-impasse

DEADLOCK in the lockout of more than 2,000 workers at Highveld Steel yesterday remained unbroken after a meeting between management and National Union of Metalworkers of SA (Numsa) representatives.

Another meeting is scheduled for today.

A union source said management refused to budge" from its previous wage offer of 41c to 76c an hour increases. Numsa is demanding 75c across-the-board.

Numsa hints at return to work

The source said at a report-back meeting later workers resolved to "go forward" and ignore the dismissal deadline set for 3pm today unless there was an acceptable change in the company's stance at today's meeting.

Earlier Numsa head office sent a telex to Highveld noting a company statement that it was open to discussion and saying the union was open to consideration of "any reasonable proposal for the ending of the dispute and lockout".

Responding to reported Highveld allegations of intimidation, Numsa said it was unable to comment on unsubstantiated allegations.

"If you send details of specific incidents, we will investigate and take appropriate action. We are, however, informed by our members that no intimidation has in fact taken place and so we specifically deny your allegations," it said.

A Highveld spokesman said as far as the company was concerned there had been no new developments yesterday. Management could not be contacted later to comment on the allegations of intimidation.
THE MINISTER OF LAW AND ORDER

THE MINISTER OF ECONOMIC AFFAIRS

PUBLISHED IN THE SITE OF THE MINISTRY OF LAW AND ORDER

The development of the country and the improvement of the economy are fundamental elements of the government's policy. The Ministry of Economic Affairs is working towards this goal, focusing on areas such as infrastructure development, trade, and industry.

The Ministry of Law and Order is responsible for maintaining law and order within the country, ensuring the protection of citizens' rights, and combating crime.

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Michael Rozans

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JOHANNESBURG — The offices of a Cosatu affiliate were gutted on Thursday night in an arson attack here "in a continuation of violent attacks against the federation," Cosatu claimed in a statement yesterday. Damage to the offices of the National Education and Allied Workers' Union was estimated at R35,000.
The workers, demanding a minimum wage of R605 a month, have been in dispute with the company over wages since July this year.

A spokesperson for the workers union, the Food and Allied Workers Union, Rene Roux, said dairy workers were still among the lowest paid workers in the food industry.

"We are trying to narrow the gap within the food industry where many companies are paying minimum wages for all food workers."

The figure of R605 a month was also recognised by the University of Port Elizabeth in March as the level necessary for a family of six to survive with the basic necessities," Roux added.

Clover Dairies management, however, have entered into mediation with the hope of settling the dispute.

Meanwhile workers at Sunrise Dairies at Hillcrest, Durban, have also downed tools in support of the wage demands. - Concord News.
Mercedes strikers supported

CP Correspondent

TRADE unions in the Eastern Cape are rallying to the cause of striking Mercedes-Benz workers.

Workers at Port Elizabeth motor firms are to take unspecified solidarity action at their plants and the Commercial, Catering and Allied Workers' Union is putting pressure on furniture companies to be lenient with Mercedes workers who fall behind in their payments.

In addition, the East London local of Cosatu has issued a statement warning it would not tolerate the action by companies to revert to mass dismissals as a means of resolving industrial disputes, the statement said.

And internationally, there is growing support from West German unions.

A statement by the National Union of Metalworkers of South Africa said a meeting of shopstewards from BMW's German parent company, had been held over the weekend.

The meeting had resolved to support Numsa, and demanded that the company reopened negotiations to settle the dispute.

The Numsa statement said after a meeting of Eastern Cape shopstewards in Port Elizabeth, it was decided shopstewards from Delta, Samaur and Volkswagen would visit East London this week to discuss the plans of action to be implemented in their support.

Numsa spokesmen would not give details of the actions contemplated.

Earlier in the strike, Numsa had written to local furniture shops informing them of the dispute and asking that people falling behind in their payments to make arrangements to settle their debts.

A Numsa spokesman said the response had been lukewarm but that credit terms, which organise these payments, were not sympathetic to the strikers.

These developments follow the dismissal of the entire workforce of 2800 striking workers at Mercedes last Wednesday.

The company decided to fire all the workers after they had ignored its third ultimatum to return to work.

Meanwhile, the company has invited applications for re-employment from all dismissed employees, except in cases where "person's behaviour constituted gross misconduct" during the strike.

The company said the offer would be open until 3pm on Friday, September 25, but a union spokesman said nobody had applied for re-employment as the dismissal was not recognised by the workers.

The Mercedes workers have been on strike since August 3, demanding an hourly wage of R3 and compensation for the shortening of the working week.

Workers are also demanding that they be paid during the strike.
THE future of the tiny KwaZulu township of Mpophomeni outside Pietermaritzburg is in the balance. This follows last week's Industrial Court judgment in which the former BTR Sarmcol workers of Mpophomeni outside Pietermaritzburg have been awarded just over R2 million in claims against the company. The judgment was handed down in the Pietermaritzburg Industrial Court.

The judgment was made by Judge Pieter van den Heever and the workers have been awarded just over R2 million in claims against the company. The judgment was handed down in the Pietermaritzburg Industrial Court.

The strike, which began on April 30, 1985, was the culmination of a 13-year-long struggle by the workers against the company. Since the strike began, the workers have been unemployed and have been denied the basic rights of workers.

The strike has been characterized by a deep-seated desire for justice and has been accompanied by an international public relations campaign. The workers have been supported by a number of trade unions and community groups.

The strike has also been accompanied by a number of violent incidents, including the burning of the company's offices and the murder of a worker. The strike has been described as a symbol of the workers' struggle for justice and has been supported by a number of community groups.

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Verdict does not stop struggle against 'Blood, Tears and Repression'

BTR Sarmcol secretary and director John Sampson (front) flanked by part of the 800 dismissed workers.

AXEL FOLEY IS BACK.
BACK WHERE HE DOESN'T BELONG.

EDDIE MURPHY
BEVERLY HILLS

'HEAT'S BACK ON!' FRED MURPHY. BEVERLY HILLS COP II. JUDIE ROSS, BONNIE RUSSELL. BONNIE RUSSELL PRODUCED BY RICHARD SCHAPIRO AND KEN BERMAN. DIRECTED BY GARY SCOTT.

NOW AT A CINEMA AND DRIVE-IN NEAR YOU.
Metal union rejects 37% Mercedes pay offer

Labour Reporter

THE latest wage offer by Mercedes-Benz in the eight-week labour dispute at its East London factory has been rejected by the National Union of Metalworkers.

According to a company statement, the offer would have improved pay in the lowest grade by 37 percent.

The union's demand ranges between 50 percent and 67 percent.

The company's offer included improved wages, compensation for reduced working hours and a higher attendance bonus.

Proposals for further wage rises in January and July next year were also tabled.

At negotiations yesterday the union said it was not changing its demands.

From Johannesburg

The Argus Correspondent reports that more than 2,000 members of the National Union of Metalworkers (Numsa) were locked out at four plants of the Highveld Steel and Vanadium company yesterday after striking workers rejected a management wage offer.

The dispute between Numsa and the Anglo-linked Highveld Steel stems from in-house wage negotiations which started in June.

Meanwhile the Post Office is still battling to deliver mail that piled up during the 10-week countrywide strike by postal workers demanding pay parity with whites.

The public relations officer for the Post and Telecommunications Services, Mr Ben Rootman, said:

"It will take a while to overcome the backlog, but in some areas things seem to be shaping up and all is going well."

He said black townships were the hardest hit. All township post offices had been closed during the strike because all staff had been on strike.

The strike ended on September 7 with an agreement signed by postal authorities and the Post and Telecommunications Workers' Association (Potwa). Both parties agreed that dismissed employees would re-apply for their jobs and wages would be increased by 20 percent for unskilled workers from October 1.

Strikers would not be paid for the duration of the strike.

During the strike postal services came to a standstill and there were no mail deliveries in most parts of the country.
Manager fired after hotel ‘spying’

The catering manager at Pretoria’s Boulevard Hotel, Mr Joe Jagger, was dismissed yesterday following an investigation into a “spying” incident at the hotel earlier this month, the hotel confirmed today.

Hotel manager, Mr Stephen Dagg, said that after a 10-day investigation into the incident Mr Jagger was asked to appear before a disciplinary hearing yesterday morning but refused to do so.

“He said the hotel could take whatever action it saw fit and added that he would take the matter further,” said Mr Dagg.

“The directors took the decision to dismiss Mr Jagger, who has been at the hotel for 15 years.”

The Boulevard Hotel was South Africa’s first international hotel and had 35 years’ goodwill with people of all races — a reputation marred by the spying incident, said Mr Dagg.

He added that the issue had become an emotive one because of the involvement of Cosatu but stressed that the hotel would have acted in exactly the same way had any other party been involved. He considered infringement of people’s basic rights as “unbelievably bad.”

In a statement yesterday, the Congress of South African Trade Unions said it was pleased the hotel’s management had treated the matter with all the seriousness it deserved.

It said the spying incident took place on September 12 during a Cosatu union education meeting held at the hotel. “It was discovered that the security police had been given access to a room adjoining the conference hall where they had set up bugging devices.

“We believe the incident was a serious infringement of our democratic right to free assembly and speech.”

Cosatu was a legitimate organisation with lawful objectives supported by millions of people.
HIGHVELD Steel has given more than 2,000 dismissed National Union of Metalworkers (Numsa) members until tomorrow afternoon to apply for re-employment, a company spokesman confirmed yesterday.

Dismissal notices handed out on Monday, when workers at four plants were locked out, were accompanied by application forms for re-employment. A Numsa spokesman said the forms required acceptance of management's wage offer and withdrawal from the dispute.

Management was offering an increase of 41c/hour bottom rate, going up to 76c top rate, while Numsa was demanding 78c across-the-board. The Numsa spokesman said other unions had accepted management's offer, but it had been rejected by Numsa's membership. He said Numsa was open to negotiations but had had no formal approach from management since the lockout.

The Highveld Steel spokesman said there was contact with the union.

Cosatu yesterday condemned the company's action as "yet another unreasonable and high-handed management response to workers' fair demand for a living wage" and said the lockout was an attempt to browbeat workers into accepting its wage offer.
JOHANNESBURG. — De Beers Consolidated Mines and the National Union of Mineworkers have reached agreement on wages. A statement from Anglo American yesterday said improvements in service increments, shift allowances and sick leave benefits had also been agreed on. The agreement applies to some 9 000 employees.
Fired workers discuss deadlock with Numsa

Daily Dispatch Reporter

EAST LONDON — Fired Mercedes-Benz of South Africa (MBSA) workers met with representatives of the National Union of Metalworkers of South Africa (Numsa) yesterday to discuss the deadlock in negotiations of the eight week old dispute.

A Numsa spokesman, Mr Viwe Gxarisa, said the dismissed employees were "firm in their position" and that they considered their demand of R5 per hour to be "fair under the circumstances.

"At present it is a case of 'wait and see' but the union has already done everything it can to keep negotiations alive," he said.

The bargaining process broke down after three days of intense discussion and no date has been set for a resumption of negotiations.

Representatives of both parties have blamed the lack of progress in discussions on the rigid stance of the other.

In a statement issued last night, an MBSA spokesman said the company had made every effort to secure a resumption of production by continuing negotiations with Numsa

The MBSA wanted to continue talks, the spokesman said, because "of its commitments to the well-being of its employees, suppliers and dealerships throughout South Africa and especially to the economy of the East London area.

The spokesman said the proposed remuneration package included improved wages, full compensation for reduced working hours and an improved attendance bonus.

The offer, which was tabled by the company before the deadlock, had improved the potential income of employees in the lowest grade by 37 per cent over wage rates for January, this year.

This had been rejected by the unions who had demanded a rise of between 50 and 67 per cent, the spokesman said.

"An employee on the lowest grade would not earn less than R752 per month on the proposed remuneration package.

"This compares with the minimum rate of R3 per hour (R572 per month) paid in January 1987 and R3,50 per hour (R667 per month) paid in July 1987.

"The additional benefits to which employees would be entitled, include an attendance bonus of R27 per month, which brings the monthly income for the lowest grade employee to almost R799 per month.

"An annual bonus of up to one month's pay, plus leave pay of up to 21 days, also form part of the company's normal benefit scheme, along with subsidised canteen facilities and medical aid, and free life assurance," the spokesman said.

Mr Gxarisa said the statistics quoted by MBSA were "meaningless" because the important figure was a comparison between the amount paid to salaried staff and the total of hourly wages.

In an open letter to the dismissed workers, published in today's Daily Dispatch, the company calls on "those who have previously worked here and who as a result of the strike have been dismissed", to consider their position as they had "already lost at least R1 283,00 in wages"
The longest labour dispute is over. But

COLLECTIVE democracy of the kind practised by unions should not be tolerated in South Africa, suggested the judgement in the BTR Sarmcol case last week.

It has also sparked fears that it could signal mass disaffection by workers who will tend to avoid using the industrial court in the future.

Over 800 workers at the BTR plant were dismissed in May 1985 after a strike over union recognition, but the court has found there were no grounds for reinstatement.

Not only is the judgement a blow for the strikers themselves but it is also a serious setback for the community of Mqophomeni, the small township outside Howick where most of the workers lived and which has been increasingly impoverished since the sackings.

In addition, labour experts have seen it as a severe blow to the industrial court system not only because of the outcome, but because of remarks contained in the judgement, for example, a reference to "collective democracy practised by (the) union" which, it is suggested, should not be "tolerated" in South Africa. The experts fear the tenor of the judgement, as well as suspicion that the court was biased against the union from the start, could undermine confidence in the system by workers who will increasingly tend to prefer arbitration — or even strikes — to going to court.

The case ran to 39 days of hearings spread over a year — the second longest in the history of the industrial court. It was attended by about 1 000 people every day, most of them sacked workers, members of the Metal and Allied Workers' Union (now the National Union of Metal-workers of South Africa), who had an average of 18 to 25 years service with the company.

When the judgement was handed down, it was met with shock by Numsa unionists, not so much at the decision itself, but by some of the content which, they claimed, indicated the "blatant bias" of the court.

The question of the impartiality of the court was an issue which dogged the case from the time the composition was announced deputy president of the industrial court Pierre Roux, professor of commercial law at Rand Afrikaans University Thys Oosthuizen, and labour relations consultant Charli de Witt.

Soon after the names of the three members were released, the union took advice on whether it would be ethical to object to the composition, and propose alternative names. In particular they raised objections with the court to the appointment of de Witt, saying they believed he was on an academic bursary from Anglo American Corporation, that he was a part-time fee-earning management consultant and that he had expressed himself in academic articles as favouring a return to common law for the regulation of disputes between employer and employee.

The court denied the first and third claims and on the other, said de Witt was prepared to consult for "both sides."

Soon afterwards, the union sent the company a telex stressing an issue raised by their lawyers in pre-trial consultations with management — union disquiet about the composition of the court — and suggesting that the matter be sent to arbitration. They added, "The benefit of arbitration is of course that an arbitrator can be chosen who is mutually acceptable to the parties."

"As we told you our clients do not think the bench appointed is appropriate for the determination of the dispute."

The union then put forward the
THE STRIKE THROUGH THE EYES OF THE TRIBUNAL

July 1985 Polloca surrounding the strike as "most peaceful" in the first quarter of 1985. The strike was led to the sackings of 600 workers.

They dealt with union-management relations as well. "BTR is a multi-national company controlled by an indigenous government in the United Kingdom. From the evidence it can be concluded that the union may have made its own contribution to the problem in that, due to its international standing, it has a tendency to present a fresh face from abroad, a more advanced recognition agreement could possibly be negotiated."

The management of BTR, in response to the demands of such perceptions and also being a member of the Chamber of Commerce in KwaZulu, where other members might make concessions made in recognition, whom they had been taught to bear upon, adopted a more conciliatory and cooperative orientation and any of those efforts have been made.

"However, our negotiations towards a final agreement may perhaps partially be attributed to these factors."

They found that during the 19 months before the strike the union and BTR were involved in a protracted.

"Obviously BTR was concerned in maintaining optimum production and minimizing any financial losses."

The union, on the other hand, was basically concerned with maintaining a reasonable recognition agreement with BTR, which was to be, in fact, made possible into an amicable agreement."

Counsel for the power play was industrial action, which according to the union was for the purpose of ensuring R1 million in the first quarter of 1985.

Deputy president of the court, Mr. Roux, disregarded the strike as "most peaceful." He was accused of this phrase "because of the figures" (1985).
A CLEANING service business in Durban which dismissed 18 workers when its contract with a Mobil oil refinery expired, is being taken to the Industrial Court for unfair labour practice.

Before dismissing the 18 employees, Flo-line Cleaning Services had tried to get them to sign a form which stated: "Should Flo-line contracts expire in business they are involved in, the workers would lose their jobs."

The workers refused to sign. On August 31 the company's contract with Mobil expired and the workers were dismissed.

After a meeting between management and the Workers Union, the Cleaning Services and Allied Workers Union (CSAWU) failed to resolve the dispute, the unions lawyers filed an application in the Industrial Court for the workers to be reinstated.

A spokesperson for Flo-line was not available for comment. — Concord News
Tea estate worker loses court action

RICHMOND — The fate of more than 900 workers who were evicted from the state-owned tea estate in Richmond, Natal, two months ago, was sealed last week when the Maritzburg Supreme Court dismissed an application for accommodation to be restored to one of the workers.

If the application had been successful, all the workers could have applied for their accommodation to be restored to them.

However, Mr Justice Friedman dismissed the application brought by Gilbert Makumanya after he refused to accept evidence that police had tear-gassed, sjambok-kicked and chased the workers from their farm hostels on July 15.

At the time of the eviction, the workers, organised under the Food and Allied Workers Union (FAWU), had been striking in protest against poor living conditions and wages of R55 a month.

They worked an 11-hour day receiving only one meal — a bowl of mealie meal porridge, which they complained was sometimes rotten.

The workers launched the strike when the company, instead of considering the workers demands, offered them a bonus of tea at 10c a kilogram.

The next day the workers were evicted en masse. In the court hearing, Miriam Nkomane and Lily Gwails said the police moved in with tear gas and sjamboks shortly after the farm management had ordered the strikers to collect their pay and leave.

Friedman said both women were good witnesses and he had no reason to disbelieve their tale of woe.

However, he could also find no reason to reject the evidence of Warrant Officer T R O’Connell, who was in charge of a seven-man reaction police unit at the scene, and W/O J L du Plessis, commander at the Richmond police station.

Both had testified that no force was used to evict the workers.

Friedman said there was a number of contradictions in the evidence on the application. — Concordia News
Court rule to restore textile union’s rights

Labour Reporter

THE Industrial Court has found there was a strong possibility of collusion between an Atlantis textile company and the Garment Workers’ Union which led to the company withdrawing recognition of a rival union.

The court ordered Rotex to restore to the National Union of Textile Workers (NUTW) recognition withdrawn in favour of the Garment Workers’ Union, pending a final settlement of the dispute.

The NUTW brought the case against Rotex and the GWU after the company withdrew its recognition, claiming that the GWU had gained majority membership at the factory.

The NUTW claimed this was the result of “sweethearting” and pressure by Rotex on NUTW members to join the GWU.

“Grossly irregular”

In his judgment Mr Pierre Roux, vice-president of the court, said “the facts presented by the applicants, which included facts indicative of the company’s unfair labour practice of favouring GWU in canvassing members of this union, are either admitted or not seriously refuted”.

Mr Roux said the GWU’s counsel, Mr J Short-Smith, had found himself unable to contest that the company acted improperly and conceded that the papers made out a case of company officials conducting themselves on occasion “in grossly irregular and unfair fashion”.

The court consequently has little sympathy with the GWU should its order have the effect of negating such collective bargaining rights as it may have thought to have obtained by unfair consensual means,” said Mr Roux.
Manager fired after hotel ‘spy’ furore

THE catering manager at Pretoria’s Boulevard Hotel was dismissed after an inquiry “proved beyond reasonable doubt” that he allowed security policemen were seen to spy on a Cosatu union education meeting at the hotel from an adjacent store area.

September 2 when men identified as alleged security policemen were seen to spy on a Cosatu union education meeting at the hotel from an adjacent store area.

The Boulevard had been the first “international” (all races allowed) hotel in South Africa and an incident like that involving the Cosatu meeting could cause irreparable harm to its image, Mr Dagg said.

The decision to dismiss Mr Joe Jagger was taken by the hotel’s directors after he failed to attend a disciplinary hearing.

The dismissal was a sequel to an incident on
Held 4 released
FOUR trade unionists were briefly detained by security police at the Pietersburg offices of the Commercial Catering and Allied Workers Union on Wednesday, a union official said.
The four are the Regional Organiser for the South African Laundry and Dyeing Workers Union, Mr Mathabatha Seema, an organiser of CCAWUSA, Mr Elias Nong, an official of the South African Domestic Workers Union Miss Norah Kau and Mr Peter Motlhaka until recently attached to NACTU.
They were detained by a group of policemen who arrived at the Ccawusa offices in what the union official said was an "obviously and intimidatory act".
The four were released 30 minutes later without being charged. A telex sent to Police Directorate for Public Relations in Pretoria had not been replied to at the time of going to press.
Campaign to ‘capture imagination of millions’

What is a living wage and what is the background to the launching of Cosatu’s national Living Wage Campaign?

A living wage is what workers perceive as being enough to enable them to adequately support their families and themselves.

Cosatu has not set an exact figure because wage levels vary in different sectors.

For instance, a demand of R500 or R5,50 an hour would not be an effective negotiating weapon for domestic workers, most of whom earn about R90 a month.

Other demands of the campaign include: a 40-hour week; job security; May Day, June 16 and Sharpeville Day to be declared public holidays; end to tax deductions; a minimum of six months’ paid maternity leave; decent family housing near places of work and decent education and training.

The demand for a living wage became an important rallying cry among workers when three major Cosatu affiliates, the National Union of Mineworkers, the National Union of Metalworkers and the Chemical Workers’ Industrial Union began waging their own internal living wage campaigns.

We felt the campaign had the potential to capture the imagination of millions of workers.

Workers are also demanding a redistribution of wealth in South Africa.

The campaign telescopes this demand by linking it up with the day-to-day struggles in the factory, and the campaign challenges the control monopolies have over how the wealth that is created is distributed.

To what extent do rural and urban poverty and the economic climate form a backdrop to the campaign?

Low wages consistently paid by most employers, in many cases, come to a head. It has resulted in rural workers in the mines and railways coming to the frontline of the campaign in a way that even jeopardsises their jobs. This is an indication of the desperation conditions are in.

Has the Living Wage Campaign embraced political demands expressed in the Freedom Charter?

The Freedom Charter and its demand for the redistribution of wealth assumes a powerful new relevance in Cosatu because it gives workers a vision of a different society.

Our members and leadership feel that management is doing everything in their power to protect profits. A demand of the Freedom Charter is the dismantling of monopoly structures because they do not act in the interests of the majority.

Our campaign, which revolves around bread-and-butter issues, is also political because it is linked to us wanting to change society and to shape it in terms of the needs of our members. As a trade union, we are demanding a political and economic transformation of society, the two being integrally linked.

What was the effect of the recent mine strike on the campaign?

We have to regroup and reassess the strategies and tactics within the Living Wage Campaign. In some ways, the effect of the strike will lend to more careful planning and will also inspire unions to organise the unorganised in the sectors in which they are represented.

Can you assess the success of the campaign since its launch?

Objectively, we have not yet achieved what we set out to do, but subjectively there have been great advances.

Our success can be measured in the way the concept of a living wage has caught on amongst our members. Also, the demand for June 16 as a paid holiday has been won in certain sectors.

Managements’ co-ordinated resistance, the implementation of oppressive State laws and the detention of our members has not stopped us. In terms of the state of emergency in an attempt to curb strike action has caused us several set-backs.
NUM slams mines for lack of housing

Daily Dispatch Correspondent

JOHANNESBURG — The National Union of Mineworkers (NUM) yesterday criticised the mining industry for failing to negotiate with the union on the implementation of housing schemes for black workers and their families.

Earlier this week, Anglo American announced plans for the construction of 24,000 homes, while Rand Mines, Gencor, JCI and Anglovaal said they had also embarked on housing projects.

The NUM called for the dismantling of the migrant labour and hostel system at its annual conference last March.

The NUM assistant general secretary, Mr Marcel Golding, further slammed the exclusion of foreign migrants from the schemes. The government has turned down a request from Anglo that the families of foreigners be permitted to settle in South Africa.

"Foreign workers have made an important contribution to the mining industry in South Africa, and are entitled to this benefit. Anglo need not have meekly accepted the government ruling," Mr Golding said.

He also said the figure of 24,000 houses was insignificant compared to the 180,000-strong Anglo workforce, and this did not benefit colliery employees. Other mining groups have not quantified the size of their proposed schemes.
Mine killings: NUM rejects 'publicity stunt'

JOHANNESBURG. — JCI’s allegation that 33 miners were murdered for defying the strike that ended last month, is wild and unsubstantiated, the National Union of Mineworkers said last night.

A NUM spokesman, Mr Marcel Golding, said the allegation, made yesterday by the head of JCI’s Gold and Uranium Division, Mr Ken Maxwell, was “a cheap publicity stunt”.

The killings — which started with three killings at ERPM on August 31 — had taken place at Randfontein, ERPM, Stilfontein, West Rand Consolidated, East Driefontein, Blyvooruitzicht, Grootvlei, Harmony, Durban Deep, Hartebeesfontein, St Helena, Kloof and Libanon, Mr Maxwell said.

The head of the SAP Public Relations Directorate in Pretoria, Colonel Vic Haynes, said he was not aware of any orchestrated attempt to murder miners who had not participated in the three-week strike. — Sapa
Numsa officials go to Germany

Daily Dispatch Reporter

EAST LONDON — The deadline for the 2,800 workers fired from the Mercedes-Benz of South Africa (MBSA) plant here to re-apply for their jobs expires at 3 p.m. today.

A spokesman for the National Union of Metalworkers of South Africa (Numsa), Mr. Vuyisile Gxaxisa, said none of the union members "that we know of" had re-applied by late yesterday.

"But this is of no consequence to us anyway as the union does not recognise the ultimatums or the dismissals," he said.

The company dismissed the workers, more than 80 percent of whom were skilled, two weeks ago after they ignored an ultimatum to return to work after production lines had been halted for more than five weeks.

Negotiations deadlocked on Monday after they had been resumed on Thursday last week and no attempt has been made by either party to resume discussions.

"No comment on the proposed retrenchment programme had been received from the MBSA spokesman by late last night," a union spokesman, Mr. Fred Sauls, said in a statement from the Numsa office in Port Elizabeth that the company had offered an increase to R438 an hour in January 1988 and that the proposed attendance allowance be incorporated into the hourly pay.

"The union" proposed...
'Go-slow' at beer plants

Labour Reporter

About 2,000 members of the Food and Allied Workers' Union (Fawu) were on a work stoppage for the second day today at three South African Breweries (SAB) plants in protest over the alleged dismissal of 24 colleagues, the union said.

But SAB's regional director, Mr Tony Bates, said about 1,200 workers were involved in industrial action.

He said workers at two plants had called off the go-slow while the go-slow continued today at Denver.
MUNICH — Daimler-Benz has refused to intervene in the strike at its South African subsidiary’s factory in East London in spite of sharp criticism by West Germany’s giant metalworkers’ union.

Daimler-Benz’s personnel chief said the dispute could be settled only “on site”.

Mercedes-Benz SA had shown its readiness “to negotiate at any time and at any place” and the company’s offer to the striking workers was far above other wage settlements in the South African motor industry, he said.

But the chairman of the powerful West German Metalworkers’ Union Ig-Metall, Mr Franz Steinkuehler, accused the South African company of tackling the strike “with methods which would be impossible in a civilised country”.

Mercedes-Benz SA was “using human suffering to break a strike”, he told a Press conference in Stuttgart.

Mr Steinkuehler and other union officials had earlier had extensive talks with the South African Metalworkers’ Union negotiator in the East London strike, Mr Les Kettle.

He and a South African representative of the International Metalworkers’ Federation are touring Daimler-Benz factories in West Germany in search of shop-floor support for the East London strikers.
Cosatu man faces restrictions on release

BY CLARE HARPER

The Western Cape vice-president of the Congress of South African Trade Unions (Cosatu), Mr Noel Williams, has been restricted following his release from emergency detention this week, after 460 days

Mr Williams, 41, who is also chairman of the Atlantis Residents' Association (ARA), was released from detention on Monday, 15 months and nine days after his arrest on June 12 last year.

On his release, he was served with a restriction order prohibiting him from participating in the ARA, the Atlantis Youth Congress, the Atlantis Women's Organization, the West Coast Youth Congress and the United Democratic Front.

He also may not leave the Malmesbury magisterial district without permission of the Boland divisional commander of the security police.

Thus, he said yesterday, meant he had to apply for permission to visit his 75-year-old father in Kensington, or his son who is at boarding school in Athlone. While he was in detention, Mr Williams suffered from ulcers, "massive headaches" and haemorrhoids, and underwent a prostate-gland operation.
Cosatu jacks up security after police 'spying'

By ZB MOLEFE

The Congress of South African Trade Unions in the Northern Transvaal region is to jack-up its security following a "spying" incident at a top Pretoria hotel which resulted in a white employee being fired.

The Boulevard Hotel - South Africa's first hotel to open its doors to all races - confirmed that it had fired catering manager Joe Daggers after the "spying" incident at the hotel earlier this month.

Regional secretary Donnie Khumalo said after this nasty incident they are going to jack-up their security measures.

Khumalo would not elaborate on the exact measures the union is going to take.

"Cosatu is pleased that management has treated the matter with all the seriousness it deserves.

"We believe the incident was a serious infringement on our democratic right to free assembly and speech," Khumalo said.

Boulevard Hotel manager Stephen Dagg said, after a ten-day investigation into the incident Daggers was asked to appear before a disciplinary hearing on Tuesday morning but refused to do so.

The "spying" incident took place on September 12 during a Cosatu education meeting at the hotel.

Cosatu alleged that it discovered that the security police had been given access to a room adjoing the conference hall where they had set up bugging devices.

There are 65 Cosatu members in detention at present, among them are: Western Cape chairperson Noel Williams; Eastern Cape region secretary Dennis Neer; General and Allied Workers Union executive Amos Masoodor; organiser for the Food and Allied Workers Union in the Eastern Cape, Fikile Kubesa; Food and Allied Workers Union executive member, Gzion Mokoena; and Commercial Catering and Allied Workers Union's Amon Msane.
Strikes costs
Merc millions

By Don Robertson

THE eight-week strike by 2,600 workers at the Mercedes-Benz East London plant has resulted in lost production of more than 4,000 vehicles worth millions of rands.

Sales of Mercedes-Benz and Honda cars are at a virtual standstill.

The company lost about 500 Mercedes-Benz and Honda sales in August as a result of the strike. Social transfers paid by the government to car buyers during the strike will take some of the strain off the market in September.

A spokesman for the company says there are no stocks at the plant and most dealers have run out of cars.

Commercials

Production of cars averages 119 a day as well as about 11 commercial vehicles. Production of commercials has returned to normal. The commercial vehicle division is staffed mainly by whites.

In an effort to resolve the matter, Mercedes raised its pay offer on two occasions after the increase announced on August 1.

The last increase lifted minimum wages from R3.50 an hour to R3.70. On August 1 an offer of R4.00 an hour was made and later raised to R4.04.

In addition, the company has agreed to fully compensate the workers for the reduced working week from 44 hours to 43 hours and will pay an attendance bonus of R50 a month. Also in the package is a bonus of one month's pay and 21 days' leave.

The company has agreed to wage increases in January and July next year.

The hourly rate of R4.04 represents a monthly wage of R75, which compares with the R572 paid in January this year at a rate of R3.8 a hour and the R667 paid in July at R3.59 an hour.

The latest offer represents an increase of 37% since January.

On September 9 all workers were dismissed, but Mercedes-Benz has continued to negotiate with the union. The latest discussions ended in deadlock and the company will start recruiting new workers tomorrow.
By Therese Anders, 
Highveld Bureau

The situation at Witbank's four steel and vanadium plants — where more than 3,000 workers were dismissed last week — remained unchanged over the weekend.

An Anglo American spokesman said Highveld management was expected to resume discussions with the National Union of Metalworkers of South Africa (Numsa) soon.

Numsa could not be reached for comment last night.

Highveld workers had been given until 7 am on Friday to re-apply for employment after management had locked out Numsa members last Monday.

During the week, all Highveld's black staff (including non-Numsa members) from its steel plant, Vantra, Rand Carbide and Trans Alloys Operations were locked out.

Management terminated workers' contracts and gave them until Thursday (later extended until Friday morning) to re-apply unconditionally for their jobs.

An Anglo spokesman said most of the workers had not responded to the deadline.
Police 'hassling' union members

SOUTH REPORTER

SEVERAL workers who have left the in-house staff association of the South African Transport Services (SATS) to join a Cosatu-affiliated union, claim they are being harassed despite a SATS agreement that workers have a right to join a union of their choice.

Many workers have joined the progressive South African Railway and Harbours Workers Union (SARHWU) "because the staff association is powerless to protect us but so far more than 2,000 SATS workers have joined SARHWU in the Cape Town area. In recent months more than 700 workers have resigned from the Black Trade Union.

Since a nationwide strike which involved more than 16,000 workers earlier this year, Cape Town workers accused SATS of using "dirty tricks" and working with the security police to deter workers from joining the new union.

A recently dismissed worker, Mr Paul Kutu, said in a signed statement the police used to turn up whenever workers held meetings.

He said he was questioned by security police at the SATS premises several times. They allegedly told him to stop holding meetings.

Kutu claimed he was eventually fired for infringements he was alleged to have committed months ago.

SATS said Kutu was charged for transgressions of various natures and had admitted his guilt unconditionally at disciplinary inquiries held on April 14 and June 3.

SATS also said the allegations that they were working hand-in-glove with the security police were devoid of all truth.

Approached for comment SAP Public Relations said it did not comment on "spurious allegations."

A spokesperson for SARHWU said the union was "gaining ground" among SATS workers who were joining on an "almost daily basis.

Mr Paul Kutu, centre, flanked by fellow Railways workers at the SATS hostel in Table Bay.
SAB workers go back to work after 3-day strike

By Mike Siluma, Labour Reporter

A three-day strike by members of the Food and Allied Workers' Union (Fawu) at two South African Breweries (SAB) plants has ended.

A Fawu spokesman said the stoppage was in protest at the dismissal of 12 men for taking part in a work-to-rule and an overtime ban, sparked by a deadlock in national wage talks between the union and SAB.

Workers at the Denver and Isando plants decided to resume work today after management agreed to reinstate the dismissed 12.

Confirming the reinstatement of the dismissed workers, SAB spokesman Mr Gary May said the union had agreed "to cease all go-slow activity".

Fawu members at SAB had decided on a national work-to-rule and a ban on overtime to "express dissatisfaction at management's conduct during the present wage talks", the union spokesman said. He denied that workers had been engaged in a go-slow.

The wage dispute involves about 5,000 workers.

The United African Motor and Allied Workers' Union has signed a wage agreement with the German multinational, August Laeppe, setting a new minimum wage of R3.75 an hour for 350 workers.
Mercedes-Benz labour dispute ends

EAST LONDON. — The Mercedes-Benz labour dispute is over, the National Union of Metal Workers of South Africa reported last night.

The union said the workers had accepted conditions for an agreement on wages.

Mr Viwe Gxarisa, the East London NUMSA local secretary, said the settlement of the dispute brought to an end a nine-week-long strike, which cost the company over R300m in lost production and the workers R5m in lost wages.

Mr Gxarisa said the agreement provided for a wage structure as from yesterday ranging from R4.50 an hour for grade 1 workers to R5.27 for grade 6 workers. — Sapa
Mercedes-Benz settles wage dispute with union

PRETORIA. — Mercedes-Benz has reached a settlement with the National Automobile and Allied Workers' Union (NAAWU) in the wage dispute at its East London plant.

"A wage agreement has been concluded to run until December 31 1988," Mr Sepp van Hullen, chief executive of Mercedes-Benz of South Africa, said in a statement in Pretoria last night. "An effective wage of R4.50 an hour will be paid to Grade 1 employees. The company has also committed itself to further in-

creases in wages during 1988."

The agreement provides for re-employment with restoration of service-related benefits provided that industrial peace is maintained until the end of 1987. Production will resume on Monday. — Sapa.
who ambushed his chauffeur-driven car in Montevideo in 1971.

NUM's recognition fight

JOHANNESBURG — The withdrawal by Anglo American's President Brand Free State mine of its recognition of the National Union of Mineworkers would be contested by the union, the NUM said in a statement yesterday. Anglo American said in a statement it had withdrawn recognition at the mine in response to an attack by miners on team leaders who worked through the recent strike.
Caught between two fires, the hospital's operations continue. The strike, now in its third week, has disrupted patient care and workers' morale. "We're working harder than ever," said one nurse. "But the stress is taking a toll on everyone."

Mark Greeno and Sara Martin

Stay tuned for updates.
JOHANNESBURG — Anglo American’s President Brand Free State mine has withdrawn its recognition of the National Union of Mineworkers. This would be contested by the union, the Num said yesterday.

Anglo American (AAC) said in a statement last night that it had withdrawn recognition of the Num at the mine in response to an attack by miners on team leaders who worked through the recent strike.

It added that the mine’s management at Welkom had “cancelled all mine-level agreements with the union, de-recognised all of its stewards and withdrawn office and related facilities which it had afforded the union at each of its five hostels.”

The Num said in its statement yesterday that it has not been formally notified of the intention of President Brand to withdraw recognition and facilities of the union.

“This unilateral action is without precedent and will be contested by the union. It is our view that this decision is contrary to the collective bargaining agreement with the Chamber of Mines as well as the recognition agreement with the President Brand.”

“It is well known that notification of the intention to withdraw should first be given to the union. The allegations made by management concerning the Num’s involvement or support of violence is unfounded and without substance.”

“By going to the press, AAC seems intent on conjuring a public impression that the Num supports violence and intimidation. It is well known that Num uses democratic methods in the conduct of its activities,” he said — Sapa.
No one yet arrested for attacks on union offices

By BARRY STREEK
Political Staff

THE police have not traced or identified any suspects, nor had anyone been arrested, in connection with the vandalism of the Metal and Allied Workers Union (MAWU) offices in Krugersdorp in May this year, the Minister of Law and Order, Mr Adriaan Vlok, said yesterday.

The offices were vandalized on May 17, after threatening telephone calls, purporting to come from the Afrikaner-Wereldsbeweging (AWB), were received by the union.

The attack on MAWU’s offices in Krugersdorp is one of a number made this year on union buildings in different parts of South Africa. So far no one has been arrested for any of these attacks.

MAWU has since merged with others unions to form the National Union of Metalworkers of South Africa (Numsa), which is affiliated to the Congress of South African Trade Unions (Cosatu).

Yesterday, Mr Vlok said in reply to a question tabled by Mr Dain van der Merwe, FPF, Green Point, that the union had laid complaints to the police in Krugersdorp on May 6 and May 18 about the threatening phone calls and the vandalism of its offices.

The complaints involved a contravention of the Intimidation Act, housebreaking and malicious damage to property.

Case dockets were opened for all three complaints and had been fully investigated.

However, “no suspects could be identified or traced as a result of the available evidence on hand”, Mr Vlok said.
Police baton-charge
cap times 3/60/87
Rand hospital strikers

JOHANNESBURG. Police yesterday baton-charged a crowd of dismissed Hillbrow Hospital strikers after they began throwing stones at members of the force, a police spokesman confirmed.

The group was dispersed and one man was arrested and charged with public violence and assaulting a policeman, Constable J Venter.

The police officer was slightly injured when he was hit by a stone on the shoulder.

The strikers — cleaners, porters and attendants — began the strike on Thursday demanding better pay.

Six hundred workers have been fired in connection with the stoppage.

Mr A Byrns from Hospital Services in the Transvaal said yesterday only emergency cases were being treated at the hospital.

A spokesman for the National Education and Health Workers' Union said the authorities had not given the workers a chance and had fired members without investigating their grievances. — Sapa
The downside of commitment

Look at the Mercedes strikes, and you can’t help wondering — is political militancy replacing shopfloor sense? Mercedes’ offer of a 37% wage increase, which would give its lowest grade workers R4.04 an hour (R752 a month), seems eminently reasonable. The package as a whole, says the company, “provides an effective living wage which, compared to the rest of the industry in the East London area, is most probably by far the best.”

However, the National Union of Metalworkers (Numsa) is holding out for increases of between 50%-65%, even though it last week tempered its R5 an hour demand to R4.50. Numsa is an affiliate of the Congress of SA Trade Unions (Cosatu), is it on a “political” course that has as its strange objective the company’s effective local destruction?

“This is difficult to judge,” says Mercedes. “The basic demand deals with wages, but it is believed that the trade union is probing whether the general demand of R5, set by Cosatu, is achievable or not.” The company adds that the involvement of overseas organisations (specifically, the German trade union federation IG Metall) in the dispute can also be seen in a political light, since a “clear wage dispute would have been limited to the two South African parties.”

The company adds that, considering the union’s membership of Cosatu, and Cosatu’s recent call for all foreign companies to actively withdraw from SA, “one can only surmise that the union has disinvestment in mind.”

Not at all, asserts Numsa’s Wellington Nonyinkela, a senior shop steward at the East London plant. According to him, “The union’s wage demand does not mean Mercedes-Benz will not be able to continue operating. Our demand is based on Mercedes’ profitability — not on the intention of getting the company to disinvest.”

If Mercedes does decide to disinvest, he adds, then it means their stated commitment to stay here and improve the standard of living of black people is hollow “We are testing the company’s commitment to its claim, and (the wage demand) is based on what the company can afford,” he asserts “As a shop steward, and on behalf of the workers at Mercedes, I can say we do not want the company to go. Our intention is the improvement of our social condition. And it is based on what we understand the company’s position to be as referred to in its apartheid statements.”

Clearly, the union is using Mercedes’ high international profile as a lever against it. Moreover, observes a labour academic engaged in research at the Volkswagen plant in Uitenhage, there’s “tremendous tension” in the region, which gives the strong impression that “the union is on the attack.” This is curious, as Numsa has the reputation of being “quite a conservative union.”

The rank and file membership of Numsa appear to have dug their heels in. A senior Cosatu official says the Numsa and Cosatu leadership, who have seen that management can dismiss “quite ruthlessly,” have been urging a settlement “But the workers are sticking to their demands.”

They also seem confident that Mercedes-Benz SA won’t be able to recruit skilled workers all that easily. Indeed, there was no rush to take up the offer to be re-hired “The workers are saying it is useless to go back for R4.04. The increase is only for inflation, it leaves nothing for themselves and their families,” says Nonyinkela.

He claims the company’s offer is in reality R3.96 an hour plus 8c (R4.04) for the 44th hour (The union wants a 43-hour week.)
Ex-Tucsa members involved in 3-into-1 merger

Clothing and textile workers in union plan

TRADE unions in the clothing and textile sector is set for a revamp with the launch of a new 70 000-strong union scheduled for November 7.

The new union will be a product of a merger between the Cosatu-affiliated National Union of Textile Workers (NUTW), the National Union of Garment Workers and the Textile Workers’ Industrial Union.

The latter two were affiliates of the Trade Union Council of SA, and their withdrawal about two years ago contributed to the collapse of the organisation.

However, the merger plans have raised tensions among other members of the SA Federation of Textile, Garment and Leather Workers because of the inclusion of one of its affiliates.

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ALAN FINE

Des Sampson, legal consultant of the Western Province Garment Workers’ Union (GWU), said his union had been told it was not welcome at the merger conference because it was seen as too conservative and management-oriented.

He disputed this, saying the 50 000-member GWU had changed its approach over the past two years. He accused particularly the NUTW of failing to adhere to the principle of one union, one industry.

He said the Natal-based Garment Workers’ Industrial Union (GWIU) had, in solidarity, refused to participate in the merger and was considering forming a separate union with the GWU.

GWIU acting general secretary Harriet Bolton said the matter was discussed at a general meeting on September 27, and since there were differences of opinion, a referendum was planned.

NUTW spokesman John Copelyn said he hoped a merger of all the unions in the sector could be achieved soon. However, he said, it was necessary for the GWU to decide whether it was a benefit society or a trade union.

He said the leadership operates without mandates and “encourages the view that there is no divide between management and labour”. Until these matters were sorted out, it would be impossible to form a single union.

He added he had learnt that GWIU membership had expressed support for the merger, but officials were unwilling to take this step.
Numsa: MBSA men demoted

The local secretary of the union, Mr Vive Gxarisa, said the workers decided not to return or sign a statement of the conditions of the agreement because of the demotions, Mr Gxarisa said.

An MBSA spokesman said the majority of workers had reported for work in the morning but there had been "conflicting interpretations of the agreement" and this had "created unfortunate incidents between workers and co-workers".

A Numsa spokesman said members in plant security were to have been integrated into production areas but the company was saying that, in doing so, workers' grades could be changed at whim.

He said the company had also set a written condition that employees agree to being transferred to other departments which was "not part of the agreement".

Mr Gxarisa denied that any incidents of violence had occurred at the plant yesterday.

A union delegation had met with company representatives in the afternoon and the meeting would be resumed later.

The workers agreed to return to the production lines after prolonged negotiations to end the nine-week-old strike succeeded on Thursday last week.

A company spokesman said the workers had until tomorrow afternoon to re-apply for their jobs.
Hospital move

THE Transvaal Hospital Services which dismissed 600 workers at Hillbrow Hospital last week following a work-stoppage begins re-employing the workers on a selective basis today.

The workers, members of the National Education, Health and Allied Workers' Union (Nehawu), were dismissed on Friday after downing tools over "living wage" and working condition demands.

400 on strike

ABOUT 400 members of the National Union of Metalworkers of South Africa yesterday began a legal strike at Cadac in Johannesburg, the union has said.

Spokesman Mr Allister Smith, said more than 80 percent of the workers at Cadac's Stormill plant voted in support of the action after wage talks reached deadlock. BCWU said it demanded an increase of R18.50 on every R56.50.
SAB worker dies in fall into beer tank

A worker has been killed in an incident at South African Breweries' malting plant at Alrode, the Food and Allied Workers' Union (Fawu) said yesterday.

According to a Fawu spokesman, Mr Michael Kumaño died after falling into a malting tank on Friday. He said the union had been refused access to the plant to conduct an investigation.

SAB public affairs manager, Mr Gary May, confirmed the death but denied the union had been barred from the plant.

"Arrangements are being made for a set time for an inspection to be made with all those concerned present. There is no objection to the union conducting its own investigation," said Mr May.
Deadline for fired workers

A new deadline has been set by Highveld Steel management for its more than 3,000 fired black labour force in Witbank to re-apply for their jobs.

This was the outcome of talks between Highveld Steel management and National Union of Metal Workers of South Africa (Numsa) officials.

The dismissed workers have until 7 am on Tuesday October 29 to re-apply. However, a Numsa official said not all black staff would be taken back.
No arrests after bombing

By BARRY STREEK

The police had not arrested anyone in connection with the bomb attack on Cosatu House in May, the Minister of Law and Order, Mr. Adriaan Vlok, said yesterday.

He also said that no evidence that a fire in a Cape Town building, which housed UDF and trade unions, in October 1985 had been started with malicious intent. Mr. Vlok, who was replying to questions on the incidents by Mr. Tian van der Merwe (PPP, Green Point), said the investigation into the explosion at Cosatu House had not been completed.

The police did not receive any prior warning of the Cosatu House explosion, but were notified by a member of the public at 2:21 am on May 7 on the explosion and several radio vehicles reached the scene five minutes later and cordoned the area off.

Asking if any person or group had claimed responsibility for this explosion, Mr. Vlok replied, "No, not according to the information at the disposal of the South African Police."

He also said the investigation had not yet been completed. He was not in a position to furnish further information.

Mr. Vlok said the police had completed their investigation into the cause of the fire in the Corporation Chambers Building on October 11, 1985, and found that the cause could not be ascertained beyond question. No one had been arrested in connection with the fire, but "no evidence could be found that the fire had been started with malicious intent."

The fire apparently started on the second floor in a storeroom containing plastic toys and spread upwards to the roof.
Failure by management to consult with staff

Union queries P’n P worker share move

From ALAN FINE

JOHANNESBURG — The Commercial, Catering and Allied Workers’ Union (Ceawusa) has criticized the recent Pick ‘n Pay announcement on employee share ownership because of failure by management to consult with workers’ representatives on the issue beforehand.

Yesterday’s statement, by Ceawusa national negotiator Jeremy Daphne, which also raises questions about the benefits to workers of the scheme, represents the most comprehensive comment yet from organized labour on what is becoming an increasingly vaunted concept in South African labour relations. Ceawusa represents just over 6000 Pick ‘n Pay employees.

Daphne says there has been no communication with the union about the scheme and questions whether Pick ‘n Pay has adequately canvassed employees’ views on it.

He says the union has learnt since the announcement that employees will become eligible for participation after five years’ service. Employees holding certain positions just below management level will automatically qualify.

Finance for purchasing shares will be made available by a trust fund. The board of trustees has been appointed and up to R30m has been allocated to it.

Once they qualify, employees may take up an option of buying the shares, which are to be split in four. If they do not have the money to do this, the shares will automatically becomes theirs after 10 years’ service through the repayment of dividends into the trust.

Daphne says the absence of consultation has raised a number of unanswered questions and concerns.

He anticipates that most union members will be unable to afford to purchase shares themselves, and this will have to be done on their behalf by the trust. Daphne sees it as problematic that employees have not been given a say in electing the trustees, who will represent their interests for five years.

He further questions whether employee share ownership would increase workers’ say over management decisions. “In assessing the scheme, it is important to draw a distinction between ownership and control,” he says.

“It is clear that as individual shareholders, workers’ participation in the decisions of the company is not extended in a meaningful way. As minority shareholders, they can no more exert influence over the board of directors than as ordinary workers,” he adds.

Daphne questions the motives behind the offer. He notes that chairman Raymond Ackerman has said it was motivated by experience in the US, the aftermath of the strike which hit the company last year, and the results of attitudinal research among employees.

“In the view of the union, this scheme is designed to inculcate a sense of loyalty to the company without acceding a meaningful stake in it. In an attempt to avoid industrial action and to boost worker productivity, Pick ‘n Pay hopes to make workers identify with and feel a sense of commitment to the company,” he concluded.

Ackerman feared union opposition

Financial Editor

PICK ‘N PAY chairman Raymond Ackerman and MD Hugh Herman feared there might be union opposition to the decision to extend the company’s share option scheme to more workers.

When they announced their intention to offer more workers a stake in the company, both said last week that they hoped there would not be trouble with the unions.

They said that so far all employees offered shares had wanted them.

And both stressed that the shares were not being offered as a substitute for pay rises and good working conditions. “We intend to offer both,” Herman said.

Ackerman said that British Prime Minister Margaret Thatcher’s popularity with the electorate resulted from her understanding that ordinary people wanted a stake in the economy and giving them the chance to buy shares in privatized undertakings.

He thought it vital for the stability and prosperity of SA that people of all races had a stake in the companies they worked for. “This is why I am putting my money where my mouth is,” Ackerman said in a speech to the country explaining the advantages of owning shares to all employees.
A REGIONAL executive member of the Congress of South African Trade Unions was acquitted in the Magistrate's Court yesterday on a charge of intimidating a fellow South African Transport Services worker.

Mr Paul Kutu, 20, of Langa, who is also a national executive committee member and shop steward for the South African Railways and Harbour Workers' Union (SARHWU), pleaded not guilty to threatening to kill or injure Mr Patrick Johnson to force him to join either Cosatu or SARHWU.

The state alleged that the incident took place between May and June in Table Bay Docks.

The magistrate, Mr MJC Tolken, said the state had failed to prove beyond a reasonable doubt that Mr Kutu intimidated Mr Johnson.

Mr JMcEwan prosecuted Mr G Woodland, instructed by E Moosa and Associates, appeared for Mr Kutu
Teachers: Professionals or workers?

Are teachers workers—or are they professionals?
The debate has emerged in the wake of a recent call by the National Education Union of South Africa for teachers' organisations to affiliate to the Congress of South African Trade Unions.

Affiliation to Cosatu as a strategy to promote teacher unity was recommended at the Neusa national conference last month in Pietermaritzburg. In an interview this week, the newly-elected Neusa treasurer, Aubrey Matshiqi, argued that teachers were workers in the South African context and not professionals.

Teachers, he said, did not play a supervisory role over their own jobs. He noted that while teachers trained for three or more years, they were dictated to by principals, inspectors and heads of education departments on how to approach their subject content, which methods to employ and which prescribed material they must use.

Unlike doctors and lawyers, who were not told how to go about practising their professions by departments of health and justice, teachers did not enjoy professional autonomy.

But the president of the Transvaal United African Teachers Association, Leepale Taunyane, has taken a different view.

Teachers are professionals, he said, because they require qualifications in order to practice. But a worker could be hired without any qualification and trained on the job, as a semi-skilled and, later, a skilled worker before he becomes a fully-fledged artisan.

Teachers differed from other professionals, he said, in that doctors and lawyers were not only professionals but also entrepreneurs. Whereas teachers were not formally "attached to a political situation", in that they worked under a government department headed by a member of a particular political party.

All the same, Taunyane said his organisation had no qualms about Neusa's recommendation that groups affiliate to Cosatu.

"In fact this is nothing new," he said, as the African Teachers Association of South Africa, to which Puwat was affiliated, had met Cosatu, the National Education Crisis Committee and the United Democratic Front to "look into the role of teachers in the struggle for national liberation."

At the conference Neusa also adopted the Freedom Charter and recommended teachers affiliate to the UDF, work towards the formation of a single teachers' organisation and accept the principle of non-racialism as a basis for unity negotiations.

Tuta's Taunyane said his organisation "welcomed" Neusa's policy of non-racialism as a means for unity. And Neusa's Matshiqi indicated the organisation would continue to organise teachers across the racially-defined departments of education. In doing so, it was laying the foundation for a non-racial and democratic South Africa.

Affiliation to the UDF, however, was not a strict rule for teacher unity. Matshiqi said: "The organisation recognised that other teachers' bodies had taken a 'non-sectarian' stand. Still, he said, "we cherish our affiliation to the UDF in recognition that teachers, as members of the community, should identify themselves with community-based organisations."

On working towards a single teachers' body, Matshiqi said parallels could be drawn between the Cosatu mergers which resulted in the formation of single industrial unions and the formation of a single teachers' union.

Workers, he said, had to end the fragmentation of those who operated within the same industry.

Similarly, he said, there were individual "progressive teachers' bodies" which were fragmenting a common constituency, thereby weakening their bargaining power.

Welcoming Neusa's drive for teacher unity, UDF national treasurer, Azhar Cachalia, said the teachers were less united than any other sector. He said the formation of one teachers' union would assist them in challenging exploitative working conditions.

The UDF viewed the principles set out by Neusa as guidelines and not as conditions for discussing teacher unity. They should not be presented as stumbling blocks to unity but as an expression of a possible future direction, he said.
Meat strike drags to eighth week

By GAYE DAVIS, Cape Town

A Fawu official said the union subsequently met with management several times but at no time would they listen to our proposals, take them away, come back and say no. We believe management provoked the strike by its hard-line stance on the wage negotiations. They dismissed the workers before a meeting they agreed to have with us. The company has made no attempt at conciliation.

Migrant worker Edward Msewu was spending his annual three weeks leave with his wife and seven children in Escourt, Natal, when the strike began. On his return he joined the strikers, out of gratitude to Fawu for getting his wages increased from R125 to R170 a week.

It was the first significant wage increase he had since joining Spekenam in 1952. "I didn't want to be the one to put the knife in Fawu's back," he said.

He lives in a single men's hostel in Cape Town's Langa township. His rent is R6 a month if he doesn't pay, he must leave. He used to buy meat, milk, coffee and rice. Now he eats mainly mealie meal.

He has written to his wife to tell her there will be no money coming, and to his brother, a "boss-boy" on the mines in Johannesbarg, asking him to help out. "I have been here hard times before but once went six weeks without pay while recuperating from burns sustained in the plant when boiling water spilled on him. That was in 1972, he had been working for Spekenam for 20 years. There is no one around the strikers towards the 15 members of the original workforce who returned to work. They are not doing it because they want to. They are also suffering. There are too many people out of work," Schepers said.

As the dispute drags on, the strikers' living standards decline even further, although a support committee of Congress of South African Trade Union allies such as the United Democratic Front, Cape Youth Congress and others is organizing a range of fund-raising activities. Their resolve, however, is not weakening.

"If we can sustain it for two months then we can carry on for longer," Schepers said. "We are not being unreasonable and we will maintain our dignity. In the end, they will have to respect us - only because our children will have to work at Spekenam one day."

Frikle de Klerk, general manager of Spekenam, said some of the union's claims were not true but he did not wish to comment on the matter until it had gone before the industrial court.

State challenges Ngoyi's acquittal

SIX months after the United Democratic Front's East Cape president, Edgar Ngoyi, was acquitted of murder, the state has challenged his acquittal. Edgar Ngoyi, who was found not guilty of murder, was sentenced to three years in prison for his part in the massacre of 1984.

During March the state, led by Pro. H. Msewu, 62, Mkalipi, and seven others were tried for the murder of Akanian People's Organisation members Pakamisa Nogwaza at KwaZakele on June 8, 1985.

The killing took place during violent clashes between United Democratic Front and Azapo supporters which started in April. On the day of the murder, 20 UDFP members, under the leadership of Mkalipi, were guarding Ngoyi's house after two petrol bomb attacks had taken place.

Nogwaza, 24, and his mother arrived at Ngoyi's house and Ngoyi left to make a phone call, leaving his visitor in the house. While he was away, Nogwaza was killed.

Ngoyi's alleged crime was that of murder by default or omission - murder because of what he did not do. The state alleged that he deliberately failed to foresee the dangers when he went away, leaving Nogwaza alone in the house.

Ngoyi was sentenced to 14 years imprisonment for the murder of Nogwaza and two others, Punamekile Sinyoni, 21, and Xolile Pete, who were sentenced to four years each, two of which.
Recognition agreement signed

Daily Dispatch
Reporter

EAST LONDON — The South African Allied Workers' Union (Sawwu) and Suncrush Ltd, Queenstown, signed a recognition agreement yesterday which deals with disciplinary and grievance appeals as well as retrenchment and dispute procedures. The signing was confirmed by Sawwu's branch secretary, Mr Shepard Mayekiso, and the manager of Sun-

Suncrush, Mr P W Nel

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Cosatu man freed

A REGIONAL executive member of the Congress of South African Trade Unions was acquitted in the Cape Town Magistrate's Court yesterday on a charge of intimidating a fellow South African Transport Services worker.

Mr Paul Kutu (28), of Langa, who is also a national executive committee member and shop steward for the South African Railways and Harbour Workers' Union, pleaded not guilty to threatening to kill or injure Mr Patrick Johnson in order to force him to join either Cosatu or Sarhu.
NUM to challenge Anglo

Labour Reporter

The National Union of Mineworkers (NUM) is to challenge the decision by Anglo American's President Brands Gold Mine to withdraw its recognition of the union.

NUM assistant general secretary Mr Marcel Golding, accusing Anglo of casting aspersions on the NUM and its leadership, said the cancellation went against the collective bargaining agreement with the Chamber of Mines as well as the recognition agreement with President Brands.

Anglo said it had taken the decision after the reported killing of a team leader at the mine's No 4 host(ie), in which it claimed, regional NUM leaders were implicated.

Mr Golding said the claim would have to be proved. The NUM had clearly stated its opposition to violence.

Anglo said that management's efforts to discuss events at the mine at regional level had been rejected.
Union claims firm harassment of workers

Daily Dispatch Reporter

EAST LONDON — The Commercial, Catering and Allied Workers Union of South Africa (Ccawusa) has alleged that some of its members are subject to harassment and destabilisation by the management of the East London branch of Frasers Furniture Limited.

Ccawusa claimed that four workers had been "unfairly" dismissed and that an agreed across-the-board wage increase of R100, backdated to July 1, had not been kept.

It claimed that three debt collectors, Mr John Macle. Mr Hawson Nkomo and Mr Gideon Shasha, had been dismissed for not achieving a monthly target of R1500 on three occasions.

The union also said that a credit manager, Mr Lincoln Butskwa, had been dismissed for not reporting a car accident to the police, although he allegedly reported it to senior management.

A spokesman for the management of Frasers Limited, Mr M Jacobs, said there had been legitimate reasons for the employees' dismissals, including the fact that they had been unproductive.

He said the management of Frasers had kept their side of the wage agreement.

The Eastern Cape branch organiser of the Ccawusa, local shop stewards' council, Mr Bones Skulu, said management had clearly stated that his union's efforts would delay but not stop them from dismissing the workers.

"We have now declared a dispute in defence of the sole right to work, which some people try hard to deprive us of," he said.
**Numsa wins**

Production at Mercedes Benz SA’s East London plant looked set to resume this week. This came after the plant’s closure on Monday, when the 2 000 dismissed metal workers reported for duty only to find, they claim, that they’d been “demoted” by being classed into lower job grades.

The company said it closed the plant because of incidents of violence as a result of misunderstandings over the agreement.

Shop steward Tom Ntutuzeli of Numsa, the metal workers’ union, tells the *FM* agreement was reached on Monday after a nine-hour meeting with management, who offered to restore workers to their former grades, and to pay their annual leave as usual (provided industrial peace is maintained). The workers agreed to go back to work on Wednesday, he said.

Numsa last Thursday scored a significant victory in their wage dispute with Mercedes. After nine weeks, R300m in lost production and R5m in lost wages, the company acceded to an increase of R4.50 an hour for the lowest grades. International trade union support, including financial assistance co-ordinated by the International Metalworkers Federation, greatly assisted Numsa.

Ntutuzeli describes it as “a victory not only for Cosatu’s living wage campaign, but for the industry, and the working class, and a contribution to the liberation struggle.”

The new wage structure at Mercedes as from October 1 will be (grades one to six): R4,50, R4,65, R4,80, R4,95, R5,11; and R5,27.
Unions angry at bosses' pay hikes

THE Federation of Sats Trade Unions yesterday expressed anger at top management salary increases of up to 37%, after its members had received only 12.5% in July.

Federation general secretary Johan Benade was speaking in Johannesburg after the half-yearly meeting of the organisation, which claims to represent 160,000 Sats employees.

At talks where the unions were told their 15% request could not be fully met they were assured management would be receiving no increases, he said.

A Sats spokesman confirmed "adjustments" of up to 37% in management salaries in July. However, this was done because management had not received increases in 1984 or last January when

Sats unions angry at management pay hikes

other employees had, he said.

Benade and president Dudley Henn also said the federation planned to "raise hell" with Transport Minister Eli Louw over Sats' R4bn foreign exchange losses.

He said these astronomical losses affect all Sats employees but were entirely due to mismanagement.

Referring to the Sats strike earlier this year, the federation announced it was launching a campaign against "the onslaught from outside organisations".

It planned to communicate to the workforce that it, and not the SA Railways and Harbours Workers' Union (Sarwhu) or Cosatu, were the true representatives of the workers.

Benade said that since the strike Sats had been applying its disciplinary procedure in a racially discriminatory way. Whites were treated more harshly than blacks "because management was afraid of Sarwhu," he said.

It was announced that a black person — Shadrack Seleka of the black staff association Blatu — had been elected to the federation's executive for the first time since 1941.
Strikers change strategy

STRIKING workers at the Hillbrow Hospital have given up their strike for better wages, but a union official said a concerted effort would be made at regional level.

"For practical reasons, we can't hold on to demands if workers are being dismissed," said National Education and Health Workers Union branch organiser Bheki Mathabathe.

The eight-day stoppage by about 600 workers fizzled out as hospital authorities threatened to go ahead with recruiting to replace strikers.

Mathabathe deplored "the imbalance of power in labour relations in South Africa" saying: "In the public service workers are given little means of airing their grievances."

"We're planning to take it up at regional level in the Transvaal province, so it should be a concerted effort, rather than sporadic," he said.

"It may not necessarily be a strike, but in a form of petitions to the Director of Hospitals."

He said the union's lawyers had advised the workers to re-apply for jobs.

If any of the strikers were not re-employed, the hospital would be taken to court, he said, quoting from a letter the lawyers were sending to the hospital. — Sapa.
SOUTH AFRICAN union leader Mr Cyril Ramaphosa yesterday became the first winner of the Olof Palme Prize for his role in the struggle against apartheid.

The 100 000 crown (R30 000) prize was established by the assassinated Swedish premier's family and ruling Social Democratic Party to promote peace and fight racism.

The prize will be presented to Mr Ramaphosa, the National Union of Mineworkers secretary-general, at a ceremony here on October 24.

Mr Ramaphosa had accepted the prize and was applying to the South African authorities for permission to travel to Stockholm, party spokeswoman Ms Gunilla Banks said yesterday.

The prize would be awarded annually to honour the memory of Mr Palme. — Sapa-Reuters
600 SAB workers strike

JOHANNESBURG. — About 600 workers went on strike yesterday at SA Breweries' Rosslyn plant to back demands for the reinstatement of a colleague who was allegedly fired last week after he punched his supervisor, the company said. The strikers also demanded that the black supervisor be sacked.
SAB action dismissed

By MARTIN NTSOELENGEO

A Rand Supreme Court judge dismissed, with costs, a urgent application by South African Breweries against the Food and Allied Workers’ Union because it was not specific.

Delivering judgment this week, Judge R. Goldstone said allegations by SAB that the union was instigating and inciting employees were not specific and hung on a very thin thread.

SAB had brought the application against Fawu and its members alleging that there had been a collective decision to start a “go slow” and refusal to work overtime.
Sats worker fined R1 000

CP Correspondent

MORRIS Tshabilo Khwitzhihi, 36, a South African Railways and Harbour Workers' Union shop steward, has been fined R1 000 or one year imprisonment by a Stellenbosch magistrate for making a slogger statement.

Half the sentence was suspended for five years.

Khwitzhihi was found guilty in terms of the media regulations promulgated in the Government Gazette on January 29.

Magistrate GS Claassen said Khwitzhihi tried to influence people in an emotional, aggressive and slogger way while addressing University of Stellenbosch students on April 24 near the Kosie Gerritse Library on campus.

"The accused moved in the political field and should therefore have been informed of these media regulations governing his public statements," said Claassen.

Claassen said Khwitzhihi also acted with aggression and slogishly when urging students to write to Minister E. Louw asking "why he had killed innocent black people."

Khwitzhihi's defence counsel, JH de Lange, said his client was "being victimised either because of his black skin or because he was a trade unionist, or both."

"The reason I submit this is that many others present that day at the campus meeting committed various crimes which were described by a police witness in this court, yet the witness admitted that no one else was charged except my client."

"My client had made a speech - something which none of the other people present had done. He became the first non-journalist in the country to be found guilty under the media regulations," said De Lange.
Workers stay out

The program of re-employment of the 2,000 fired Mercedes-Benz of South Africa workers was suspended after some of the former employees found that they had been demoted, a spokesman for the National Union of Metalworkers of South Africa said.

The local secretary of the union, Viwe Gxarsa, said the company had "violated the whole agreement" and that the employment program had been halted indefinitely.

"The workers decided not to return because of the demotions," said Gxarsa.

An MBSA spokesman said the majority of workers had reported for work in the morning, but "normal business was prevented because of incidents in the plant." — Sapa
Unions detect mood to 'back off on sanctions'

The Argus Foreign Service

VANCOUVER. — South African and Commonwealth trade unionists and anti-apartheid activists have begun the opening round of the South Africa debate here with demands for more pressure in the form of sanctions.

They will also urge Commonwealth leaders to back the formation of a military force in the frontline states if this should be requested.

Trade unionists, however, believe there is a "mood at this summit to back off from sanctions".

The Commonwealth Trade Union Council (CTUC) says that "internal repression in South Africa has intensified and none of the key preconditions for change have been met."

South African unionists who were to visit Vancouver, Cosatu president Elijah Barayi and general secretary Jay Naidoo, were refused permission.

For many, South Africa remains the top priority and, they insist, the major Commonwealth members have done nowhere near enough to tackle the problem.

PLIGHT OF ABORIGINES

A strongly worded report on the plight of Aborigines could be a major embarrassment for Australia when it is tabled at the summit, The Argus Foreign Service in Melbourne reports.

The report is being released by the British-based Anti-Slavery Society and contains damming evidence of the treatment of Aborigines, particularly children, by police.

The report details appalling living conditions in dozens of communities. It says many blacks face daily racial oppression and that there is a widespread desire among Aborigines for a treaty to redress their grievances.
Strike: Bread shortage looms

By DICK USHER, Labour Reporter

A PENINSULA-wide bread shortage loomed today as workers at four major bakeries went on strike in a wage dispute.

About 1,000 employees of Duens/Cadora, Silverleaf, Good Hope and Enterprise bakeries are involved, according to a statement from the Food and Allied Workers’ Union (Fawu).

Spokesmen from Duens and Enterprise confirmed the strike and said there were no bread deliveries at present.

Mr H Guring, accountant for Enterprise, said workers had blocked entrances and were refusing to allow vehicles to leave.

"We will not be able to bake because it is pointless if we cannot deliver," he said. "But we should know more soon because we are talking to workers to attempt to resolve the situation."

SETTLEMENT

Mr Johan Geyser, general manager of Duens, said there would be no bread deliveries today.

Fawu said the strike followed protracted attempts to resolve the dispute and after all procedures agreed upon with employers had been followed.

Two other major bakeries — Attwells and Lakeside — would continue working although workers belonged to Fawu.

"This is because a reasonable wage settlement has been reached with these companies, both of which belong to the Premier group," said Fawu.
Highveld Steel faces international boycott

By Mike Shuma, Labour Reporter

One of South Africa's major steel producers, Highveld Steel and Vanadium, faces an international boycott of its products unless it settles a wage dispute with about 4,000 members of the National Union of Metalworkers (Nunsa).

The decision to launch a boycott of Highveld's products in Europe, the United States, Japan and Israel was announced at the weekend by the International Metalworkers' Federation (IMF), which has 14 million members in 70 countries.

Highveld locked out and then fired 2,000 hourly-paid Nunsa members in the Eastern Transvaal to pressure them into accepting a pay increase offer.

Salaried staff at the plants and workers from other Highveld concerns stopped work in solidarity.

A Highveld spokesman declined to comment.

Strikers must re-apply for work tomorrow morning or be replaced by new recruits. Workers on sympathy strike also have until tomorrow to return.

Nunsa has offered to reopen negotiations on Highveld's pay offer or to refer the dispute to mediation or arbitration.

Announcing the IMF campaign, the federation's general secretary, Mr Herman Rebhan, said unions in Europe, the United States, Japan and Israel were being approached to boycott all imports of steel from Highveld Steel and Vanadium.

Having identified steel companies in several countries which acted as direct agents for Highveld or as purchasing and forwarding agents, the IMF would ask affiliated unions to take the necessary action, said Mr Rebhan.
Judge rules bread vans must roll

Staff Reporters

The bread strike came to a head last night when 25 striking workers at the Duens Cadora Bakery in Epping were ordered by the Supreme Court to allow the delivery of 153,000 loaves of bread early today after management brought an urgent interdict.

Mr Justice P Tebbutt granted a rule nisi ordering the workers, who abandoned work at 4am yesterday, to allow the delivery vans out of the bakery premises.

According to legal counsel for Duens Cadora, workers had “control of the gates”.

The successful interdict could result in similar court action by management of three other Peninsula bakeries affected by almost identical strikes — Enterprise, Good Hope and Silver Leaf.

More than 1,000 workers belonging to the Food and Allied Workers' Union (Fawu) are involved in the strikes.

The workers, who are paid an average weekly wage of R110, are demanding a R32-a-week increase.

Earlier yesterday, some 75,000 loaves of bread were blocked for distribution to Peninsula outlets as workers at Silver Leaf Bakery in Maitland went out on a
Mrs Graca Machel, the president's widow.

Gift for strikers' cause

THE Cape Teachers' Professional Association (CTPA) yesterday gave R1 416 for "the cause" of the 600 striking Spekenam workers, while condemning the sacking of workers as "reactionary and insensitive".
FOUR members of the Food and Beverage Workers' Union — dismissed by a sweets and chocolate company following a dispute — have been detained in terms of the state of emergency regulations.

Lawyers representing the FBWU said yesterday that the workers, detained at their Soweto homes last Thursday morning, were being held at Modderbee Prison on the East Rand.

They are Mr Daniel Metsoamere, Mr Patrick Langa, Mr Thomas Nyembe and Mr Almon Mabana.

The four were among about 100 workers fired by Beacon Sweets and Chocolates in Germiston three months ago over a dispute arising from the dismissal of Mr Metsoamere.

The company had later obtained a court order to eject the workers from its premises after they staged a sit-in strike.

FBWU attorneys said, after three weeks, they were still awaiting a reply from Beacon's lawyers after filing court papers for the workers' reinstatement.

Meanwhile, the National Council of Trade Unions (Nactu), to which the FBWU is affiliated, says it is concerned about the "harassment and detention" of its members.

Last Thursday an organiser of the Building, Construction and Allied Workers Union (BCAWU), Mr Marius Moloto was detained briefly in Pietersburg and later given 24 hours to leave the area, the union has said.
Small bakeries boom as 1,000 workers strike.
Ceawusa dispute being 'patched up'

THERE had been progress in attempts to patch up a dispute between two factions of the Commercial, Catering and Allied Workers' Union (Ceawusa), Cosatu vice-president Chris Dlamini said yesterday.

At the weekend the Cosatu executive considered a report by a commission appointed to mediate in the dispute. The disagreement surfaced last June at a conference called to arrange a merger between Ceawusa and two smaller unions and threatened to split the organisation's third-largest affiliate. The basis was procedural, but there were strong underlying ideological causes.

The commission has set down guidelines for the calling of a new merger conference at which the representativeness of unions and their branches can be agreed.
State in crisis

THE Government's inability to accede to the basic democratic demands of the people has led to its greatest crisis ever, Mr Sydney Mafumadi, assistant general-secretary of Cosatu, told the third annual conference of the Food and Allied Workers' Union held in Durban recently.

The conference was attended by 350 delegates representing Fawu's 28 branches. The union has a paid-up membership of 65,000 members.

Mafumadi told the conference that the formation of national industrial unions was crucial to counter the giant monopolies which control 75 percent of the shares on the Johannesburg Stock Exchange.

"In order to accomplish that mission we will have to acknowledge victories we scored, as well as mistakes we committed. Our ability to surge forward lies in our ability to learn from our successes as well as our mistakes."

"Fawu became a proud page in the history of the fighting workers in this country by becoming the first industrial union to be formed in Cosatu."

He said the building of Fawu and Cosatu could not be sacrificed for parochial political differences.

The relevance of Cosatu's political policy resolution in this regard cannot be overemphasised. In Cosatu, we acknowledge the need to encourage the fullest discussion on socialism and democracy within our structures and among all progressive and democratic forces."

He said a democratic society could not be formed "if the march to that society is not a democratic one."

"The Government's inability to accede to the basic democratic demands of the people has led to its greatest crisis ever in which for the first time an end to its rule is on the foreseeable future," he said.

"It has no political solution to the problems which beset our country," he said.

The conference re-elected Chris Dlamini as president and Edith Theron as general-secretary.
A MAJOR retail store is to fly in a consignment of 5,000 loaves of bread to Cape Town today as the Peninsula's shortage of the basic commodity worsens.

As bread production in the Peninsula stayed at a fraction of its normal level yesterday, a spokesman for a bakery supplying 25% of the need, said "On Wednesday we will have no bread"

No bread was being produced at either of Albany's major bakeries in Maitland and Bellville South. Mr John Barry, general manager of Pick 'n Pay, said panic buying had aggravated the shortage, particularly in the northern areas.

His chain had arranged to fly in a consignment of 5,000 loaves from Port Elizabeth today.

"We have put our own bakeries on 24-hour shifts," he said. He added that the group's commitment to keep bread at pre-increase prices for October would stand.

Mr George Koning, manpower manager for Sascob, said bread could be collected or bought at Enterprise bakery, Claremont.

They had a limited supply and managerial employees were manning the production line. No extra workers had been taken on.

Enterprise employs 290 people. Mr Koning refused to divulge how much bread was being produced at present.

"We have no problems with pickets," he said. However, no deliveries were being made because the van assistants had to unload the bread while on strike.

The Food and Allied Workers' Union said in a statement this week that Tiger Oats, which owned two of the striking bakeries, "consistently tries to get a competitive advantage" over the rival Premier Group by paying lower wages. (The two major Premier bakeries are not on strike.)

Workers did not see why companies such as Tiger Oats should be allowed to "club together to keep wages down", the FAWU statement said.

A Tiger Oats spokesman replied that negotiations with unions were "totally decentralized". He said there was no collusion and that the FAWU statement was "untrue, unfair and totally unfounded".

A temporary interdict restraining 141 workers at the Enterprise Bakery from instigating, instigating, supporting or organizing a work stoppage or overtime ban was granted by the Supreme Court early yesterday.
A SETTLEMENT between striking workers and management of Sea Harvest in Saldanha, the largest fishing factory in the Southern Hemisphere, is on the cards.

Renewed negotiations are underway between the Food and Allied Workers Union (Fawu) and Sea Harvest management in an attempt to resolve an issue which had wide-ranging effects in Saldanha Bay.

More than 500 workers have entered their fourth striking week in protest against what they called "management's self-imposed wage increase".

Initially more than 200 workers were fired after they downed tools last month. A further 300 workers downed tools in solidarity.

Workers demanded that all the strikers should be reinstated.

A Fawu spokesperson confirmed new negotiations were underway after the management of Sea Harvest submitted proposals for a settlement of the dispute.

He said workers were considering the proposals.
THE present beer drought is set to get severe in many parts of the country as the South African Breweries' strike, now affecting eight depots countrywide, continues with no settlement in sight.

By yesterday no date had been set for negotiations between SAB management and the Food and Allied Workers' Union (Fawu) to end the strike by more than 1500 SAB employees. Both parties have agreed "in principle" to resume negotiations, according to management.

NINE members of the Construction and Allied Workers' Union, detained during a strike at a Rustenburg construction site, were ordered to leave Bophuthatswana within two hours of their release by the homeland police, the union has said.

A Cawu spokesman said the nine shop stewards were detained by the police at the Sapref Project site at noon last Friday. They were among 700 workers on strike against their employers S M Goldstein Civil Contractors' decision to retrench staff.

The spokesman said a Lieutenant Thilagane of the Bophuthatswana Police told the shop stewards to leave the homeland within two hours of their release about 12 hours after they were detained.

A bread shortage has hit the Cape Peninsula after about 1000 workers employed by four bakeries went on strike in a wage dispute this week.

In Warmbaths, a bread shortage also loomed yesterday as about 100 workers employed by Albany Bakeries refused to report for duty unless a manager at the company's local plant was transferred.

The Fawu members at the four Cape bakeries — Duens/Cadora, Silverleaf, Good Hope and Enterprise — demand a R32-a-week increase.

THE National Union of Steel and Allied Workers has announced names of its first shop stewards council executive elected at a meeting last weekend. The union is to meet soon to appoint a negotiating team and an education committee.

General secretary of the 5000-member and one-year-old Nusaw, Mr Ndomelele Thibane, said the council executive comprises Mr Sam Moza, chairman, Mr Andries Tshethlakanho, vice chairman, Mr Lucas Mathabathe, secretary and Mr Peter Kgatla, vice secretary.

Mr Thibane said the union's members at Iscor, Pretoria West, meet at the Laudium Hotel, Pretoria at 8am on Saturday for a general worker session.

MR Pilot Makgatho (42), a Nusaw member employed by Besanais and Du Plessis in Pretoria, will be buried in Pretoria on Saturday. He died in a car accident on October 3.

Mr Thibane said transport to take mourners to the funeral has been arranged and the fare is R27 a person.

Buses will leave the union offices at 40 Brown Street, Pretoria at 7pm on Friday.

HIGHVELD Steel and Vanadium, a subsidiary of Anglo American, has extended the deadline for its 2000 striking workers to report for duty.

The workers, who were locked out three weeks ago at four of the company's plants near Witbank, had until 7 O'Clock this morning to reapply for their jobs or be replaced by new recruits.
TWO unions organising in Sasol plants are due to meet today to discuss the possibility of co-ordinating action to end the wage dispute between the company and its 1300 dismissed employees.

The unions are the South African Chemical Workers' Union (Sacwu) and the Chemical Workers' Industrial Union (CWIU), which have combined membership of about 12000 in Sasol plants.

Sacwu and CWIU will focus on the two-week-old Sasol I and Natref in Sasolburg, where 2000 Sacwu workers have been on strike after rejecting management's R100 wage hike offer. The strikers demand a R200 across-the-board increase.

The CWIU said in a statement that the Sacwu/Sasol dispute was being discussed by its 9000 members at Sasol's Secunda plants. CWIU members had pledged their support for their striking colleagues.

Sacwu publicity secretary, Mr Humphrey Ndaba, said his union and the CWIU would discuss the possibility of co-ordinating action to break the wage deadlock.

Sacwu was prepared to re-open wage negotiations.

Meanwhile, Sasol was this week granted a Supreme Court order evicting 450 dismissed employees from company-owned hostels in Sasolburg.

The evictions, which took place yesterday, followed a successful urgent application launched by the company in the Bloemfontein Supreme Court on Monday.

Sasol said it wanted to accommodate "new appointees" in the hostels.
Mercedes workers on the job again

From FRANZ KRUGER

EAST LONDON. — Production lines at Mercedes-Benz in East London finally began running again on Wednesday morning as workers ended their strike.

An agreement had been reached last Friday providing for a return to work on Monday, but workers refused to resume production because of alleged violations by management of the terms of the agreement.

Workers had been given "service contracts" to sign, in which many were demoted to positions below those they had held when the dispute began over two months ago.

Provision was also made for a three-month probation period with bonuses payable at the end of the year were to be paid out this week.

Workers refused to sign the contracts, and intensive negotiations were resumed between management and the National Union of Metalworkers of South Africa (Numsa).

On Tuesday, agreement was reached and the company withdrew the contentious parts of the contract.

According to a union spokesperson, there were no further hitches when the workers returned to work on Wednesday morning, and production lines were put in motion.

A statement by the company issued late on Tuesday said: "As previously agreed, the job grades of workers returning to work will be restored to the same grades held by them at the commencement of the strike".

Both parties had expressed their willingness to cooperate in order to facilitate the return to work as agreed, the company statement said. — Elneve.
Butt-trim won't talk to workers — union

The Chemical Workers Industrial Union has accused Butt-trim management in Epping of refusing to discuss workers' grievances.

But Mr Steve Carolus, Butt-trim's personnel manager, rejected the allegations. "The company is neither victimising union members, nor delaying progress in negotiations. We have correspondence to prove that we are willing to meet the union."

According to a CWIU spokesperson, the management raised obstacles to the negotiations attempts.

"In July we signed up 120 of 180 workers at the factory. In August, the management refused to attend a meeting without first seeing the agenda.

"We gave the agenda before setting up another meeting. But management refused to meet because they objected to the presence of the union's shop stewards."

"The management claimed that the representatives were not democratically elected. We then suggested that elections be held to show our strength. But that hasn't come off yet. We've sent several letters to the company, but to no avail."

"We have now applied to the Conciliation Board to resolve the matter. Another problem is that ten workers have been put on short time," he said.

The workers' grievances included demands for protective clothing, job description, end to overtime and consultation with union before conditions of employment are changed.

Carolus said the union was free to bring any charges against the company.

"If the allegations are true, we will be laying ourselves open to legal action. We have always allowed the union to discuss matters with us."

"Regarding the issue of short time, our company, like others, faces financial hard times. In the light of this, the action makes business sense. It is not specifically aimed at union members," he said.

(Signed) J. South

G.14P:87
Cadac, Numsa in talks

The National Union of Metalworkers of South Africa and management of Cadac (Pty) Limited are to meet today in an attempt to end the two-week wage strike by about 400 workers in Johannesburg.

A Numsa spokesman said yesterday that the union expected management to make new proposals at today's meeting.

A management spokesman said he would not divulge the company's strategy as it would prejudice the talks.

He admitted that the strike had affected production but that it was being maintained.
No place in the sun

By VUYO BAVUMA

CLAIMS of racist practices and low wages have been made by workers at a Peninsula hotel in the Southern Sun group.

Workers at the Inn on the Square say most of the facilities such as canteens and toilets are racially separated. Facilities for blacks are invariably of a lower standard.

"Our canteen is generally clean, but it is not furnished like the white staff's. The supervisors scold us for using wrong toilets. Sometimes we are unable to use the appropriate toilet as it is not close by," said a worker who refused to be named.

Negotiations

The union representing the workers, the Liquor and Catering Trade Union (LCTU), is presently involved in wage negotiations with the management of Southern Sun and several other hotels.

According to a union spokesperson, the workers’ demands include a R200 across-the-board increase; four weeks paid annual leave; and a 45-hour week.

At present workers work an average of 53 hours a week, and transport home is provided.

The negotiations have been marked by sporadic picket protests outside hotels.

Several workers interviewed at hotels said promotion opportunities for Africans were limited.

A mother of two from Khayelitsha, who works as a cleaner at the Inn on the Square, said it was difficult to live on her wage of R259 a month.

She has to pay R30 for creche fees, R37 a month for bus fare and a monthly rental of R20 for her three-roomed house.

Lend money

"My wages hardly meet my needs. I often have to lend money from my relatives to buy food for my family," she said.

Mr Isaac Mbomela, of Langa, a chef who had been working at the Mount Nelson since 1954, said he could not support his ten children on his weekly wage of R138.

Desmond Melani, a father of two from Langa who works as a dishwasher at the Cape Sun, said his monthly wage of R240 was not enough to support his family.

"I have to pay rent of R30 a month for our house, keep my children at school and buy groceries. "I also try to get other essential needs to maintain a normal family life. But it's always a struggle to keep our heads above water," he said.

The regional manager of Southern Sun, Mr Chris de Kock, was not prepared to comment.

Separate facilities. An Inn on the Square worker having her tea in the "canteen".

PIC: FANIE JASON
Vital bread talks in city

By DICK USHER and ANTHONY DOMAN

TODAY could be a vital turning point in the three-day bakery workers' strike which has created critical bread shortages in many areas of the Peninsula.

As dozens of shopkeepers queued for hours at Enterprise in Claremont for their first bread this week, talks with the combined shop stewards' committees from two of the affected plants — Good Hope and Silverleaf — were due to start.

And the Food and Allied Workers' Union (Fawu) said it was likely to challenge an interdict obtained against the strike by Enterprise yesterday.

The interdict in terms of the Labour Relations Act restrained workers from instigating, supporting or organizing a work stoppage.

Bakeries affected are Duens Cadora, Silverleaf, Good Hope and Enterprise, which is in limited production.

Mr Jan Theron, general secretary of Fawu, said it was encouraging that Good Hope and Silverleaf were prepared to talk without imposing conditions.

"But they have not come up with any firm proposals."

"THREAT"

He said Duens had made "some kind of threat" that employees should return to work by 9am today.

"This was accompanied by an indication that they are prepared to talk."

A Duens spokesman said a press statement would be issued later.

At one stage about 50 vehicles, ranging from sedan cars to minibus, waited in two queues outside Enterprise, and were being allowed inside in batches of five.

Mr M Abdurahman said he had been waiting since 6.30am.

"I don't know for sure if I will get any bread," he said.

LUCKY FEW

One of the lucky few was Mr Martin Lasker.

Bread filled all the available space in his station-wagon.

One supermarket owner driving a minibus said he bought about 1 000 loaves a day. "When I called up to check they said there would be plenty of bread, but we'd better get here early."

"Being without bread is bad for business," said another.

"If people can get their bread at one shop and the others haven't got any they'll buy all they need at that shop."

At Duens Cadora bakery in Epping no production was taking place, said shop stewards' chairman Mr Templeton Pathian.

"A spokesman for Silverleaf and Good Hope said his companies would not deliver today because no bread was produced yesterday."

"In negotiations we have maintained our position that minimum wages would not be negotiated. But we are open to any views from the union about how we can overcome this deadlock."

Mr George Kommg, group manpower manager for Sando bakeries, said Enterprise would have some bread available for customers.

"We baked last night, but not a full production."

"We used management staff on production lines."

The strike started on Monday morning when about 1 000 bakery employees, all Fawu members, stopped work at the four major bakeries in support of wage demands.

"The longer this strike stays unresolved the more likely it is to spill over to the Fawu-controlled mills which supply the bakeries. We want to avoid this," Mr Theron said.

The northern areas and the Cape Flats were the hardest hit by the shortage yesterday.

A spokesman for OK Bazaars said stores in the northern areas had no bread and Pick'n Pay's Western Cape managing director, Mr John Barry, said his stores had virtually none.
Spekenam strikers seek court help

THE labour dispute at the Spekenam meat processing factory in Bellville is being heard in the Industrial Court this week.

More than 600 striking workers are seeking reinstatement after being dismissed.

The dispute arose mainly over recognition of their union, the Food and Allied Workers Union (Fawu) and conditions at the plant.

Mystery surrounds a pamphlet that distributed among the striking workers at the Bellville South hall where they meet daily.

The anonymous pamphlet attacks the role of the union in the dispute.
Protest plan born of Mono buyout

Union demands say in talks on disinvestment

WORKERS at Mono Pumps (Africa) in Sebenza near Kempton Park have resolved to hold regular demonstrations in protest against the failure of the company to negotiate with their union over disinvestment plans.

This was announced yesterday by a spokesman for the National Union of Metalworkers of SA (Numsa).

A local management buyout is being negotiated by the UK subsidiary of holding company American Brands Inc.

Local Mono Pumps MD Herbert Peake said the 369 employees had been assured soon after the April 30 disinvestment announcement that the change of ownership would not materially affect their working conditions. So negotiations were unnecessary.

In any event the union demands were excessive, he said.

Numsa said it wished to negotiate for the disclosure of information concerning the sale of the company, full union recognition which would allow plant-level negotiations, and a job security agreement with wages guaranteed for five years.

It also wanted the departing company to establish a community trust fund to channel borehole and other pumps to needy rural communities.

According to Numsa, the representative of Mono Pumps (UK) refused to consider these demands. He said only he would consider giving an ex gratia payment to some educational institution for disadvantaged people.

Numsa accused the company of paternalism and “running away with their money after having profiteered in SA for 32 years”.

Swedish award for Ramaphosa

By MONO BADELA

MINeworkers' leader Cyril Ramaphosa has become the first recipient of the Olaf Palme Memorial Prize, named in honour of the assassinated Swedish prime minister.

Ramaphosa — general secretary of the 340,000-strong National Union of Mineworkers — has been invited to Sweden later this month to receive the prize.

But Ramaphosa is unlikely to attend — two weeks ago he was refused a passport to travel to Britain to attend the annual meeting of the Trade Union Council.

Paying tribute to Ramaphosa, the trustees of the Palme Prize described the prize as one for "international understanding and mutual security".

They described Ramaphosa as "having shown tremendous courage and wisdom" as NUM leader during the miners' strike in July.

The trustees said the prize was actually a tribute to the members of the NUM, who "showed solidarity in the struggle for their rights." These feelings were echoed by the NUM.
Bakery talks fail to end strike

**Labour Reporter**

TALKS last week failed to reach a resolution to the four-day-old bakery strike which has created a critical bread shortage in greater Cape Town and has crippled the Peninsula Food Feeding Scheme.

Retailers reported "stampedes for bread" yesterday and said shelves were being emptied as fast as they were filled.

The bakeries affected by the strike are Duens Cadora, Albany's (Silverleaf and Good Hope) and Enterprise.

A Food and Allied Workers Union spokesman said last night, after an all-day meeting with the management of Albany's, that the union would be meeting 9:10am today for further talks.

The strike began on Monday when about 1000 Fawu members stopped work in support of wage demands.

The group manpower manager for Sasko bakeries, Mr George Koning, said yesterday that despite the strike, bread was still being produced at Enterprise by "a couple of employees who were not on strike, and management.

Customers were welcome to collect bread from the bakery premises, he said.

Mr Koning said that the company ordered workers to leave the premises yesterday unless they were prepared to resume duties.

**TWO FACES OF THE STRIKE** ... While staff at smaller, independent bakeries, like Mr Eric Makapheela (left), Mr Headman Dyantyi (middle) and Mr Templeton Mandoano, are rushed off their feet to provide for the extra demand for bread, workers at the four larger bakeries in the Peninsula — like those at Duens Cadora, in Epping, pictured below — continued to strike for a "higher minimum-wage yesterday." (Photo: Glenn Sheratt)
By DICK USHER, ANTHONY DOMAN and HENRI du PLESSIS, Staff Reporters

AS the Peninsula bakery strike entered its fourth day with little sign of a solution, the bread supply has been described as “critical”.

There are serious shortages in the northern areas, the Peninsula School Feeding Scheme is battling to feed 168 000 hungry children and panic-buying is depleting limited supermarket stocks.

In Bishop Lavis people queuing outside a Wayside Road shop swamped a lorry delivering bread, which was all sold before it went into the shop.

The strike involves about 1 000 members of the Food and Allied Workers’ Union (Fawu) and affects four major bakeries — Enterprise, Duens Cadora, Good Hope and Silverleaf.

A spokesman for Good Hope and Silverleaf — part of the Tiger Oats group — said that at talks yesterday both parties made proposals which would be discussed today.

**Ordered to leave**

At Enterprise — part of the Sasko group — workers have been ordered to leave the premises in terms of a court order granted on Tuesday that employees should not enter the bakery without the company’s permission unless they are presenting themselves for work.

Sasko spokesman Mr George Komang said production was going ahead using non-strikers and management staff.

Duens’ spokesman were not available for comment. An official statement promised yesterday has not materialised.

Mr Jan Theron, Fawu’s general secretary, said that yesterday Duens tried to bring in workers from its plant in Malmesbury — also members of Fawu — but they refused.

Pick’n’Pay director Mr John Barry said the bread shortage in the northern areas was serious but the southern suburbs appeared to be well-supplied.

He described the situation as “critical”.

“Our airlift of 5 000 loaves from Port Elizabeth has just arrived. Most will go to the northern suburbs and Mitchell’s Plain”.

He said his company usually sold about 20 000 loaves a day but panic-buying had pushed up demand and now 60 000 loaves were needed daily.

Bulk-buying by small shop-owners was also causing problems at supermarkets, said Checkers’ Cape marketing manager Mr Henkie van Roven.

The manager of OK Bazaars in Mitchell’s Plain said the small bakery on the premises was working “flat-out” to supply bread but this was not enough.

“The bakeries said we could collect bread but we send a driver out at 7am and he’s not back by 2pm because of the queues,” he said.

Offers of help are trekking in to the Peninsula School Feeding Scheme, which needs 6 500 loaves a day to supply 168 000 schoolchildren throughout the Western Cape with meals.

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**Only 851 loaves**

Its usual suppliers are either on strike or have limited their production.

In the Peninsula alone 5 500 loaves are needed, but only 851 were obtained today. These were distributed in Guguletu and Nyanga.

Delivery — normally by suppliers — was a problem but a Paarden Eiland engineering concern had lent the scheme a lorry and driver.

Meanwhile, another union, the Commercial, Catering and Allied Workers’ Union (Cawusa), has entered the dispute.

A Cawusa spokesman alleged that Pick’n’Pay’s “breadlift” of 5 000 loaves from Port Elizabeth yesterday was a “publicity stunt” which did nothing to alleviate the situation.

The union saw it as strike-breaking and interference by a company not involved in the dispute.
4 000 strikers fired by Anglo claims Numsa

JOHANNESBURG — Highveld Steel and Vanadium workers — many of them members of the National Union of Metal Workers of South Africa (Numsa) — were dismissed yesterday after a strike lasting about a month.

The dismissals were confirmed by the owners of Highveld, Anglo American Corporation, but a spokesman could not confirm a Numsa estimate that 4,000 workers had been fired.

He said that definitely 2,000 workers affected by a lock-out at the plant had been dismissed.

In addition “sympathy strikers” (put at 2,000 by Numsa) had also lost their jobs, but an exact figure was not yet available from Anglo.

The spokesman said many of “sympathy strikers” had apparently been victims of intimidation and it was difficult to assess the situation at this stage. It would hopefully clarify during re-recruitment.

Preference would be given to former employees until October 21. If employed, these workers would “retain the service benefits that they enjoyed prior to the commencement of the lock-out.”

It was also not clear how many of the “sympathy strikers” were not Numsa members.

The spokesman also denied emphatically that Highveld had “instructed” the Witbank Administration Board to evict Numsa members from their hostels as alleged by Numsa.

Hostel accommodation was not provided by Highveld.

Numsa said earlier yesterday its locked out members had been given until 10pm yesterday to vacate hostels at Highveld Steel and Vanadium.

The eviction orders were given by the Witbank Administration Board, according to Numsa, who said the evictions were inhuman.

Earlier yesterday, Anglo said in a statement the firings came after workers rejected various management offers after several meetings.

The industrial giant said Highveld decided on a “lawful lock-out in order to attempt to resolve the dispute” — Sapa.
Another high-handed intervention

By FRANK MENTJIES, Publicly Directed Violence

South African Trade Unions

FORUM SATURDAY 11 FEBRUARY

UNION VIEW

MARCH 1989

THE WHIP'S BEING CRACKING AT UNIONS EVER SINCE JUNE '86

By THAMI MOKWANAZI

Weekend World, 28 April 1989

The image contains a document page with text that appears to be a combination of news articles and editorials. The content refers to various labor and political issues in South Africa, including topics such as union interventions, trade unions, and labor relations. The text is written in English and covers a range of political and social issues. The page includes references to specific individuals and organizations, such as the Confederation of South African Trade Unions (COSATU) and the South African Communist Party (SACP). The document appears to be discussing the role of unions and their interventions in labor disputes and political actions. The text is structured in a way that suggests it is part of a larger discussion or series of articles on labor and political matters. The document is dated 28 April 1989, which is significant as it was a period of intense political and labor unrest in South Africa. The text contains references to specific events and individuals, indicating a detailed and in-depth analysis of the issues. The document is likely a page from a newspaper or magazine, given the layout and format. The content is informative and intended for an audience interested in labor relations, union activities, and political developments in South Africa.
Year-long milk dispute ends

By CARMEL RICKARD, Durban

THE year-long Natal boycott of Clover dairy products came to an end this week when management and the Food and Allied Workers' Union reached a settlement.

In terms of the agreement, 168 workers sacked in June last year during an illegal strike over Clover's dismissal of the senior Fawu shop steward, are to be paid R200 000.

The union is to "use its influence" to dissolve the Clover Workers' Support Committees; inform the Congress of South African Trade Unions that the dispute with Clover has been settled and immediately stop all activities related to this dispute.

Clover — a division of National Co-operative Dairies — and Fawu further agreed to negotiate a recognition agreement. In the meantime a temporary agreement will apply which provides, among other things, that there will be no selective dismissals and re-engagement as a result of any legal strike for a period of six months after any such dismissals.

Among other issues before the court was whether a product boycott constitutes an unfair labour practice.

However, because of the settlement this issue was not decided by the court.
Minister sued for stadium shooting

By CARMEL RICKARD, Durban

THE Minister of Law and Order has been served with claims of almost R170,000 in connection with an incident at Durban’s Currie’s Fountain Stadium during November last year.

After the Metal and Allied Workers’ Union AGM held in the grounds, police took action in the area and a number of people were hurt and one man died.

Claims have been lodged in the supreme court on behalf of five Mawu members, and in the magistrate’s court on behalf of a further 11.

A typical claim is made by Simon Jabulani Mehu of KwaMakhutha. In his court papers he says that on November 15, 1986, members of the South African Police injured him with a quirk and fired at him, as a result of which he suffered multiple shotgun wounds.

In compensation for wounds he sustained, his pain and suffering, medical expenses and loss of earnings he is claiming a total of R27,060.

Another claim concerns Sbonakali so Joyful Mehu, who was shot and killed in the incident.

1. Cape Crayfish: The legal ‘’1’’ is 65,0 mm. So in Natal you’ll...
The nine-week strike at Mercedes-Benz, which ended this week, taught the firm "to take the workers seriously," according to officials of the National Union of Metalworkers of South Africa.

As an estimated cost of R350-million, the strike was an expensive lesson, and the final setback which preceded the return to work on Wednesday showed it was not a lesson easily learned.

An agreement reached last Friday provided for a minimum wage of R4.50 an hour, and for the entire workforce to be taken back unconditionally. The union agreed to forgo payment for the strike period and to maintain industrial peace at least until the end of the year.

However, when workers turned up at the factory gates on Monday morning, they were confronted with "service contracts" which they allege contain several violations of the agreement.

Namita representative View Granda said about half of the 2,800 workers had been demoted to job categories lower than those they held before the strike began. Some of the foremen had joined the union and been dropped from grade seven to grade four, even right down to grade one.

In addition, the contracts made provision for a probationary period of three months, and workers were told arrangements for the payment of end-of-year bonuses were being changed. The workers refused to sign the contracts, and convened a meeting at "Gnera," the spot outside the plant where they customarily held meetings during the strike.

Negotiations between Namita and management were resumed. According to union sources the company backed down on all issues late that same evening. By Wednesday morning, all workers were back at the plant, and production lines were formally being started up again.

Commenting on the episode, Granda said the company had been trying to pull a fast one. "The company thought the workers were naïve," he said. "But they carried on until the end of the strike."

The bitter Mercedes-Benz strike had hardly ended when workers were back building protest meetings. "FRANZ KRUGER reports on the uneasy truce.

The Merceds-Benz strike had hardly ended when workers were back building protest meetings.

"FRANZ KRUGER reports on the uneasy truce..."

The Mercedes-Benz strike had hardly ended when workers were back building protest meetings. In response to a request for a more direct response to the union's allegations that workers were demoted, company spokesman Dr. Franz Kruger said "the nature of our maintenance process requires the moving of people between different jobs. In order to maintain an efficient administrative system, the company is compelled to act as employers' job grades on an ongoing basis. The changes to a limited number of job grades of the returning workers was a consequence of such an audit and was in line with the agreement negotiated with the union as well as to custom and practice in the motor industry.

"The changes had, however, caused confusion when workers returned, and the company had agreed to reconfirm the workers' job grades, 'in order to avoid any further confusion because of the misunderstanding.' The firm the said, did not believe it violated the agreement.

Nevertheless, the course of the strike seems to bear out union criticism that management's response to the dispute consisted of a series of non-sequitur tactics which almost immediately backfired.

Mercedes lost fewer than four staff members and deadlines in an attempt to force its way into the strike. From its part, the firm of the workers was dismissed.

On Tuesday, the company launched an unsuccessful recruitment drive among its former employees, finally all were recruited.

For its part, the company has accused the union of misunderstanding.

The dispute began on August 3, when workers of the body and chassis section walked off their jobs in protest against a cost-cutting measure Management had refused to delay implementation pending talks with Namita on compensation.

The demand for a minimum bonus wage was also placed on the table, but the firm said it would not discuss an increase beyond the amounts agreed on at the industrial council for the motor industry.

The next day, the rest of the workers joined in the strike, and the plant was closed.

There followed an interdict restraining the union from taking part in the strike (ignore on a technicity), strikes, negotiations, offers and counter-demands.

On the other hand, Mercedes-Benz's car factory in Germany, the largest in the world, already has a contract union and has been successful in retaining the workers.

Meanwhile, the company's motor plant in Namibia, Daimler-Benz is facing increasing criticism of the handling of the dispute by local management.

In the end, last week's settlement included a wage package that fully compensated workers for the out-of-hours.

Mercedes-Benz has consistently refused to quantify the losses it has suffered through the dispute. But calculations from the daily production loss of some 130 vehicles, some reports put the cost of the strike at R350-million after only four weeks.

If the calculations are correct, then bonuses must amount to at least R350-million.

In the last days of the dispute, there were allegations by the company of violence by the workers. These allegations have been ignored by the workers' movement.

However, Granda said there had been no violence. "Why should the workers turn to violence when they had already won?" - (140A)
Case study: Pick ‘n Pay and the catering union

THE plan sounds enlightened and innovative: Socially-minded supermarket chain Pick ‘n Pay would ensure half its employees owned shares in the company by 1992.

The union was unimpressed. The Commercial Catering and Allied Workers’ Union said Pick ‘n Pay had decided on the scheme unilaterally and did not communicate with the union, which represents the majority of the company’s workers.

The union is particularly critical of the structure of the trust which Pick ‘n Pay has set up to implement the scheme. “The trustees of the new fund have already been appointed. Workers have not been given the opportunity to elect or play a role in electing representatives to this board,” Ccawusa’s Jeremy Daphne said.

The union said Pick ‘n Pay had been projecting its new employee share ownership scheme as a major advance for worker shopfloor welfare and a step towards industrial democracy but “for the workers involved it is important to remove the tinsel and see what lies underneath”.

Pick ‘n Pay executive chairman Raymond Ackerman said the company had not discussed this particular scheme with Ccawusa but had discussed the idea with the union in the past. The union said this was incorrect: “At no stage have there been negotiations or consultations with Ccawusa on this matter,” the union said. “This applies to the present scheme and the new scheme that Pick ‘n Pay intends implementing.”

Ackerman told Weekly Mail he knew some trade unionists were against the scheme and “I respect this view”, but he hoped the trade union would come to accept that the scheme gave workers a meaningful stake in the company.

“We can, in our own businesses give people the experience of power sharing in the economic field,” Ackerman said.

He said Pick ‘n Pay was not trying to co-opt workers or divide them from the trade union. “We believe wages are the main thing and all the things we negotiate with the trade union remain paramount — share ownership is just a cherry on the top.”

At present, 16 percent of its 18 000 employees own shares in Pick ‘n Pay.

The company intends to raise this proportion to 50 percent over the next three or four years, by changing the criteria for employee share allocation and splitting Pick ‘n Pay and Picwik (the holding company) shares into four. (Thus, for example, Pick ‘n Pay shares which this week were trading at R45, would be split such that a share would cost about R11 and a Picwik share about R5, 50.)

In terms of the existing scheme, shares have been allocated to employees with more than 10 years’ service and to managers.

In terms of the new scheme, it is likely that employees with five years service will be included, as will senior staff below managerial level.

The company has allocated R25 million which will be used to buy Pick ‘n Pay and Picwik shares on the market (it will not be issuing new shares). These will be held in a trust fund for staff.

Raymond Ackerman

Employees can buy their shares from the trust after five years if they have the money. If they do not, the shares will automatically become theirs after 10 years through dividend repayments into the trust.

The scheme and the trust have come under fire from Ccawusa. The union says most workers will have to wait the full 10 years before they own their shares — meanwhile they will be represented on the trust by a board of trustees whom they have had no say in electing.

“Workers automatically qualify to receive shares and there appears to be no consultation involved,” the union says.

And it points out that the share scheme will not give workers any significant power in the company, as individual shareholders will have little voting power. Also, it says, even if the company raises to 50 percent the proportion of staff who hold shares, “this would only constitute a small percentage of the total issued share capital of the company”.

When US multinational Coca Cola announced its intention to pull out of South Africa last year, selling the majority of its holding in Amalgamated Beverage Industries to South African Breweries, R111 million of shares in ABI were set aside for the company’s 7 000 workers and 3 500 Coke dealers. The scheme is now being implemented and the share offer closes at the end of this month.

ABI Managing Director Alex Reid said the company saw the share offer arising out of Coke’s pullout as an opportunity to “introduce the concept of share dealing to a community who by and large have never had an opportunity to participate in a capitalist type system” and added that it was a genuine attempt to let workers share and participate in the company they work for.”

ABI’s training programme to teach workers and dealers about shares and share dealing has received a fair amount of publicity. And the compa
Rival unions go out on strike together

By VUSI GUNENE

TWO rival unions went on strike together this week.
The National Union of Metalworkers of South Africa, a Cosatu affiliate, and the South African Bottlers' Society, aligned to the now-defunct Trades Union Council of SA, went on an unprecedented strike action at Cadac Ltd in Johannesburg.

Numsa is the second largest affiliate of the Congress of South African Trade Unions while SABS was aligned to the now-defunct Trade Union Council of South Africa. Joint action by unions from such divergent labour traditions is a new phenomenon.

The wage strike—which is legal and involves about 400 workers—entered its fourth day yesterday.

Negotiations between Cadac, manufacturers of domestic gas cylinders and primus stoves, and Numsa-SABS began in June and reached deadlock early this week after management's offer of a minimum wage increase of 30 percent was rejected.

The unions are demanding a minimum of R4 an hour for their members while Cadac will go no higher than R3.30.

Seventy-five percent of the total workforce in the industry are members of Numsa while the remaining unionised workers are in SABS.

Leaders of both unions have submitted joint proposals throughout the negotiation process.

Attempts at arbitration through the Metal Industrial Council failed and a strike ballot, conducted in September, showed 80 percent of the workforce to be in favour of a legal strike.

Production levels at Cadac have declined dramatically.

A company representative yesterday told the Weekly Mail that "continuous production in the factory has come to a standstill but some limited activity is being maintained by employees not involved in the dispute".
Cape Town municipal workers at a mass meeting in the City Hall this week where they endorsed the formation of a national union.

National launch for municipal union

A NATIONAL union representing 20,000 municipal workers is to be launched in Cape Town next week.

Members of the 13,000 Cape Town Municipal Workers' Association (CTMWA) endorsed the decision which will lead to the merger of five unions at a meeting in the City Hall this week.

The other unions are the Transport and General Workers' Union, the Municipal Workers' Union of South Africa, the General Workers' Union of South Africa and the South African Allied Workers' Union.

The formation of a national union will be in line with Cosatu's policy of "one industry, one union".

General secretary of the CTMWA Mr John Ermitzen said his union "had stood alone for too long".

Ermitzen said the formation of a national union would make it possible to organise the large number of unorganised workers in parts of the country.

He said the launching conference would only be attended by Cosatu-affiliates.

"We're looking at other unions organising municipal workers after our launch, "

Guest speakers at the launch will be representatives of the UDF and Cosatu.

About 87 delegates are expected to attend.

A worker at the City Hall meeting said: "The council has pushed us around. When we start a national union and they do not listen to our demands, we can stop work and the whole country will join us."

"Workers in all the other cities and dorp- pes around the country are our brothers and sisters, they are our family. They also need a union like CTMWA. We are not selfish."

Speakers at the meeting also criticised the Regional Service Councils (RSCs).

"RSCs have been started to split us. The answer is a national union. This is our chance to link up with our brothers and sisters in other municipalities," another speaker said.
By ANDREW DONALDSON

QUEUING starts early at the Enterprise Bakery in Claremont, where administrative staff have been producing a limited amount of bread on a daily basis while workers continue their strike for higher pay.

Yesterday the Peninsula Feeding Scheme — already near-crippled by the strike, which now enters its fifth day — joined the queue for bread at 6.30am.

By that time, cars and trucks had already been queuing at the bakery's gates from 5am.

The bakery, to avoid a repetition of Wednesday's chaotic scramble for bread, began admitting buyers at 6am — two hours earlier than usual.

As workers arrived at the factory, they gathered near the entrance and, singing and dancing, waved banners outlining their demand for a minimum across-the-board increase of R32 a week.

Drivers and buyers then "ran the gauntlet" past strikers as they moved towards the bakery's bays where administrative staff helped them load up their orders of bread.

Once filled with its order of 850 loaves, the Peninsula Feeding Scheme truck left the bakery about 8.30am and headed for Bonga Lower Primary School in Guguletu — a bread-distribution point for schools in the area.

This was the first bread the scheme had managed to get to Bonga this week.
Seminar told of facility factor

By Leila Marko

COMPANY was using a facility factor when in need of extra capital during the current financial difficulties. The factor is a type of short-term financing that allows the company to borrow against its future sales. The seminar was attended by several business owners who were interested in learning more about this financing option.

During the seminar, the factor was described as a cost-effective way for small businesses to access capital. The factor essentially guarantees payment to the factor when goods are sold to customers, allowing the company to receive the funds immediately. This can be particularly useful for businesses that need cash flow immediately to meet expenses or invest in new projects.

The seminar also covered the benefits of using a facility factor, including:

1. Immediate access to funds
2. Ability to manage and control cash flow
3. Reduced administrative workload
4. Competitive rates and fees

The seminar concluded with a Q&A session where attendees had the opportunity to ask questions and discuss their own business scenarios with the factor representative.

In summary, the seminar provided valuable insights into the world of facility factor financing and how it can help businesses overcome financial challenges.
Labour Update

EVICTION DEADLINE

By THEMBA MOLEFE.

THE fate of about 1 000 workers dismissed this week by Highveld Steel and Vanadium Corporation hung in the balance as they waited to be finally evicted from their hostels in Witbank yesterday.

The workers, who are members of the National Union of Metalworkers of South Africa (Numsa), are among an estimated 4 000 people dismissed by Anglo American Corporation's Highveld Steel on Wednesday.

The dismissals arose from a wage dispute between management and Numsa and resulted in the company locking out the workers after they rejected a wage offer.

Police maintained a heavy presence in KwaGuga Township as the deadline set by the town council for the workers to vacate the hostel expired at 10pm on Wednesday night.

Yesterday the workers held a meeting on the hostel grounds where they decided to wait until they were physically ejected.

Sapa reports that a management spokesman denied emphatically that Highveld had instructed the Witbank Administration Board to evict Numsa members from their hostels as "alleged" by the union.

"Hostel accommodation was not provided by the Highveld but by the administration board," management said.

The spokesman said Anglo said that the firings came after workers rejected several management offers after several meetings.

Management said the lock-out was announced on September 21, "dismissing the employees party to the dispute."

On Wednesday Highveld distributed letters among the workers in which it stated that as an "inducement" to former employees to apply for employment within the next seven days ending 4:30pm on October 21, such persons, if employed, will retain the service benefits they enjoyed prior to the commencement of the lock-out.

Numsa demanded a R4.50 hourly minimum and an across-the-board increase of 75 cents an hour.
Workers' pay rose last month.

Staff Reporter

Mr B Harnekar, managing director of Gatti's ice-cream factory, said it was incorrectly reported that workers had last been given a pay increase in December.

He said the last pay increase was last month, bringing the minimum wage to R1.75 an hour.

The management's latest offer was five percent on this, while workers were demanding R2.00 an hour.
Day 5 in bread strike and no sign of accord

By DICK USHER, Labour Reporter

THE Peninsula bread strike is now in its fifth day and again showing little sign of progress towards settlement.

The four bakeries affected by the strike of about 1,000 members of the Food and Allied Workers Union (Pawu) in support of demands for higher wages are Duens Cadore, Silverleaf, Good Hope and Enterprise.

Two bakeries in the Premier group, Attwells and Lakeside, are not affected.

After two days of talks with management from the Good Hope and Silverleaf bakeries, worker representatives said there had been "absolutely no progress."

They have not advanced one cent on their original offer," they said at a Press conference called by Pawu last night.

RESTRANINT ON WORKERS

Duens yesterday obtained a court order similar to that granted to Enterprise earlier in the week, restraining workers from inciting, instigating, organising or calling for support for any form of work stoppage or overtime ban.

In terms of the order, workers may not be on the bakery premises without management's permission unless they are reporting for duty.

It was not immediately certain whether management would order workers to leave the premises.

At Enterprise, where there has been limited production using non-striking workers and management staff, the bakery has started working two shifts daily and reported that production was almost back to pre-strike levels.

Strike-hit Albany bakery has supplied the Peninsula School Feeding Scheme with soup and milk powder in lieu of the bread it normally supplies.

The scheme, which feeds 160,000 schoolchildren a day, is still struggling to make up the shortfall caused by the bread strike. It has been able to obtain only about 900 loaves daily instead of the required 5,000.

- Court grants bakery order, page 4.
Staff Reporters

The four-day bread strike has knocked a R300 000 hole in the profits of Duens Cadora Bakery in Epping and a van assistant, who had made a delivery run, was hospitalized after being assaulted, the Supreme Court was told yesterday.

These details were listed in papers before court.

A temporary interdict was granted to Duens management by Mr Justice P H Tebbutt who ordered the Food and Allied Workers' Union, the shop stewards' committee of nine and 379 weekly-paid workers not to strike illegally, hinder normal operations, assault or intimidate any employees nor to be on the premises without permission.

Duens general manager Mr Johannes Geyser told the court Duens had lost R300 000 as a result of the strike.

Van assistant Mr Michael Allies was assaulted by striking workers on Tuesday. He was in Conradie Hospital with head injuries.

A driver — "a Mr Van der Ross" — was pulled out of his lorry while trying to leave "with a load of the old bread". Assistant technical manager Mr N Bassett received minor injuries trying to move the abandoned lorry.

Mr Geyser said he informed shop stewards on Wednesday that the firm intended using technical staff to resume baking limited quantities of bread, and intended making deliveries the following day.

He added that there had been no indication that the workers "intend to stop the illegal strike" and most were still on the company premises.

Duens normally baked 123 000 loaves a day — about 30% of the bread consumed in the Peninsula, he said.

© Running a gauntlet for bread — Page 3
4,000 steelworkers to return to work

The 4,000 workers dismissed by Highveld Steel in Witbank during and after a three week lock-out by management have decided to return to work, on management's terms, to meet the October 21 offer of re-employment.

A National Union of Metalworkers of SA (Numsa) spokesman, Mr Bernie Fanaroff, said the choice had been between living to fight another day and being "scattered to the winds".

He said threatened evictions of hostel dwellers with management complexity would split up and divide membership and make it impossible maintain union organisation Highveld has denied any role in the evictions.

He questioned the value of using legal channels in resolving disputes if the final outcome was dismissal of strikers. He said Numsa would, in future, have to consider bypassing them and striking without notice.

He also said negotiations in the metal industry had become farcical with management concluding agreements with minority unions representing white workers and refusing to negotiate further with Numsa.

Management had told the union that about 60 workers would face disciplinary hearings for alleged intimidation. But Numsa believed they would not get a fair hearing.
Court grants bakery order over strike

By MICHAEL DOMAN
Supreme Court Reporter

The Supreme Court has granted a second bakery a temporary interdict restraining workers from inciting, instigating, organising or calling for support for any form of work stoppage or overtime ban.

The order, against the nine-member Food and Allied Workers Union (Fawu) shop stewards committee and 378 other employees of Duens Cadora Bakery in Epping, was granted by Mr Justice Tshibulai.

A similar order was granted against 141 workers at Enterprise Bakery in Claremont on Tuesday.

Yesterday's order prevents the Duens workers, most of them Fawu members, from supporting strike action without complying with provisions of the Labour Relations Act where such action arises out of the dispute declared by Fawu on September 4.

**Terms of order**

The shop stewards are chairman Mr Puthane Templeton, Mr Wellington Mente, Mr George Madola, Mr Champion Ntonze, Mr Eric Marais, Mr Grant Twagg, Mr Osborne Mbuyuza, Mr Willie Bansa and Mr Motsebe Madikiza.

In terms of the order, the Duens workers cannot hinder or obstruct work at the factory, assault or intimidate any employees or be on the premises unless they are coming to work.

Duens general manager Mr Johannes Geyser said in an affidavit that a Supreme Court order, issued on Monday night and directing that striking workers should allow the delivery of 153 000 loaves of bread from the factory, had been complied with.

However, since then there had been two incidents of violence on the premises in which two men were injured.

One was still in hospital.

Mr Geyser said six meetings between Duens and Fawu in July and August this year failed to produce agreement.

Mediation was resorted to, but at its conclusion on October 5 there had been no progress.

Mr Geyser alleged the strike was illegal because Fawu had not applied to the Minister of Manpower to establish a conciliation board, which he said was the next step in the wage-dispute process.

He said workers started working six hours on Sundays, instead of the usual eight and overtime, on September 5.

"At several meetings with the shop stewards' committee we told them to return to work because the strike was illegal, but their reply has been that the problem would be solved if their wage demand was met.

"We told them on Wednesday we were going to resume limited baking with technical staff and intended to deliver yesterday.

"There has been no response, but I am apprehensive that violence will break out when we try to deliver the bread."

**Lost R300 000**

Mr Geyser said Duens Cadora's daily bake of 123 000 loaves of bread supplied 30 percent of the Peninsula's requirement and customers included hospitals, prisons, school hostels, supermarkets and cafes.

"We have already lost R300 000 as a result of the strike."

The return date of the interdict is November 4.

Mr P Hazell, instructed by Silberbauer, appeared for Duens Cadora.
Retailers plan bread supplies

The six-day-old Pensinsula bread strike showed little sign of drawing to an early close yesterday, and many retailers have made plans to bake over the weekend to ensure supplies are available on Monday.

Managements of Duens Cadora, Enterprise, Silverleaf and Goodhope said they were willing to continue talks with the Food and Allied Workers' Union, with a view to settling the strike.

A spokesman for the Sasko group, Mr George Koning, said strikers had left the Enterprise premises, but had not been dismissed.

He said production was normalizing after rescheduling of shifts and he expected deliveries to be normal from Monday. Customers could collect bread from the bakery today.

Fawu general secretary Mr Jan Theron said the union "sympathizes with charitable organizations that rely on bread".

"At the same time it is important customers understand that if working people are not to be dependent on charitable institutions, there have to be real improvements in wages."

A Duens Cadora spokesman, Mr H Swart, said negotiations were still in progress and "both parties were keen to bring the strike to an end."

Pick 'n Pay regional general manager Mr John Barry said an additional 5,000 loaves had been flown in for weekend shoppers, and the store would be baking tomorrow night to ensure full shelves on Monday.

The owner of the chain of 7 Eleven "convenience stores", Mr George Hadjidakis, said 6,000 loaves of standard bread would be delivered to corner shops today — and a further 6,000 on Monday, from an unnamed up-country bakery.
Beating the bread scramble: Capetonians bake their own

by TYRONE SEAL
Weekend Argus Reporter

CAPETONIANS seem to have gone for home-baking in a big way this week in the wake of the bakery workers' strike and the scramble for bread.

In the midst of the bread shortage many shopkeepers are reporting, to have charged up R1 for a loaf of brown bread, in many cases to 'defray the costs of collecting bread from bakeries.

The Consumer Council is investigating complaints from several people who had alterations with shopkeepers.

Yesterday, management at some of the Peninsula's leading supermarkets reported varying increases in the demand for bread flour and yeast, which they described in many cases as usually slow selling lines.

Mr John Barry, general manager of Pick 'n Pay in the Western Cape, said "It seems that home baking is really taking off. We normally order bread flour once a week but this week was different."

Mr Abdullah Amin of Elite Supermarket in Rylands, Athlone, said: "There's definitely been an increase in sales of bread flour and yeast."

Mr Henne van Rooyen, divisional marketing manager of Checkers in the Cape district, put the increase in flour sales at about 30 percent.

Mr Wander Hoon, head of the Western Cape regional office of the Consumer Council, warned, however, that home baking was a short-term measure which could turn into an expensive venture in the long run.
Unions Are Told
Pull Together

Apartheid
BLACK workers
and their families
and political parties
must not lose sight of the
National Congress' fight
for workers' rights
and human and political freedom
Strike threat to Xmas cheer

By DON ROBERTSON

The cheer may well go out of Christmas — beer could be in short supply.

The deadlock of a strike at most of South African Breweries' plants has left the country short of beer, and even if the matter is resolved soon it is unlikely that enough can be produced before the traditional Christmas swill.

The month-old strike has hit beer supplies in major centres and is still unresolved. However, there are hopes that renewed discussions which start tomorrow will lead to a resolution.

The strike has resulted in a shortage of beer in certain bottle sizes only. But SAB's public affairs manager, Mr. Gary May, says there is no shortage of beer except in required packages.

Deadlock

The strike is the result of a difference in the minimum wage increase of 43 percent demanded by the Food and Allied Workers Union (Fawu) and SAB's offer of 33 percent.

Fawu's demands would push up minimum wages to R4.30 an hour compared with the offer of R4 an hour by SAB.

Mr. May, however, would not indicate what the cost of the union's demands would mean to the annual wage bill for its 8,000 workers.

Discussions reached deadlock after 15 days and, despite a call for the appointment of a conciliation board to adjudicate this has not happened.

Some strikers have returned to work at the Bloemfontein and Roslyn plants, and this is seen as an encouraging indication of a possible solution.

SAB has indicated that at this stage it will not budge from its final offer, and will entertain a shift in this policy only if a productivity improvement is negotiated.

Mr. Chris Dlamini, president of Fawu, has indicated that there is room for flexibility in the discussions.
Victory for five workers

CP Correspondent

THE National Union of Textile Workers has won the reinstatement of several workers dismissed from an East London company, including one man who had been employed for 17 years.

A spokesman for the union, Jabu Gwala, said Castelano-Beltrame had retrenched nine workers shortly after the union had started organising at the factory. Most of those retrenched had been involved in the union.

One of the workers, Albert Nikholiso, had been employed at the company for 17 years.

Although the union was still negotiating a recognition agreement at the time, Gwala said that the dismissals ignored the terms which were being drawn up – Elnews.
Soothing over the broken panes

By SEFAKO NYAKA

The dispute between the Chemical Workers' Industrial Union and Pilkington Glass was partly settled this week when the parties signed an agreement for 2,400 hourly-paid workers - including a company pledge to consult with the union on the implementation of social responsibility programmes.

According to CWIU general secretary Rod Crompton, the company also agreed to paternity leave and committed itself to non-racialism and to disclose information so the union can monitor changes.

The wage settlement, which is a boost to the union's "Living Wage" campaign, raises the minimum wage to R4.25 per hour (R810 per month).

The agreement also provides for job security, reduced working hours, improved education and housing benefits and shift and service allowances. Monthly-paid employees have been excluded from the settlement.

The paternity clause, although won at a basic level, is significant in that more and more companies seem to be acknowledging that they need to enable male and female employees who are parents of young children to exercise their parental responsibilities.

The agreement provides for two days' leave. The union has now signed paternity agreements at more than 20 factories.
4,000 steel workers fired

By STAN MLONGO

MORE than 4,000 workers were fired by one of the country’s major steel producers this week as the month-old strike intensified and mediation talks collapsed.

The action by Highveld Steel and Vanadium was described as a “brutal step backwards in SA labour relations” by the National Union of Metalworkers organiser Peter Dantjes, who represents the sacked workers.

Dantjes said members of the Inkatha-backed Municipal Workers’ Union of SA were being recruited to scab in the strike.

Dantjes went on to say that his union could not accept a 41c an hour wage increase for its unskilled members.

He pointed out that workers affiliated to the white Boilermakers, Iron and Steel Union have been offered an increase of 70c an hour.

Numsa claims to have battled for long periods to meet the company’s bosses to discuss the grievances of workers.

One of the issues on which the union and the company failed to reach a compromise was the October 13 deadline set for the re-employment of workers by the company.

The striking workers were then dismissed for failing to report on the set date.

The company would also not compromise on the wage offer and the lockout of workers.

“The workers did all in their power to follow the procedures of the Labour Relations Act in processing the wage dispute, which arose from the company’s decision to conclude negotiations by signing an agreement with the Boilermakers, Iron and Steel Union,” said Dantjes.

Asked for comment, Highveld Steel director RA Herbertson said the dispute was of no interest to outside parties and that the union was aware of the views of the company concerning the strike.

[Stamp: Shirley]
No light in tunnel for Mawu's Moses

By MartinntsOELNGOE

There is no light at the end of the tunnel for the general-secretary of the Metal and Allied Workers' Union, Moses Mayekiso, and four others facing treason, alternatively subversion and sedition charges.

This emerged after they were refused bail by a Rand Supreme Court judge this week.

In a written judgment, Judge Strydom ruled against the bail application.

The other four are: His younger brother, Zwanele Mayekiso, 22, Obed Kopeng Bapela, Paul Ndlovu Thabalahla, 38, and Richard Mzamani Mdakane, 29.

Mayekiso was arrested at Jan Smuts Airport two days after the imposition of the current state of emergency on his return from Sweden.

He is the chairman of the Alexandra Action Committee.

The six men's future looks bleak as they don't know how long their trial is going last and the Rand Supreme Court is soon going into recess.

Mawu has pledged its full support for its general-secretary and those on trial with him.

The union stated: "We believe that it was Mayekiso's duty to actively participate in community organisations aimed at improving the appalling living conditions of the Alexandra community.

"These conditions were a result of deliberate neglect by the government, which was trying to force Alexandra residents to leave.""

The statement also called for the release of Mayekiso and those charged with him.
Boycott over 15-month dispute ends

Clover agrees to pay fired strikers

MARITZBURG — After 15½ months, Clover Dairies has agreed to pay 168 dismissed strikers almost R1 200 each and to negotiate recognition agreements at all depots where the Food and Allied Workers Union (Fawu) has organised more than half the workforce.

In return, Fawu has undertaken to end all anti-company activities and to use its influence to dissolve the Clover worker support committees which prompted a nationwide boycott of all Clover products and those of its parent body, National Co-operative Dairies (NCD), following the dismissal of 166 workers from the Pietermaritzburg depot on June 30 last year.

The dismissed workers had been striking in protest against the dismissal three days earlier of a senior shop steward and union member.

The settlement between Fawu and Clover — read as an Industrial Court ruling in the Edendale Ecumenical Centre last Tuesday — states that the union will drop all issues pertaining to the 169 strikers and to undertake "no further industrial action".

MAJORITY REPRESENTATION

Management agreed to pay R200 000 as compensation, to withdraw all court cases against the union and to conclude recognition agreements at all factories and depots where the union has majority representation.

Fawu has a majority at Congella, Queensborough, Stanger, Richard's Bay, Ladysmith, Kokstad and Port Shepstone depots and had been negotiating recognition agreements at most of these plants for about two years.

In the interim, both parties agreed that NCD could dismiss all illegal strikers after 12 hours and all legal strikers after four days.

"Where justified", all strikers could be dismissed for "misconduct" at any stage, the agreement states.

Two unionists will be allowed into Clover premises to investigate and meet with strikers, but within time limits.

'BEST IN A WEAK SITUATION'

Both parties agreed to maintain media silence. However, a source close to the union described the agreement between the parties as "the best in a weak situation".

Fawu's lawyers had wanted the company to reinstate the 168 striking workers and to recognise the union as the collective bargaining representative of "all Clover employees" at factories and depots where it had majority representation.

They were planning to argue that it was inconsistent for the company to demand that the union recruit a majority of the workforce before granting it recognition, and then limit recognition to its members only and not the non-unionised.

However, with this week's court settlement, no ruling was made on the majoritarian issue. Had the court made such a ruling, it would have affected every worker and employer in the country -- Concord News Service
Peninsula bread shortage still critical

Labour Reporter

THE Peninsula bread shortage remained critical today, but the panic buying before the weekend appeared to have trailed off.

Shopkeepers suggested that the public had adjusted to the situation and were coping with it.

Bakeries not on strike and smaller concerns were still working flat out to meet the demand.

A spokesman for Attwell's, one of the bakeries not affected, said they could not expand production to cope with the added demand caused by the week-long strike for higher wages at four major bakeries.

LIMITS:

"There are limits to how much bread we can produce and we have to make sure that our regular customers are served," he said.

Mr Kobus Laing, assistant general manager for Sasko, whose Enterprise bakery is one of those on strike, said that some deliveries were being made.

"There are some areas where we can't deliver and outlets from other areas are also trying to get our bread." 

A spokesman for the Peninsula Schools Feeding Scheme, which normally distributes about 6,000 loaves daily, said their critical position had eased.

"We are getting about 2,500 loaves from Enterprise and Checkers is baking 500 for us.

Bakery workers were reported to be meeting in Guguletu this morning to discuss the situation."
Bread strike in 2nd week

STRIKING Silverleaf and Good Hope bakery workers will not be allowed back on the premises unless they signed an undertaking to return to work, Mr Louis Greef, the regional personnel manager of the bakeries' owners, Albany, said yesterday.

But a Food and Allied Workers' Union (Fawu) shop stewards committee spokesman responded that the workers were adamant they wanted the lowest-paid workers to be upgraded before any undertakings were considered.

Mr Greef's warning came during talks between Fawu and Albany. The talks failed, bringing no sign of a settlement and dragging the bread strike into its second week.

Managements of the other striking bakeries, Duens Cadora and Enterprise, are still involved in negotiations.

Mr Greef said Fawu and management were "still so far apart" there was "little, if any, reason to continue negotiating".

He said management had made no increased offer on the minimum wage of R130, but had made increased offers on the other grades.

The Fawu spokesman said the union had reduced its demand from R32 across-the-board to R30.

A spokesman for Enterprise, where workers left the premises last week, said deliveries were expected to "normalize" by today.

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Beer strike: Meeting today.

JOHANNESBURG — South African Breweries and the Food and the Allied Workers' Union, representing 1,500 striking workers, meet today in an attempt to resolve the wage-related strike at several of the company's plants and depots.

The strike, now more than two weeks old, has affected beer supplies in the Transvaal and the Free State.

On Friday workers at the Roelof, Pretoria, and Bloemfontein breweries returned to work but employees at the Isando and Airdge breweries and the Denne, Wadeville and East London depots are still on strike.

In June this year, 3,000 workers went on strike after the SAB dismissed six workers at its Isando plant for refusing to end a go-slow.
The treason trial of Metal and Allied Workers' Union (Mawu) official, Mr Moses Mayekiso, and four other Alexandra community leaders begins today.

The trial of Mr Mayekiso (38), Mr Paul Tshabalala (38), Mr Richard Mzameni Mdakane (29), Mr Obed Kopeng Bapela (28) and Mr Mzwanele Mayekiso (22) was due to begin yesterday.
DAYLIGHT AGAIN. Striking bakery workers emerge into the sunlight yesterday morning after a seven-day sit-in at Duens-Cadora Bakery in Epping. Picture: ADL BRADLOW

Bread strike ‘hurting’, DIY bread taking over

By CHRIS ERASMUS

BREAD consumers have begun buying out flour and yeast stocks and at least one supermarket chain executive said the bread strike, now in its second week, was “hurting”.

Most of the city’s main bakeries reported little bread production yesterday, although Mr Kobus Laing, assistant general manager of Enterprise Bakery, said it was “largely back into production”.

Mr Laing declined to give details of the extent of production at Enterprise but said most customers were receiving bread.

“We are hoping for a settlement some time this week — nobody has been dismissed and it is not our intention to dismiss anyone at this time,” he said.

A Fawu spokesman said last night that workers moved out of the Duens-Cadora factory at 7:30am yesterday while workers “locked out” from Good Hope bakery and the majority of workers from Silverleaf and Enterprise were holding report-back meetings on an ongoing basis in Guguletu.

“If you calculate the money lost at Duens for example, this would already more than cover the raises workers have been asking for,” he said.

No production took place at Silverleaf and Good Hope bakeries yesterday.

Mr Louis Gref, a spokesman for Silverleaf, said a few workers had returned to work yesterday and spent the day cleaning up.

“At Good Hope Bakery we had about 19 strikers still on the premises. We had no production there either.”

Meanwhile Pick ‘n Pay’s general manager, Mr John Barry, said his group too had not been “severely affected yesterday” largely because it is not a heavy demand day and because our in-house bakeries worked full-time over the weekend to stockpile bread.

“We had full deliveries in the southern suburbs and central area, although some of our outlets in the northern suburbs were still a little short.

“We have also noticed that people are switching to bread substitutes like crisp breads. On the whole, people appear to have adapted their eating habits to accommodate the shortage,” he said.

But Mr Norman Leibov, OK Bazaars marketing director for foods, said his chain’s outlets were in very short supply yesterday, as were the outlets of most other major supermarket chains.

“This strike is definitely hurting us, although no more than most of the other groups.”
Bakery bosses planning to produce bread again

By DICK USHER
Labour Reporter

TWO more major Peninsula bakeries are likely to start producing bread again.

A spokesman for Good Hope and Silverleaf bakeries said the management would start discussing ways and means of starting production today.

Enterprise, part of the Sasko Group, has maintained limited production throughout the eight-day strike.

Informed sources said Duens Cadora, the Peninsula's largest bakery, had also resumed production, but this could not be confirmed.

Strikers who had been sitting in at Silverleaf and Good Hope since the start of the strike left after the management started a lock-out at the weekend.

The spokesman said management, supervisory staff and staff who had signed an undertaking to start work again would handle production.

Discussions between Enterprise management and the Food and Allied Workers' Union (Fawu), to which the 1,000 striking bakery workers belong, started again yesterday.

Mr L Badenhorst, Sasko's group training manager, said talks would continue today.
Call for secret ballot on unions in Sats

Labour Reporter
A UNION has called for a secret ballot to determine support for unions among South African Transport Services workers.

This was among resolutions passed at the first regional congress of the South African Railways and Harbour Workers' Union in the Western Cape held in Cape Town at the weekend.

The union, involved in the prolonged strike by railway workers this year, claims the association for black staff, the Black Trade Union, is no longer representative of workers and wants a ballot to decide the issue.

Other resolutions passed at the two-day congress covered deficiencies in the medical aid scheme, problems with travel concessions for workers and their families, differential payments in the hostel system, demands that Sats employees should come within the ambit of the Labour Relations Act and that parity within Sats should be discussed with workers, and a call for changes to the employment agreement.

A resolution that the union seek registration under the Labour Relations Act will be sent to the union's national congress, to be held next month.

At a congress in Johannesburg a new national industrial union in the paper and printing trades was formed.

The Paper, Wood and Allied Workers' Union and the National Union of Printing and Allied Workers', affiliates of the Congress of South African Trade Unions, merged.

The new union, the Paper, Printing and Allied Workers' Union, was formed in line with Cosatu's policy of one union to an industry.

The Commercial, Catering and Allied Workers' Union has formed two new company councils to co-ordinate work within companies organised by the union.

About 100 shop stewards from Checkers met in Cape Town to form a council and about the same time a Pick'n Pay council was launched in the Eastern Cape.

Similar councils already exist for Ellerines, Metro Cash & Carry, Makro and Woolworths.
Numsa men face intimidation probe

ABOUT 130 members of the National Union of Metalworkers of South Africa have been suspended pending an investigation into alleged acts of intimidation as 4600 Highveld Steel Corporation employees returned to work after being locked out of the Witbank premises.

Numsa and Anglo American Corporation said the workers had been suspended with basic pay following allegations of intimidation during the lockout which began on September 21. The union said the suspended workers included 10 shop-stewards.

The dispute arose from a wage dispute which led to a strike and the lockout.

Numsa rejected management's wage offer and declared a dispute while Highveld Steel insisted its offer was reasonable, saying five other unions had accepted it.

A Numsa spokesman, Mr Peter Dantje, said yesterday that workers began returning to work in response to management's terms that employees be back at their posts by October 21 or face dismissal.

Mr Dantje said another influencing factor was the eviction threat after the Kwa-Guqa Town Council issued notices that Numsa members vacate its hostels by 10pm on October 14.

"Many of the members are migrant workers who would be faced with a problem of accommodation were they to be evicted," Mr Dantje said.

The Anglo American spokesman confirmed that negotiations — which include all six unions organising at its plant — would begin soon on the question of converting canteen subsidy to wages.

The spokesman said it was difficult determining the number of workers back at work so far as they worked different shifts.
BLACK EMPOWERMENT is the currently fashionable phrase among serious politicians and intellectuals of the South African dilemma, mainly in the recently-disempowered Assistant Secretary of State for International Relations, Dr. Alan Keyes. What makes it particularly attractive is its pregnant vagueness and its suggestion of gradualism. Some people—as opposed to, say, Congressmen Ron Dellums or Howard Wolpe, chairmen of the House Africa Sub-committee—avoid these words like a bad smell. It evokes the specter of 'black power' and 'majority rule' because they have a certain unrefined, unmeasured immediacy and happen to be what is actually being talked about. It is the height of rudeness among accents to call a spade a spade when there are so many peripherals available.

The fact of the matter remains that somebody in SA at some point in the future is going to need an unconsidered quantum of their own power, if it is ever to be a reasonable solution.

Since the white elite as a whole seems to be harried to do this, let alone all at once, the question to which sector shall start the ball rolling, who, in other words, is going to lead?

The left, which sees government as attractive, is moribund and big, naturally tends to believe the answer is government.

Accordingly, applying a calculus of power which has been in the drawer for so long, we get the following result: the question of who shall act is, thus, resolvable. Others, a more populist bent, contend that to do the trick the marketplace needs to undergo a radical transformation.

This latter group we may call the capitalist revolutionaries. They want to solve SA's problem of unemployment, business, not government, must do it. They will therefore be in the forefront, but the question of the role of government will still be at issue. Consequent on this, the question of who shall act is, thus, resolvable.

The left, which sees government as attractive, is moribund and big, naturally tends to believe the answer is government.

In SA, where the predominant policy is to encourage the development of the private sector, the answer is not as clear. The question of who shall act is, thus, resolvable.

The left, which sees government as attractive, is moribund and big, naturally tends to believe the answer is government.

In conventional borrowing, only the interest is fully deductible. This makes ESOP highly attractive to institutions because the plans are in effect a source of cheap capital. Yet, surprisingly, there have been some companies that have exploited ESOPs to fight off takeover bids and have forced employees to buy non-voting equity.

Borrowing on the personal loan, the union should be permitted to institute a 'buy-out' (to buy non-voting equity). Not surprisingly, there have been some companies that have exploited ESOPs to fight off takeover bids and have forced employees to buy non-voting equity.

The result has been that workers have found themselves 'owning' stocks, but not controlling the company or participating in its profits. The majority of such cases have occurred when employee representatives were not effectively involved in the ESOP's creation.

Back to Kurland and SA

"The ESOP should be structured to guarantee individual as opposed to collective ownership and control of corporate equity. The union should be allowed to own the stock, and the ESOP would be only a vehicle to facilitate the transfer of ownership from the union to the employees."

www.theworld Gazettes.com
Evicted guards destitute

ABOUT 50 Langa security guards, evicted from their hostel are destitute

The workers, most of whom are Transkeians and elderly, are members of the South African Allied Workers Union (SAAWU).

They were evicted by their company, Peninsula Security Guards, in July this year.

Interviewed at their shacks in Langa, the workers claimed they had been unfairly dismissed.

Others claimed they had not received severance money when they were sacked.

Some said their families were starving because they were no longer sending money.

Most earned an average of R60 a week.

Sixengxentse Stokwe, 58, who had been working at the firm since 1980, said: "It's always cold and our shelters leak when it rains."

Bonga Bambiso, aged 69, said his health was deteriorating.

"It is cold in the shack. We sleep on the ground as we don't have beds. I don't have money to go to the doctor."

Philemon Lunkan, sacked in August, said his seven children had left school after he could not send money to his family.

"I get food from people who are sympathetic to our problem. Others do part-time jobs in the townships to earn a living. Sometimes I wash people's cars to get something.

Not a cent"

"I was not given a cent when I was sacked. I asked about the deductions made from my wages when I was still working but that didn't help," he said.

Simon Tivi said: "In April I went away on two-weeks leave but I was fired when I returned. The management said it had discovered that I was union member."

Mr Manuel Gouveia, the PSG personnel manager, denied that the workers were not paid.
Shops push up bread price

SEVERAL people have complained that they were being overcharged for bread by local traders.

This followed the shortage of bread after 1,000 workers at four bakeries went on strike for higher wages.

Many shopkeepers are apparently collecting their bread at the bakeries and passing the additional transport costs onto the consumers.

Meanwhile, talks between the Food and Allied Workers Union (Fawu) shop stewards committees and Good Hope and Silverleaf bakeries continued.

According to the Advice Office in Hanover Park, a supermarket and a mobile shop in the area only sold bread to customers who also bought groceries.

In Bonteheuwel, a shopkeeper apparently charged 90 cents for unsliced white bread and another shop refused to sell bread to those who did not buy groceries.

Desperate

A resident said people were desperate for bread but accepted the "new" price.

"We do not have transport to go elsewhere to buy bread. And people make a dash for bread as there are only two local shops in the area who have supplies," she said.

In Lotus River, some people had been charged an extra two cents for the plastic. According to several residents, this had been going on before the bread shortage.

The Bellair Advice Office said a shop only supplied their regular customers, who bought groceries, with bread.

Some shops in Cathkin also charged 90 cents for a white loaf, and 70 cents for a brown loaf, according to residents.

Mr Kassiem Allie of the Western Cape Traders Association criticised shopkeepers for collecting bread at the bakeries.

"They are actually breaking the workers demands for an early settlement by doing this."

Allie said shopkeepers had no right to overcharge people and condemned their actions.

"They fetch the bread on their own expenses and should meet the expenses themselves," Allie said.

He called on the four bakeries to give workers legitimate increases.
Spekenam approached 'often' to avoid dispute

By AYESHA ALLIE

SPEKENAM management had been approached several times to avoid a dispute at the plant, Food and Allied Workers' Union general-secretary Jan Theron told the Industrial Court this week.

The union has applied to have the 600 dismissed workers reinstated on the basis that they were unfairly dismissed.

Theron said workers were agitated when wage negotiations did not take place in June as promised by management.

He said the union had entered into wage negotiations in November 1986. Conditions at the factory were also discussed. Management postponed the negotiations to June 1987.

The workers accepted management's decision to postpone talks and agreed it would take place on the basis of productivity.

A recognition agreement was not concluded despite continuous negotiations throughout the year.

Not welcome

Shop stewards were informed by management that union officials were not welcome at wage negotiations.

This angered the workers. A work stoppage was staged in protest at management's refusal to allow worker representatives.

However, this matter was resolved when wage negotiations were postponed until the end of July.

Fawu alleged that management deadlocked negotiations by claiming the recognition agreement had not been concluded.

Management's reaction caused the workers to be frustrated, and the situation was reported to the union.

Talks were held between shop stewards and union officials who advised that a formal dispute could be declared.

The workers then stopped working and attempts to hold talks with management failed.

At the end of the day, management issued a pamphlet warning that workers would be sacked the following day, should they not return to work.

Workers sacked

Management told Fawu that all striking workers had been sacked.

Theron said workers requested the union to take further steps when it was clear management would not negotiate.

A shop steward, George Xashimba, said management refused to sign a formal wage agreement. They claimed the union was not formally recognised.

He said shop stewards were given production books, but rejected as it was not the correct method to assess productivity.

According to the union, it was rejected because it was not considered to be a real measure of productivity, and that it was a unilateral decision taken without consulting the union.

The regional director of Spekenam, Mr Gideon de Klerk, said the strike was illegal and that workers were abusive and intimidated others.

He said temporary workers were employed because of financial problems facing the company due to the work stoppage.

He argued that if the court ordered the reinstatement of the dismissed workers, they would influence temporary workers.

De Klerk said the company had suffered a lot following several strikes by the workers.

A shop steward, Raymond Jada, denied that several strikes took place and referred to it as work stoppages.

He said workers stayed away on June 16 and May 5 to 6, which the company regarded as strikes.

Judgment was reserved.
LABOUR BRIEFS

TALKS to resolve the 11-day-old wage strike by members of the Food and Allied Workers Union at several South African Brewery plants continue today, management said yesterday.

SAB's public affairs manager, Mr Gary May, said yesterday that the talks, which entered their third day today, were a hopeful sign that the strike could end soon.

- Cadac, the National Union of Metalworkers of South Africa and the South African Boilermakers Society continue with talks to end the three-week strike at Cadac's Johannesburg plant today.

In a joint statement the parties said yesterday that negotiations were still in progress after considering each other's proposals.

- The National Union of Wine, Spirits and Allied Workers Union (Nuwswaw), has mandated its national leadership to formally protest to Gilbey's head office for grossly violating their national recognition agreement.

Nuwswaw president, Mr November Nkos, said yesterday that the union, which had majority membership at the company's plants in the country, was left out of talks with a rival union about holding a secret ballot among workers at an Isipingo plant.

The ballot was held to determine the other union's strength at the plant while it had no recognition agreement with Gilbey's, Mr Nkos said.

- The National Council of Trade Unions (Nactu), has distanced itself from the distribution of a pamphlet which gives a false impression about the federation's stand on sanctions.

Nactu said in a statement that its stand on foreign investment was stated clearly in its founding document on policy.

"The federation recognises that foreign investment supports and maintains the economic system in this country and is geared at the maximum exploitation of the working class.

Nactu said it was committed to a full sanctions programme for as long as "the racist capitalist minority regime exists."

- The Congress of South African Trade Unions (Cosatu) has pledged its support to the National Union of Metalworkers of South Africa on its protest over Mono Pumps management's failure to negotiate the disinvestment of the company.

The federation said the 360 workers involved at the Kempton Park-based company were committed to Cosatu's recent resolution which demanded that companies give adequate notice of withdrawal and negotiate the terms with the unions.

"We support Numsa's demands for full disclosure, full union recognition and job security with guaranteed wages for five years. We believe the departing company has made huge profits from the labour of workers over the past 32 years. We also support their demand for a worker-controlled trust that will be used to initiate community-based projects," Cosatu said.

- Numsa said yesterday that its 700 members at Telephone Manufacturers of SA in Springs began a legal strike over wages this week.

Spokesman Mr Enoch Godongwana, and members voted for the action in a ballot a week ago and were demanding management should negotiate wage increases and working conditions.

The company is a subsidiary of Plessey SA and the Barlow Group of Companies.
Bread strike: Bakery fires 388 workers

DUENS Cadora Bakery yesterday dismissed 388 striking Food and Allied Workers' Union (Fawu) workers after negotiations to end the eight-day-old strike failed.

More than 1,000 Fawu workers went on strike last Monday demanding a R25-a-week pay increase.

The average weekly wage is R110.

'The striking workers ended their seven-day sit-in at the Duens Cadora Bakery in Epping early on Monday morning but according to Mr J Louw, the manpower manager of the Bokomo group, who own Duens Cadora Bakery, the workers have not resumed their normal shifts.

Mr Louw said that because the workers had not ended their illegal strike and returned to work, management had no alternative but to dismiss the striking workers.

'Management at Duens Cadora Bakery regrets that the dismissal of workers could not be avoided due to the uncompromising attitude of the union and workers towards the deadlock in wage negotiations,' Mr Louw said.

A spokesman for Fawu said the dismissals had come as a surprise to his union and they believed the Duens Cadora Bakery management had not acted responsibly.

Reacting to the dismissals, a senior spokesman for Albany Bakeries said in a statement that Albany Bakeries had 'no intention whatsoever of dismissing workers at this stage and hope that the matter can be resolved between the two parties.'

The spokesman for Fawu confirmed that negotiations between his union and Albany and Enterprise Bakeries were continuing.

Duens Cadora Bakery has resumed limited bread production while a spokesman for Enterprise Bakery said the bakery was 'largely back into production.'
Bakery fires 388 workers as strike continues

By DICK USHER
Labour Reporter

DUENS Cadora bakery has dismissed 388 workers, nearly its whole workforce, as the Peninsula bakers' strike continues.

A spokesman for the Food and Allied Workers' Union (FAWU) said Duens' action had raised the temperature of the dispute and could make settlement more difficult.

"Obviously we are going to fight the dismissals," said Mr Jan Theron, general secretary of FAWU.

"We are appalled at the company's unwarranted and unjustifiable actions."

"It could have wider implications in that workers in the group's mill will see this as a threat to their position."

"They are also involved in wage negotiations and are also paid less than workers from other companies in the sector."

"NO ALTERNATIVE"

"They will regard this as a precedent for the treatment they can expect from the company."

Spokesmen for Duens management were not available for comment, but a statement late yesterday afternoon said that in spite of several requests from the company to workers and FAWU members that they should return to work and stop their illegal strike, they had not done so.

"The company, under these circumstances, had no alternative but to dismiss workers on strike."

A spokesman for Silverleaf and Good Hope, also affected by the strike, said the bakeries had called for a meeting with the union today and were "full of hope."

He said the company would "do everything we can from our side not to do anything formal against our employees."

Mr L Badenhorst, group training manager for Sasko, which owns Enterprise, said talks with the union expected yesterday had not taken place, but he hoped there would be discussions today.
Unions ‘must have role in politics

ALAN FINE

COLLECTIVE bargaining had been a useful tool for SA’s black workers. But it had inherent limitations which prevented it from effecting a redistribution of wealth, and this is why unions had to participate in the political process.

So said Cosatu education secretary Alec Erwin yesterday at a Johannesburg conference — Power and wealth in SA, the economic system under review — organised by the Institute for Industrial Relations.

Erwin argued redistribution had occurred in Western European societies from the 1930s to the 1970s, when social democratic and labour parties, usually formed by the union movement, had channelled available wealth into “social consumption” — education, health, housing and other forms of welfare.

Unions had, in the past decade, achieved a great deal with regard to working conditions, discipline and grievance handling, and job security.

But collective bargaining, with regard to wages, represents merely a defensive action in protecting the levels of real wages.

This is because capitalism has the capacity — through technological progress, lay-offs and price increases — to adjust to wage demands, he said.

Hence the need for direct political participation to effect a redistribution — urgent if people are to live a decent life, said Erwin.
Inkatha 3 get 12 years for union murder

Weekly Mail Reporters

THREE Inkatha members have been sentenced in the Pietermaritzburg Supreme Court to an effective 12 years imprisonment for murdering a member of the Congress of South African Trade Unions, and shooting his friend.

The three went to Sundumhlu outside Mnqumbini last December on a publicity campaign for Inkatha.

Cleophas Mbatwa, 20, Sikhumbuso Buthelezi, 21, and Thembenkos Ngwane, 23 — all of KwaMashu — were part of a group from Inkatha and the Inkatha-backed United Workers Union of South Africa, who went to the area carrying a variety of arms.

Mr Justice Neville Page accepted that Cosatu supporters taunted and threatened to kill them. However, he noted that the accused had, among other things, forced Cosatu supporters to strip off the union T-shirts.

He also found that the Inkatha group tried to stop a vehicle they believed was carrying Cosatu supporters, and followed it to kill the passengers.

They found only two people inside the vehicle — Nathi Basi and Hlengwe Mkhize. Both were shot in the head, but Mkhize survived.

The judge said he made allowances because of the relative youth of the three, and because they had been threatened — but he also had to take into account the fact that the community was suffering a spate of killings by bands of thugs.

He described the killing as "ruthless" and sentenced each of the three to 10 years for the murder of Basi, and to seven for the attempted murder of Mkhize, part of which will run concurrently.

CHRISTINA SCOTT reports that in a separate case in Pietermaritzburg, four Umlazi Youth League members — including the president — have been charged with murdering a South African policeman in a petrol bomb attack in Umlazi township.

A fifteen-year-old, a sixteen-year-old, Henry Mkhize, 18, and "Rambo" Lawrence Sibusiso Nhlangulela have pleaded not guilty to charges of murder, attempted murder and petrol bombing a police car.

The four are accused of murdering SAP member Madod Able Mkhwanazi and injuring Nelisiwe Khoza.

The trial begins on November 30.

— Own Correspondent and Concord News Agency
Tension as steel strikers fired

TENSION in Witbank’s black townships mounted yesterday in the wake of the dismissal of 4 000 workers from the Highveld Steel and Vanadium Corporation.

Security forces in armoured vehicles and police vans patrolled the township while National Union of Metal Workers’ SA officials addressed workers at the Ackerville Hostel.

The dismissed workers, most of whom are migrant labourers, had been given until 10pm on Wednesday to vacate the hostels.

But, according to a Mr Engelbrecht, a representative of the Highveld Administration Board, which run the hostels, the deadline was allowed to pass.

The workers were dismissed on Wednesday after being locked out since September 21.

The dismissals come in the wake of a decision by the International Metalworkers’ Federation to launch an international boycott of Highveld Steel.

Last minute mediation on Monday failed when agreement could not be reached on two issues.

The union had proposed that the canteen on the company premises be closed and that the savings be added to wages, but the company said it would only consider this after consultation with the NUM.

The company wanted disciplinary action arising from the strike to be dealt with in terms of internal procedure, while NUMSA demanded independent arbitration.
Duens offers to reinstate workers

Labour Reporter

As the bread strike entered its 10th day yesterday, Duens Cadora, one of the four strike-hit bakeries, announced it would reinstate all dismissed workers if they returned to work on Friday.

The bakery, owned by Bokomo, dismissed nearly 400 workers on Tuesday when they refused to return to work. Bokomo group manpower manager, Mr J R Louw, said that workers who failed to return to work by Friday, would have until Monday to apply for new employment.

He said that after Monday, the bakery would engage all properly qualified applicants on a "first come, first served" basis.

Meanwhile, a spokesman from Pick n Pay, Mr John Barry, said that the bread situation was "not as critical this week" since panic-buying had abated.

Enterprise will hold a meeting with the Food and Allied Workers Union today to discuss the strike.
Cadac employees to meet

NATIONAL Union of Metalworkers of South Africa members who went on strike at Johannesburg's Cadac a fortnight ago, were to hold a meeting late yesterday.

The meeting follows talks between Cadac, Numsa and the South African Boilermakers Society to end the three-week-old strike at the company's plant.

Numsa officials were expected to report back the latest development to the striking 400 workers.

About 90 Chemical Workers' Industrial Union (CWIU) members were locked out at the Plascon-Evans Paints in Port Elizabeth this week.

The lockout follows a go-slow by workers the failure of negotiations to resolve a dispute stemming from a demand that all company employees receive a R10 bonus paid to those who worked during a stay-away in May this year.

A company spokesman said those wishing to drop their demands would be entitled to return to work.
Ballot settles dispute of rival unions

A LENGTHY dispute between two unions over which should represent workers at an Atlantis textile factory has been settled by ballot.

The ballot at Rotex Fabrics between the National Union of Textile Workers (NUTW) and the Garment Workers' Union of the Western Province was held under the scrutiny of attorneys representing both sides and was won by the NUTW by 109 votes to 43.

The ballot followed an action in the Industrial Court recently in which the NUTW, which had a recognition agreement at the plant, claimed that factory management had favoured the GWU — the largest union in the Western Cape — to ensure that it replaced the NUTW.

Mr Ebrahim Patel, an NUTW spokesman, said it was a significant victory for the union.

"Workers want strong assertive unions able to take up the fight for a living wage."

In its action the NUTW said its replacement by the GWU had been an unfair labour practice and asked the court to restore the situation that had previously applied.

NUTW had been recognised at the plant since it won a ballot in mid-1986 to test the competing claims of the two unions.
Pamphlets condemn Cosatu conference

BY LEN MASEKO

Mysterious pamphlets condemning a three-day education conference organised by the South African Trade Unions were distributed yesterday. The conference, which was held at the National Exhibition Centre in Johannesburg. The pamphlets, which are distributed by the Transvaal Congress of South African Trade Unions, which will today be held in Cosatu's national congress. The conference will focus on the federation's role in developing the federation. The conference will also focus on the federation's role in the federation. The conference will focus on the federation's role in the federation. The conference will focus on the federation's role in the federation. The conference will focus on the federation's role in the federation.
By DICK USHER
Labour Reporter

ALL four strike-hit Peninsula bakeries are back in limited production.

Good Hope and Silverleaf started baking last night after an assurance from the Food and Allied Workers' Union that its members would not interfere with deliveries of materials or baked bread.

The other bakeries affected by the strike of about 1,000 employees are also in production — Duens Cadora since Monday night and Enterprise almost continuously during the 11-day strike.

A spokesman for Good Hope and Silverleaf said management and non-striking employees baked about half the normal production last night and it was hoped to approach full capacity today.

He said a reply to proposals for ending the dispute, which had been put to the union and employees, was expected today.

At a Press conference last night union general secretary Mr Jan Theron rejected a Duens claim that workers and the union had been unreasonable.

He said “What is there to be reasonable about? The company has not advanced one cent on its original offer and has now resorted to mass dismissals.”

On Tuesday Duens dismissed about 400 strikers.

Mr Theron said the dismissals were unreasonable. The company had not stuck to an agreed 24-hour notice period for such dismissals as laid down in their agreement.
Empty breadbins as the bakers strike

BREAD became a scarce item in Cape Town this week as 1 000 bakery workers went on strike in support of wage demands — and management went in to man the ovens.

A placard at one of the four bakeries involved spelt out the workers' message: "Tools down, time is gone — we want a living wage."

The four bakeries, owned by food sector giants Tiger Oats and Sasko and the Cape company, Bokomo, have rejected workers' demands for a R32 across the board weekly increase.

The bakeries are sticking at their offer of R19.50 which is substantially lower than the increase recently negotiated between the Food and Allied Workers' Union, to which the striking workers belong, and Premier Milling which owns two other Cape Town bakeries.

Fawu accepted Premier's offer of an immediate R27,50 increase and a further R1,50 in January — bringing the minimum starting wage to R139,50, ahead of the present minimum of R110 at the four bakeries.

The strike follows four months of wage negotiations which saw all the procedures laid down in negotiated recognition agreements exhausted.

Between them, the six bakeries produce most of Cape Town's bread — the government loaf sold at a nationally determined price.

By GAYE DAVIS,
Cape Town

Fawu general secretary Jan Theron said the bakeries affected by the strike were "pleading poverty", a claim the union rejected.

He said it was clear the companies had in the past agreed on wage levels, despite the fact that all bargaining took place at plant level. However, Premier had now broken ranks.

Sasko group manpower manager George Koning denied there was any collusion.

He said discussions were underway in an attempt to persuade workers at Sasko's Enterprise Bakery to leave the premises, following an urgent interdict granted by the Cape Town Supreme Court on Tuesday.

Koning said production at Enterprise was continuing.
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He said discussions were underway in an attempt to persuade workers at Sasso's Enterprise Bakery to leave the premises, following an urgent interdict granted by the Cape Town Supreme Court on Tuesday.

Koning said production at Enterprise was continuing.

Hundreds of people demonstrated outside the South African Embassy in London last week in support of treason trialist Moses Mayekiso, general secretary of the National Union of Metalworkers of South Africa.

Mayekiso, a prominent Alexandra community leader, is expected to appear in the Rand Supreme Court on Monday. With four others, he is charged with having campaigned against security forces, the Alexandra town council and "so-called collaborators".

Picture: GUY TILLIM, Afrikaans

The contents of this newspaper have been restricted in terms of the Emergency Regulations.
LABOUR BRIEFS

The National Union of Metal and Allied Workers is to hold a meeting at Besaans and Du Plessis workers at Laudium Hotel, Pretoria tomorrow at 8am.

The Nusaw shop stewards council will also meet the same time at the union's offices in 40 Brown Street. All Nusaw shop stewards are requested to attend.

The meetings will discuss recognition agreements and the union's funeral benefit scheme.

* Members of the "merged" Commercial Catering and Allied Workers Union of South Africa (Ccmusa) will hold a general meeting at Funda Centre, Dieploof on Sunday.

The meeting will focus on a split which rocked the union recently. It starts at 10am.

* The National Union of Railway Workers is to hold its first annual congress in East London on October 31. Activities at the congress will include elections and a workers' rally.

A spokesman for the union said railway workers organised by other unions were invited to attend the rally.

The congress will take place at Orient Theatre.

** The United Workers' Union of South Africa is to hold its second annual congress in Johannesburg this weekend.

Main items on the agenda will be the Freedom Charter, Sanctions and Disinvestment and Kwa-Natal Indaba.

The highlight of the two-day congress will be a prayer rally for Natal flood victims to be held at Jabulani Amphitheatre on Sunday.

The congress will be held at Sanlam Building, Corner Sauer and Commissioner streets.
Workers to meet

MORE than 400 Dobsonville Town Council workers will meet today to discuss new strategies after talks with the council were put off yesterday.

Union officials and their legal representatives were yesterday told that the meeting between them and the council was off because the clerk, Mr A Gaum, was ill. He collapsed at work on Wednesday and was taken to hospital.

The workers, all members of the Municipality Union of South Africa (Musa), demand a 10 percent salary increase for 1984 and 1986 which they claim was not given to them.

However, they said they received a seven-and-a-half percent increase in April 1985.

According to council minutes of April 29, 1986, employees of neighbouring councils and West Rand Development Board were granted 10 percent salary increases.

Among other things, the workers demand a 40 percent increase for what they term "a better living wage", said Musa president, Mr Nuku Madumo.
CWIU, Plascon to mediate

The Chemical Workers' Industrial Union and Plascon-Evans management have agreed to mediation to resolve the lock-out involving 89 CWIU member at the company's Port Elizabeth plant.

A CWIU spokesman said both parties agreed to refer the matter to mediation during negotiations this week. He said there was, however, a problem regarding the mediator preferred by the two parties.

Bonus

"The mediator preferred by management and our union is not available to mediate in the matter," the union spokesman said.

At the centre of the lock-out is the demand by the workers that all company employees receive a R10 bonus paid to those who worked during a stayaway on May 5 and 6.

CWIU members had been involved in a go-slow since October 9, to pressurise management to accede to their demands.

The union has challenged the legality of the lock-out, saying the workers had voted to go-slow in a secret ballot.

A company spokesman said the workers had been locked out of the premises on October 20.
Five Cosatu municipal unions merge

Alan Fine

Five Cosatu affiliates with membership in the municipal sector are to meet this weekend in Cape Town to form a single union for municipal workers.

The new union will have a membership of 20,000, Cape Town Municipal Workers' Association (CTMWA) general secretary John Erntzen said yesterday.

The long-established, 13,000-strong CTMWA - recognised by several municipalities in the western Cape - will contribute the majority of members.

Other participants include the Transport and General Workers' Union (TGWU), General Workers' Union of SA, SA Allied Workers' Union and the Municipal Workers' Union of SA.

Erntzen said a national union had become imperative to begin the task of organising SA's 500,000 black municipal workers. The new union would talk to others outside Cosatu with a view to forging greater unity.

TGWU general secretary Jane Barrett said the merger would help overcome management objections to dealing with unions that do not confine their activities to the sector.
Education focus

A three-day education conference organised by the Congress of South African Trade Unions starts today. It will be held at the National Exhibition Centre, Crown Mines.

The conference will focus on:

- People's Education. What role can Cosatu play in an alternative education,
- Women leadership: What progress has been achieved; and
- Working class culture: What is the role of culture in the struggle;
- Cosatu courses. What education is needed to strengthen worker leadership, and
- Media. How can the federation use the media to popularise its policies and reach the unorganised.

An education department with its own office bearers will be set up at the conference.
Bakery strikers to return to work

By DICK USHER
Labour Reporter

The first major breakthrough in the Peninsula's 12-day bakery strike came with workers at two bakeries agreeing to return to work on Sunday.

Their decision followed a day of meetings with company officials at which Good Hope and Silverleaf management agreed in principle to discuss minimum wages.

A company spokesman said wage negotiations would start again on Sunday night.

About 1,000 workers, members of the Food and Allied Workers Union (Fawu), have been on strike to back demands for higher wages.

One company in the industry reached agreement with Fawu on a R137.50 a week minimum from August 1 with a further increase of R1.50 a week from January.

DEADLOCK

Wage negotiations with the other three - Sasko, Tiger Oats and Bokomo - were deadlocked at a minimum of R123.50 a week when their employees went on strike.

About 400 Deens Cadora workers face a deadline today to report to the bakery at the start of their regular shifts for reinstatement following their dismissal earlier this week.

Workers were locked in discussion all yesterday, but by early today it was not clear what action they would take.

Deens offered reinstatement for workers who reported for work today or re-employment for those who reported by noon on Monday. Failing this, management said it would start hiring on a first-come, first-served basis.

A spokesman for Sasko, which owns Enterprise, said Fawu had contacted management yesterday afternoon and further talks would be held this morning.

"I do not know what will happen, we can only hope," he said.
Technikon agreement

THE University and Allied Workers' Union and the Peninsula Technikon have negotiated an interim recognition agreement, to be signed by both parties today.
Long way to go

How many employers pay their domestic workers R200 or more a month? This (among other things) is the minimum wage demand by the SA Domestic Workers' Union (Sadwu). Along with farm workers, it is still seeking government recognition.

But although backed by the powerful Congress of SA Trade Unions (COSATU), chances of domestic and farm workers getting government recognition, and therefore bargaining power, look slim for now.

A National Manpower Commission inquiry into the conditions of farm and domestic workers was launched in May 1982. The results have not been published. Speculation has it that the report recommends that farm and domestic workers have the right to

Sadwu president Violet Motlasedi, on her part, says she doesn't care about the possibility of increased unemployment "because we've been unemployed before. As long as the workers are united," if employers cannot pay, they must reduce the working hours, she says.

Strike action is also a problem - even if domestic and farm workers' unions were to be recognised. The workers have difficulty leaving their premises, as most of them live in the homes or on the grounds of their employers. So, until a strategy to mobilise the workers is developed, Sadwu's main function will be to educate workers on their rights and on how to approach their employers.

Meanwhile, COSATU hopes to organise the workers through street and area committees.

Whatever the practicality of domestic and farm workers' unions, the fact remains that there is a need for some protection from exploitation. Some argue they should be incorporated into the Labour Relations Act, which allows collective bargaining. The Basic Conditions of Employment Act, which provides minimum working conditions, and the Machinery and Occupational Safety Act.

Anyway, as Wehahn suggested years ago, prohibiting trade unions will not abolish the workers' urge to form them, but will only force them to go underground.
Unions 'will soon demand housing assistance'

Staff Reporter

Organized labour would formulate a comprehensive set of demands for financial assistance for housing from employers "within the next 12 to 18 months", labour expert Mr. Taffy Adler predicted yesterday.

Mr. Adler, now a researcher with the Labour and Economic Research Centre, was a senior trade union official for ten years (1976-86) with the Federation of South African Trade Unions (Fosatu) which has since become the Congress of SA Trade Unions (Cosatu).

Mr. S. Myers, who chaired the Institute for Housing session which Mr. Adler addressed, said it was the first time in the history of the Institute that a paper from "the trade union or workers' point of view" was presented.

"Resources"

"Right here and now, South Africa has the capital and technical know-how to reduce, if not entirely eliminate, our housing problem," Mr. Adler said.

"Why don't we? Why is there still a major crisis in housing? The key to the housing crisis in South Africa lies in the reallocation of resources. The allocation of resources is, of course, a political question."

It was no accident, he said, that the majority of housing resources were still allocated to the white housing sector, nor was it an accident that those allocated to the black community went to the wealthier section of that community.

Housing assistance was already part of the established "conditions of service" of senior management, Mr. Adler said, and this practice needed to filter down.
Municipal unions putting on muscle

ALAN FINE

The 1990 Johannesburg municipal strike, organisation in the municipalities is about to take off. Most municipalities, other than those of the white cities, belong to the Municipal Employers' Organisation (MEO). The MEO has resisted dealing with any union that is not registered, or which organises workers other than municipal employees. The latter point, particularly, has been a major obstacle. It is also hostile towards decentralised bargaining. According to MEO chairman Johann van der Merwe, the sector prefers to work through industrial councils in the different provinces while shunning the idea of local recognition agreements which have become commonplace in the private sector.

No objection

"We recognise the right of workers to freedom of association. But they must recognise that we have the right to decide on what basis to deal with unions," he says. He adds that he does not fear the growing popularity among municipal employees of Cosatu and Nactu affiliates and has no real objection to dealing with them. But the unions themselves see MEO policy as a less than subtle attempt to shut them out. Two distinct strategies designed to overcome it are emerging.

The NUPSW, a Nactu affiliate which claims 15,000 municipal members and has become prominent in the Transvaal, is set on changing MEO thinking. Last week it achieved what it believes to be a major breakthrough — recognition by the Boksburg municipality. According to the municipality's director of management services, Koot Marais, agreement on issues like negotiation procedures and recognition of shop stewards has been reached, subject to confirmation by the town council.

Radebe believes this is the beginning of the collapse of the long-held MEO policy on union recognition. "Other municipalities we are dealing with have already expressed interest," he says. It certainly appears set to cause some kind of shake-up. The MEO's Van der Merwe was unwilling to even believe the news of the agreement until he had received confirmation. "It is a sorry situation if some municipalities go against our policy," he said.

The Boksburg accord, which perhaps because of the sensitivities involved — Marais hastened to term a recognition agreement is to be discussed by the MEO soon.

Sound footing

"We will explain our views, and hope to clear the air," said Marais. The Boksburg council's approach is merely to keep industrial relations on a sound footing, and believes this development will help, he said.

The NUPSW attitude towards industrial council participation is still unclear. "The workers will decide," says Radebe with no undue enthusiasm.

He has no problems with the fact that municipal and hospital workers do not have the right to strike. "We recognise they are essential services, and accept disputes have to be resolved through arbitration," he says. But he warns the authorities must do away with working condition which are "conducive to strike action."

This includes the need to bring hospitals under the Labour Relations Act (LRA), thus providing acceptable channels for dispute resolution.

In contrast to the NUPSW approach, the new Cosatu municipal union will be formed this weekend is likely to adopt the strategy of using "the system."

According to the Transport and General Workers' Union's general secretary Hans Barritt, the key strategic intention of the merger is to create a sectoral union, thus overcoming the MEO objection. The new union will then be in a position to gain access to industrial councils around the country. She is not at all confident, though, that new obstacles will not be placed in their path.

There appears less likelihood of any such advances in the foreseeable future for hospital employees.

The provincial authorities, particularly in the Transvaal, have done their utmost to avoid dealings with militant unions.

Consensus among unionists and lawyers is that gains in union rights here will be a long, hard process of piecemeal advances — largely in the courts.
Strike ends at two bakeries

By CHRIS BATEMAN and CLAIRE HARPER

WORKERS at two of the striking bakeries have agreed to go back to work and an end to Cape Town's bread shortage appears to be in sight as union organizers held a top-level meeting late last night.

A spokesman for Tiger Oats bakeries, Silverleaf and Good Hope, Mr Louis Grefe, said yesterday that workers at the two bakeries had agreed to resume work on Sunday morning.

The food and Allied Workers' Union (Fawu) spokesman confirmed this, adding that the decision came after the managements agreed in principle to discuss the lowest grade of salaries.

Good Hope workers will resume work at 6.30am and Silverleaf workers at 8.30am, both spokesmen confirmed.

Mr Grefe said management had agreed to meet with Fawu to discuss finally resolving the wage dispute on Sunday night.

The Fawu spokesman said last night that workers had agreed to return to work at the remaining Tiger Oats bakery, Albany, on Sunday if management agreed to negotiate the lowest salary grade.

The group manpower manager for Bokomo, which owns the Duesen Cadora bakery in Epping, Mr Jannie Louw, said yesterday that the company's decision had not changed, but talks were still continuing.

Duesen has said it will reinstate the nearly 400 workers dismissed on Tuesday, if they returned to work today.

Failing this, workers would have till Monday to apply for new employment and after that the bakery would engage all properly-qualified applicants on a "first come first served basis", Mr Louw said.
Union says to mediation

PORT ELIZABETH — Plascon paint manufacturers here and the Chemical Workers Industrial Union (CWIU) go to mediation today in an attempt to resolve the dispute that resulted in 89 workers being locked out of the factory last week.

The 89 CWIU members heeded a Cosatu call to stay away from work in May to protest against the white parliamentary elections.

Plascon paid non-union members and casual workers a R10 "production bonus" for reporting for duty. Workers who stayed away have demanded payment of the R10. — Sapa
VW wait for move on strike arbitration

Own Correspondent

PORT ELIZABETH. — Volkswagen workers are undecided on an offer of arbitration to settle a strike of 4,000 workers at the company's Uitenhage plant.

Production at the plant was shut down for the third day yesterday.

The strike is costing Volkswagen 200 vehicles a day and comes when the company is pulling out all stops to meet a full order book.

The majority of the black labour force is involved.

A spokesman for the National Union of Metalworkers of South Africa, Mr Les Kettle, last night said workers would meet on Monday to decide on management's offer to call in an independent arbitrator.

Union representatives are scheduled to meet management the same morning.
1,000 workers to return to bakeries

By CLARE HARPER
Labour Reporter

THE two-week bread strike is over and one thousand workers at the four major bakeries affected will resume work tomorrow.

This was confirmed yesterday by managers of Albany bakeries (Good Hope and Silverleaf), Duens Cadora and Enterprise, and the Food and Allied Workers' Union (Fawu).

Employees return to work tomorrow and bread supplies, which were critical in the early stages of the strike, will be normal from Monday.

Yesterday workers at Duens Cadora and Enterprise decided to join Albany's bakeries, who agreed on Thursday to management's proposal that they return to work and then continue negotiations to resolve the minimum wage dispute.

The 383 workers dismissed from wrongful dismissal.

Komo's Duens Cadora bakery on Tuesday have been reinstated without loss of benefits, after agreeing to return to work yesterday.

The workers began the strike after demands for a R32 increase on the minimum wage of R110 was refused.

It is understood that one of the bakeries had offered a R137.50 minimum wage from August 1, with a further R1.50 increase from January.

A spokesman for Sasko, which owns Enterprise bakery, Mr Kobus Laing, said workers had agreed to return to work "unconditionally" tomorrow.

He said Sasko had agreed to Fawu's request for the next round of talks on the minimum wage to continue on Tuesday.

The national organizer for Fawu, Mr Mandla Gxanyana, said all the bakeries had agreed to negotiate further, and a meeting with the four would take place early next week.
PE strikers are locked out

CP Correspondent
WORKERS taking part in a go-slow strike at the Plascon Evans paint plant in Grahamstown Road, Port Elizabeth, were locked out of the company's premises this week.

HE Potgieter, production director of the company, said 89 members of the Chemical Workers' Industrial Union had been locked out.

They had been taking part in a go-slow since October 9.

The company had locked out workers after negotiations failed to resolve a dispute stemming from a demand that all company employees receive a R10 bonus paid to those who worked during a stayaway on May 5 and 6 during the white elections.

In a statement yesterday, Potgieter said those workers who wished to drop the dispute would be entitled to return to work.

Pen.
Deadline day for Anglo's fired workers

By ERNEST SIDERIS

ANGLO American's deadline for 2,100 dismissed workers to apply for re-employment was extended to 7am today after employees rejected yesterday's 3pm ultimatum.

The workers at four of Anglo's iron and steel plants in the Eastern Transvaal were fired on Monday after they refused to accept the company's offer on wage increases.

Anglo's Highveld Steel and Vanadium Corporation locked National Union of Metalworkers of South Africa's members out of the plants at the beginning of this week, saying the move was designed to persuade workers to accept their wage offer and that management was prepared to hold further talks to resolve the issue.

But the company had refused to budge from its minimum offer of a 45c an hour increase at talks initiated by the union yesterday — despite the willingness of workers to come down from their initial demand for a "living wage" increase of R1 an hour across the board to below 50c an hour, according to Bernie Fanaroff, secretary for Numsa's steel and engineering sector.

Management had also refused to

Workers' deadline

From PAGE 1

consider a union request that the issue be sent to mediation and said the workers would be dismissed if they did not accept the company's offer, either individually or as group, by 3pm yesterday, said Fanaroff.

A meeting of Numsa members at the plants yesterday rejected the ultimatum and refused to return to work under management conditions.

The deadline was then extended to 7am today

Anglo representative James Duncan said earlier that management had only decided on the lockout after concluding an agreement with five of the six unions that are recognised at Highveld Steel.

The Anglo representative said Highveld Steel management was aware of the allegations made by Numsa but was not prepared at the time of going to press to comment.

The Congress of South African Trade Unions has rejected management's claim that the lockout was an attempt to resolve the dispute.
Union says police beat its members

The Paper, Printing, Wood and Allied Workers Union (PPAWU) has claimed its members were assaulted by police during a dispute over the recognition of the union at Leonard Brushware, Industria.

A PPAWU statement said a number of the workers had to receive medical attention and two were hospitalised as a result of the alleged assault.

Some of the workers yesterday showed a Star reporter wounds, including facial bruises, they claimed were inflicted by police during the assault. At least one worker had his hand in a sling.

Two workers, Mr Abram Boise and Mr Thomas Hessmate were admitted to the Baragwanath Hospital, according to the union.

The union said the staff of about 270 stopped work to demand that management recognise their union.

Management allegedly called the police after workers had refused to resume work as ordered, demanding instead that negotiations take place for the union’s recognition.

A first group of policemen left the premises without taking any action. Later, a second group of police gave workers five minutes to leave. Police then allegedly assaulted about 20 workers with sjamboks, batons and broomsticks.

Company comment was unavailable as spokesmen were said to be in a meeting.

In a statement, a spokesman for the SAP Public Relations division in Pretoria rejected the allegations “with the contempt they deserve.”

The police statement said a similar inquiry had been received from PPAWU itself in which police were alleged to have assaulted workers with “sjamboks” and “gun-butts.” This had now changed to “sjamboks, batons and broomsticks.”

“Once again,” said the statement, “an organisation has been fit to castigate the police whilst ignoring the role and/or actions of its workers.”

“According to our records,” continued the statement, “a large group of workers gathered illegally, and were warned by the police to disperse. The warning was ignored and the police used troops to disperse the group. We have no record of any person sustaining injuries.”
Cops deny charge

SAP has rejected allegations by a union that its workers were "assaulted" by police after a work stoppage.

Police were reacting to a telexed statement to Sapa by allegations by the Paper, Wood and Allied Workers' Union (PWAWU) that the assaults took place at the Leonard Brushware Company plant near Johannesburg recently.

The statement confirmed that a clash between workers and police had taken place, but said police were dispersing an illegal gathering.

In reaction to PWAWU's claims that five of its members were hospitalized after the alleged assaults, police said their records did not show anyone sustaining injuries.
STOCKHOLM. — The leader of the National Union of Mineworkers, Mr Cyril Ramaphosa, received the first Olaf Palme Prize at the weekend for his fight for "human rights and dignity".

Mr Ramaphosa, 34, general secretary of NUM, was awarded the $15 000 (R32 000) prize by Mrs Lisbet Palme, wife of the assassinated Swedish prime minister, at a ceremony in Stockholm.

The prize is awarded by the board of the Olaf Palme Memorial Fund, which was created three days after Palme was assassinated in 1986.

In announcing the prize, the board cited Mr Ramaphosa for the "courage and wisdom the union showed in its struggle for human rights and dignity".

Mr Ramaphosa said he would use his prize money to establish a scholarship fund for further education of black mine workers. — UPI
Thibedi is safe

MABOPANE trade unionist Mr Jerry Thibedi has returned home — alive and well, a Cosatu official said yesterday.

Mr Donise Khumalo said Mr Thibedi was released by Bophutatswana police and later asked to make a statement. The federation has referred the matter to the lawyers, he said.

Mr Thibedi and his family escaped death after their home was rocked by an explosion last week. The unionist escaped unhurt while his wife and children were treated for shock at Garankuwa Hospital.

Cosatu, gleaning reports from Mr Thibedi's neighbours, said police arrived soon after the blast and detained the unionist. The South African and Bophutatswana police later denied that the unionist was in their custody.
Five unions merge to form SAMWU

Labour Reporter

FIVE municipal workers' unions merged to form the 20,000-strong South African Municipal Workers' Union (SAMWU) at its inaugural congress in Cape Town at the weekend.

The 150 delegates and observers at the launch represented municipal sector workers from the Western, Eastern and Northern Cape, Natal, Free State and the Transvaal.

A spokesman said that SAMWU's priority was to organize the 500,000 municipal workers countrywide, who were not yet union members, into 'one strong national union, in line with the one industry, one union policy of the Congress of South African Trade Unions, Cosatu'.

Affiliates

SAMWU consists of Cosatu affiliates including the former Cape Town Municipal Workers' Union, the Municipal Workers' Union of South Africa and the municipal members of the Transport and General Workers' Union, South African and Allied Workers' Union and General Workers' Union of South Africa.

SAMWU formally affiliated itself to Cosatu at the congress.

The congress was opened by the Cosatu regional chairman, Mr Mac Wellington Mtiya.

Resolutions on sexual discrimination, the right to strike, the campaign for a living wage, non-racism, military conscription and the migrant labour and hostel system were passed.

The congress elected Mr Petrus Mashulu, of Johannesburg, as chairman, Mr Joseph Spambo, of Natal, as vice-chairman, Mr Sidney Adams, of Cape Town, as treasurer and Mr John Erns-...
Cosatu slams Bantu education

BANTU education was designed to "keep people in ideological bondage and enslave the working class to the cheap labour system," Cosatu general secretary Mr. Jay Naidoo told an educational conference at the weekend.

Addressing about 250 delegates, Mr. Naidoo said this was why Cosatu backed student demands for an alternative education "that develops the potential of people and serves the interests of the working class."

The conference took place against the background of the education crisis, Mr. Naidoo said.

The conference resolved — among other things — to:

- Adopt the guidelines for "people's education";
- To launch a concerted drive to mobilise and educate "around the issue of women";
- Form a "fully fledged education department". The following people were elected to man the department: Messrs Chris Seopisengwe (chairman), E. Masego (vice-chairman), David Pule, Thate (treasurer) and Khotso Lehoko (education secretary).
Hotels launch drive against race barriers

Daily Dispatch Correspondent

JOHANNESBURG — The Federated Hotels, Liquor and Catering Association of South Africa (Fedhasa) is to launch a nationwide campaign to rid the country of all racial discrimination.

Announcing this at Fedhasa’s Western Cape Regional conference, the association’s president, Mr. Mike Kovensky, warned that large numbers of hotels, facing ruin and said that hotels, could not develop the last potential black and coloured market, while there was legislation preventing their guests from using amenities in the surrounding areas.

Apart from that, a whole labour-intensive industry with the capacity to become the biggest in the country and provide many jobs would have been lost, he said.

Earlier at the meeting, a professor of economics at the Stellenbosch University Graduate School of Business, Professor Attie de Vries, pointed out the decline in numbers of hotel guests and said that the gap between whites and other races was narrowing.

Mr. Kovensky said that South Africa had about R3 billion invested in hotels, of which about R2 billion was now at risk.

If this investment were lost, it would be a disaster and the damage done by the Natal floods would be negligible.

By the turn of the century it would cost about R5 billion to replace the
ABOUT 4000 Volkswagen employees ended their work stoppage and resumed duty at the company's Port Elizabeth plant yesterday, a company spokesman said yesterday.

Volkswagen spokesman, Mr Natt Genrich, said the workforce had agreed to return to work pending arbitration proceedings.

The National Union of Metalworkers of South Africa (Numsa) members downed tools last Wednesday over the dismissal of a colleague alleged to have assaulted a foreman.

Mr Genrich said arbitration was expected to resume later this week. He said production would be back to normal.

The stoppage had cost the company 200 cars a day in lost production.
Workers locked out

PORT ELIZABETH. — Workers participating in a go-slow at the Plascon Evans Paints' plant in Port Elizabeth were locked out of the company's premises this week.

Production director Mr H Potgieter confirmed 89 members of the Chemical Workers' Industrial Union had been locked out. They had been participating in a go-slow since October 9.

Workers had been locked out after negotiations failed to resolve a dispute. The dispute stemmed from a demand that all employees receive a R10 bonus paid to those who worked during a stayaway on May 5 and 6.

Potgieter said workers wishing to drop the dispute would be entitled to return to work.

Wes Phillips, the branch secretary of the union, claimed the company demanded workers resume normal production after a breakdown in negotiations on Monday.
JOHANNESBURG — Workers at Mono Pumps (Africa) in Sebenza near Kempton Park have decided to hold regular demonstrations to protest at the failure of the company to negotiate with their union.

According to the National Union of Metalworkers of South Africa (Numsa), the US holding company, Armonex Brands, announced in April its intention to disinvest from South Africa “due to the deteriorating political and business environment.”

Mr Michael Kettle, group chief executive-director of Mono Pumps (UK), was given the task of arranging the sale.

**Purchase**

“After a meeting with Numsa in August, Kettle said he would tell us the purchase price and the name of the buyer before the sale and agreed to consider certain demands,” a Numsa spokesperson said.

The demands were:

- Mono Pumps should not continue to benefit from apartheid and should negotiate with Numsa the terms of the sale which affected workers.
- Workers should be no worse off after the sale.
- Mono Pumps should give Numsa full financial information about the sale price and the name of the proposed buyer.
- Mono Pumps should fully compensate the union in terms of a draft agreement submitted to Kettle, giving it the right to negotiate at plant level.
- Workers’ wages should be guaranteed for five years and the company should sign a full retrenchment agreement.
- A fund to provide workers with retirement benefit, should be set up.

The company should also set up a community trust to get boreholes and other pumps into the rural areas.

**Negotiate**

Kettle referred us to the Gal- lager Board of Directors for further information. They refused to give us this information.

“He refused to negotiate any of our demands at a second meeting earlier this month. He refused to negotiate a document of sale in which workers would be protected. He also refused to discuss a trust fund,” Kettle said.

“He would consider giving an ex-gratia payment to some educational institutions for the disadvantaged people of South Africa,” the Numsa spokesperson said.

Mr David Brocher, project manager for Mono Pumps (Africa), said the company’s sale was a “commercial decision” and not a disinvestment.

He said the Kempton Park branch was one of five or six being sold off around the world.

Numsa’s disagreement was with Kettle and not Mono Pumps (Africa).

Conditions of employment would not be materially affected by the sale,” he said.

Workers at Mono Pumps (Africa) demonstrate outside their factory in Edenvale, Johannesburg, to show their dissatisfaction at the way their parent company is disinvesting.

**Mwasa clash looms**

THE Media Workers’ Association of South Africa (Mwasa) faces another crucial national congress next month.

This time the divisive issue could be whether to affiliate to either the Congress of South African Trade Unions (Cosatu) or the rival National Union of Metalworkers (Nactu).

In 1983, Mwasa split at a national congress in East London over the decision of its Western Cape region to join the United Democratic Front.

The union patched up its differences after months of delicate negotiations.

The Western Cape region seemed to be approaching next month’s congress with more caution.

At a recent regional congress, they decided Mwasa should remain unaffiliated.

Regions like the Transvaal are expected to urge the union to affiliate to Nactu.

The Western Cape region resolved to commemorate May 1 and June 16 as workers’ days. They said they would review its position if the national congress decided to affiliate to Nactu.
Mwasa clash looms

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They said they would review its position if the national congress decided to affiliate Nactu.
The labour briefs

Race bar must go — rail workers

THE Western Cape branch of the South African Railway and Harbour Workers Union have vowed to break the colour barriers among workers in the transport industry.

This was one of the resolutions passed at the union's first regional congress last week.

About 75 delegates representing more than 2,000 members attended.

The meeting resolved that the union should:

- Challenge the migrant labour system;
- Demand the scrapping of a South African Transport Services medical scheme which, workers claimed, did not allow them to choose their own doctors;
- Form one transport union under the Congress of South African Trade Unions (Cosatu);
- Demand that the workers' families should be allowed to travel free on trains.

Western Cape branch secretary Dennis Makati said Sarswu members were among the worst-paid workers in the country.

"They earn between R250 and R356 a month. We want to fight for union recognition so we can implement Cosatu's campaign for a living wage.

"We plan to win over members from the Black Trade Union recognised by management.

White workers

"We have signed more than 1,000 workers from Blaut and from the so-called coloured staff. We even received queries from some white workers willing to join the union.

"Once we get a majority, we will ask SATS management to conduct a secret ballot to test our strength," Makati said. The Western Cape branch faced many problems since they started to organise workers in May last year.

He described the offer to equalise State employees' salaries as meaningless for the majority of workers.

"The government's salary party offer will only benefit the skilled workers. The unskilled ones will be left out. The state should instead meet the workers producing SATS's wealth," Makati said.

Other executive members are chairperson Gordon Ncube, vice-chairperson Thami Khoselo and treasurer Vela Ntobongwane."
Tools down at Pepsi

ABOUT 200 South African Allied Workers Union members at the Pepsi Cola factory in Epping this week downed tools for higher wages.

A Saawu spokesperson said the workers demanded R2.50 an hour and a 44-hour week.

The management offered R2.00 an hour - 49 cents more than the present hourly rate and a 46-hour week.

The workers also demanded the company refund money deducted last week after they had worked 44 hours.

Other demands were interest-free loans of R2 000 and bursaries for workers wishing to study.

Negotiations are continuing.

Cape waitresses, eat you heart out

DURBAN. — Here's a good tip for Cape Town waitresses — watch the growing militancy of your Durban counterparts, where workers are negotiating the country's first union recognition agreements for restaurant staff.

"Right now the union is on its toes to protect waitresses and kitchen staff," said Mr Important Mkhize, the Durban Commercial, Catering and Allied Workers' Union of South Africa (Ccawusa) organiser and negotiator with two Durban restaurants and several national fast food chains.

"Recognition agreements are the answer to abuses because the bosses hide behind inadequate legislation," he said.

Restaurant workers were vulnerable to victimisation because they had a domestic servant-style relationship with their bosses, Mkhize said.

Mkhize said sexism made the workers' situation worse.

"Male bosses still take advantage of women. "So workers must educate the employers and unions are the training ground. In unions they learn courage and know how for dealing with bosses." Concord News Agency.

2-28/10/87

Brilliant strike
Support grows as strikers stand firm

By AYESHA ALLIE
CAPE TOWN'S bread shortage is set to continue as striking bakery workers vowed not to return to work until their wage demands are met.

One bakery, Duens, has already reacted by dismissing 388 workers.

Meanwhile, support for the strikers, all members of the Food and Allied Workers Union, has been offered by many community organisations, including the Western Cape Traders Association, Cape Youth Congress, Unemployed Workers' Movement, South African National Students' Congress (Sansco) and the United Women's Congress.

The WCTA has asked its members not to sell bread supplied by bakeries affected by the strike.

Other bakeries affected by the strike, which involves about 1,000 workers, are Silverleaf, Enterprise and Goodhope. The strike arose last week after the management and Fawu failed to reach agreement on wage increases.

The workers have demanded a R32 a week across the board increase.

Management's offer of R19.50 has been rejected. The workers were earning a minimum wage of R110.

Strikers interviewed at the Umzumulo hostel in Guguletu this week told of their work conditions.

A Duens worker, Mr Welcom Dyantyi, 69, said he had been working for the company since 1957 and earned R114 a week before deductions.

"For all these years of working, I cannot say that I have money in the bank or own anything. This money is hardly enough to support a family and for food," he said.

On pension

Dyantyi said he would go on pension soon but felt it necessary to go on strike so that future workers could benefit.

Mr Dixon Mkwambi said he did not regard himself as a dismissed worker. "I have a right to demand a wage that my family and I can survive on.

Mkwambi said it had not been easy to go on strike because of his family which he had to support.

"But I am going to keep on striking. It was not always when we had bread to eat before the strike," he said.

Not to hurt

"I feel bad because we cannot stay without money for long," said Mr Anderson Bungane from Silverleaf.

"We want the community to know that our action was not to hurt or make people suffer.

"We too are not happy to be on strike. Our aims are to get the benefits from what we earn."

He said workers had been involved in "frustrating" negotiations with management for more than four months and the strike was the only alternative.

A spokesperson from Duens confirmed the dismissal of its workers. He said they had been given a chance to be reinstated should they report for work on Friday. Management was still negotiating with the union.
Belhar man sentenced for poster

Court Reporter

A BELHAR Advice Office worker was yesterday fined R400 (or 12 months) in Kuils River Regional Court for making a subversive statement by putting up a poster stating "Stay Away May 5 and 6" at a station.

Clement John Botha, 25, of Keurboom Avenue, Belhar, had pleaded not guilty. He was sentenced to a further nine months suspended for five years.

The poster said inter alia: "Defend COSATU, Fight for a minimum national wage, Build a mass ANC, Forward to Socialism."

The magistrate, Mr A Louw, said Cosatu's activities were not limited to the labour field and there was a link with the ANC.

Mr DJ Brand prosecuted. Mr D Polgater, instructed by Mallinick Inc, appeared for Botha.
Beer strike is over

JOHANNESBURG. — The beer strike is over, South African Breweries (SAB) said in a news release here yesterday.

The SAB beer division said brewery workers were returning to work and beer supplies would be back to normal to satisfy peak demand at Christmas.

SAB and the Food and Allied Workers' Union (Fawu) yesterday reached an agreement on wages at R4.02 an hour and on various conditions of employment, including allowances, bonuses and holidays.

SAB's manager of industrial relations, Mr Rob Childs, said the Supreme Court decision on the status of overtime bans did not help matters and SAB hoped to have the uncertainty surrounding overtime bans clarified in the Appeal Court. — Sapa
By LEN MASEKO

Four Congress of South African Trade Union offices in Kimberley were destroyed by fire on Monday night.

The fire caused damage estimated at thousands of rand, Cosatu press officer Mr Frank Mentjes said Union documents and office equipment, including typewriters and desks, were destroyed in the fire.

The offices housed Cosatu affiliates the National Union of Mineworkers, SA Railway and Harbours Workers' Union and SA Domestic Workers' Union. Offices of the Municipal Workers' Union and Detainees' Parents Support Committee were also gutted, Mr Mentjes said.

"This is a second blow for the National Union of Mineworkers whose offices in the town were gutted after an arson attack during the recent mine strike," the Cosatu official said.

Last week the home of Cosatu official, Mr Jerry Thubedi, was rocked by what police believed to be a limpet mine blast.

Cosatu's northern Natal secretary, Mr Thabo Oliphant, also escaped death when unknown gunmen opened fire on him outside his Empangeni home on October 18.

Mr Mentjes said "We believe these attacks are perpetrated by pro-apartheid militants. The attacks are also clearly a response to our living wage campaign. Cosatu will not be intimidated by these criminal attacks."

Samantha Daniels
23 Laprince Way
Westridge
Mitchells Plain
7985
Cyril jets out to take his prize

MINeworkers leader Cyril Ramaphosa jetted out of Jan Smuts Airport this week to become the first recipient of the Olaf Palme Peace Prize to be presented to him tomorrow.

Ramaphosa, the general secretary of the 360 000 strong National Union of Mineworkers, was accompanied by NUM president, James Mollatsi.

At the airport Ramaphosa told Weekly Mail that "it (the prize) will be an important development for my union as well as its members and of great significance to the worker movement in South Africa".

Ramaphosa said the announcement as to how the R30 000 prize money would be used would be made in Stockholm on Saturday.

BY GARRY TRUDEAU
Union poised for big strike

Labour Reporter

More than 6500 members of the Commercial, Catering and Allied Workers' Union (CCAWUSA) are poised to go on a national wage strike in the Ellerines furniture group in the next four days unless they reach a wage agreement with the company.

The decision was announced at a Johannesburg press conference yesterday, only hours before the company agreed to a resumption of talks today.

CCAWUSA spokesman Mr Jack Masuku said the Ellerines group companies likely to be hit by industrial action were Ellerines, Town Talk, Royal, Rheingold, Oxford, Volks, Furncity, Jako and Fishers.

Ellerines human affairs manager Mr Pierre de Vilers said management wanted to act in good faith, so would comment only after today's talks.

Mr Masuku said negotiations between the parties began in May and the union had declared a dispute and applied for a conciliation board hearing after eight meetings with the company.

CCAWUSA was demanding a monthly minimum salary of R550 plus an across-the-board raise of R200. Management was offering a minimum of R300, with a R90 personal raise for all non-sales staff.

Agreement had already been reached on issues including guaranteed job security for employees on maternity leave and the recognition of May 1 and June 16 as paid holidays.
Labour Update

NUSAW SLAMS STEEL CO.

THE National Union of Steel and Allied Workers has accused Pretoria-based Meyer Steel management of union-bashing tactics.

Nusaw claims that management has unfairly dismissed seven members and intimidated others to "make false statements about their colleagues." Among those dismissed were shop stewards, says the union.

But Meyer Steel management has disputed the allegations, saying they had followed correct procedure when dismissing the said workers.

"In fact, there were five workers involved. Two were fired and the three others absconded," Meyer Steel manager Mr. George Greunen said.

The dismissals followed an out-of-court settlement which resulted in management reinstating 37 dismissed employees in January this year, according to Nusaw general secretary Mr. Ndobane Tobane. "Since then there has been victimisation, harassment and disruptive work instructions at the company," Mr. Tobane said.

Nusaw is to challenge the dismissals in the industrial court as well as consider a Supreme Court interdict to stop management further harassing our members," the union official added.

G Nusaw is to host a one-day seminar for shop stewards at Landum, Hôpital Pretoria on October 31 (8am).
TWO female members of the Commercial Catering and Allied Workers' Union were detained from their Soweto homes early yesterday, the Congress of South African Trade Unions (Cosatu) said in a statement in Johannesburg 29/10/87.

They are:
- The vice-chairperson of Cosatu's Forum in Johannesburg, Ms Nenecha Dube, who was detained from her Dube home; and
- Ms Lindwe Mvembo, a shopsteward at World Furnishers, was detained from her Mofolo home at 4.30am.

"We see the detentions as part of the continuing attack on every aspect of the Federations' work in building for true democracy in South Africa," the statement said — Sapa.
VW strike called off

PORT ELIZABETH. — Production at Volks-wagen in Uitenhage is expected to return to normal this morning after a four-day strike by 4 000 workers was called off yesterday. Shop stewards of the National Union of Metalworkers of South Africa (Numsa) agreed to accept management's offer of arbitration.
THREE ATTACKS IN WEEK OF BLOODY ANTI-UNION VIOLENCE

BY VERA GUNNÉNE

WE want work up there, and work! UNIONism is the true free labor movement. We have the labor force to make the country work! We want work, and work, and work! We want work up there, and work! UNIONism is the true free labor movement. We have the labor force to make the country work! We want work, and work, and work!
THE deadlock between Johannesburg's MSN company and its 180 dismissed employees remained unresolved yesterday.

The National Union of Metalworkers of SA (Numsa) members were sacked after they downed tools early this month, demanding the reinstatement of a dismissed colleague.

A company spokesman said the workers were “offered dismissal, which they accepted” after they went on an “illegal strike.” Management had not heard from the dismissed employees since then, he said.

[Signature: Mon 29/10/87]
Bakery strike in second week

AS 1,000 Cape bakery workers entered the second week of their strike for higher wages, the Western Cape Traders' Association is asking its members to refuse to accept any bread coming from the four bakeries. WCTU has also volunteered to collect money in every members' shop to assist the striking workers.

Members of the Cape Youth Congress and the Unemployed Workers' Movement are prepared to help in "getting the message across to all traders".

The organisations were among those represented by 100 delegates at a meeting called this week by the Congress of South African Trade Unions. All the striking workers belong to the Food and Allied Workers' Union, a Cosatu affiliate.

Also present were worker delegates from factories supplying the bakeries, owned by food sector giants Tiger Oats and Sasso and the Cape company, Bokomo.

The workers are demanding a R30 across the board weekly increase to bring the minimum starting wage to a par with that at two other bakeries, owned by Premier Milling.

The six bakeries produce almost all of Cape Town's bread.
Metal industry in the hot seat as strikes smoulder

FURNACES at Anglo's troubled Highveld Steel plants near Witbank were burning at their normal rate this week as some 4,000 metalworkers dismissed in last month's lock-out returned to work.

But labour relations in the metal industry remained volatile as hundreds of workers struck at factories on the Rand and the National Union of Metalworkers of South Africa stoked up steam for two major disputes that could involve more than 15,000 workers next week.

An Anglo representative said 4,000 workers had completed their return-to-work at Highveld Steel on Monday. They were reinstated last week after accepting management's wage offer for 1984. However, a number of employees had been suspended pending an internal inquiry into allegations of "misconduct" and "intimidation".

Numsa representative Bernie Farnoff said 120 workers had been suspended. "Consequently, if workers have to go on strike last week, it will be for just one shift," he said. The Anglo man refused to give details of the suspended workers.

Highveld Steel launched a 2,500 workers' strike on September 21 after they had refused to accept the company's offer of a minimum wage increase of 41c an hour. Workers not included in the lock-out armed tools in protest, upping the number involved in the dispute to 4,000.

While Numsa has obviously suffered a major defeat at Highveld, a spate of strikes continued to smoulder at other parts of the steel and engineering sector.

At the Shell group's subsidiary Cadac, a wage strike by some 400 members of Numsa and the SA Boilermakers' Society started early this week. The workers have been demonstrating daily to support their demand for R4 an hour in response to the company's offer of R3.30 an hour. Cadac personnel directed by Compton said the company increased its offer by 65c if workers agreed to a projected production level.

A major dispute between the SA Chemical Workers and the SA Plantmarkers' Society has started at Sasolburg. The workers have been demanding R5 an hour in return for the company's offer of R4.75.

Sasolburg plant have failed to end a deadlock that led to the dismissal of more than 1,300 striking workers last week.

A company representative said the dispute had been concluded with the dismissal of the workers.

Sawtu press officer Humphrey Ndaba said the strike was still on -

By ERNEST SIDERIS

people in 45 plants. The management has refused to negotiate anomalies in wages for different job grades at plant level despite an agreement that this would be allowed.

The dispute will be thrashed out at an industrial council meeting next week if the talks deadlock, the union plans to ballot its 8,000 members at the court - the first step in what could turn into a national strike.

A simmering dispute could also erupt again at Iscor, where the union suspended a 22-day legal strike by 7,000 workers at the Vanderbijlpark plant on August 12 after the company gave the strikers an ultimatum to return to work or be sacked. Numsa has declared a new dispute with Iscor, claiming that the company failed to negotiate in good faith to end the dispute and that its threat to dismiss workers during a legal strike amounted to unfair labour practice.

On these grounds, the union is demanding that Iscor reopen negotiations on wages.

Next week the industrial council will meet over the demands. If it fails to resolve the dispute, the union is considering the option of continuing the wage strike, possibly bringing out an additional 3,500 members at Sasolburg's plants in Newcastle and Pretoria, or of applying to the industrial court for the dismissals to be declared an unfair labour practice.

Either way, all indications are that metal industry is set to be a hot seat collective bargaining in the next few weeks.

• Talks between Sasol and the SA Chemical Workers' Union at the Sasolburg plant have failed to end a deadlock that led to the dismissal of more than 1,300 striking workers last week.

• A company representative said the dispute had been concluded with the dismissal of the workers.

Sawtu press official Humphrey Nada said the strike was still on.

Picture: ANNA ZIEMERNSKI, Aparthix

Mono Pumps workers stage a placard demonstration calling on the disinvesting company to negotiate with their union, Numsa.

• See Page 18

Picture: ANNA ZIEMERNSKI, Aparthix
Two union women held

Two women members of the Commercial Catering and Allied Workers' Union who were detained in Soweto yesterday are believed to be being held under the State of Emergency regulations.

The Police Public Relations Division in Pretoria said yesterday that neither Miss Nonceba Dube nor Miss Lindiwe Mvembowere were being held in terms of security legislation.

The Congress of South African Trade Unions (Cosatu) said in a statement in Johannesburg that Miss Dube is the vice-chairman of Cosatu's Women's Forum in Johannesburg.
FARM WORKERS

**Rights deferred**

Organised agriculture has removed from public gaze its agonising over farm workers' rights. Behind the tacit is tension between the Conservative Party and National Party, who are openly contesting a "hearts and minds" struggle for the farming vote.

The SA Agricultural Union (SAAU) general council won authority from farmers at last year's congress to inquire into and implement sweeping changes to farm labour prac-

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<th>no longer be delayed</th>
<th>expect workers to report for four hours' duty around sunrise, and another four at sunset.</th>
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<td>This year's congress — held in Durban last week — was scheduled to provide the forum at which the council's action would be tabled and debated.</td>
<td>Officials readily accept that since farm workers enjoy no formal representation, and farmers are set against negotiating with trade unions, establishing accord with workers on such issues is &quot;a difficult question.&quot;</td>
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<td>But the proposals remained under wraps subject to continued discussion with SAAU affiliates and, according to a senior SAAU official, government pressure on farmers to reach agreement has mysteriously eased.</td>
<td>SAAU affiliates are nonetheless charged to report back to council by the end of January Barring a political impasse between now and then, the SAAU may soon thereafter announce it accepts that the provisions of the Basic Conditions of Employment Act, with modifications to maximum working hours, are acceptable to farmers.</td>
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<td>At issue, say council officials, is whether to accept the Basic Conditions of Employment Act, with a clause similar to Section 51 (a) of the Labour Relations Act written into it. Such a clause, they argue, would allow any sector, including farming, to adapt regulations covering working hours to suit special circumstances and seasonal demands.</td>
<td>Whether this will be acceptable to farm workers is, of course, impossible to say since they have no official voice. While farmers wish to see this situation maintained, organ-</td>
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<td>Thus dairy farmers, for instance, would have to decide whether it is acceptable to</td>
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Both Cosatu, the largest trade union federation, and the Inkatha-linked Uwusa union, intend to organise farm workers. 

organised labour not unnaturally has other ideas.
SA Breweries (SAB) and the Food & Allied Workers Union (Fawu) this week agreed on a wage rise of R4.02 an hour, ending four months of negotiations and a three-week strike by 1 100 employees at two SAB breweries and four depots. The union had demanded R4.30 against SAB's opening offer of R4. The agreement, which holds until next July, also covers improved bonuses, allowances, and paid holidays.

SAB spokesman Gary May said half the work force affected were back by Tuesday, he expected the rest to return in a few days. With overtime work now back in force, he added, normal demand and that expected over Christmas would easily be met. Losses caused by the strike are being quantified, production had fallen by 10%, but distribution was more seriously affected.

May tells the FM no agreement was reached on the question of continuous production at SAB's Rosslyn plant, where matters came to a head earlier this year. However, various technicalities associated with continuous production have been clarified. It was agreed to treat the matter as a separate, local issue, which is to be referred back to mediation. The company also hopes the Appeal Court will clear up the confusion in industrial relations law over two conflicting rulings on the question of overtime, which has implications for dismissals, lock-outs and unfair labour practice.

While Fawu had dismissed allegations of violence and intimidation during the strike as a "smear campaign," May says the union undertook to condemn such action.

SAB describes the wage agreement as "proof that collective bargaining procedures remain the most effective method for the resolution of industrial conflict even in the complex SA situation. Free collective bargaining must remain the objective of both, the union and industry, and all attempts from whatever quarter to attack the process should be opposed vigorously."

About 4 000 employees at Volkswagen, Uitenhage, also returned to work on Monday, their four-day strike having cost about 700 vehicles in lost production.

The metalworker union (Numsa) members downed tools the previous Wednesday after the dismissal of a colleague who allegedly assaulted a foreman. The union agreed to an independent arbitrator being called in to review the incident, but demanded that the foreman be suspended until the arbitrator's finding is made known.

No doubt Volkswagen's undertaking to dealers to supply 3 000 cars ordered by Avus for next year, a R55m order, lubricated the search for a settlement.

Ellerines' first year of negotiations with organised labour could be a baptism of fire. The company and the Commercial & Catering Union (Cawusa) are to meet this week to discuss wage increases. The union says workers are prepared to strike if their minimum wage demand of R5.50 a month, plus a R200 a month across-the-board increase are not met. It is also opposing the trade's "performance targets."

The company has offered a basic R90 a month wage increase, in addition to other improvements in service conditions, but won't say more until it has met the union. Cawusa claims to have 6 500 of Ellerines' 9 000 workers as members.
Mount Nelson spies a black hole in the labour code

By ALASTAIR TEELING-SMITH and GAYE DAVIS

THE Mount Nelson, one of Cape Town's most prestigious hotels, is circumventing the European Community Code of Conduct for multinationals, a union has alleged.

In terms of the code, the Mount Nelson should pay its workers a minimum monthly wage of R427.51.

But a Liquor and Catering Trades Employees' Union official said although the hotel claimed in its reports to the EC that copies of which are in the union's possession, that it was doing so, Mount Nelson management maintained the code applied only to "black Africans".

"Coloured" workers at the hotel were being paid a minimum wage of R250 a month, the official said.

The union, a Cosatu affiliate, has declared a dispute with the hotel following the breakdown of wage talks. Last week hotel workers welcomed guests by putting pamphlets on their cars and in their bedrooms, inviting them to enjoy themselves as "our efforts will make sure you do".

The pamphlet carried details of the workers' demands for a minimum monthly wage of R455 and asked guests to "spare a thought for our needs". Another demand is that the present 53-hour working week be reduced to 44 hours.

The Mount Nelson is governed by the EC Code because it is wholly owned by the British Union Castle Company, which in turn is owned by the British Commonwealth Shipping Company, recently renamed Britcom.

The union official, describing the Mount Nelson's employment policy as "racist", claimed no "so-called black Africans" had been employed over the past two years.

He said the Mount Nelson had provided the union with the names of four Africans employed during the past two years, on investigation, LCTEU found one of the four was classified "coloured".

Asked to comment, Dodds denied the hotel was circumventing the EC Code. He also denied "coloured" workers were paid R250 a month minimum but refused to disclose how much they were paid.

Dodds said wage talks had not broken down. "Negotiations are continuing. We have 30 days to bring this matter before the Industrial Council." He declined to discuss the dispute further.
Changing face of trade unions

THE face of unions in South Africa has changed dramatically over the past few years. Many unions, mainly smaller ones, no longer exist as the country's biggest trade union federation, the Congress of South African Trade Unions (Cosatu), moves closer to its aim of having only one union in each industry.

The latest mergers in Cosatu are last weekend's launch of the South African Municipal Workers Union and the launch of the Paper, Printing and Allied Workers Union two weeks ago. Eventually, Cosatu, which claims a membership of almost one million, hopes to consist of only about 15 giant unions.

**Exempted**

At its launching congress in December 1985, Cosatu set itself a six-month deadline to achieve this aim. By mid-1986, it became clear that uniting the unions in the different sectors would take much longer, and the period was extended.

At Cosatu's last congress in July, only industrialised unions were allowed to participate.

Those unions which had by then not merged had to give an undertaking to launch national industrialised unions.

The Paper and Printing, and Municipal unions gave this undertaking. Unions organising transport workers, like the South African Railways and Harbour Workers Union (Sarwhu) and the Transport and General Workers Union (T&GWU) were exempted because of the railways strike.

**Grey area**

Sarwhu's Western Cape region resolved at its AGM last weekend that its national body should merge with T&GWU. The two unions will have merger talks on November 7.

The South African Allied Workers Union (Saawu) was refused permission to participate in the Cosatu congress because of its refusal to give off its members to other unions.

Since then, Saawu has been involved in a number of mergers with other Cosatu affiliates.

Another grey area has been the Commercial Catering and Allied Workers Unions (Caawuna), which was formed out of the Retail and Allied Workers Union, the Hotel and Restaurant Workers Union and the old Caawuna earlier this year.

After its launch, there were claims from some Caawuna members that the new organisation was not properly constituted. The dispute is still being sorted out.

The National Union of Textile Workers (NUTW) is trying to form a federation of clothing and textile unions with other unions, including some which were previously in the conservative Trade Union Council of South Africa (TUCSA).

The only union unaffected by Cosatu's policy on industrialised unions is the National Union of Mineworkers, with 370 000 members, the federation's biggest affiliate.

**Electrical**

NUM has recently started to organise electrical power workers at plants in the Western Cape. Cosatu's second biggest affiliate is the National Union of Metalworkers of South Africa (Numsa), which was formed out of three unions earlier this year.

Other unions formed as a result of mergers include the Food and Allied Workers Union (Pawu), the National Educational Health and Allied Workers Union (Nehauw), the South African Domestic Workers Unions (Sadwu), the Chemical Workers Industrial Union, and the Construction and Allied Workers Union (Cawu).

Cosatu, hopes to form national unions for the unemployed and farm-workers.
Bakeries agree on wages

THREE of the bakeries involved in the recent two-week bread strike have reached a settlement with the Food and Allied Workers' Union. A spokesman from the two Tiger Oats bakeries — Silverleaf and Goodhope — Mr Tom Bingle, said that the company had settled on a minimum wage of R134 a week, ranging to R155 a week.

About 1000 bakery workers struck earlier this month after management refused to accept demands of a R32 a week increase. The minimum wage was R110. Mr Dingle said the increases stood until further negotiations on July 4.

Meanwhile, a spokesman from Duens Cadora said workers yesterday formally accepted its offer of R132 from August 1 and a further R2 a week from February 1.

Silverleaf and Goodhope agreed to an annual bonus of two weeks' pay, while Duens Cadora agreed to three weeks' wages.

The group manpower manager for Sasso's bakery division, Mr George Koning, said Enterprise would be holding a meeting with Fawu next Wednesday.