INDUSTRIAL REL. - WORKERS' ORG.

COSATU

1988 - MARCH.
Employers set to meet with Cosatu

Several employer organisations are scheduled to meet Cosatu tomorrow for discussions on the Labour Relations Amendment Bill and, it is expected, the emergency restrictions imposed on the organisation last week.

This follows the failure of the SA Consultative Committee on Labour Affairs (Saccola) to reach consensus on a joint approach to Cosatu on the Bill at a meeting before the parliamentary standing committee on manpower.

At this stage, it appears Assocom, the FCI, Seisa, the ABI and the Sugar Manufacturing and Refining Employers' Association are among those likely to attend tomorrow's meeting.

Saccola secretary Frieda Dowle said yesterday a Saccola approach, which had been under discussion for the past two weeks, had to be abandoned because some affiliates felt they could not go along with certain recommendations.

Saccola worked strictly on a basis of consensus, she said.

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Employers to meet Cosatu tomorrow

By Mike Siluma, Labour Reporter

Several major South African employer organisations are due to meet the SA Congress of Trade Unions (Cosatu) tomorrow to discuss the Labour Relations Amendment Bill and possibly the Government's new clampdown on the congress, employer and union sources confirmed.

The decision by individual organisations to meet Cosatu came after the failure of the SA Consultative Committee on Labour Affairs to come up with a joint response to a call from Cosatu-affiliated unions to publicly reject the Bill.

Employer organisations originally party to the Saccola talks included the Afrikaanse Handelsunstituut, the Associated Chambers of Commerce, the Federated Chamber of Industries (FCI), the South African Agricultural Union, the Building Industries Federation, the SA Federation of Civil Engineering Contractors, the Chamber of Mines and the Steel and Engineering Industries Federation.

AECI industrial relations spokesman and chairman of the FCI's standing committee on manpower affairs, Mr Bokkie Botha, confirmed that a meeting of certain employers had taken place yesterday.

The central executive committee of Cosatu, meeting at the weekend, has decided to call a special congress of the federation in April to discuss the latest crackdown on the union body.
Two alleged members of Cosatu were arrested at their offices at the World Centre in Germiston at the weekend, for allegedly abducting and intimidating a factory worker and her son.

Police said a 45-year-old Reiger Park woman and her son, aged 22, were returning from working a nightshift at a Benoni factory on Thursday when they were abducted by three unknown men.

The two, whose names are being withheld by police for their safety, were on their way home. In Reiger Park a red car pulled up and forced them off the road.

Three men jumped out and abducted them. They were driven to the Cosatu offices in Railway Street, Germiston, where they were questioned by two men.

According to the police the men threatened the woman and her son if they did not support Cosatu.

The young man was given a Cosatu blazer and was told to wear it. He and his mother were ordered to return to the office on Friday and were warned not to tell anyone.

Police arrested two men, aged 48 and 33, in connection with the incident.
Employers, Cosatu to discuss Bill

JOHANNESBURG — Several major South African employer organizations are due to meet the SA Congress of Trade Unions today to discuss the Labour Relations Amendment Bill and possibly the government’s clampdown on the congress, employer and union sources confirmed.

This move came out of the failure of the SA Consultative Committee on Labour Affairs (Sacola) to produce a joint response to a call from Cosatu-affiliated unions to publicly reject the Bill.

Employer organizations originally party to the Sacola talks included the Afrikaner Handelsinstituut, the Associated Chambers of Commerce, the Federated Chamber of Industries, the SA Agricultural Union, the Building Industries Federation, the SA Federation of Civil Engineering Contractors, the Chamber of Mines and the Steel and Engineering Industries Federation — Sapa.
Minister is insensitive to Cosatu, claims Soal

By David Braun, Political Correspondent

CAPE TOWN — The Minister of Manpower, Mr Pietie du Plessis, had displayed arrogance and insensitivity in his intentions of dealing with Cosatu in terms of the new emergency restrictions, the Progressive Federal Party said on Monday.

Mr Peter Soal, PFP spokesman on Manpower, told a meeting of the party in Craighall he had asked Mr du Plessis how he had intended dealing with Cosatu.

In a text of his speech released in Cape Town, Mr Soal said: "I explained race relations were delicate and very important in South Africa and I asked whether he (the Minister) intended employing additional personnel to deal with any problems that might arise between Cosatu and his department as a result of the restrictions."

"The Minister said it was not his intention to engage additional staff as he had more than 1,000 employees whom he had taken over from the former administration boards and they could deal adequately with any problems which might arise.

"This again displays the arrogance and insensitivity of Nationalists when it comes to dealing with people of colour.

"How does he think it would be possible for individuals who had spent their lives stamping passbooks to deal with sensitive labour issues?"

"Blacks have been denied access to a franchise for decades and the only avenue they have to express grievances should be nurtured and promoted."

Strike-hit firms to hold talks — chemical union

NEGOTIATIONS between management at three strike-hit chemical sector firms and the Chemical Workers' Industrial Union (CWIU) are scheduled for today or tomorrow.

CWIU spokesman Chris Bonner said a conciliation board would sit today to attempt to resolve the weekend legal strike at Unilever's Wadeville plant. She said settlements had been reached at other Unilever plants at levels higher than that being offered at Wadeville. Management was unavailable for comment. The union will also meet the management at Kohler Xactics in Benoni today.
ASSOCOM met President PW Botha and members of the cabinet in the city yesterday and drew attention to the "possible international repercussions of the restrictions imposed on 17 organizations last week.

ASSOCOM said it had expressed the hope that the situation would be normalized as soon as possible.

In a separate meeting in Johannesburg yesterday, Cosatu met employer bodies and expressed concern about recent acts of government repression. Cosatu said afterwards that it had doubts as to whether it could look to employers for support in defending democracy.

After meeting in Cape Town, ASSOCOM issued a statement saying it was also concerned by the increased sophistication of armed robberies and undertook to make recommendations to the authorities.

In addition, ASSOCOM welcomed the privatization policy and supported the need for accelerated privatization.

Reaffirmed support of the broad economic strategy outlined by the President and undertook to address price discipline in the private sector as an important element in the general strategy to reduce inflation.

Noted that the economy required stable growth and that "stop-go" policies should be avoided. The budget on March 16 would have to be geared accordingly.

Emphasized the need to continue deregulation and supported the "interim steps" which the government was taking, and

Urged the government to "remain aloof" from the collective bargaining process and to allow industrial relations issues to be settled through negotiation between employers and employees.

It also outlined its support for the broad recommendations of the President's Council report on the Group Areas and hoped that the government would announce its reaction soon.

Cosatu met the FCI, ASSOCOM, the AHI, the Sugar Manufacturing and Refining Employers' Association, the SA Federation of Civil Engineering Contractors and the German Chamber of Commerce to discuss the Labour Relations Amendment Bill and recent bannings and restrictions.

Cosatu said no common plan of action emerged to defend the labour relations system, which it believed was threatened. Cosatu and the employers had agreed, though, that it was wrong for new labour legislation to be imposed without the consent of both employers and labour.

The employers had denied they were party or privy to the clampdown and denied they had the clout to influence government
EAST LONDON — Seven members of the Food and Allied Workers' Union (FAWU) appeared in the regional court here yesterday in connection with allegations of intimidation.

The seven were Mr Kenneth Thembinkosi, 35; Mr Themba Skipper Toko, 27; Mr Nceba Simon Sodo, 28; Mr Limited Mcebisi Sithowewana, 30; Mr Totoyi Vincent Mavaun, 39; Mr Malixole Qaungaua, 27; and Mr Ronnie Songatsa, 37; all of Mdantsane.

The seven appeared in connection with four counts of intimidation and an alternative count of assault at the Distillers Co-operative in November last year.

The charges were not put to them and they were not asked to plead.

The case was postponed to May 30, and the seven were released on warning. — DDR.
Supermarket, union in pay, leave dispute

Daily Dispatch
Reporter

EAST LONDON — A dispute has been declared after 12 days of negotiations between Pick 'n Pay and the Commercial Catering and Allied Workers' Union of South Africa.

A spokesman for the supermarket chain said the union and the company had failed to reach agreement over wage increases and annual leave.

The union's position on wage increases is a demand for an increase of R1,05 for hourly paid staff, R47,22 for weekly paid staff and R284,50 for salaried staff.

The company had indicated it was prepared to grant increases of 62c per hour, R27,69 a week and R120 a month.

In addition, the union is demanding three weeks leave during the first three years of service and four weeks thereafter, compared to the company's offer of three weeks during the first four years and four weeks thereafter.

The parties have agreed to one week additional service leave at the 10th year and two weeks at the 15th, 20th and 25th years.

A dispute meeting will take place on Thursday, March 10.

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RESEARCH BODIES

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Timber firm's workers strike

Daily Dispatch

EAST LONDON Some 150 Hodgetts Timbers workers began an illegal strike on Tuesday after declaring a dispute with management over wage increases.

The workers are members of the Paper, Printing, Wood and Allied Workers' Union, but the union's local organiser Mr. David Mabengeza said it was union policy not to comment on a dispute until after consultation with the employers.

He indicated that a meeting had been arranged for yesterday afternoon.

A senior shop steward and spokesman for the strikers, Mr Otto Mpetha, said the dispute began with a demand of a R3.26 an hour increase on top of the present R1.45 an hour minimum wage at the company.

This would bring the wage in line with the minimum wage recommended by the Congress of South African Trade Unions.

Mr Mpetha said the workers had compromised to a point where they were demanding 55c an hour more - but management had indicated that it considered the demand to be unreasonable.

The general manager of Hodgetts Timbers, Mr K Fleischman, said he saw "little purpose in commenting until there is finality in the matter."
Dismissing for stealing a spoon

BY KURT SWART

An organiser for the Commercial Catering and Allied Workers Union (Cawusa) was held for questioning by Stellenbosch police after she tried to intervene on behalf of a worker dismissed by Mike's Kitchen for allegedly stealing a spoon.

Ms Olivia van Rooyen was released after two hours and warned she faces charges for holding an illegal gathering. The worker, Ms Sylvia Kutta, has since been reinstated at the Stellenbosch restaurant, but still faces a charge of theft.

Police confirmed this week that Kutta had been arrested and charged with theft. She will appear in court on April 14.

Police denied Van Rooyen was arrested or detained. A spokesperson said police "talked" to her.

Thirteen workers who went on strike in sympathy with Kutta were dismissed and later reinstated.

According to Van Rooyen, restaurant manager Mr John Hugo accused Kutta of stealing a spoon after he transported workers home on February 22.

Kutta was eating from a bowl in the back of the van.

The next day Kutta was dismissed and arrested. She was released on bail. The entire black staff walked out in protest and were dismissed.

Van Rooyen and the shop steward negotiated with management and the workers were reinstated. The following day Kutta was reinstated but the charge was not withdrawn.

Last Friday Van Rooyen convened a general meeting on the premises. She claimed she and the workers were thrown out of the restaurant by the management who then called the police. Van Rooyen claimed she was arrested.

Van Rooyen said management had refused requests for further meetings and that negotiations for a union recognition agreement had fallen away.

Restaurant manager John Hugo said the incident was an internal matter and that the union had got "not under the collar".

"Sylvia is back at work with no loss of benefits as a result of the union negotiation. I find Sylvia very charming and pleasant to work with. The incident seems a little bizarre now," he said.

"Morale has never been higher at Mike's Kitchen," he added.

Hugo said no recognition agreement existed but that moves had been made in that regard.

He confirmed a charge had been laid against Kutta and that it had not been withdrawn.
'Police threat to unionist - inform or face comrades'

GRAHAMSTOWN. Security police in Queenstown have threatened to make certain that a trade unionist is killed by the 'comrades', unless he acts as an informer.

In papers before the Supreme Court here, the branch secretary of the Food and Allied Workers Union, Mr Kayalelu Norman, said two policemen came to his office on January 18.

"They started to search the offices and when I asked them what they were doing, they told me that they had come to fetch me. They said: 'kom kaffirijie', and started dragging me from the offices." Norman was taken to the security police offices where he was hit by the policemen.

"I was then asked about my activities in Lusaka. When I told him that I had not gone to Lusaka, but to Harare to attend a seminar there, he accused me of lying."

Norman repeated that he had not gone to Lusaka, a green bag was placed over his head, he could not breathe and lost consciousness.

"When I regained consciousness, one of the policemen said I would have to sign a receipt for R200. I refused and they started to punch me."

After being beaten for some time, Norman agreed to sign the receipt. He was then told they wanted to take a picture of him shaking hands with one of the policemen.

He refused, was again assaulted, and finally gave in. A coloured policeman took the picture. "They said they now had me. They would give the photograph to the comrades and people would say I'm an informer."

"They said if I did not act as an 'informers', they would carry out their threats."

Norman later left Queenstown to stay in Port Elizabeth. He applied for an interim order restraining the security policemen involved in the incident from assaulting, harassing, intimidating him.

Acting Mr Justice van Rensburg, referred the matter for trial because of conflict in material aspects of the case.

In their replying affidavit, one of the policemen said he had visited Norman's offices because he had information that he had attended a function in Harare where he had made contact with the ANC.

He denied that Norman had been assaulted.

'Webster-ANC hostage plan'
Three Boland farms hit by strikes

"We’ve had enough!"

By GEORGE HILL

Three fruit farms in Grabouw were hit by strikes this week and about 80 members of the Food and Allied Workers Union protested against low wages and bad working conditions.

This week’s strike is the third for farmworkers in the last month. Recently workers have gone on strike at Paul and Kolberg Farms.

Workers who have worked on farms for more than five years earn as little as R27 a week.

At Highlands, Swellendam and Ysterfontein, workers have demanded an increase in wages. Workers in Grabouw, however, are earning more than R60 a month, which is more than double their previous earnings of R37 a week.

Salary

The workers at Highlands farm have received an offer of a R4.80 a week increase.

Workers at Grabouw and Highlands farms told South that they refused to continue working for starvation wages.

Mr. Harry Petersen, a heavy-duty driver at Highlands farm, said he had to work in Potchefstroom and Worcester to earn R60 a week, but only earned R6. He sometimes has to work in the cold and do heavy building work on the farm for this small salary.

"My eldest son has to leave school and go to work," he said. The men at Highlands earn R250 a week, while the women earn R32.

The workers were also angry about the conditions under which they work.

On Highlands, seven families use one "room" for six people and they sleep in the cold. There is a hole in the ground where their home used to be.

The house is unbearable. When it rains it pours in and when it snows it falls up and down, they said.

Workers claim their annual bonus amounts to R75 — a sum only paid if they worked for a full year.

Mrs. Christine Roman said the workers do not work for their money.

Our treatment here is bad. If we pack 555 boxes of apples a week we get R50.

I have to buy my own clothing, shoes, and food. I cannot buy anything with the small salary they pay. I only have R3 to buy 10 kg of potatoes for my family. I cannot afford to eat," she said.

Favo, a farmworker in Grabouw in the Western Cape, said he has been laid off by his employer and has been given three days to leave.

I will either leave or have to work. They say they have no money to pay me. I will work for food, but the workers have to work for R20 a week.

Workers protest at the negotiations and the owner of Grabouw, Mr. S. van der Merwe, said he would not pay R5 extra when their wages stayed the same.

A worker, Mr. Ebenel Malherbe, said he works on farms for his family's food and rent.

If the farmer pays less than the minimum wage, we will not work for less. We are educating our children and they are hungry. We do not want to work for less. We want R5 extra. We want to live in a decent house," he said.

Workers at Highlands, Swellendam, and Ysterfontein work an average of R27 a week, while the minimum wage is R35. However, workers at Grabouw and Highlands work an average of R30 a week, and African workers are not paid enough.

Workers are required to buy their own clothing and boots. The farmers charge them R20 for an overall.

When the workers started their strike on Monday, they decided to cut their electricity and water. They paid R70 for electricity and R10 for gas. Workers who are unhappy because they cannot pay R5 extra when their wages stay the same.

A worker, Mr. Tienie Malherbe, said workers had to pay their own meat and to keep the peace with the farmers. He said workers have to pay R5 extra when their wages stay the same.

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seven Fawkes men in court

East London Seven Members of the Food and Allied Workers' Union, charged with intimidation and assault. They were Mr. Kennedy, Mr. Titus, Mr. Soden, Mr. Molyneux, Mr. Cameron, Mr. Rosen, and Mr. Tedo. The case was postponed to May 30.
Cosatu has doubts on employer support

COSATU said last night employers had not expressed a deep concern about recent acts of government repression, and it had doubts as to whether it could look to employers for support in defending democracy.

This view was contained in a statement following a meeting with six major employer organisations at which the Labour Relations Amendment Bill, last week's bannings and restrictions and other matters were discussed.

Organisations represented included the FCI, Assocon, AHI, the Sugar Manufacturing and Refining Employers' Association, the SA Federation of Civil Engineering Contractors and the German Chamber of Commerce.

Cosatu was represented by its national office bearers and two members of each affiliate.

Cosatu saw the Bill as a devastating attack which could bankrupt and close down unions, leaving management to deal with organisations outside the system. Employers had seen some merit in it. Some said it would help restore the balance of power between management and labour.

Cosatu and the employers had agreed, though, that it was wrong for new labour legislation to be imposed without the consent of both employers and labour. Employers had refused to accept it, because they believed it would be passed nevertheless.

The employers had denied they were party or privy to the clampdown and denied they had the clout to influence government. However, said Cosatu, they did not rebut claims that many repressive actions were taken in their interests.
Ccawusa dispute with
Pick 'n Pay declared

THE COMMERCIAL, Catering and Allied Workers' Union (Ccawusa) has declared a dispute against Pick 'n Pay in the year's first major set of wage negotiations in the retail sector.

The declaration this week came after 12 negotiating sessions spread over six weeks. During that period the union reduced its across-the-board monthly wage demand from R266 to R204. Management raised its offer from R100 to R120.

Annual leave conditions are also in dispute. The union proposes leave should increase from three to four weeks after three years service, while the company is offering the extra week after four years.
THE Johannesburg branch of the Commercial Catering and Allied Workers' Union of SA is to hold its annual general meeting at the Standard Bank Arena on Sunday.

Branch secretary Mr. Kaizer Thibedi said the main item on the agenda was the election of the branch executive committee, members of the national executive, national conference delegates and their alternates.

Mr. Thibedi said the meeting was being called in line with the terms of an out-of-court settlement reached by two factions within the union.

In terms of the settlement, the national office bearsers of the union were to instruct branch secretaries to hold annual general meetings on or before February 28. The AGMs are an forerunner to CCAWUS guides, negotiations between the two factions and their representatives in mid-January.

The settlement, which is likely to come under the spotlight at Sunday's meeting, followed negotiations between the two factions and their representatives in mid-January.

CCAHWUS's Pietermaritzburg branch held its AGM a fortnight ago, and elected its own branch executive, national executive members and national conference delegates.

Mr. Thibedi said union members from as far as Carletonville, Volksrust and Witbank were expected to attend. Buses will ferry members from various points, such as Kagulu and Baragwanath Hospital (Soweto).

Registration starts at 8am.
Wage talks between the Commercial, Catering and Allied Workers' Union (Ccawusa) and Pick 'n Pay — potentially affecting 13,500 of the retail chain's employees — have run into dispute.

A Ccawusa statement yesterday said the talks, which started about six weeks ago, stalled at a point where the union was demanding an across-the-board increase of R204 a month against the company's R120 offer.

At the start of the negotiations Ccawusa had demanded a monthly rise of R366, which would set the minimum wage at R856. Pick 'n Pay opened with a R100-a-month offer.

Ccawusa is also demanding a week's extra leave for workers with three years' service.
PICK 'n Pay and the Commercial Catering and Allied Workers' Union of SA have deadlocked over wage increases and annual leave.

The two parties failed to reach agreement during their wage negotiations on Tuesday this week.

Ccawusa has declared a dispute with the retail chain, reiterating its demand for an across-the-board wage hike of R204,59 a month against management's offer of R120.

Other union demands include annual leave of three weeks during the first three years and a four-week leave period thereafter. Pick 'n Pay has offered three weeks' annual leave during the first four years and thereafter four weeks' leave.

Pick 'n Pay spokesman Mr. Frans van der Walt said the union and management were scheduled to hold further talks on March 10.

Ccawusa official Mr. Johnson Mlayivana said, "The union is not able to move from its demand of R204,59 a month pay rise for all its members and regards the company's offer as unacceptable."

He said the two parties had already agreed on the question of staff accounts and the union had dropped its demand for a 12 percent staff discount on goods purchased at the retail chain.

Meanwhile, strike ballotting was in full swing at OK Bazaars outlets throughout the country, a Ccewusa official said.

Mr. Kaiser Thbedi said the union had resolved to conduct ballots after attempts to have 187 Roodepoort Hyperama employees reinstated failed.

The workers were dismissed after they had downed tools in protest against "management's continued failure to attend to employees' grievances," the official said. They were dismissed early last month.

"Ballotting has been successful so far," Mr. Thbedi said.

OK spokesman Mr. Keith Harshbone said the Roodepoort workforce was dismissed after they went on an illegal strike. An appeal by the sacked staff for reinstatement had been unsuccessful.
Employer organisations were ready to do anything in their power to ensure that Cosatu and other trade union federations were not obstructed in their pursuit of peaceful union action, six major employer organisations said yesterday.

The employers' statement was issued by Anglo's Bobby Godsell after a meeting with Cosatu on Wednesday at which the union expressed concern over employers' apparent lack of commitment to defend democracy in the face of recent government restrictions.

The FCI, Assocom, AHI, the SA Sugar Millers Association, the SA Federation of Civil Engineering Contractors and the German Chamber of Commerce reaffirmed their belief that trade unions had the right to pursue union activities within the law as applied by the courts, without State intervention.

**Bronwyn Adams**

But they emphasised employers' concern over present impediments to constructive industrial relations, for instance the increasing incidence of violence and intimidation.

"Employer Organisations must record their growing concern at the escalating pattern of workplace violence and intimidation which is a most serious obstacle to constructive industrial relations", Godsell said.

Both the employer organisations and Cosatu had agreed to exchange views on the Labour Relations Amendment Bill.
NUM to industrial court over mass firings during ’87 strike

By EDDIE KOCH

THE National Union of Mineworkers (Num) will begin its first major challenge to the mass sacking of some 40 000 workers during the miners’ strike last year, in the industrial court next week.

The NUM has appealed to the court for the reinstatement of about 38 000 workers sacked by the Anglo American Corporation from its Vaal Reefs, Western Deep Levels and Free State Consolidated groups of gold mines at the height of the 13-week strike.

The three groups include all Anglo American’s gold mines which, before the strike, constituted the heart of union’s strength. The hearing thus has a crucial bearing on the NUM’s ability to recover from the effects of the mass dismissals.

The NUM’s lawyer, Paul Benjamin, said that some 25 000 workers had been re-employed after being sacked while another 13 000 were still out of work.

The union’s application seeks full reinstatement of the 13 000 and restoration of all benefits and wages lost by re-employed workers.

A recent industrial court judgement, which ordered giant chemical company Sentrachem to reinstate some 500 workers fired in 1986, could bolster the NUM’s case.

Last week the court, presided over by Dr DG John, ruled that the dismissal of workers during a “legitimate strike was unfair and ordered the company to remove racial discrimination in its wage rates — the issue that sparked the Sentrachem strike.

In his judgement, John said that if a strike was legitimate, “this would go a long way towards finding that the dismissal of the workers was unfair and likewise then, failure to re-employ all of them”.

He noted also that “the employer should be prevented from applying selective dismissal, or selective re-employment, in the context of the strike.”

The SA Chemical Workers’ Union (Sacwu), an affiliate of the National Council of Trade Unions (Nactu), has hailed the judgement as a “victory not only for Sacwu, but for the whole labour movement”.

Industrial court decisions usually have an influence over subsequent hearings. Advocate William Schreiner, the adjudicator in the NUM case, is likely to bear the Sentrachem judgement in mind when he weighs up the miners’ argument that their strike was legal and their dismissals consequently unfair.

The NUM is backing up its industrial court action with a challenge in the Supreme Court to the legality of the dismissals.

The group lead by the general secretary, Vivian Mtwa, is opposed to adoption of the Charter. The other faction, represented by Papi Kganare, is pro-Charterist.

Sunday’s meeting at the Standard Bank Arena is one of eight branch AGMs agreed to by an out-of-court settlement reached by the two factions at the end of January.

Four other Ccawusa regions — Pretoria, Northern Transvaal, Eastern Cape and Orange Vaal — have already met and have gone Kganare’s way.

Second-last hurdle for Ccawusa

By MONO BADELAL

THE divided Commercial, Catering and Allied Workers’ Union of South Africa will attempt to leap the second-last hurdle in the union’s path to unity on Sunday.

If Ccawusa’s Johannesburg branch annual general meeting goes ahead and both sides come to an agreement, the chances of unity in the next six weeks are fair.

The issue which has come to symbolise the complex details of the split is the union’s adoption of the Freedom Charter.

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The crisis congress planned as Congress goes to court
Timber workers to return to work

EAST LONDON — Striking Hodgetts Timbers workers decided yesterday to report for work this morning after a meeting between representatives of the Paper, Printing, Wood and Allied Workers' Union and management.

The union's local organiser, Mr David Mabengeza, said the dispute remained unresolved after the meeting, with workers sticking to their demand of a 55c an hour increase and back pay to November last year.

He said the priority of the union was for the strikers to return to work and for the company to agree to pay them for the three days that they were on strike.

A strike ballot would be taken today as "the union has explored every possible avenue for resolving the dispute in terms of the law, including mediation, arbitration and the industrial council."

"The wage issue will be brought up again once production has been resumed and we hope to reach an agreement through negotiation," he said.

A spokesman for the company could not be contacted for comment on the dispute late yesterday. — DDR
JOHANNESBURG

Employer organisations were ready to do anything in their power to ensure that Cosatu and other trade union federations were not obstructed in their pursuit of peaceful union action, six major employer organisations said yesterday.

The employers' statement was issued by Anglo's Mr Bobby Godsell following a meeting with Cosatu on Wednesday at which the union expressed concern over employers' apparent lack of commitment to defending democracy in the face of recent government restrictions.

But they emphasised employers' concern at present impediments to constructive industrial relations, like the increasing incidence of violence and intimidation.

"Employer organisations must record their growing concern at the escalating pattern of workplace violence and intimidation which is a most serious obstacle to constructive industrial relations," Mr Godsell said.

The employer bodies said they did not agree with Cosatu's outright rejection of the Labour Relations Amendment Bill. They believe the bill intends to reassert the guiding principles laid down by the Wiebahn Commission, by creating structures for conflict resolution. They are hoping the bill will enhance the status of the industrial court and provide greater clarity on unfair labour practices.

Both the employer organisations and Cosatu have agreed to exchange attitudes on the bill.
Caught in the conflict: The men behind the wheels

Those who control transport have power over those who must use it. Which is why Natal’s bus drivers are key actors at the centre of the violence

JO-ANN BEKKER reports

BUS drivers who ferry residents to jobs in Pietermaritzburg from the city’s surrounds are both kingspins and targets in the political violence ravaging the area.

If they do not report for duty, tens of thousands of commuters who rely on buses for the two-hour journey to work stay at home. But, seemingly because of this power, the drivers have been singled out for attack.

Since May last year — when bus drivers played a significant part in the huge stayaways in Pietermaritzburg in protest against the all-white general election — three Transport and General Workers’ Union drivers and a union messenger have been killed in the area. Two were seriously injured in attacks.

The drivers are clearly aligned in the bloody feud in which Inkatha and the United Workers’ Union of South Africa are pitched against the United Democratic Front and Congress of South African Trade Unions between 80 and 95 per cent of the 168 drivers of Sizanani Mazulu Transport belong to the TGWU, a Cosatu affiliate.

Ironically, Sizanani is owned by the Kubu group, which although it is administered independently by the KwaZulu Transport Services Corporation Ltd, which has developed an amicable relationship with the TGWU over the years.

TGWU unionists fear the corporation, which provides essential passenger bus services in KwaZulu-Natal, is being used to take a tougher stand against the TGWU.

The fears, which management repudiates, are heightened by the fact that on April 3 Sizanani will take over the only other major bus service in the Pietermaritzburg area, The Pietermaritzburg Transport Department, at present owned by the municipality, services the townships closer to the city and also has a majority TGUW membership among bus drivers.

On the other hand, the union claims the state has not taken sufficient action to curb attacks on its drivers.

Although the names of both targeted attackers — who the TGWU claims are members of Uwusa — were given to the police, none of those named have been charged or brought to court.

In one instance, Uwusa member Ova Mncwabe was charged for the murder of TGWU messenger Colin Doble, but the case was withdrawn before it came to court.

Since the attacks on drivers began in May last year, eight TGWU drivers have been detained under Emergency regulations — including the union’s vice-president and Cosatu’s southern Natal head, Alfred Ntondini. TGWU drivers have been singled out for verbal attacks by Inkatha “warlords” YV Mvelase, urban representative of the KwaZulu legislative assembly and a member of Inkatha’s Central Committee, confirmed in recent court papers that he had told a meeting of 15,000 people at the Mpuumula chief’s kraal that the violence in that area “had been caused by some of the drivers of Sizanani Mazulu Transport... I said that some of those drivers used the buses illegally at night to pick up Cosatu and UDF members in order to launch attacks against moderate Zulus, members of Inkatha and Uwusa.”

In January, David Ntonbela, chairman of Inkatha’s Mncane branch, asked the KwaZulu Transport Corporation to withdraw its buses from the area, because bus drivers had threatened to kill him and were responsible for burning the home of an Inkatha-supporting woman Management refused his request.

The TGWU has dismissed the allegations against its members, pointing out there is strict control on tickets and no access to buses after hours.

But the union acknowledges there is “retaliatory violence” against Uwusa members, although it does not concede TGWU members were responsible. In May — after a TGWU driver allegedly shot at Uwusa members died in hospital — two Uwusa members working at KwaZulu Transport, bus inspector Dube and Wilson Mde, were shot dead on a bus by one of the passengers.

Throughout the conflict, Sizanani management and the KwaZulu Transport Services Corporation have stressed their role is, in the words of the corporation’s managing director, Eddie Marshall, “to transport passengers under all circumstances. We have a commitment to get them to work,” he said.

The union has complained that management is not taking adequate steps to protect drivers. Union officials have suggested certain bus cabins be equipped with two-way radios and bullet proofing. More recently they requested cameras, so their allegations against Inkatha supporters could be backed up with concrete evidence.

Although discussions are continuing, management has agreed to none of these measures so far.

The murder of two TGWU bus drivers in January this year resulted in work stoppages which have had far-reaching results.

On January 16, Sizanani driver Pheneza Mdulu was ambushed and shot dead, alleged by Inkatha supporters. The bus he was driving at the time went out of control and three to four elderly women on board narrowly escaped injury.

The TGWU says the women have been too frightened to come forward as witnesses. The police say Mdulu was transporting a mob when the shooting took place. But the union maintains an audit of the driver’s route and ticket sales disproves this.

The day after Mdulu’s shooting no Sizanani drivers reported for work.

The following afternoon drivers returned on condition they do not have to drive after 5pm or before 8am. Since the vast area Sizanani covers means many drivers usually begin work at 3am and end at 8pm.

At 5pm on January 21, drivers stopped collecting new passengers. Drivers of the Pietermaritzburg Transport Department did the same in solidarity. The result was chaos in the city, as workers were kept waiting up to 10pm to find alternative transport.

Drivers agreed to return to usual hours of work the following day, after management agreed all drivers in areas worst affected by violence could drive in convoy, and that extra police would be requested to escort buses where necessary.

Then, on January 26, driver and deputy shop steward Patrick Magwasa was shot by someone in a white comb, as he was fixing the roof of his Taylors Halt home. He died a week later.

As drivers heard of his shooting they flocked back to the Taylors Halt depot. Without holding a general meeting, one by one they handed in their equipment, collected their possessions, and left the depot.

By 4.30pm only 35 of the 108 buses were back on the road.

The following morning about four drivers reported for work and drove, 80 more reported but did not drive. About 35 bus drivers did not appear Management informed the union it intended dismissing all drivers who did not report the next day.

Giving an update on the current situation, Forrest said one shop steward has resigned, fearing for his life. Another was dismissed for refusing to drive at night after Mdulu’s death.

Six bus drivers have resigned, and 18 have been dismissed for “abscording” after Magwasa was shot. Marshall said as far as management was concerned the dismissals were final.
Employers see merit in new Bill

Labour Reporter

Six employer organisations which met the Congress of SA Trade Unions (Cosatu) on Wednesday have declined to reject the Labour Relations Amendment Bill totally, saying they saw "much that was positive" in the measure.

In a statement released yesterday following the meeting with Cosatu, the Associated Chambers of Commerce, the Federated Chamber of Industries, the SA Sugar Millers' Association, the Afrikaanse Handelsinstituut, the SA Federation of Civil Engineering Contractors and the German Chamber of Commerce said they viewed the meeting as "constructive" and that they hoped for further talks with Cosatu and other union federations.

The employers said they hoped the Bill "will strengthen the present labour relations system, and in no way curtail, or reverse the progress made thus far by way of labour reform."
Yesterday, management led by Mr N Simunoni were said to be locked in take-


about 200 of the company's 850 employees (above) went on strike


A CWU spokesman


Project


the CWU can


The coordinators


meetings


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OPPOSITION TO


LABOUR RELATIONS


A mendment BILL


unions stepped up


Bill
Local Ccawusa deadlock broken

By Peter Dennehy

A DEADLOCK between the two disputing groups within the Commercial, Catering and Allied Workers’ Union of SA (Ccawusa) in Cape Town was ‘broken’ yesterday when one of the groups compromised on who would choose the marshals at the unifying AGM on March 20.

Both groups will attend the AGM, to be chaired by a member of the independent Mediator Service of SA.

Mr Ben Petersen, Ccawusa’s acting branch secretary, stressed this week that an earlier meeting, held on Sunday, February 21, had merely been a general meeting.

Asked why his group rejected joint marshalling, Mr Petersen said irregularities had crept into meetings in other centres where marshalling had been arranged by the “breakaway” group.

Mr Edward Hurling, a spokesman for the “breakaway” group, confirmed last night that his group had wanted joint marshalling, but had compromised on this issue to ensure that the AGM went ahead.
After the spray-can clean-up

**SMEAR**

DR ALLAN BOESAK, president of the World Alliance of Reformed Churches, has been subjected to a smear campaign in the Bellville area. This follows last week's placard demonstration outside his office by dismissed workers, apparently dissatisfied with the response to their request for financial aid.

The smear campaign took the form of derogatory slogans painted on walls, and pamphlets distributed by unknown people. The pamphlet called Boesak a "liar" and said he was in the "struggle" for the money and was not concerned about the plight of the workers.

* TO PAGE TWO
Police assault, threats alleged

The Grahamstown Supreme Court heard this week that security police assaulted a Queenstown trade unionist and threatened to label him as an informer if he did not inform for them.

The Judge referred to trial an application by Queenstown Fawu secretary, Kayalela Norman, for an interdict to restrain members of the Queenstown security police from assaulting, threatening, harassing or intimidating him.

Acting Judge van Reenen said there was a conflict in the material aspects of the case.

In his founding affidavit, Norman said that two policemen came to his offices on January 18.

He had been taken to the security police offices where he was hit by one of the policemen, who told him that "you are not in the wrong, you are a black cop and in a white office," and added, "you don't wear a black cap in a white office."

"I was then asked about my activities in Lusaka. When I told him that I had not gone to Lusaka, but to Harare to attend a seminar there, he accused me of lying."

He had been beaten again after refusing to pose for a picture showing him with one of the policemen. He eventually consented the picture, saying they would give the photograph to the comrades in the township.

"They also told me that if I did not act as an informer for them they would carry out their threats of having me labelled as an informer."

In a replying affidavit, one of the policemen said he had visited Norman's offices because he had information that Norman attended a function in Harare and made contact with the ANC.

He denied that Norman had been assaulted.

And 140A
COSATU WILL FIGHT CURBS

SOUTH Africa’s largest union federation, the Congress of South African Trade Unions, has decided to challenge restrictions imposed on it under the state of emergency. Included in the rules being challenged is a restriction on Cosatu commemorating the death of any person. That is such a wide definition, says Cosatu’s attorney, Halton Cheadle, that it prohibits union members observing Easter.

The regulations being challenged are part of the “crack down” on anti-apartheid organisations ten days ago. The banning of 18 people, closing down 17 organisations, and restricting Cosatu’s political activities came in the 21st month of the state of emergency that has seen an estimated 30,000 people imprisoned for varying periods.

There is a full range of new measures against Cosatu leaders in the pipeline. A draft amendment to the Labour Relations Act has been circulated to industry and the unions. It bars sympathy strikes, and changes the definition of an unfair labour practice to the disadvantage of the unions.

However, by far the most sweeping provision is one which makes unions legally responsible for damage done in an illegal strike. This means that even if union officials oppose an industrial action, the damage done by individual strikers (or provocateurs?) could bankrupt the union.

The Government seems determined to go through with this amendment. Even if significant changes are made, the Government’s determination to further hobble the unions is clear.

In keeping with a long tradition of naming legislation to mean the opposite of what it says, as when the Extension of University Act closed the older universities to blacks, the Government last week tabled the Orderly Internal Politics Bill in parliament last week.

What makes internal politics orderly, in the eyes of the Minister of Justice, Mr Kobie Coetsee, is the inability to acquire funds abroad. To determine whose politics need ordering, Coetsee has set up a parliamentary select committee. It will investigate organisations prevailing foreign funds.

It was thought that this was aimed at the Institute for a Democratic South Africa (Idasa) whose director is the former liberal white opposition leader, Dr Frederik van Zyl Slabbert. Slabbert’s foray to Dakar, Senegal, last year with a group of Afrikaans academics who met an African National Congress delegation has not been forgotten in Pretoria.
Resolved

The Johannesburg branch resolved among other things —

...
New Ccawusa split over charter

JOHANNESBURG — Divisions within the Commercial Catering and Allied Workers' Union of SA resurfaced at the weekend — only weeks after the two warring factions resolved their dispute through an out-of-court settlement.

A source close to the so-called Mtwa faction who attended the meeting here, packed with more than 7,000 members, said about 300 supporters of the Kgamane group sought observer status when they saw they were heavily outnumbered.

The meeting refused to support the adoption of the Freedom Charter, describing it as a divisive document. The ideological battle between charterists and others is the main cause of the division in Ccawusa.

Another resolution read: "The union resolves to discuss... a socialist programme which will bind all workers regardless of political affiliation." — Sapa, Own Correspondent
Pretoria - PFP hits at govt's R13.4bn pay bill

GERARD REILLY

As well, the huge amounts spent on ideological activities should be halted or drastically trimmed.

The R13.4bn pay bill breaks down into wages and salaries R9.7bn (R3.9bn five years ago), bonuses R394m (R290m), housing subsidies R449m (R92m), medical aid contributions R215m (R171m), pension contributions R1.8bn (R701m), car schemes R215m (R8.2m), leave and retirement gratuities R109m (R39m), other direct and indirect benefits R474m (R249m).

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The Answer is Canon
Union declares dispute

DURBAN — The Transport and General Workers' Union, an affiliate of Cosatu, had declared a dispute with Anglo American Property Services over wage increases, a union spokesman said yesterday.

The spokesman said the annual wage negotiations started early in February and deadlocked on March 2.
Unions move to organise SA farm workers

calculate the working hours of a Karoo shepherd who is dropped off with the flock on Monday and next sees the farmer on Friday?”

Mr Clive Thompson, director of the Labour Law Unit of the University of Cape Town, fears, however, that the application of the Act to farm workers is being blocked by conservative elements.

“Unless they unmonise, no serious attempt will be made to extend rights to farm workers,” he says.

“They have had 300 years with no legal benefits and just as in the ’60s and ’70s, when no attempts were made to extend effective rights to black workers until they started to agitate, the only way the workers will get rights is to unmonise.”

LANDLESS PEOPLE

The politicisation of farm workers is overdue, he says. “Farmworkers suffer the most in political terms. They are landless, displaced people who have suffered forced removals and the loss of their own small farms. Rural folk have the worst of it.”

The two academicians are in full agreement on the prospects of unmonising farm workers.

“It will be extraordinarily difficult. How do you organise a million workers spread so far apart? How will the unions collect their dues? Is the farmer going to allow the unionists to speak to the workers?”

“Unmonising farm workers is simply not feasible in the traditional sense of unions. It can only make sense if (the unions) set up some sort of legal aid centres,” says Professor de Villiers.

Mr Thompson points out that some areas are more open to unmonisation, such as the Western Cape region and rural communities surrounding Brits, Potchefstroom and Stellenbosch, where workers could be unmonised in towns.

“It will be a slow, uphill process,” he says, “but it is a necessary, an indispensable move if farm workers are to get rights.”

By Claire Robertson, Pretoria Bureau

South Africa’s two largest trade union organisations have begun to plough the fertile fields of the country’s black agricultural sector — but the harvest promises to be slow in coming.

Last week the National Union of Farmworkers was formed under the umbrella of Nactu (the National Council of Trade Unions).

This week Cosatu (Congress of SA Trade Unions), ideologically at odds with Nactu, revived its own, dormant, National Union of Farm and Agricultural workers of SA (Nufasa).

This brings us to at least six of the number of unions and similar bodies either involved peripherally with, or devoted to, the cause of South Africa’s estimated 1,3 million farm workers.

TERRIBLY DANGEROUS

The entry of the giant union groupings into the sector was bemoaned by one labour expert as “terribly dangerous”, but welcomed as “indispensable” by another.

Professor Dawie de Villiers, Associate Director of Labour Relations at Unisa’s School of Business Leadership, holds the former view, being convinced that the large, urban-based unions have little understanding of the conditions prevailing on farms.

“The unions will have to take into account the practical consequences of labour action. Forcing farms into a capitalist system ignores the fact that farmer and farm worker rely on one another for all sorts of informal assistance,” he says.

“Neither is a legislated minimum wage the answer, says Professor de Villiers.

“In Zimbabwe, the average wage of $228 (about R5) was increased to a minimum of $285 (about R105) — and two-thirds of farm workers lost their jobs overnight. Forced to pay that wage, farmers simply employed fewer people. It is a question of physical economics.”

LABOUR REFORM

Professor de Villiers says agricultural authorities have apparently accepted “in principle” that some form of legislation should be applied to farm workers.

The path to labour reform on the farm lies in the Basic Conditions of Employment Act being applied to farm workers as well, he feels, although “it will of course be difficult to institute. All sorts of problems will have to be ironed out.

“How often, do you cal-

Seguel to Caususa Jop burg Branch ACM

Leader

Claims Elections Unfair

149

May 19, 1963

The New York Times

The conflict at the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) in the late 1950s and early 1960s was a major test of the union movement's ability to adapt to the changing labor market. The conflict between the AFL and the Congress of Industrial Organizations (CIO) was a major source of tension within the labor movement.

The conflict received widespread coverage in the media, with newspapers and magazines devoting significant space to the story. The issue of union elections and the manipulation of union elections became a major point of contention between the two federations. The conflict eventually led to a split within the labor movement, with the AFL-CIO emerging as the dominant force.

The AFL-CIO's victory in the conflict gave it a significant advantage in the labor movement, as it was able to attract new members and expand its influence. However, the split also had a negative impact on the labor movement, as it weakened the collective bargaining power of the unions.

In the years following the split, the AFL-CIO continued to grow, while the CIO struggled to maintain its membership. The conflict between the two federations remains a significant event in the history of the labor movement, and it continues to be studied by historians and labor experts.
Unions expect a pep talk from PW today

Daily Dispatch Correspondent

JOHANNESBURG — The State President, Mr P W Botha, has invited the entire organisation of South African trade unions to meet him at Tshwane today for what unionists expect will be a pep talk on the need to exercise restraint in wage demands this year.

The discussions come amid growing fears by the public sector unions that the private sector will pay no more than lip service to President Botha’s appeal for restraint, and that they will be the only ones to suffer in any anti-inflation campaign.

Unions on the invitation list include affiliates of the mainly black Congress of South African Trade Unions (Cosatu) and National Council of Trade Unions (Nactu), the right-wing South African Confederation of Labour as well as non-aligned artisans and other unions such as the South African Boilermakers’ Society, the Amalgamated Engineering Union and the South African Electrical Workers’ Association.

However, Nactu and the Cosatu unions said yesterday they would not be attending the gathering.

The invitation was not specific on the agenda for the meeting, stating merely it was “for a discussion on salaries and wages”.

Unionists who will be attending were reluctant to comment on the stance they would adopt.

One said, though, he was expecting President Botha to appeal to their sense of patriotism, and to make financial sacrifices to reduce the inflation rate.

However, he said, unionists recalled a similar prime ministerial appeal in the mid-seventies to which they adhered. But prices had kept on rising leaving them the losers, and they were likely to be more sceptical about the expected appeal today.

He added that it was possible President Botha would threaten them with a wage freeze if they did not co-operate.

He said he did not believe this was a real possibility as the Minister of Finance, Mr Barend du Plessis, had already assured them and businessmen that the government would not interfere with the collective bargaining process.

One Cosatu unionist speculated, though, that Mr Botha could be planning something dramatic for today given that it was the first time he had ever invited Cosatu unions to meet him.

Spokesmen for Nactu and four Cosatu unions which could be contacted yesterday confirmed they would not accept the invitation. Only one, Cosatu’s Transport and General Workers’ Union (TGWU), gave reasons for this decision.

A spokesman said in the light of recent government attacks on Cosatu’s activities, particularly through the restrictions imposed two weeks ago, the union was amazed Mr Botha had even considered such a meeting with them.

His invitation was therefore totally inappropriate.

It was also ill-timed in the light of the Labour Relations Amendment Bill, now before parliament, which aimed further to restrict union activities.

Furthermore, discussions around wages and salaries would be severely compromised by the fact that the government had already announced wage freezes on members of other unions.

A spokesman for the office of the state president confirmed that President Botha would be meeting “a few trade unions” today, but declined to comment further.
CRITICISM levelled by a faction within the Commercial Catering and Allied Workers' Union of SA against certain officials of the union was unfounded, a Cawusa branch secretary said yesterday.

Mr Kaizer Thibedi said claims by Mr Papi Kganare, whose faction abstained from voting at the Johannesburg branch's annual general meeting at the weekend, showed that the group was now clutching at straws.

He said the group had realised that they were a minority, hence their decision to abstain from the elections.

Mr Thibedi said “A procedure has been worked out and agreed to by the two parties with the mediators. It must be noted that all AGMs held so far — Port Elizabeth, Orange-Vaal, Pietersburg and Pretoria — were not held according to this procedure,” he said.

The procedure included ensuring that everyone participating and entering the venues of meetings was a Cawusa member, the union official said.

Cawusa leader (4) reacts to criticism

Mr Thibedi said some members of the other group ignored these procedures and forced their way into the hall. As a result, he said, these members did not receive ballot papers.

Some of these members publicly destroyed ballot papers. However, as a concession and for the sake of the smooth running of the AGM, we agreed with the chairman that they be given ballot papers again — a concession they refused,” the branch secretary said.

Mr Kganare has described the Johannesburg branch elections as “undemocratic and unfair”, citing “dishonesty by certain officials”.
Union in dispute with Anglo

The Transport and General Workers' Union, an affiliate of Cosatu, has declared a dispute with Anglo American Property Services, Ampros, over wage increases, a spokesman for the union said.

In a statement, TGWU's general secretary, Jane Baret, said the annual wage negotiations started early in February and were locked on March 2.

Increases

All previous negotiations Ampros has never given increases in real terms to the workers, which has resulted in the drop of the standard of living of the workers," she said.

The union represents cleaners, security guards and maintenance workers employed by Ampros throughout the country.

— Sapa
UNIONS SAY ‘NO’ TO BOTHA

TWO Congress of South African Trade Unions affiliates have turned down the State President’s invitation to a meeting to discuss, “salaries and wages.”

The unions are the Transport and General Workers’ Union and Chemical Workers’ Industrial Union.

The meeting, scheduled to take place in Cape Town today, comes in the wake of the Government’s decision to impose a wage freeze in the State sector.

A CWIU spokesperson confirmed that the union had received Mr P W Botha’s invitation but said the Cosatu affiliate would not send any representatives to the meeting.

The TGWU said in a statement that it had decided not to attend the meeting for the following reasons:

‘Timing’
- It was inappropriate for the State President to extend an invitation to a Cosatu-affiliated union when the Government had “just imposed restrictions on Cosatu’s ability to participate around issues” directly affecting workers.
- The invitation was “ill-timed” in the light of the Labour Relations Amendment Bill presently being discussed in Parliament. This Bill aimed to “severely restrict the scope of trade unions’ activities and abilities” to serve their members effectively.
- Any discussion with the Government about wages and salaries would be “severely compromising” because the Government had already announced wage freezes on members of other unions.

The State President’s office had not responded to the Sovietan’s inquiries about the meeting at the time of going to press.
Political Staff

PRESIDENT P.W Botha yesterday warned trade union leaders to “guard against excessive wage and salary” demands this year and appealed for co-operation in the battle to combat inflation.

His warning was delivered at a meeting at Tuynhuys in Cape Town — held a his request — with the representatives of 22 trade unions.

The meeting was boycotted by several, including Cosatu. One of the reasons, apparently, is that it was understood the meeting was to be split in two, one for “predominantly white unions and the other representing blacks.”

During the meeting Mr Botha also called on the union representatives to assist in overcoming excessive price increases by “cultivating a spirit of price awareness among their members”.

In a statement released after the meeting, Mr Botha indicated that he had informed the trade union leaders that the government is preparing legislation to provide increased powers to organisations such as the SA Consumer Council to act in the interest of consumers.

Mr Botha said the issues on the agenda had concerned matters of vital economic importance. Those who boycotted the meeting, had missed the opportunity of contributing to maintaining a sound economy, he said.
unify

Towards

symbols

canvases
Singing garment workers arrive at the Atlantis meeting

PORT ELIZABETH - Wage strikes at three hotels here resulted in the firing of 150 workers this week.

The last strike of hotel workers took place at Port Elizabeth's Holiday Inn on November 5 last year. This week's strike coincided with lunch-hour demonstrations held by workers belonging to the East Cape Congress of South African Trade Unions (Cosatu) on Monday to protest the new Labour Relations Bill soon to be introduced by the government.

The firing of the 150 workers followed a simultaneous sit-in on Monday afternoon.

Police intervened after workers failed to comply with an ultimatum to return to work or vacate the hotels' premises within a specified time.

No incidents were reported as workers packed their belongings and left the premises escorted by police.

The South African Police liaison officer, Captain Cecil Vermaak confirmed the police action and the detention of a Beach Hotel wine steward, Mr Honest Stamba, Stamba was released hours later.

The workers, are all members of the Commercial Catering and Allied Workers' Union of South Africa (Cawusa) which represents the entire black workforce at the Beach, Walmer Gardens and Edward hotels.

The organiser for the Port Elizabeth branch of Cawusa, Mr Patrick Klaas, said the strikers demanded joint negotiations for wages and working conditions at the three hotels. The sit-in was this week sparked off by management's refusal to hold joint talks with the representatives of the three hotels workers.

Management argued that the demands could be the same but all hotels had separate recognition agreements and felt that the matter should remain as it was.

Cawusa said there would be a delay in resolving the strike if management insisted on holding separate talks.

Some of the joint demands of the workers from the three hotels were:

• That workers be paid a minimum living wage of R500 per month. The present minimum is R130
• A R100 increase.
• A 45-hour working week. The present working week was 54 to 56 hours
• Maternity benefits, including six months off when paid as well as a job guarantee after confinement.

In response to the demands, manager Mr Trevor Lombard said these were company matters which should be sorted out within the company. - PEN.
Gawu aims to campaign for a living wage

ABOUT 2 000 workers attended the first general meeting of the Garment and Allied Workers Union (Gawu) in Atlantis last week.

The meeting, at the Saxon Sea Civic Hall last Thursday night, was the first of 12 meetings planned as different areas to discuss the union's decision to seek observer status with the Congress of South African Trade Unions (cosatu) and to launch a "living wage" campaign.

"The enthusiasm of the workers can be seen as a vote of confidence in the new direction the union has taken. It shows we have support for our goal to substantially improve the working conditions and pay of workers in the industry," said Gawu media officer Mr Ronald Berneckow.

He said the minimum figure on which a "living wage" for garment workers could be based would be discussed by workers throughout the country. The campaign would include demands for a 40-hour working week, maternity rights, and for May Day and June 16 to be paid holidays.

"At the moment, the garment industry is one of the lowest-paying industries. The Atlantis meeting was a solid foundation with which to start our campaign, which was fully supported at the meeting," he said.

The meeting was addressed by Ms Florrie de Villiers, general secretary of the South African Domestic Workers Union (Sadwu), a Cosatu affiliate.

Other speakers were Gawu national administrator, Mr Cedric Petersen, and acting regional secretary, Mr Lionel October.

Gawu was formed out of a merger between the traditionally-conservative Garment Workers Union of the Western Province and the Natal-based Garment Workers Industrial Union last year. It has a total membership of about 102 000.

It has about 4 000 members at 19 factories in Atlantis and two factories in Malvern.
Shop workers go on strike

Workers at 10 Triangle Furnishers stores are on strike over a wage dispute, says Mr Mike Totsi of the Commercial, Catering and Allied Workers' Union of South Africa (Ccawusa).

The managing director of Triangle Furnishers, Mr Tom Roux, said: "Not all the workers are on strike. We don't agree with the list of stores mentioned by the union."

Lilford case:
EAST LONDON - The Commercial, Catering and Allied Workers Union (Ccawusa) has condemned the retrenchment of its members from American Flair Products earlier this month.

A union spokesperson said 14 workers were retrenched after the firm was taken over by new management, and while negotiations for them to be employed permanently were still underway. The union was only informed of the retrenchments on the day they were implemented.

The retrenched workers, all promoters, said the management had on the first of this month issued them with retrenchment forms to sign. The workers had refused to sign.

The workers said management had complained of a lack of productivity, but said management itself was to blame. They had presented several grievances, including that the firm no longer gave them sample demonstrations. Mr Rob Korb, the new managing director refused to comment. - ELNEWS
Numsa rally next weekend

EAST LONDON. - The 130 000-strong National Union of Metal Workers of South Africa (Numsa) will hold its Border Regional Congress rally at Orient Theatre here next weekend.

The Border Region of Numsa was officially launched at a congress on February 14, and the rally is to be a report-back on the congress. - ELNEWS
Samwu official killed in accident

A PROMINENT member of the National Executive Committee of the South African Municipal Workers' Union (Samwu), Mr Elias Molema, was killed in a car accident on the road between Klerksdorp and Potchefstroom in the early hours of Monday 19 February.

The deceased and four fellow unionists were on their way home from the first NEC meeting of Samwu.

Molema had been a leading member of the Transport and General Workers Union (TGWU) and played an important role in the formation of a national union for Municipal Workers. He helped to launch Samwu in October 1987.

His funeral will take place at Petersburg on Saturday, March 12.

Big increase for knitting workers

WORKERS at an Atlantis factory are to get an increase which is 37 percent higher than their Industrial Council minimum.

The increases were negotiated by the Amalgamated Clothing and Textile Workers Union of SA (Actwusa) for workers at the Rotex knitting company.

Lowest paid workers are to start with R85, which is R23 more than the Knitting Industrial Council rate.

Last year, Actwusa took the Rotex management to court when their recognition agreement was cancelled in favour of the then Garment Workers Union.
TOUGH GOING IN PAY TALKS

WAGE negotiations in the metal industry are expected to be “extremely difficult” this year, say employers.

The Steel and Engineering Industries Federation of SA (Seifsa), which represents 9,000 firms employing about 320,000 workers, is bracing itself for tough negotiations with 15 trade unions on March 15.

Seifsa executive director, Mr Brian Angus, says “Seifsa is nevertheless determined to reach a fair settlement with the unions. One of the key factors in determining the outcome of this year’s proceedings will be whether the trade unions — and in particular the National Union of Metalworkers of SA (Numsa) — will be prepared to negotiate in good faith.”

Seifsa hoped that confrontation would be avoided on either side “as this is counterproductive and even dangerous.”

The International Metalworkers’ Federation of SA (IMF) will table at the coming wage talks demands jointly formulated by — among others — the Steel Engineering and Allied Workers’ Union and Numsa.

IMF official, Mr Brian Fredericks, was not available for comment yesterday.

A Numsa spokesman said they would demand, through the IMF, a minimum wage of R5 an hour and an across-the-board increase of R1.50 an hour.

He said “the manufacturing side of Seifsa increased profits by 56 percent during the 1986/87 period. So it is quite clear that the employer body is in a position to grant substantial wage increases which will go above the cost of living.”

Mrs Jane Hongwane, Seawu general secretary, said her union “had formulated joint demands with other IMF affiliates participating in the metal industry’s industrial council.”
Labour talks’ indirect results

ALAN FINE

the Labour Relations Amendment Bill and (informal) rules and codes of conduct

Cosatu’s total rejection of the Bill is not easy to understand, given that it contains some aspects which are clearly advantageous to labour — such as the withdrawal of the Manpower Minister’s power to decide whether to appoint a conciliation board.

Nevertheless, there are also many provisions designed to weaken the union movement’s muscle, such as the provision which facilitates litigation against unions for damages suffered during unlawful strikes.

In the end, though — and some employers have agreed with Cosatu on this — government action in the labour field in 1988 threatens to put the whole system at risk. If both, as they claim, value a stable system within which to fight out their differences, there has never been a more crucial time for finding ways of maintaining and developing it.
Cosatu, RMC to test govt ban in court

By Peter Denney

South Africa's largest trade union organization, the Congress of South African Trade Unions (Cosatu), yesterday issued a legal challenge to the state of emergency and last month's crackdown on 18 organizations.

Papers were lodged in the Supreme Court, Cape Town, by Cosatu, the Release Mandela Campaign (RMC) and the Detainees' Parents Support Committee (DPSC), according to Mr Peter Harris, a Johannesburg attorney.

All three organizations gave notice that they would challenge the validity of the state of emergency and of the February 24 orders restricting 18 organizations.

Mr Harris added that the United Democratic Front had not yet filed papers in the same matter, but was expected to do so today.

The respondents were the State President, the government of South Africa and the Minister of Law and Order, Mr Harris said.

The validity of Regulation 6 (a) of the Emergency Regulations and the February 24 orders made in terms of it would be challenged.

Ms Andy Durbach, a local attorney, said the Deputy Sheriff had told her he would serve the papers on the respondents yesterday afternoon.

The respondents would be given 14 days to indicate whether they would oppose the application, another 14 to file opposing affidavits, and the applicants would then be given seven days to reply.

The Supreme Court would be in recess from April 1 to April 17 so the matter could be set down for hearing late in April or early in May, she said.

The applicants sought orders declaring that the June 11 1987, state of emergency proclamation was "of no force and effect," that Regulation 6 (a) was beyond the powers conferred on the State President by the Public Safety Act and that the orders restricting Cosatu and the DPSC - government notices 233 and 334 respectively of February 24 - were "of no force and effect in law."

Cosatu and the DPSC are represented by Cheddie, Thompson and Huson in Johannesburg and Bernard, Vukic and Polush in Cape Town.

The RMC is represented by Priscilla Jana and Associates in Johannesburg and Muthim Delinotto in Cape Town.

The UDF will be represented by Kusma Naidoo in Johannesburg and E Muusa and Associates in Cape Town.
Ccawusa demands a R700 minimum wage

THE Commercial Catering and Allied Workers' Union (Ccawusa) has demanded an across-the-board wage increase of R300 — advancing minimum wages from R400 to R700 — from OK Bazaars in the annual wage talks which began this week.

A union spokesman said other proposals included a five-hour reduction in the working week to 40 hours, an increase in commissions from 3% to 10% and a basic salary of R650 per month for commission-earners, a doubling of staff discounts from 12% to 25%, a full 13th cheque, and no PAYE deductions.

OK Personnel director Keith Hartshorne would not comment on the union demands.
Furniture shop workers strike

By LEN MASEKO

DOZENS of Commercial Catering and Allied Workers' Union of SA members started a wage strike at nine Triangle Furnishers' outlets in the Transvaal this week.

Cawusa official, Mr Mike Tsotetsi, said the strike followed the conciliation board's failure to resolve the dispute between the two parties.

The union demands:
- An across-the-board increase of R90 a month retrospective to January 1, 1987; 
- A further increase of R80 to be back-dated to July 1, 1987; 
- A minimum salary of R500 for all categories, and
- A 13th cheque

Mr Tsotetsi said "We believe that the company is bargaining in a bid faith because they have refused to disclose their financial position. "Our information is that the company can afford to pay the increases demanded by our members."

He said the union was willing to reopen negotiations to resolve the impasse.

Bonus

Triangle Furnishers' spokesman, Mr Tom Roux, confirmed that the company's employees were participating in an industrial action.

He said the company had among other things offered:
- An across-the-board increase of R50 a month to be back-dated to January 1, 1987,
- A further back-dated increase of R50 a month across-the-board effective from July 1, 1987,
- A bonus of 10 percent of salary for each year's service.
Arbitration begins

Arbitration to decide the fate of thousands of National Union of Mineworkers members dismissed by Anglo American Corporation during the August strike was due to begin in Johannesburg yesterday.

The gold mines involved are Vaal Reefs, Western Deep and Freegold. Mr William Schreiner, SC, will preside over the hearings which are expected to last for 10 weeks.

Mr Schreiner will hear disputes over the dismissals and the non-re-employment of an estimated 18,000 strikers at the three mines.
THREE of the anti-apartheid groups affected by a South African Government clampdown filed legal challenges yesterday, calling the rules vague and unlawful.

Johannesburg lawyer Peter Harris said his firm filed applications in the Cape Town Supreme Court on behalf of the 650,000-member Congress of South African Trade Unions (Cosatu) and the Detainees' Parents Support Committee. He said a third application was filed for the United Democratic Front, the country's biggest opposition movement, which claims to represent about 2.5 million people.

"We will argue that the new restrictions comprise so fundamental an inroad into the ordinary rights of citizens that they could never have been contemplated by parliament," Harris said.

Law and Order Minister Adrian Vlok published regulations on February 24 prohibiting any activity by 17 anti-apartheid organisations and banning political activities by Cosatu, the country's biggest black labour federation.
Four metal unions unite on wage talks

By HILARY JOFFE

THE trade unions affiliated to the South African Council of the International Metalworkers' Federation (IMF) will present a united front when national wage negotiations open in the metal industry's industrial council next week.

The four IMF unions, which represent 128 556 workers, most of them black, have co-operated in the past. But this year workers from all the unions have held general meetings to formulate joint demands and the unions will decide together whether to accept or reject the employers' wage offer.

The IMF unions are this year demanding an increase in the minimum hourly wage from R2.61 to R5 and an across-the-board increase of R1.50 an hour.

The more conservative ex-Tuscan unions in the industrial council, aligned with the Confederation of Metal and Building Unions, are demanding a 20 percent across-the-board increase.

Both unions and employers expect a tough battle.

Brian Angus, executive director of the Steel and Engineering Industries Federation of South Africa (Seifsa), says: "Employers are not of the view that these wage demands are realistic: they are out of all proportion to what the industry can afford."

But Geoff Schreiner, national organiser of the industrial council's largest trade union, the National Union of Metal Workers of South Africa (Numsa), says: "The economic situation should be favourable to substantial increases. Manufacturing sector profits increased last year by an average 56 percent and that applies equally in the engineering sector."

That increase in profits was generated largely through increasing productivity and rationalisation — as a result of which a lot of our members have lost their jobs. Companies are in

Angry words at Ccawusa talks

BY MONO BADELA

THE troubled Commercial, Catering and Allied Workers Union of South Africa (Ccawusa) stumbled over the second-last hurdle towards unity on Sunday — bruising its shining badly. At Sunday's annual general meeting of the Johannesburg branch, the largest in Ccawusa, one of the two rival factions dissociated itself from proceedings, describing branch elections at the meeting as "undemocratic and unfair."

The Johannesburg branch was the sixth of eight to hold AGMs before a national conference due on May 15. Two factions are contesting leadership of the union, a pro-Freedom Charter group under the leadership of Papa Kganare and an opposing group led by national secretary Vivian Mwa.

It was the Kganare group which refused to participate in Sunday's proceedings, seeking observer status.

Five of the eight branches have elected delegates to support the Kganare group at the convention: the Pretoria branch, the Cape Town, Northern Transvaal, Eastern Cape, Natal and Orange/Val branches. The Klerksdorp and Western Cape branches have yet to vote.

The division within Ccawusa resurfaced on Sunday, only weeks after the two factions had resolved their dispute through an out-of-court settlement. The Johannesburg branch meeting on Sunday was characterised by intermittent angry exchanges between the two groups.

The Johannesburg branch resolved, among other things, that:

- The Freedom Charter was a divisive document.
- Under no circumstances would officials who operated under Kganare during the split be re-absorbed into the union.

Newly-elected treasurer Kalix Thubedi said members of the Kganare group had realised they were a minority, hence their decision to abstain.

If they are not satisfied they will consider declaring a dispute.

They will also want to discuss the effective banning of opposition organisations and the latest restrictions on the Congress of South African Trade Unions.

The largest of the unions — the Metal and Allied Workers' Union (now merged with the National Automobile and Allied Workers' Union into Numsa) has declined to sign the industrial council main agreement every since it joined the council in 1983. Last year it declared a dispute with employers and called a strike, which was halted when the minister of manpower gazetted the industrial council agreement and extended it to non-parties, making the strike illegal.

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Fort Jackson limpet blast: responsibility not claimed

Daily Dispatch Reporter

EAST LONDON — No-one has claimed responsibility for the three limpet mines that exploded at a Fort Jackson electrical substation five days ago. A Ciskei Police spokesman, Colonel G A Ngaki, said it was not known who had planted the mines that destroyed a prefabricated shed and slightly damaged another building.

The council secretary, Mr Cas Naude, reported that the council would be the main negotiator in conducting inspections of dairies supplying milk to the area.

No-one was injured during the incident, which occurred on Monday night.

King workers walk out after dispute with management

Daily Dispatch Reporter

EAST LONDON — Workers at the Anglo Cafe and Bakery in King William's Town staged a walkout this week after declaring a dispute with management over the mistreatment of workers.

The regional organiser of the Commercial Catering and Allied Workers' Union of South Africa (Cecwusa), said a worker in the take-away department had complained to the owner of the bakery, Mr Reno Psoloyeni, of verbal abuse.

He had been told to sort out the problem with the manager concerned.

The manager, he added, then ordered a few of the take-away workers off the premises and 31 workers had walked out in sympathy.

Mr Psoloyeni, who said he had laid charges of intimidation of customers and employees with police, denied that any of his staff had been fired.

He said the workers had not followed the correct grievance procedure and no notice of dispute had been given.

"As far as I am concerned they dismissed themselves by walking out," Mr Psoloyeni said.
EL firm, union sign agreement

EAST LONDON — A recognition agreement has been signed between the South African Allied Workers' Union (Saawu) and Zimco Rubber.

The Saawu East London branch treasurer, Mr Sebenzile Mdyogolo, said the union had started to organise workers at the company from the beginning of 1986.

He said the agreement applied to some 200 employees and covered disciplinary, grievance, dispute, retrenchment and appeal procedures, as well as a main recognition agreement.

The Zimco factory manager, Mr W. A. Olivier, confirmed that the company had recognised Saawu and said he hoped the agreement would help the parties maintain a good working relationship. — DDR
Unions are likely to close ranks

IT'S very likely that there will be a closing of ranks in the "democratic" trade union movement following the Government's latest round of restrictions.

These have effectively banned a series of community organisations and attempts to restrict the Congress of South African Trade Unions (Cosatu) to "trade union" matters, as distinguished from "political" matters.

The movement does not accept that such a distinction is possible, as made very clear in a statement from the other major union federation, the National Council of Trade Unions (Nactu), after a central committee meeting last weekend.

"Charterist"

The two federations roughly represent two tendencies within unionism and the broader black community.

Cosatu represents the "Charterist" tendency which generally echoes the ANC line, while Nactu reflects, broadly speaking, the PAC/Black Consciousness tradition and supports the Azanian Manifesto.

There is both rivalry and co-operation between affiliates of the two federations, but the Nactu statement makes it clear that although Cosatu is presently under attack this is viewed as an attack on the whole movement.

And elements within the statement have strong parallels with the Cosatu living wage campaign.

Challenging the Government to show where it draws the line in differentiating labour from political issues, Nactu says it was clear that addressing matters such as citizenship, taxation of voteless members, rental, inferior education, the creation of "apartheid institutions" and Joint Management Committees are part of a union's day-to-day responsibilities.

Most of these are also planks of Cosatu's living wage campaign, which also argues that these are not "political" issues but real concerns of any genuine trade union movement.

Inferior education is seen as flogging the children of workers only to be workers themselves, inadequate wages as restricting opportunities for economic advancement, taxation of the voiceless as an attempt to make them pay for their own oppression.

And both federations would argue that these are factors which restrict equal opportunity, condemning those at the bottom of the economic pile to remaining there and leading, in their fight for existence, to a host of social ills such as gangsterism, crime and prostitution.

"Macro" demands

It's likely that more and more "macro" demands (those relating to the overall situation of workers as opposed to "micro" demands relating to purely shopfloor issues) will form part of the negotiating agenda.

Questions will be raised about what the company is doing to create equal opportunities and break the cycle of inferiority.

With these and other issues in mind, the Institute for Personnel Management has put together a two-day equal opportunities seminar which will look at aspects of what it means, why it is necessary and how some firms have come to grips with it.

Bookings can be made through Avril Ebbes at 64 2221.
Wage talks set to start today

By LEN MASEKO

THE metal industry's wage talks, which affect about 320,000 workers, are scheduled to take place today.

The employer body, the Steel and Engineering Industries' Federation of SA (Seifsa), will negotiate for a wage settlement with 15 trade unions.

Among unions to be represented at today's talks are the National Union of Metalworkers of SA, the Steel Engineering and Allied Workers — who will table joint wage demands through the International Metalworkers' Federation of SA.

A Numsa spokesman said their demands included a minimum wage of R5 an hour and an across-the-board increase of R1,50 an hour.

Fourteen of the 15 trade unions involved in the industry's collective bargaining process agreed to wage increases of 17.7 percent "at general labourer level" last year, according to Seifsa.

Numsa rejected the employer offer last year and refused to sign the wage agreement. The Metal and Allied Workers' Union (now Numsa) has, consistently refused to sign the agreement since joining the industrial council in 1983.
TALKS on wages and working conditions between 236 Johannesburg Chemical Workers' Industrial Union members and Mobil Oil SA have broken down with the union declaring a dispute with the company, CWIU organiser, Mr B K Mosley, said in a statement yesterday.

These annual negotiations on substantive issues are national and involve 24 depots.

Workers are demanding a monthly increase of R200 across-the-board and a minimum of R910 a month.

Disturbing

They are also demanding that the company back-date the increases to March 1, this year, as well as offering a service allowance of R5 a month for each year of service.

"CWIU finds Mobil’s attitude in the negotiations extremely negative and disturbing. The company's present offer of R155 a month has been rejected by members who say they cannot accept the same increase that they won last year. "CWIU further believes that Mobil is not sincere in its attempt to reduce the salary-gap that exists between itself, Shell and Caltex."

Shell pays a minimum monthly salary of R780 a month and Caltex pays R735, both of these being above Mobil's minimum wage.

"These companies are also in line for negotiations this year which could further widen the salary gap," Mr Mosley said.

CWIU will have a dispute meeting with Mobil this Friday in an attempt to resolve the impasse — Sapa
NUM Strike: Hearing begins
JOHANNESBURG — The Chemical Workers' Industrial Union (CWIU) has declared a dispute with Mobil Oil SA after talks on wages and working conditions broke down, a spokesman for the union, Mr B K Mosley, said yesterday.

The negotiations concerned workers at all Mobil plants throughout the country.

"At issue are members' demands for a R200 a month across-the-board increase with the minimum monthly pay increased to R910, a service allowance of R5 a month for each year of service, and the back-dating of the increases to March 1, 1988," Mr Mosley said.

"The company's present offer of R155 a month has been rejected.

"The Durban branch of CWIU negotiating with Mobil Oil Refinery (Pty) Ltd are also in dispute with the company.

The company's public relations manager, Mr Barry Hurt, said the union had demanded an increase of R200 a month, and the company had offered R155.

"Our offer represents an average increase of 18 per cent. This is well above the forecast inflation for 1988.

"Our minimum wage is R710 a month and the total monthly remuneration package for any employee will equate to R1 014, if we include other benefits such as housing subsidies and education assistance."

The talks are to continue — DDC.
Anglo, NUM fail to settle dismissals

TALKS between Anglo American and the National Union of Mineworkers, aimed at an out-of-court settlement on the fate of 18 000 dismissed workers, forced the postponement of arbitration proceedings yesterday only an hour after they had begun.

However, the talks failed to produce a settlement and the adjudication process involving Vaal Reefs, Western Deep Levels and Freegold is to continue in Johannesburg today.

Yesterday was the sixth consecutive day of negotiations and, judging by the time both parties spent in caucus meetings, agreement appeared agonisingly close.

Earlier, John Myburgh, SC, outlined to adjudicator advocate William Schreiner the principles enunciated in the crucial 1985 Marikana case — that he should take cognisance of factors such as the duration and necessity of the strike, attempts to negotiate a settlement, and the behaviour of the parties during the strike, in determining the fairness of the dismissals and the failure to re-employ.

ALAN FINE

The 18 000 workers were among about 40 000 dismissed during last August's wage strike.

Myburgh said he would argue the recent Saeugv Sentracem Industrial Court judgment was wrong, and that the present case had, in any event, certain distinguishing facts.

In the Sentracem case, court member David John (who has since joined Anglo's instructing attorneys Webber Wentzel) said it was anomalous for legitimately striking workers to be penalised by dismissal.

In pleadings submitted to the private court yesterday, the mines indicated they would oppose the NUM's application for an unfair labour practice determination on the grounds that the dismissals were fair, there were no longer jobs available due to restructuring, and/or new recruits had been employed.

Another 2 412 workers were dismissed for alleged misconduct during a sit-in at Western Deep Levels' No 3 shaft.
MBSA workers strike over pay dispute

Daily Dispatch Reporter
EAST LONDON — Production at the Mercedes-Benz of South Africa (MBSA) plant here has been suspended since the weekend after some 1,000 hourly-paid workers downed tools over a pay dispute.

The MBSA public relations manager, Mrs Delene MacFarlane, said the production line halt had come as a result of "unlawful industrial action undertaken by employees in the paint and body shops".

She said employees in the paint shop at the plant had refused to complete the last hour of the afternoon shift on Thursday last week.

The local secretary of the National Union of Metalworkers of South Africa (Numsa), Mr Viwe Gxartsa, said more than 3,000 workers had been affected by the halt in production.

The late shift on Thursday had completed the number of units specified as a target by management an hour before the end of their shift, he said.

"They continued with their work, but were told by their supervisor that they were loitering and were not completing any further units," he added.

Mrs MacFarlane said management had attempted to persuade the workers to work the full shift, but had not been successful.

In accordance with agreed policy, the company applied the principle of "no work, no pay," she said.

This had resulted in all the employees in the paint shop refusing to resume production the next day unless their colleagues were paid for the time not worked.

"Discussions were held between management and the shop stewards in an attempt to resolve the issue, but no finality could be reached," she added.

"On Monday, employees in the body shops joined in the strike action."

"The company informed the shop stewards that where dissatisfaction existed, the proper procedures should be followed instead of resorting to unlawful industrial action," she added.

A spokesman for MBSA said yesterday that the decision to postpone the launch of the latest model of the Honda range had been taken "more than a month ago and was not connected to the latest work stoppage."

"Due to numerous technical improvements in the new range and in order that we fully meet the local content requirements, we need to extend the introduction date by six to eight weeks."
OK in wage talks

THE Commercial Catering and Allied Workers' Union of SA and OK Bazaars are scheduled to meet next week for further wage talks which will centre on — among other things — the union's demand for a R300 across-the-board increase.

OK Bazaars is expected to respond to Ccawusa's wage demands at a meeting between the two parties on March 23.

The union's demands include:

- A minimum wage of R700 a month,
- A 25 percent staff discount,
- June 16, May 1 and March 21 be regarded as paid holidays,
- Recognition of "traditional doctors);
- A 40-hour week,
- No Pay-As-You-Earn tax deductions, and
- Payment of 1987 bonuses to workers who were involved in the wage strike at the retail chain's outlet two years ago.

OK spokesman Mr Keith Hartshorne confirmed that the company would respond to the union's proposals next week.

Meanwhile, wage negotiations between Ccawusa and Pick 'n Pay are continuing, a union spokesman said yesterday.

Ccawusa has declared a dispute with Pick 'n Pay over — among other demands — wage increases of R204 59 a month, against management's offer of R120.
EAST LONDON - The MBSA public relations officer, Mrs Delene MacFarlane, said intensive negotiations between management and Naawu were held yesterday in an attempt to resolve the issues in dispute, but a settlement could not be reached.

Production at the MBSA plant here has been suspended since the weekend when 1 000 hourly-paid workers downed tools after a pay dispute.

The local secretary of the National Union of Metal Workers of South Africa, Mr Viwe Gxarisa, could not be contacted for comment yesterday.

— DDR
Unfair dismissal in King bakery

EAST LONDON. - The dismissal last week of 35 workers at the Anglo cafe and bakery in King William's Town has been called an unfair labour practice by the Commercial, Catering and Allied Workers Union (Cawusa).

The union warned it would fight the dismissal to the "bitter end".

The action came after a certain Mrs Grabner was appointed as a manager in the take-away department.

A union spokesperson said the workers in this department were not happy about the way she treated them.

According to the union spokesperson, the owner of the bakery, Mr Reno Psiloyenis, was approached by a workers' delegation earlier last week.

Psiloyenis said the workers had not followed the correct grievance procedure and no notice of dispute had been given.

"As far as I am concerned they dismissed themselves by walking out," he said. - ELNEWS
Seifsa accused of racial wage gaps

THE International Metalworkers' Federation (IMF) group of unions have accused Seifsa of perpetuating a racial wage gap in the metal industry.

A statement issued by the National Union of Metalworkers of SA (Numsa) yesterday, following the first round of annual wage talks, said this had occurred through Seifsa signing agreements with the predominantly white Confederation of Metal and Building Unions and extending it to cover unskilled workers.

Numsa said this year the IMF represented as many, or more, workers than the CMBU, in the engineering industry.

Seifsa said yesterday it had agreed to the principle of adjustments to specific wage categories to reduce anomalies in the wage curve.

Alan Fine

Numsa said Seifsa had "predictably" claimed that the spiral of inflation could only be broken if wage increases were held down.

In its initial offer on Tuesday, Seifsa offered wage increases of about 8%, raising the minimum wage in the industry by 21c an hour to R2.82. At the top level Seifsa offered a 52c an hour increase to R6.15.

The IMF unions have commented that the real wages of industrial workers had dropped drastically over the past five years, by up to 7% a year.

In contrast, metal industry profits had rocketed in 1987 and 1988.

The IMF unions are demanding a R5 an hour minimum wage, and R1.50 across-the-board increases. The CMBU unions have proposed a package of 20% increases.
A STRIKE halted production at the East London plant of Mercedes Benz after employees downed tools over a pay dispute, union and management officials said yesterday.

The National Union of Metalworkers of SA (Numsa) spokesman said about 2800 workers joined the strike in support of paint shop men whose pay was docked because they slowed work after meeting their daily shift target last Thursday.

The union said more than 3000 workers had been affected by the halt in production.

The company claims some paint shop workers refused to complete the last hour of their shift, while Numsa says the men had completed their shift target of 66 cars and had merely slowed...
Mercedes strike talks continue

PRODUCTION at the Mercedes Benz East London plant remained at a standstill for the second consecutive day as management and union representatives spent the entire day locked in talks aimed at ending the work stoppage which began late last week.

Last night Mercedes and the National Union of Metalworkers of SA were continuing discussions, according to a Mercedes spokesman.

The strike was triggered by an incident last Thursday when paintshop employees failed to complete the last hour of their shift because they believed they had reached their production target for the day.

When management decided not to pay them for that time, colleagues in various sections of the plant downed tools in protest.
Strike halts Mercedes production

By LOUISE FLANAGAN,
East London

MERCEDES-BENZ South Africa, which last year suffered the most expensive strike in South African history, has been brought to a halt again after a dispute over an hour’s wage.

The strike started late on Thursday in the paint shop and rapidly spread throughout the factory.

A representative of the National Union of Metalworkers of South Africa said employees slowed down after they reached the target of 66 cars per shift, while the company has accused the group of stopping work early. They were clocked off early, losing an hour’s wage.

The union claims the entire workforce of about 3,000 is on strike, while management has said that only 1,000 are involved.

A nine-week strike over a minimum wage demand of R5 per hour, settled in October last year, cost the company about R300-million. Workers lost about R5-million in wages.

Now the stage seems to be set for another costly deadlock. The company has accused the shop stewards of not using the correct grievance procedures and said the union was not prepared to change its demands or allow its members back to work until they had been met.

Negotiations are continuing. — El-
news
New bid today to end MBSA strike

EAST LONDON — There were no negotiations between Mercedes-Benz of South Africa (MBSA) management and the National Automobile and Allied Workers Union (Naawu) yesterday toward ending the strike at the MBSA factory here.

MBSA management yesterday expressed disappointment at the failure to reach a settlement to the strike, which began at the weekend, adding that negotiations would continue today.

Mr Viwe Gxarasa, the local secretary of the National Union of Metalworkers of South Africa (Numsa), which is affiliated to Naawu, could not be contacted for comment yesterday.

Production at the MBSA plant here has been suspended since the weekend when 1 000 hourly-paid workers downed tools after a pay dispute.

The MBSA public relations officer, Mrs Delene MacFarlane, said the dispute arose when a "small number" of employees in the paint shop refused to complete the last hour of the afternoon shift on March 10.

"The employees maintained that they had reached their production target for that particular shift although management had clearly informed them that they had incorrectly perceived the production target," Mrs MacFarlane said in a press statement issued yesterday.

Management could not persuade the employees to work the full shift, so they applied the principle of "no work, no work pay."

"As a result of this, unlawful industrial action was taken by employees in the paint shop," Mrs MacFarlane said.

On behalf of the striking workers, Naawu said they would not return to work until they were paid for the time not worked on March 10.

Mrs MacFarlane said that, as a result of the strike, production was suspended in the entire plant from March 15.

She said the company offered to refer the dispute to arbitration during the initial negotiations, but Naawu requested that the dispute be treated by management as a grievance.

"In an attempt to resolve the dispute without prejudice to its rights, management agreed to these requests but stated that any monetary advances would be made under protest and recoverable from the employees in the event of the grievances being found to be invalid."

"It further required an immediate return to work by all striking employees," she said.

Mrs MacFarlane said Naawu indicated that the proposed agreement was acceptable but, after a report-back, stated that they were not prepared to sign the agreement.

"Management hopes to resolve the dispute as soon as possible as it affects the whole work force, the majority of whom are keen to work."
Employers reject demands

METAL industry employers this week rejected trade union demands at the start of annual wage negotiations and deferred further talks until April.

Employers are offering wage increases from 21c per hour for labourers to 52c per hour for artisans.

Trade unions affiliated to the SA Council of the International Metalworkers' Federation — the National Union of Metalworkers' of South Africa is the largest of these — are demanding a minimum wage increase from R2.61 to R5 and an across-the-board increase of R1.50 an hour.

Affiliates of the Confederation of Metal and Building Unions as well as the white Mineworkers' Union and the SA Iron, Steel and Allied Industries Union want increases ranging from 52c per hour for labourers to R1.31 for artisans.

IMF union demands include shorter hours, increased employer contributions to industry pension funds and six months' paid maternity leave.

Employers have agreed to adjust specific wage categories: the IMF unions are demanding that anomalies in the wage curve, a legacy of job reservation in the industry, be eliminated.

Employers have agreed to CMBU unions demands for guaranteed minimum increases for apprentices.
Anglo, union negotiate SA’s largest dismissal settlement

JOHANNESBURG — Anglo American and the National Union of Mineworkers (NUM) yesterday agreed on the reinstatement and compensation of 9,000 dismissed workers, and at least 18 weeks pay for 6,000 workers who will not be re-hired, in South Africa’s largest dismissal settlement.

Anglo estimated the monetary cost of the package at R135 million. The NUM valued the deal, which came in the midst of private adjudication over the dismissals, at R60 million.

The workers are among 19,600 gold and coal miners who were dismissed during last August’s wage strike and not subsequently re-hired.

Non-transferable job offers will be made to gold miners in three 3,000 strong groups over the next three three-month periods. The job offers will preserve the ratio of NUM to non-NUM membership existing at the time of the strike. All will receive “compensation” of at least 18 weeks pay.

Anglo will re-hire 500 of 1,000 dismissed coal miners within the next three months.

About 6,000 workers not re-employed due to the restructuring of mining operations will receive at least 18 weeks pay.

Another 2,600 workers facing disciplinary inquiries will participate in an “inquisitorial” process if their dismissals are found to be unfair. They will receive the same payments as their redundant colleagues — DDC.
TRADE UNIONS

The gulf grows

Union eyes will be focused on the outcome of the AGM of the western Cape branch of the Commercial, Catering and Allied Workers' Union of SA (Cawusa) this Sunday.

It will be the last in a series of eight - essentially called to decide whether or not members support the pro-Freedom Charter position endorsed by the union's Federation, Cosatu: "This has led to a serious split in a union which has always been seen by factions as being united," the respected former general secretary, Emma Masithule, was able to tell them together.

Reflecting the cleavage, led by Vivian Mtwa's Johannesburg branch (by far the biggest) of Cawusa, the western-Cape has also divided. There are two separate Cawusa offices there, each claiming about 4000 members.

In terms of the Rand Supreme Court order, which reinstated the union's former constitution and recognised Mtwa as general secretary, each branch was required to hold these meetings. They will culminate in a national conference of the union by May 15, to finally decide the leadership.

Mtwa is against adopting any particular political credo, including the Freedom Charter (Current Affairs February 5). Results so far indicate that the faction led by the pro-Freedom Charter Papi Kgana has the support of five of the eight branches: Pretoria, northern Transvaal, eastern Cape and the Vaal. The count at the small Klerksdorp branch is still being made.

However, Johannesburg branch's Kaiser Thibedi disputes the Pretoria vote, as well as the procedures at the northern Transvaal meeting. The meetings were held under the aegis of Independent Mediation Services of SA (Imsa). Perhaps not surprisingly, Imsa's conduct of the Johannesburg branch meeting last Sunday, which backed Mtwa, has also been criticised by the opposing group as having been biased. The pro-Kgana faction in fact dissociated itself from the stormy Johannesburg meeting after calling it undemocratic.

By agreeing to abide by the January court order, Mtwa seems to have put himself at a disadvantage. He had earlier proposed a change in the Cawusa constitution to accommodate proportional representation, which would obviously favour his group. And some observers believe the Mtwa faction did not do enough canvassing to ensure support. It was surprising, for example, that Pietersburg came in favour of the Charterist position, as well as Natal, where Mtwa used to be the branch secretary.

Despite having majority support in numbers because of the size of the Johannesburg branch (which claims 4000 members out of the national total of 70,000), Mtwa is likely to lose at the Cawusa meeting in May.

The big question then will be whether Mtwa decides to back off his principled stand, or, as rumour suggests he could, join Cosatu's rival, the National Council of Trade Unions.
METAL INDUSTRY

Wage talks begin
Negotiations to set new wage rates and employment conditions in the metal industry for the year starting June, began in Germiston this week, with Seifsa batting on behalf of the industry.

The negotiating forum is the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry. Currently, there are 50 employer and 50 employee representatives on the council. Their industrial agreement is given force of law by being gazetted and thus applies to all employers and workers in the industry whether or not they sign the agreement. This in effect prevents the strike called by the Metal and Allied Workers Union (Mawu) — which is now part of Numsa — last year.

The metal sector represented by Seifsa embraces more than 9,000 firms employing about 326,000 people — or more than a third of the workforce engaged in all manufacturing activity in SA.

Two main union groupings are involved. There are the four affiliated to the SA Council of the International Metalworkers Federation (IMF), which includes Cosatu and Nactu affiliates and speaks for 129,000 workers.

The second, smaller and more conservative group comprises nine older unions, including an independent, under the Confederation of Metal and Building Unions (CMBU), whose biggest member is the SA Boilermakers. The CMBU represents some 98,000 workers.

While Seifsa could not divulge its wage proposals before Tuesday's meeting, the unions' opening demands for amending the industry's Main Agreement have been announced.

The IMF unions are seeking a R2.6 increase to the minimum hourly rate, which would make it R5; and R1.50 an hour across-the-board. They also want the working week reduced to 40 hours from 45, more overtime pay; six months' paid maternity leave and two weeks' paternity leave, paid holidays on March 21, May 1 and June 16, and a guaranteed annual wage.

The CMBU wants a 20% increase all round. Seifsa's opening offer is, of course, unlikely to match the unions' demands — especially those of the IMF unions, which will also want employers to oppose the Bill amending the Labour Relations Act, as well as the latest restrictions on unions' political activities.
Oil companies skid over labour relations

**Social Responsibility should begin at home, say workers**

"We are employees, however, it is in the interest of the company to protect the rights of its employees. It is the responsibility of the company to ensure that workers are protected by laws and regulations."
Miners make Anglo pay for dismissals

BY HILARY JORFE

The National Union of Mineworkers said the strike is the result of Anglo American Corporation's failure to meet the demands of the National Union of Mineworkers (NUM) and Anglo had refused to negotiate in good faith. The strike is the second in the NUM's history and has affected over 600,000 workers.

Negotiations over mine closures have been going on for several months. The NUM has been demanding that Anglo American Corporation make significant investments in the mines and provide better working conditions.

In the meantime, Anglo American Corporation has been making cuts and redundancies, leading to widespread dissatisfaction among the miners.

The NUM has threatened to strike if Anglo American Corporation fails to meet its demands.

In the meantime, the NUM is calling for a peaceful settlement.
EAST LONDON — The South African Textile and Allied Workers' Union (Satawu) has signed an agreement on health and safety with a King William's Town company, the union said in a statement.

A spokesman for King Tanning Company, Mr. Brian Blumrick, confirmed Satawu's statement.

Satawu said they viewed the agreement as "a development of mutual understanding" between the company and the union to maintain health and safety of the workers.

"We hope that other companies will follow on the footsteps of King Tanning Company and build a worker management relationship."

DDR
Ccawusa, Pick 'n Pay wage talks near end

WAGE negotiations between the Commercial Catering and Allied Workers Union and Pick 'n Pay are nearing an end, a union spokesman said yesterday.

By late afternoon, Ccawusa; had dropped its demand for an increase from R160 a month to R166. Management's offer is an across-the-board rise of R122.

The union said management's suggestion of an additional R6 a month rise is unacceptable. Talks continue today.
Mercedes still paralysed by Numsa action

Widespread strikes, disputes by CWIU

THE Chemical Workers' Industrial Union (CWIU) is involved in several strikes and the Mercedes-Benz work stoppage entered its third day yesterday.

Production was at a standstill at Mercedes-Benz East London for the third day running after management and the National Union of Metalworkers (Numsa) failed yesterday to settle their dispute over production targets. Negotiations continue today.

Strikes at two refineries are among five disputes the CWIU has declared in the oil industry, union representative Pat Horn said yesterday.

In addition, CWIU members at chemicals company Unilever at Waddeville have been on strike for three weeks.

Yesterday a strike involving all 26 employees at Shell SA-owned Veech Oil began after CWIU and management failed to resolve a wage dispute. CWIU is demanding a minimum wage of R700 and reinstatement of a 13th cheque. Management is offering R690 (23%). The issue has been referred to a conciliation board.

A dispute was declared yesterday between Shell Chemicals and CWIU over management's refusal to negotiate wages until all clauses in the recognition agreement being negotiated by the two parties had been accepted.

Also yesterday, management and workers reached a stalemate over wages at Sapref, the Durban-based refinery shared by Mobil and Shell. Application is being made for a conciliation board.

Discussions are set to continue today between Mobil Oil SA and CWIU on the wages and working conditions of 236 workers at 24 depots. Workers are demanding a monthly across-the-board increase of R200. Mobil is offering an increase of R155 (or an average of 18%).

Mobil Refinery and CWIU in Durban deadlocked on Monday over two issues, both of which have been referred to the union to a conciliation board.

The strike at Unilever's SCI Waddeville plant has entered its third week after the conciliation board failed to settle a wage dispute. However, a management member said talks were progressing well, with union and management only R2 and R1 apart on an across-the-board increase at the lower grades.
EAST LONDON — An agreement was reached between Mercedes-Benz of South Africa (MBSA) management and the National Automobile and Allied Workers Union (Naawu) yesterday, and production will resume on Monday.

The MBSA public relations officer, Mrs Delene MacFarlane, said the agreement made provision for monetary advances to the employees who had part of their wages deducted for stopping work before the end of their shift last Thursday.

The signed agreement makes further provision for an internal grievance procedure to be followed to investigate the dispute.

"If it is found that the employees concerned acted incorrectly, the monetary advance will be reclaimed," Mrs MacFarlane said.

The local secretary of the National Union of Metalworkers of South Africa (Numsa) — who are affiliated to Naawu — Mr Vwe Gxarisa, was in Queensdown and could not be contacted for comment yesterday.

Another union spokesman, who did not wish to be named, confirmed that an agreement had been reached.
Daily Dispatch Reporter

EAST LONDON — About 50 workers at the newly-opened Shevi's Diamond and Polishing Company here walked out after a dispute about the dismissal of three shop stewards of the Commercial Catering and Allied Workers Union (Ccawusa).

Mr Robert Nassimov, who runs the plant with his brother Samuel, said yesterday that all the workers were back at work and "were happy again."

In an interview with the City Press newspaper earlier this week, Mr Nassimov said that blacks were babies and must be treated as such. He added that there was no place for a union in his plant.

He said yesterday that his workers were all working on a probation basis, but they "think they are well-qualified and when I tell them they are unsuitable, they go on strike."

One of the workers, a member of the Ccawusa Workers Committee, told the City Press that he and two other members had been dismissed and when the other workers protested, Mr Nassimov said they should leave if they had joined the union.

However, Mr Nassimov denied having fired any of his staff — "they all just suddenly said they wanted to go, so I said go."

"But they are happy and all back at work now," Mr Nassimov said. No workers could be contacted for comment yesterday.
MBSA to resume production today

EAST LONDON — Production is due to resume as normal at the Mercedes-Benz of South Africa (MBSA) plant here today after the week-long strike was settled on Friday.

Work at the plant had been suspended since March 10 when 1,000 hourly-paid workers downed tools after a pay dispute.

An agreement was signed on Friday between management and the National Automobile and Allied Workers Union (Naawu) which made provision for monetary advances to the employees who had part of their wages deducted for stopping work before the end of their shift on March 10.

The signed agreement makes further provision for an internal grievance procedure to be followed to investigate the dispute.

Naawu confirmed that the agreement had been signed and MBSA management said work would resume this morning. — DDR
Differences between the National Union of Mineworkers and Anglo American over the meaning of the word "pay" in last week's massive dismissal settlement could lead to a new round of arbitration — over the interpretation of the agreement.

The disagreement also explains part of the discrepancy between the parties' widely differing estimates of the value of the settlement. Anglo said it was expecting the deal to cost R35m, while the NUM put the figure at R60m.

NUM assistant general secretary Marcel Golding said the union believed financial settlements should be based on workers' cash earnings plus non-monetary benefits — the cost of board, lodging and other fringe benefits. The latest Chamber of Mines figures put the value of these at R164 a month. Golding said the mining houses always used the all-inclusive figure at wage negotiations and he assumed the same applied here.

However, Anglo gold and uranium division spokesman Michael Spicer said the word "pay" clearly referred only to cash earnings.

Last week's agreement includes a provision that alleged breaches or unfair implementation of the agreement be referred to a joint NUM/Anglo committee, and, in the event that it cannot be resolved there, to a neutral umpire.

Redundant employees are to receive at least 18 weeks pay in notice, compensation and severance pay, depending on length of service. Re-hired workers will receive at least 10 weeks "compensation" pay.

A further explanation for the discrepancy between the two sides' estimates is that, unlike Anglo, the NUM has worked on the assumption that 2,400 workers facing disciplinary inquiries will win their cases and thus, eventually, receive redundancy packages.

Spicer explained there were numerous unknown variables which make it impossible to give an accurate estimate of the total value of the settlement.

Assuming all workers take up the job offers and payments due to them, a R590 average cash monthly wage (the chamber figure of R570 plus about another 5% to take into account higher wages at Anglo) and average service of four years — Business Day estimates the value of the package at R30,25m.

However, the NUM claim on non-cash benefits would increase the package by R10,55m. In addition, were all workers facing disciplinary inquiries to win their cases, this would represent a further R5,2m to R7,6m.
NUM, Anglo dispute settled

ANGLO American Corporation and the National Union of Mineworkers have negotiated a settlement in their dispute relating to dismissals during the 1987 wage-related strike, a statement from AAC said.

In terms of the settlement, gold mines administered by Anglo American Corporation will offer jobs to half of the 18,000 workers dismissed during the strike who have not been re-employed.

AAC coal mines will offer jobs to 500 of the 1600 workers dismissed who have not been re-employed.

The agreement provides for compensation and retrenchment payments.

Code

However, in respect of the 2,400 employees not re-employed because of misconduct at Western Deep Levels No 3 shaft, only those found, in an inquisitorial process to have been unfairly dismissed will qualify for the financial benefits agreed upon.

An important element of the settlement, in AAC's view, is an agreement to negotiate a code of conduct.

AAC has long held the view that such a code will address the problems which have concerned it in labour relations over the past couple of years, namely those of workplace violence, coercion and union accountability. — Sapa
Triangle workers go on strike

By Mike Siluma, Labour Reporter

About 450 workers are on strike at 12 stores and other concerns owned by Triangle Furnishers after a breakdown of wage negotiations between the Commercial, Catering and Allied Workers' Union (Ccawusa) and management, the union said.

In a weekend statement, a Ccawusa spokesman said talks had broken down after management had rejected a revised package of demands and ruled out a union suggestion of mediation.

The workers downed tools on March 8 at Johannesburg stores in Doornfontein, Harrison Street, Park Station and Wynberg.

Also affected were stores in Pietersburg, Pretoria, Uitenhage, Lichtenburg, Rustenburg and White River.

The furniture chain's Johannesburg warehouse workers were also on strike, said the spokesman.

Triangle spokesman Mr Tom Roux could not be reached for comment at the time of going to press.

The union spokesman said workers had voted in favour of strike action after the failure of three conciliation board meetings following a declaration of a dispute by the company. The parties first met in July 1987.

The union's revised demands included:

- A R300 across-the-board monthly increase from January 1987 to June 1987, with a further R30 increase from July 1987 to December 1987.
- A guaranteed minimum wage of R600 a month.
- A 13th cheque and 12.5 percent commission for sales staff.

Ccawusa says Triangle's present and final offer includes an across-the-board monthly increase of R50 from January 1987 to June 1987, followed by another rise of R50 for the period between July 1987 and June 1988.

The company has also offered a 10 percent bonus for each year of service to a maximum of 50 percent

ultural
ADE ordered to reinstate workers

By RONNIE MORRIS

ATLANTIS Diesel Engines (ADE) has agreed in the Industrial Court to reinstate 16 dismissed workers.

In papers before the court, the workers — all members of the National Automobile and Allied Workers' Union (NAAWU) — said that from October 1986, their hours had been four 12-hour shifts.

ADE management had unilaterally changed the system without consultation or adequate notice, the workers said.

The union then appealed to the Industrial Court.

While the court case was pending, workers arrived at the factory in terms of the old shift system and were told they had to work according to the new shift system.

They refused and 16 workers were subsequently dismissed.

The union then launched a second Industrial Court action, asking that ADE's conduct in excluding workers from the premises constituted an illegal lock-out.

They asked further that the dismissal of the workers be declared illegal, that they be reinstated and that ADE's threat to dismiss workers who refused to work the new shift be declared illegal.

In the settlement, which was made an order of court, ADE agreed unconditionally to reinstate the dismissed workers retroactive to March 13, revert to the four 12-hour shift system and refrain from victimizing the workers involved in the dispute.

Mr P E le Roux SC and Mr A M de Swart were the presenting officers. Mr Norman Andrews, of Essel Mosee and Associates, appeared for NAAWU. Mr F P S Erasmus, senior human resources manager for ADE, appeared for the company.
MBSA strikers return to work

Daily Dispatch Reporter

EAST LONDON — Workers at the Mercedes-Benz of South Africa (MBSA) plant here returned to work on schedule yesterday, ending a four-day strike.

Production was back to normal when 1,000 hourly-paid workers returned to work yesterday, after downing tools last week in support of paint-shop workers whose pay had been docked.

The workers had part of their wages docked when they stopped working after completing their daily target one hour before their shift ended.

Successful negotiations between MBSA management and the National Automobile and Allied Workers’ Union (Naawu) ended last week, with management agreeing to make provision for monetary advances to the employees who had part of their wages deducted for stopping work early.

The MBSA public relations officer, Mrs Delene MacFarlane, said from Johannesburg yesterday that production had returned to normal.

Asked if there was 100 per cent worker attendance, she said there had been the normal absentee rate.

There had not been anyently relating to Sharpeville Day, although workers had held a meeting during the course of yesterday morning.

"After both the tea-break and lunch-break, production was normal," Mrs MacFarlane said.

Mr Vive Gxasisa, local secretary of the National Union of Metalworkers of South Africa — which is affiliated to Naawu — could not be contacted for comment.
Inkatha members blamed for union deaths

MARITZBURG — Nine Inkatha members were responsible for the deliberate killing of three Mpophomeni residents and the assault of a fourth at an Inkatha rally in December 1986, a Howick inquest magistrate found yesterday.

Mr Simon Ngubane and Mr Phineas Sibiya, both office-bearers of the Metal and Allied Workers' Union, and Miss Flora Mnikathi, the daughter of a Sarmcol worker, were killed on the Lions River road on the night of December 5, 1986. Their bodies were found in a burnt-out car the next day.

The magistrate, Mrs G Nieuwoudt, named Inkatha members Mr Joseph Mabaso, Mr Morris Thusi, Mr Nhlanhla Tshabalala, Mr Thulani Mchunu, Mr Bhekisiza Majosi, Mr Mzakyikani Cele, Mr Vela Mchunu, Mr Dumisane Mkhize and Mr Bhekinkwenza Mtshali.

She said the finding did not exclude the possibility that other Inkatha members could also have been responsible for the killings, but there was not sufficient evidence.

Lying

She found that Inkatha witnesses at the inquest — Mr Nosie Majola, Mr Morris Thusi, Mr Andries Mncube and Slangspruit Inkatha chairman “Chief” Zuma — were lying.

The inquest findings would be referred to the Attorney General to decide whom to charge and what the charges should be.

Mr W Trengrove, who appeared for the families of the dead, argued that the instruction was to kill the four, that it was Mr Mabaso’s order and that it was clear to all who witnessed the departure of the two cars carrying the victims and several armed security guards from the hall.

Mr Trengrove further submitted that all the security guards were guilty on the basis of executing Mr Mabaso’s orders.

The union is pursuing a civil claim for more than R400 000 against Inkatha, the KwaZulu police and Mr Joseph Mabaso, a spokesman said — Sapa.
Employees at sweet factory return after settlement

EAST LONDON — Employees at the Candy Tops sweet factory here returned to work yesterday after signing a document accepting company proposals for wage increases and dispute procedures.

A lock-out was implemented at the factory, which is under judicial management, on Friday and some 60 members of the Food and Allied Workers Union (Fawu) were given notice of termination of employment unless they accepted the company proposal by 4 pm on Monday.

The chairman of the Fawu shop stewards at the factory, Mr Tobile Maninjwa, said although the workers had signed the document, they were not entirely satisfied with the settlement — which raised the minimum wage on the lowest grade from R58 to R80 a week — and regarded the issue of back pay as unresolved.

The workers originally demanded a R1.50 an hour across-the-board increase, but later compromised to 50c an hour as their final demand.

Mr Maninjwa said it was unfair for employees to be expected to make sacrifices to meet the financial situation at the company, which had come about through no fault of theirs.

Employees were receiving a wage far below the minimum set for the industry in the East London area.

A spokesman for Candy Tops, Mr St. Elmo Wilken, confirmed that workers were paid below the industrial council minimum recommendation, but said a special exemption had been granted for the company while it was under judicial management.

He said the wage proposals accepted by Fawu members this week, had first been made at the end of last year, but had been rejected.

The issue was referred to the industrial council in February and the company declined a proposal by the union for voluntary arbitration after negotiations deadlocked — DDR
Ccawusa AGM called off again

ATTEMPTS at unity within the Commercial Catering and Allied Union were dealt another blow at the weekend, when the Western Cape branch AGM was called off amid scenes of violent confrontation.

According to Ccawusa Western Cape branch acting secretary Mr Ben Peterson, supporters of the (Papa) Kgana faction — who hold a more conventional Cosatu view — had gained access to the AGM venue, collated false ballot papers and filled in blank membership forms to "rig the election".

The Western Cape branch — controlled by the (Vivian) Mtwa group — also accused its rival faction of swelling its numbers by including students, community activists and members of other unions to try to fraudulently obtain voting rights.

This led to an angry confrontation between the two groups in the Hotel Inn on the Plaza, which was averted when the Mtwa group moved to another venue, Mr Peterson said.

Independent Mediation Services of SA director Mr Charles Nuppen — who was in Cape Town to chair the AGM after conditions for the meeting had been agreed to by the three national office-bearers — was forced to withdraw, Mr Peterson said, and no AGM took place. — Sapa
Benz strike ends

EAST LONDON - All workers at Mercedes-Benz SA are back at work after a week-long strike over an hour's pay.

Workers in the plant's paint shop recently had an hour's wages deducted after they were accused of working behind schedule. They downed tools and the strike spread to other parts of the factory.

The National Union of Metalworkers of South Africa (Numsa) said the workers started cleaning up after reaching their shift target of 66 painted cars when they were accused of working too slowly.

According to the union, all 3,000 workers went on strike, but management claimed only 1,800 were involved.

In the union's agreement with management "they accepted our contention that they had unfairly deducted wages", a Numsa spokesman said. - Enews
A MEMBER of the Commercial Catering and Allied Workers' Union of South Africa employed by Shogolite in Pietersburg has alleged that he was kicked and assaulted.

Over 60 black workers employed at the store later went on work stoppage in protest against the alleged assault. This was on Monday.

Trouble

The assaulted worker, Mr. Patrick Choshi, was later suspended for one day together with Mr. David Moyaga — a co-worker.

The store's manager, Mr. du Preez, yesterday confirmed that there had been trouble at the store but said he had no comment on the allegations that Mr. Choshi had been assaulted.
Kganare group had majority at meeting

Staff Reporter

THE Kganare group within the Commercial, Catering and Allied Workers Union of South Africa (Ccashua) said yesterday that their followers had outnumbered those in the Vivien Mtw group "by three to one" at Sunday's failed annual meeting.

The meeting at which the two groups were supposed to have buried their differences and elected a single (branch executive committee) could not proceed because of disputes between the two groups.

Mr. Edward Burling, secretary of the Kganare group, denied allegations published in the Cape Times yesterday that members of his group had tried to "rig" the election by bringing in non-members.

"The Mtw group were demanding that only those who had "records of be admitted to the meeting," he said.

"The real issue behind all these last-minute demands was that we outnumbered them by three to one. They made allegations that we had mostly Cayco (Cape Youth Congress) members. In reality there were less than 20 members of other organisations who assisted in marshalling."

Suspect
At the East London Chamber of Commerce seminar on labour relations yesterday were from left the technical director of the Daily Dispatch, Mr Len Beaum, Professor Dawie de Villiers, the president of the chamber, Mr Errol Spring, and Prof Plot Nel. Union targets warned

by Matthew Moonieya

"Trade unions are making a concerted effort to operate in the areas outside the PWV, Durban-Pinetown, Port Elizabeth and Cape Town regions. The reason is that they believe the smaller businesses are not sufficiently equipped to deal with trade unions at the level of their counterparts in the metropolitan areas. Large businesses have gained their experience via formidable and lengthy interaction with trade unions over the last decade and are now operating at a level in which industrial relations managers are a good match for their trade union counterparts. Medium and small-sized businesses are therefore attractive targets for trade unions since they are understandably not as well skilled and experienced as their larger counterparts. The trade unions hope to have little opposition to increase their membership as well as extensive benefits for their members from smaller businesses.

Small businesses should note these facts, especially those in the Eastern Cape, because the trade union trend had been to focus attention on large companies such as Volkswagen, Ford, Mercedes Benz and Wilson Rowntree issues which small businesses would face were ones such as wages, leave, safe working conditions and fair dismissals. Increased strikes and a more hardline approach can be expected," he said.

Prof De Villiers said small businessmen should acquaint themselves with their rights and obligations under the Labour Relations Act as well as other labour legislation.

"Only thorough knowledge of the issues which impact on labour relations, such as trade union politics, grievances and disciplinary procedures, the substantive and procedural fairness of retrenchments and dismissals will ensure survival for small businessmen, in particular during the present economic upswing."

Both professors said their views were supported by numerous occurrences in practice. They cited the Events lengthy strike by a Cosatu affiliate, CAY WUSA, last year in the Eastern Transvaal and said managers involved in such clashes stated that they felt a feeling of helplessness because of lack of expertise.
workers on go-slow

EAST LONDON — A number of employees in the paint shop at the Mercedes-Benz of South Africa (MBSA) plant here have been participating in a go-slow over the past three days, it was reported yesterday.

The public relations officer of MBSA, Mrs. Delene MacFarlane, said yesterday that a number of employees had disregarded the agreement reached between management and the National Automobile and Allied Workers' Union (Naawu) last Friday.

The agreement made provision for monetary advances to be paid to the employees who had part of their wages deducted for stopping work before the end of their shift on March 10.

This followed a strike which had begun a week previously when 1,000 hourly-paid workers downed tools after a pay dispute.

Mrs. MacFarlane said the employees who formed the second shift and were not responsible for last week's strike had persisted in disregarding normal work standards and working hours.

"They have for three days this week either left their place of work or engaged in a go-slow which has caused minor shortages on the assembly line," she said.

The employees involved had been informed by the company that they were in breach of the agreement between Naawu and management on the matter, she said.

Shop stewards, responding to a letter from management calling for adherence to the agreement by the resumption of work at normal levels, have addressed their members in the paint shop on the issue.

"The large majority of employees have agreed to resume normal work at their normal shift starting time tomorrow," Mrs. MacFarlane said, adding that management were monitoring the situation.
NUM describes Kinross judgment as scandalous

THE National Union of Mineworkers (NUM) has described as "scandalous" yesterday's court judgment in which Kinross mine and five employees were acquitted on all charges relating to the September 1980 disaster.

One accused, welder Frederik Vivers, was fined R50 on each of two charges of contravening mining regulations.

But NUM general secretary Cyril Ramaphosa said the union would send Vivers a R100 cheque to pay the fine, as his actions had nothing to do with the fire in which 177 miners died. The fire, he said, was the responsibility of management.

He said the NUM would request the attorney-general to appeal.

Ramaphosa said the facts were that the fire had been caused by the application of polyurethane foam under-

ground — a practice banned in the UK and North America.

Even if, as the magistrate found, the mine had been incorrectly supplied by a contractor with polyurethane rather than polyisocyanurate, there was no conclusive evidence to suggest the outcome would have been different.

Ramaphosa said polyisocyanurate was also banned for underground application abroad. But Gencor had successfully shifted responsibility to the supplier of the material.

An NUM legal representative said the union planned to go ahead with civil claims on behalf of members' dependants. He said he understood the Government Mining Engineer was now planning an official inquiry.

Mine fire: acquittals

ONE man was yesterday fined R100, and Kinross mine and five other accused acquitted on all charges related to the September 1980 Kinross disaster in which 177 people died.

Frederick Vivers was fined R50 for each of two contraventions of mining regulations in that he had failed to test for gas and had failed to get written permission before carrying out a welding job which caused the fire.

Magistrate J VR Pietersen said in his judgment, however, that Vivers bore no responsibility for the loss of life, as he could not have foreseen a fire of that nature.

All seven accused were acquitted on charges of culpable homicide.
OK rejects union demands for rises

OK Bazaars has rejected demands by the Commercial, Catering and Allied Workers' Union (Cawusa) for increases in monthly wages for non-managerial staff by R300 a month and an end to pay-as-you-earn deductions.

In a statement after two days of talks, OK personnel director Mr Keith Hartshorne said the company had rejected the union's R300 demand with an offer of R80 a month, payable in two stages over the next seven months.

"The company pointed out that the union demands, if accepted, would represent an additional cost of over R100 million — more than six times the company's total profits for 1987." — Labour Reporter.

Easter Egg Hunt at Gold Reef City this weekend (10) will line up to welcome everyone seeking the R15 000 in prizes — all for a good cause, Disabilities Week.
NUM appeal against court imposed fine

The National Union of Mineworkers (NUM) is to petition the Attorney-General to support the union in a request for an appeal against yesterday's Kinross disaster accident finding, which it described as "scandalous".

NUM general secretary Mr Cyril Ramaphosa said the union would pay the fine for Frederick Christoffel Viviers, the miner found guilty of contravening the Mines and Works Act.

"We will pay his fine because we feel that the entire Kinross management should have been found guilty. There is no sense in placing blame for the disaster on one welder who is way down in the mine's hierarchy and has little authority."

"The magistrate has pegged the lives of the deceased miners at R1,77 each. This is scandalous," said Mr Ramaphosa.

OK rejects union demands for release of miners
Cosatu slams ban on paper

By LEN MASEKO

THE Congress of South African Trade Unions yesterday decried the closure of the New Nation newspaper, saying the suspension would be met with anger by the federation's membership.

Cosatu said it appeared that the Government was committed to "either eliminating or harshly restricting all democratic institutions" and to silence the voice of the democratic movement.

The federation was reacting to this week's three-month ban of New Nation by the Minister of Home Affairs, Mr Stoffel Botha.

Cosatu said it was time all South Africans realised that the Government would "stop at nothing" to impose its "unrealistic dreams of a country governed by and for a small minority on the country".

Their (Government's) aim was to create a "cloak of secrecy and ignorance" that would provide cover for more drastic and unconventional "counter revolutionary" measures. Cosatu said ""We salute New Nation for the work it has done in reporting on issues of concern to the majority of people, in exposing repression and in giving a voice to democratic organisations like ours who are denied a say through the official media," the federation said.
Workers fired after striking

EAST LONDON — Striking Border Wire and Metal Works employees were dismissed this week after demanding a R1.50 an hour across-the-board wage increase, a regional organizer of the South African Allied Workers' Union (Saawu), Mr Lawrence Tuluma, said.

Some 56 workers represented by a workers' committee had been gathering at the works since a strike began on Friday last week, were given a statement of dismissal by management on Tuesday.

Those who reported for work on Wednesday were told that they were no longer employed there, he said.

Mr Tuluma added that the union, which is presently involved in negotiations for a recognition agreement, had contacted management to find out why they had not been informed of the decision to fire the workforce.

The chairman of the Border Wire and Metal Works workers' committee, Mr Elliot Gunati, said in an earlier statement that Friday's strike had followed two unsuccessful meetings to discuss the wage increase demand.

The minimum wage at the plant was R2.34 an hour and workers were demanding a R1.50 an hour increase.

"Management refused to negotiate with the workers' committee, saying wages were negotiated at a national level, through the national industrial council for the steel, engineering and metallurgical industries."

"From March 18 to 22, the workers reported at the premises, but did not resume work while waiting for management to concede to negotiation," he said.

"The strike was organised by the workers' committee, which felt it had a right to negotiate on behalf of the workers until the company had recognised Saawu."}

A spokesman for Border Wire and Metal Works, Mr L. Burgess, confirmed yesterday that the workers had been dismissed "after protracted attempts to resolve the dispute over a R1.50 an hour increase had failed."

Workers who ignored the call to stop work had been intimidated by striking employees, although he said no charges had been laid.

Mr Burgess added that wages for the industry were presently being negotiated at industrial council level and the minimum wage agreed to there would apply to Border Wire and Metal Works.

"From March 18 to 22, the workers reported at the premises, but did not resume work while waiting for management to concede to negotiation," he said.
Johannesburg -- The politicisation of the mining industry's wage negotiations is likely to continue to bedevil labour relations for some time to come, says the general manager of the Chamber of Mines.

Chamber of Mines general manager Bantu Masetla said that as a result of the 1996 strike and beyond, the mining industry will have to address the problem of polities getting involved in the wage negotiations.

"The present system of collective bargaining, as well as the process of determining wage increases, has, in the public sector, been politicised," Masetla said.

Mr. Steenhampen, an industry official, said the mining industry's wage negotiations were being politicised by the continued involvement of political parties in the process.

"We hope that the next round of negotiations will be free from political interference," Steenhampen said.

The August Correspondent
THE politicisation of the trade union movement is a natural consequence of the absence of channels for the expression of black political aspirations, Chamber of Mines President Naas Steenkamp said last week.

He said on present indications, it seemed the problem would continue to bedevil labour relations.

Referring to wage negotiations, Steenkamp said the gold mining industry would shortly be involved, once again, in talks with the National Union of Mineworkers (NUM).

He said last year's strike was an unfortunate episode and it had to be hoped that an acceptable settlement would be reached this year without the union finding it necessary to repeat last year's events.

"Although the strike was interpreted in some quarters as a victory for the employers, there were no winners. For the industry, the strike was damaging and disruptive. For the strikers, the lessons that were learnt were painful and expensive."

Recalling Cyril Ramaphosa's statement that last year's strike had been merely a dress rehearsal, Steenkamp said he hoped the NUM would enter this year's bargaining process in good faith.

He said as a result of the lack of opportunity for blacks to express their political aspirations "at the centre", managers found themselves dealing with unions driven by grievances rooted outside the workplace.

"It lies beyond our capabilities and also beyond our legitimate role, to address the problems of political participation, but this does not mean that we can, in the meantime, decline our share of responsibility for promoting the process of democratising our society."

"This we can do in several ways, not least by demonstrating continued faith in the collective bargaining process even when it... imposes major strains on us". — Sapa.
Pamphlets denounced

"They're saying they don't want us to get organized. But we did. We organized ourselves and that's where it starts. The union moved in and we made our voice heard."

NUMRSA

By LEN

"The unions are the workers' friends. The workers have a right to organize and be heard."

Two weeks ago, the unions fought for the workers' rights. They are fighting for us today.

"The NUMRSA is a powerful union. They have the power to change things for the better."
Battle of Ccwusa continues in a cloud of confusion

The drawn-out saga of the split in the Commercial, Catering and Allied Workers' Union, and the attempts to heal it, continues.

A third attempt to hold a Western Cape branch annual meeting in terms of the out-of-court settlement arrived at by the two parties fell apart last weekend.

In at least four regions settlement has been satisfactorily reached, but the final solution at national level cannot be settled until successful meetings have been held in four other regions.

It's something of a murky mess, and in the Western Cape two parallel structures appear to be operating, both claiming to be Ccwusa.

The faction which controls (at this stage) the union's head office supports general secretary Vivian Mtwa, while the other has come to be known as the "Kgalane group".

The Kgalane group was recognised by Cosatu (Congress of South African Trade Unions) some time back and in its statements this group has several times accused the Mtwa section of being "anti-Cosatu".

Part of this accusation (and possibly a strong factor in the split) appears to be grounded on Ccwusa's non-affirmation of the Freedom Charter, which Cosatu adopted, at its congress last year.

But, for a journalist, the main problem is trying to extract some glimmerings of objectivity from conflicting statements made by either side.

As was expected, both sides came out with versions of what happened at last weekend's abortive branch annual meeting which left one in some doubt that the two had been at the same event.

Fight goes on

One can't help feeling that these conflicting accounts of events, serve only to cloud the issues, confuse members and generally prolong the conflict — leaving the workers very much the losers (in the short-term anyway).

And so the fight goes on and newspapers are never invited to be present at the events about which they are asked to report on the basis of seriously conflicting statements.
Court order restrains textile union workers

DURBAN — At least 300 workers at Romatex's Romayarns factory here downed tools last week in protest over the alleged demotion of a fellow union member, an Amalgamated Clothing and Textile Worker's Union of South Africa (ACTWUSA) spokesman, Mr John Eagles, said at the weekend.

Management has obtained a court order requiring union representatives to appear in court today and, if workers have not yet resumed work, to provide justification for this.

The union will be served with an interdict, in effect, preventing workers from embarking on further illegal strike action, a management spokesman said.

According to the spokesman the worker was "promoted" on a temporary basis and returned to his normal position after a specified period of time had elapsed.
70 want jobs back in Sharpeville Day row

Labour Reporter

About 70 members of the Transport and General Workers' Union (TGWU) are fighting for reinstatement after being dismissed by Intercity Parcel Service in a Sharpeville Day-related dispute, the union said.

A TGWU spokesman said the workers had been sacked from the company's Wadeville operation after a dispute arose over clocking-in times, with management accusing workers who reported for work on Sharpeville Day of forging clock-in times after arriving late.

He said those who reported for duty did so after an agreement that, due to anticipated transport problems, workers arriving late would not be punished.

The spokesman said management had declined to have further talks with the union. The workers are demanding reinstatement.

Company comment was unavailable at the time of going to press.

However, the company confirmed in a newspaper advertisement yesterday that it was experiencing manpower-related difficulties at its Wadeville depot.
A well-known Pacific Northwest union is moving to organize a major newspaper's printing plant.

The union, which has been working to organize the workers, is planning to file a petition with the National Labor Relations Board in order to begin the organizing process.

The newspaper has already hired new managers to deal with the union's efforts, but the workers are determined to maintain their rights.

In recent years, the union has successfully organized several other newspaper printing plants, and it hopes to do the same at this one.

The union's leaders believe that the workers at the printing plant are ready for change and are willing to fight for better working conditions.

The newspaper management, on the other hand, is reportedly opposed to the union's efforts and is working to undermine the workers' organizing efforts.

The union is confident that it will be able to organize the workers and improve their working conditions.

In the meantime, the workers are preparing for the upcoming organizing campaign and are gearing up for a fight.
MORE than 90 workers at the Inter-City transport company on the East Rand have been dismissed for staying away from work on March 21, the 28th anniversary of the Sharpeville shootings.

The workers, members of the Transport and General Workers’ Union, went on strike after management threatened to take action against them for missing work last Monday. (3/20)

The union’s information officer, Ms Kelly Forest, yesterday said they viewed the matter in a serious light. The company had refused to negotiate the reinstatement of the workers with the union.

The company’s managing director, Mr Gordon Glass, yesterday declined to comment. “I have no comment to make,” he said and slammed down the phone. (3/20)
(about $454 million).

Wage agreement

JOHANNESBURG — Pick 'n Pay and the Commercial Catering and Allied Workers' Union of SA (Cawusa) agreed last night to an across-the-board wage increase of R140 a month effective from April 1. The agreement concluded annual wage negotiations, union spokesman Mr Johnson Mlayivana said.

Report by Staff Reporter, Own Correspondent, Sapa-Reuters-AP and UPI
Building union to seek mediation

The Building, Construction and Allied Workers' Union (BCAWU) is to seek mediation to resolve its wage dispute with Gypsum Industries, a union spokesman said.

He said three meetings aimed at resolving a dispute between 68 BCAWU members and the company had failed.

The Hotel and Restaurant Workers' Union (Harwu) has declared a dispute with the Johannesburg Country Club, a union statement said. — Labour Reporter.
Wage talks concluded

Wage negotiations between the Commercial, Catering and Allied Workers' Union (Cawusa) and Pick 'n Pay were concluded yesterday with the company agreeing to increase wages for non-managerial staff by R140 a month, a company statement said.

According to the statement, workers would now be entitled to four weeks' leave from the fourth year of continuous service, rising progressively for workers with more years of service.

The agreement covers the period from April 1 to February 28 next year.
Govt told: hands off industry, NUM

Daily Dispatch
Correspondent

JOHANNESBURG — A call on the government to leave industry and the National Union of Mineworkers (NUM) to sort out their own differences, but to resolve the political problems that threatened to destroy South Africa's labour relations system, was made by the president of the Chamber of Mines, Mr Naas Steenkamp, last night.

Addressing the South African Federation of Civil Engineering Contractors, Mr Steenkamp said management had been disillusioned by last year's strike and its accompanying intimidation and violence.

However, there remained a commitment to collective bargaining with representative leaders of black employees.

"These leaders know it and have a duty to convey this to their following. Particularly, it calls for great forbearance when trade unionists plead for sanctions and then deny their effect on job opportunities," he said.

The future of the industrial relations system depended on management and workers alike setting enough store by their relationship and the system under which they operated to want to protect it against intrusion from the outside.

Management should understand the pressures on the union leadership of unrealistic expectations from members, and the pressures from within and without to subvert their organisations for political purposes.

"But leaders in any area of politics are required to lead and to influence their following, not merely to pander to existing prejudices and resentments," he said.

"I have confidence in the good sense of people and an optimistic that wisdom will prevail within the union and that this year we will reach agreement amicably."
Scarred woman wins R15 000 claim from MP

By CARMEL RICKARD, Durban

A CLERMONT woman, badly disfigured from an attempt to cut her throat, has been awarded damages of over R15 000 against a KwaZulu
MP whom she claimed was also linked to the murder of her unionist fiancé.

Ntkozile Shabalala, 26, alleged the MP for KwaMashu Jamile Mlotshwa — who did not defend the damages claim — "wrongfully and unlawfully" instructed others to assault her, permitted people employed by him to assault her and did not stop them although he could have done so.

She said on the night of April 5 last year, Mlotshwa came with four other men to the house she shared with her fiancé Joseph Khumalo. Both she and Khumalo were members of the then National Union of Textile Workers. Mlotshwa woke them up and said they should go with him so he could show Khumalo how to use a gun.

The seven drove to a deserted and bushy area, "Mamba Valley" outside KwaMashu, where Mlotshwa told Khumalo to get out of the car and go with him and two of his men into the bushes. That was the last time Shabalala ever saw her fiancé. She later learnt he had been shot and killed and his eyes removed.

Some time after they left the car, she was ordered to go along the path to the same bushes.

"I could see Jamile — our eyes met. Then people behind me began assaulting me."

She was hit on the head and fell to the ground. She said although she was hit many times, Mlotshwa did not come to her help.

"I heard one of the group say they should stop assaulting me as I was already dead. I must have lost consciousness because I did not hear the car pull away."

She regained consciousness some hours later and was taken to hospital where she was treated for a serious loss of blood, a broken jaw, a fractured arm and other injuries.

Two doctors gave evidence about her injuries, she still has severe disfigurement under her chin where, according to expert medical evidence, her assailants cut her throat with a blunt pangas-like instrument.

Lawyers for Shabalala told the judge that charges against Mlotshwa for murder and attempted murder had been withdrawn and that the Attorney-General, as is standard practice, had refused to give reasons for his decision.

The judge, who looked closely at her scars, awarded her damages of R15 365 for her pain and suffering and the MP was also ordered to pay her legal costs and the costs of two expert medical witnesses.
THE STATE V. MOSES MAYEKISO
Why American Jurists Are Monitoring The Mayekiso Trial

Moses Mayekiso, a leading trade unionist, currently faces treason charges in a trial that resumed February 1 in a Johannesburg court. Widespread international attention has focused on this case, beginning with Mayekiso’s arrest in June, 1986, and continuing during the onset of his trial last October.

A committee of prominent American jurists formed four months ago to monitor the Mayekiso trial, because of its worldwide importance. The jurists’ group includes a former Justice of the United States Supreme Court (America’s highest judicial body), a former Attorney General, a number of Appeals Court judges and other prominent legal figures.

One member of the Committee visited South Africa last year and acquainted himself with the facts of the case. It is hoped that one or more of this distinguished jurists’ group will be permitted to enter South Africa to observe portions of the Mayekiso trial.

Mayekiso is general secretary of the National Union of Metalworkers of South Africa (NUMSA), the second largest black trade union and an affiliate of the Congress of South African Trade Unions (COSATU).

MEMBERS OF THE AMERICAN JURISTS COMMITTEE MONITORING THE CASE OF MOSES MAYEKISO

GRIFFIN B. BELL
Judge Bell is a former Attorney General of the United States. He was a senior partner with the law firm of King & Spalding based in Atlanta and Washington. For much of his career he served on the U.S. Court of Appeals for the Fifth Circuit until he retired in 1976. Formerly he was the President of the American College of Trial Lawyers.

WILLIAM T. COLEMAN, JR.
Former Secretary of Transportation during the Ford Administration, Mr. Coleman is currently Board Chairman of the New York Legal Defense and Educational Fund and is a partner in the law firm of O’Melveny & Myers based in Los Angeles and Washington.

ARTHUR J. GOLDBERG
Justice Goldberg served on the U.S. Supreme Court from 1962 through 1986. Following two years as Secretary of the U.S. Department of Labor during the Kennedy Administration, he has served as U.S. Ambassador to the United Nations and as a law professor, and currently as a private practitioner in Washington.

MARVIN E. FRANKEL
For 13 years Judge Frankel served on the U.S. District Court for the Southern District of New York and since 1978 has been in private practice of law in New York City. He has also been a law professor at the University of Pennsylvania, Columbia University and Yeshiva University.

ELIZABETH HOLTZMAN
Following her eight years as a Member of the U.S. Congress representing part of New York City, Ms. Holtzman in 1988 was elected the first woman District Attorney (for Brooklyn) in the history of the city. She served on the Board of Judges and on the Board of Education of the New York City Public Schools.

The American Jurists Committee monitoring the case of Mayekiso convened at the invitation of United Auto Workers Union President Owen Bieber. The Committee will monitor fully and accurately the quality of justice being administered in this trial and report to the American public on the proceedings as they develop.

The Committee believes the trial of Mayekiso and his four co-defendants raises critical questions about fundamental issues of justice and due process under law. The case is an unparalleled test for South Africa’s legal system beneath the spotlight of international opinion.

He and four others - Paul Tsakalatos, Rnl Modise, Qedile Malema, and Siswanele Malema - are accused of undermining government administrative authority in the West Rand township through alleged support for rent and consumer boycotts and "people’s courts.

Observers believe the Mayekiso case is crucial because it could determine the legal parameters of a number of political activities that have occurred throughout the country during the past few years.

DAMON J. KILLIAN
For the past 40 years Judge Killian has served on the U.S. Court of Appeals for the Sixth Circuit. A former President of the American Bar Association, he has been active in public service awards and holds more than 20 honorary doctoral degrees.

ARNELL J. MINKA
Judge Minka since 1976 has served on the U.S. Court of Appeals for the District of Columbia. In 1984 he served as a Member of the U.S. Congress representing Washington, D.C. Appointment on the Judiciary and Ways & Means Committees, Judge Minka has also taught law at Georgetown University and is the author of a political science textbook on Congress.

ELEANOR HOLMES NORTON
Professor Norton serves on the faculty of the law school at Georgetown University. She is a former chair of the U.S. Equal Employment Opportunity Commission. She authored an affirmative action law course, and serves on the Board of the Rockefeller Foundation and other institutions.

STEPHEN REHNQUIST
Since 1980, Judge Rehnquist has served on the U.S. Court of Appeals for the Ninth Circuit. In 1986 he was confirmed as a justice of the Los Angeles Police Commission. Judge Rehnquist has served the 1991 Los Angeles Olympics Organizing Committee.

BENNO C. SCHMIDT, JR.
In 1980, Benno Schmidt became the 26th President of Yale University. Formerly Dean of the Columbia University School of Law, he is a legal scholar specializing in constitutional law and American law concerning mass communications and the history of race relations. Schmidt served as a law clerk to U.S. Supreme Court Chief Justice Earl Warren.

(Advert)
Protest: 124 workers held

Staff Reporter

POLICE on Tuesday arrested 124 workers who were demonstrating against the Labour Relations Amendment Bill in Industria, Johannesburg.

Eyewitnesses said about 500 factory workers took to the streets during their lunchtime — singing, dancing and waving placards.

Shop stewards of the Paper, Printing, Wood and Allied Workers' Union, Food and Allied Workers' Union, and the National Metalworkers' Union of SA co-ordinated the demonstration, a union official said.

Those arrested appeared in Johannesburg Magistrate's Court yesterday morning, and were granted R200 bail each.
By MARY DOBSON

FIELD WORKERS

Black Sash have accused the police of failing to handle a demonstration by the KwaZulu-Natal group that has declared a "crisis" in the province. The event was described as "the worst organised by the Black Sash since the beginning of the movement." The group has called for a "people's assembly" to discuss the crisis.

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Applications should reach the General Secretary, Cape Credit Union League, 575 Brackenfell Road, Cape Town 7598.

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P141986 Mr Hamman (Shakes) for further details.

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A progressive worker's cooperative in Hovek, Natal, has a vacancy for a full-time person with marketing and financial planning skills and experience.

The post would involve working as part of a co-operative team and having co-op members participate in developing marketing, financial planning and management strategies.

Salary and conditions are fully negotiable.

Applications should be sent, with appropriate CVs and references to the Secretary.

SOUTH LABOUR

Ccaswusa 'crisis'

The Western Cape Teachers Union requires

GENERAL ORGANISER

Duties include: Administration of Union matters and recruitment of new members

Requirements:
- Experience in educational work
- Willing to travel
- Willing to accept the responsibilities of the position

Apply by April 18th 1988 to:

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Attacks on Cosala News

The Congress of South Africa Trade Unions
 Johannesburg, 7 May

The game of posturing and a
strike of miners and a
commitment of the
Announcement Bill was
released after

The Western Transvaal
Cosala News

Cosala News is a national congress in
discussion at Cosala, and the
present union will consider
what to do next. The
Cosala News is

There were thousands of
members who began to
protest and picket on
Monday afternoon. The
members of the
National Union of Mineworkers
and the Mineworkers
Congress of South Africa
have been involved in
protests and strikes for
months. The situation is
difficult, and the
Congress of South Africa
Trade Unions is calling for
a peaceful resolution.

Cosala News

SOUTH, MAR 31 TO APR 6 5
Cosatu’s special congress postponed

Labour Reporter

The Congress of South African Trade Unions (Cosatu) said earlier this week that it had postponed its special congress scheduled for April to discuss the Labour Relations Amendment Bill and the recent emergency restrictions on the organisation.

In a statement, Cosatu said the decision to reschedule the congress from April 9-10 to May 7-8 had been taken by the federation’s national executive committee, including two delegates from 13 unions.

This would enable Cosatu’s affiliated unions to “undertake the broadest consultation with membership”.

The special congress would, according to the statement, “formulate a short and long-term response to the new conditions facing the labour movement and decide on a nationally co-ordinated response to the union-bashing Labour Relations Amendment Bill, and a response should the Bill become law”.


RAIYOND AKERMAN

... boss of pick 'n' pay.

A deadlock over wage increases day after day, that has produced a number of mem-
ber's strike in last week. The two parties have been unable to
reach an agreement.

By LEN MASEKO

The Chemical Workers' Union and Allied
Workers' Union of South Africa and the
National Union of Women Spins

The deadlock, however, is expected to
be resolved within the next few weeks.

The union's demand is for a wage increase of R15.5 a month for a
year, and an increase of R18.5 a month for
three years. The present wage is R12.5 a month.

The deadlock is expected to persist until
the two parties agree on a new

\textit{Union Strikes Deal}

\textit{Sowetan, Thursday, March 31, 1968}
Sacked men get jobs back

ATLANTIS Diesel Engines has agreed in the Industrial Court to reinstate 16 workers dismissed from its metal melting department earlier this month for refusing to work a new shift.

In papers before the court, the workers — all members of the National Automobile and Allied Workers' Union — said from October 1986, they worked a rotation day and night shift system of four 12-hour shifts in terms of their contracts of employment.

ADE management had unilaterally changed the system to a six-eight-hour shift system without consultation or adequate notice, the workers said.

They said in terms of the old system, they had worked on Saturdays and Sundays without being paid overtime.

By means of a notice in February this year, workers in the metal melting department were told that the new shift system would be implemented on March 13.

The union then launched an application in the Industrial Court asking for an order restraining ADE from implementing the new system — Sapa.
100 unionists to seek bail

SOWETO 31/3/68

MORE than 100 members of the Food and Allied Workers' Union appeared in the Johannesburg Magistrate's Court yesterday. They were charged with intimidation.

They were arrested in Industria on Tuesday and appeared with blood-stained clothing while others had bandages on their heads, arms and legs.
Cosatu claims union officials are held in campaign of repression.
Workers' poster march stopped

POLICE this week broke up a demonstration in Johannesburg by about 300 workers protesting at proposed legislation designed to limit the power of their trade unions.

Workers from four factories in Industria marched through the industrial area, singing and carrying placards denouncing the Labour Relations Amendment Bill.

A contingent of about 50 policemen cordoned off the street and dispersed the workers after warning that their march was illegal. Editor of the South African Labour Bulletin Karl Van Holdt and a photographer from Learn and Teach magazine, Jacob Mokolobate, were arrested along with at least 20 workers.

A spokesman for the South African Police in Pretoria confirmed yesterday that "police used batons and patrol dogs to disperse an illegal gathering" and said 21 people had been arrested. He was unable to give the names of those held or say whether they would be charged. He said no injuries had been reported.

Van Holdt and Mokolobate said they were released after police developed film of the photographs they had taken and then returned the negatives. Mokolobate said he had been bitten by a dog and beaten on the back with a baton.

Workers from the Paper Print Wood and Allied Workers' Union (Pwpwu), the Food and Allied Workers' Union (Fawu) and the National Union of Metalworkers of South Africa (Numsa) took part in the protest, the first in a recent spate of lunchtime demonstrations against the Bill to spill out of factory premises onto the streets.

The three unions are part of the Congress of South African Trade Unions (Cosatu), which announced this week that a special congress it has called to discuss the Bill and the recent banning of anti-apartheid organisations had been postponed from April 9 and 10 to May 7 and 8.

A Cosatu press statement said the delay was to "allow affiliates to undertake the broadest consultation within membership". The 750,000-strong federation confirmed plans to conduct three days of protest action if the congress is banned and said this would take place in the week after the new date of the congress.

The statement listed a "chronology of repression" allegedly directed at Cosatu this month. The list included:

- The detention of Commerical Catering and Allied Workers' Union organiser Johnson Nduvu in Warmbaths and Numsa organiser Stanley Tyeletombi in Vereeniging on March 18.

- Cosatu's offices in Vereeniging were raked on the same day.

- Offices of the National Union of Mine Workers (Num) in Welkom were raked on March 18 May Day and Living Wage Campaign posters were confiscated as well as minutes of a meeting.

- Three Fawu members were detained in Johannesburg on March 19.

- Three Fawu members were detained in Johannesburg on March 19. Their names were given as Ernest Buthelezi, Phillip Siphiwe and Sibongile Nkou.

- Cosatu's regional secretary for the Eastern Highveld, Jacob Mabena, and two Numsa members were detained at a roadblock on March 20 and told they would be charged with assault and robbery. They appeared in court last week and are out on bail.

- Fake pamphlets issued in Numsa's name were distributed on the East Rand on March 23. They condemned Cosatu's militancy and called for acceptance of the new Bill.

A police spokesman said the SAP public relations directorate had received a list of the alleged raids and detentions and would issue a response to Cosatu's claims later. This had not been received at the time of going to press.
Employment & General Training Projects

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Name
Ministry of Labour

Address:
Institute of Labour Studies
National University of Lesotho, Private Bag AL9, Maseru 100

Phone: (050) 32 2038 EXT. 238
Fax: 2038

Director:
Mr. M. Setecana

Assistant:
Mr. J. Motsele

Date: 1988 April

INDUSTRY RELATIONS — WORKERS' ORGANIZATION
COSATU

1988 April
A TARGET OF RAIDS SAYS UNION

AT LEAST 12 Cosatu-affiliated activists were detained in March, while branch offices of Cosatu member unions, were raided and material was confiscated, the federation has said.

Fake pamphlets countering Cosatu policy were distributed as part of the “repression” against the union federation, Cosatu said in a statement.

Cosatu listed the purported action against its members during the last month:

- March 9 to 11: Thousands of fake pamphlets saying “Cosatu we don’t want to strike” and “pay us a living wage while on strike” were distributed in the East Rand area.

- March 16: Security police briefly detained everyone present at a Cosatu shop stewards’ meeting in Grahamstown, except four shop stewards — Mr Joseph Mantla (National Metalworkers’ Union of SA), Mr Canon Masdorp (Food and Allied Workers’ Union), Plumla (other details unknown) of Transport and General Workers’ Union and Madinda (other details unknown) of National Health, Education and Allied Workers’ Union — were released.

- March 16: Commercial Catering and Allied Workers’ Union of SA organiser, Mr Johnson Ndou, was detained at Warmbaths and Numsa organiser, Mr Stanley Tshetshelitshwela, was detained at Vereeniging.

- March 18: Security branch raided the Vereeniging offices of Cosatu and affiliates. They confiscated posters calling for opposition to the Labour Relations Amendment Bill.

- March 18: National Union of Mineworkers’ offices in Welkom were raided where posters and papers were confiscated.

- March 18: National Union of Mineworkers’ offices in Welkom were raided where posters and papers were confiscated.

- March 19: Three Fawu members were detained in Johannesburg. They are Mr Ernest Batheleji, Mr Philip Siqibo and Miss Sibongile Ndimu.

- March 20: Cosatu regional secretary, Mr Jacob Mabena, and two NUM members were arrested at a roadblock where they were told they were to be charged with assault and robbery. They are out on bail after appearing in court.

- March 23: Thousands of fake pamphlets were distributed on the East Rand in the name of Numsa, condemning Cosatu’s militancy and calling for acceptance of the new labour Bill — Sapa.
Ramaphosa on deafening silence over labour Bill

By GAYE DAVIS, Cape Town

It is no surprise that business has greeted the Labour Relations Amendment Bill with an almost deafening silence, says Cyril Ramaphosa, general secretary of the National Union of Mineworkers.

He told a conference on “Laws against trade union and political organisations”, organised at the weekend by the University of Cape Town Labour Law Unit, that the first draft of the Bill had hit unions leadership like a bolt from the blue — before they recognised something “strangely familiar” about some of its clauses.

“They had almost all been demanded by various management associations during negotiations on agreements, to put an end to sympathy strikes, no-strike clauses for the duration of agreements, unions to be responsible for management incitement during industrial action.”

Brings up on short term profit incentives, South African businessmen were not keen on the long-term view. “It is not surprising that business has greeted the Bill, on the whole, with a deafening silence,” NUM’s Cyril Ramaphosa said.

There could be no doubt that capital generally supported the Bill, which tested the balance of power in favour of management in a blatant attempt to breathe new life into employer pre-emptives, Ramaphosa said.

“The state would be able to pass such a Bill in the face of stern opposition by both labour and management, particularly in South Africa where both groups are very powerful ones.”

However, for those employers opposed to state interference in the collective bargaining arena, he could offer two courses of action.

The first and most obvious was to lobby the state, either directly or through employers’ associations, to ensure its more onerous aspects did not become law.

The second course would be to enter into a new series of collective bargaining arrangements with unions.

In turn, trade unions would have to ensure strikes were orderly and would have to address the pressing question of violence, Ramaphosa said.

“The right to strike has to be established, rules for the regulation of strikes need to be accepted, forums for the resolution of disputes outside the Industrial Court should be given to arbitration — and would have to be a part of this new deal.”

Limit their effectiveness, and makes it easy for the government to use divide-and-rule tactics.

And business people tend to be rather under-educated when it comes to politics and society (and even macro-economics).

But the question then is whether South African business leaders, even those who support the new framework, are doing enough about change in private, either in their own organisations or in the communities from which they draw employees and customers.

Social responsibility programmes have certainly been boosted in the 1980s — one estimate put social spending at R200 million last year.

But there is also evidence that not enough is being done, and not fast enough.

Even if Tshwane’s plans were to proceed with haste, it would seem that the purpose of its speech would serve the now rather neglected debate on business’ political role — whether it be a high or low profile.
NEW LABOUR BILL

EMPL TFR ORGANISATIONS AND

NEW LABOUR BILL

OSSESS, EASILY.

SOUTHWEST, Wednesday, April 20, 1988

Page 4
MORE than 3,000 National Union of Metal Workers of South Africa members employed at Samcor in Pretoria are out on strike following the transfer of their shares to a trust.

The workers downed tools after an announcement last week that Numsa has resolved to approve the transfer by Ford of 24 percent of its shares in Samcor to an employee-controlled trust. The shares were donated by Ford last year when it withdrew from operating in South Africa.

The Sowetan was yesterday reliably informed that workers were against the decision to have the money transferred. They instead felt that the only way the money would benefit them would be to have it divided among themselves.

A source further revealed that a Ford representative was in the country to determine this complicated situation.

Mr F Motsepe, Numsa’s regional secretary for the northern Transvaal, would not comment. He said a statement was due to be released after a meeting with the concerned parties later in the day.

The public affairs manager for Samcor, Mr Reuben Els, said the company was not prepared to release details of the strike. However, he confirmed that a strike was in progress.
Samcor strike halts production

By Claire Robertson and Mekele Kotolo

A wildcat strike by about 2,000 workers at the Samcor motor plant in Pretoria entered its seventh day today, leaving vehicle production at a standstill according to a company spokesman.

The strike is a three-cornered affair, with the workers making demands of both Samcor management and the National Union of Metalworkers (Numsa).

Yesterday, after workers heckled a union organiser visiting the plant, they indicated they were to seek legal representation of their own, sources told The Star.

Workers have ignored union pleas to return to work since Monday.

The strike centres on the distribution of dividends from shares given to the workforce at Samcor by the Ford motor company when it divested from South Africa last year.

The company donated 24 percent of its shares in Samcor to the workforce. After negotiations with Numsa, an employee-controlled trust was set up to channel the dividend earnings into community development projects.

Numsa rejected a proposed share-participation scheme as an attempt to weaken the unions and "divert the workers' attention from their more militant but justifiable demands", a Numsa spokesman said.

The strike apparently began when word spread last Friday that the dividend earnings would be used on township projects, including buying the local football team Mamelodi Sundowns, and a plan to install public telephones in the township.

Workers are maintaining their demand that management give a written undertaking to pay the dividends to the workers on a set date at the end of this financial year, and undertake not to fire any of the present workforce until that date.

A spokesman for Samcor confirmed that the entire hourly-rated workforce was on strike, and that this had meant no new cars were being produced.
Samcor strike costs company millions

JOHANNESBURG

The ongoing Samcor strike, now in its sixth day, has cost the company millions of rands.

The strike, which began last Friday, involves more than 3,000 workers and has brought production of Ford, Mazda and Mitsubishi products to a standstill.

Although company spokesmen would only confirm yesterday that the strike was still on, it is understood that it could be some time before the situation is resolved.

No one was available at the National Union of Metals Workers (Numsa) for comment.

Part of the problem is that workers appear to be ignoring efforts by Numsa to bring the strike to an end.

According to reports, workers were asked to return to work on Wednesday but failed to do so. And when a Numsa spokesman attempted to address a meeting, he was booed down.

The dispute has arisen over how dividends on shares held in a trust fund for workers is to be paid.

The 24 per cent holding in Samcor was given to them when Ford sold its interest in South Africa. — Sapa
Move will lead to chaos and conflict

By Mike Siluma, Labour Reporter

The promulgation of the Labour Relations Amendment Bill would destroy the South African industrial relations system and lead to conflict and chaos on the factory floor, Congress of SA Trade Unions (Cosatu) president Mr Elijah Barayi said yesterday.

At a Labour Day rally at the University of the Witwatersrand, Mr Barayi also attacked State policies on privatisation and deregulation which, he said, would lead to freer profits for capital while impoverishing most South Africans.

Referring specifically to the Amendment Bill, Mr Barayi said it sought to destroy the gains the unions had won over the years and had the support of employers.

'_DESTROY LABOUR RELATIONS'

'This Bill will destroy the labour relations system. The result will be chaos and conflict in the factories,' he said.

The State President's economic programme, including the wage freeze, privatisation and deregulation, would lead to a deterioration of living standards for black and white workers.

In particular, privatisation in the public sector would cost thousands of black and white jobs, Mr Barayi said.

Despite repression by the State, the workers' demands — including an end to apartheid and starvation wages and the establishment of a democratic society — remained, he said.

The meeting was also addressed by the president of the National Education, Health and Allied Workers Union, Mr Robert Mkhize.
NOW that the censors have cleared "Cry Freedom", the film on Steve Biko, the martyred Black Consciousness leader, and Donald Woods, the oppressed, rather than making whoopee, should wince and "cry mental slavery" as their children fall prey to yet another "white" lie on celluloid. "Cry Freedom" is my favourite pastime to go on a nostalgic trip to my childhood whenever I want to determine the amount of psychological brainwashing done on those days. Children's books, films are part of their lives.

So, if you do not mind, I beg your patience as I bore you with the highlights of my childhood. On second thoughts, with the benefit of my relativism, I prefer to make that "low-lights of my childhood". Here is why.

**Plunder**

As a teenager, nothing brought as much joy and ecstasy to my youthful heart as the bam-bam, boom-boom and doom-do of a cowboy and Indian movie. For us, Westerns were the movies we used to roll our eyes at. "Boys and girls," they would say, "you really think we'll miss movies like 'Trinity', I should have jettisoned them. Besides, 'Westerns', one was also passionately fond of what we called 'Agents' movies like those of James Bond 007.

**Formula**

We used to be thrilled by a gun-toting antics of Sean Connery and other white heroes, oblivious of the subsequent, kooky roles of our black brothers and sisters in such movies. It did not strike us as peculiar that blacks should always play pimps, prostitutes, drug pushers and thugs as white played-suave Romeos, ace cops and scheming Pls (Private Investigations).

An appraisal of recent TV movies reveals that the tried and tested movie formula geared towards authenticating the "white" lie that "black is voice, white is virtue" is still very much in use as an objective, personal movie. I can imagine these days' favourite TV movies like Dallas, Knight Rider and The A Team.

In this country, would Dallas have been so popular with an all-black cast? Would Knight Rider have a favourite of black and white TV viewers if its leading actor had been black? Very much would Mr T have been your personal favourite if he was a brilliant team leader in the boxing ring? Or would Hannibal and not the brawny but non-brown zombie who, despite his muscles, is very paranoid about flying?

**Vice**

Even the all-time favourite, The Cook Show, got tired of this formula. The show authenticates the lie — in its own way — in its own fashion. Firstly, it follows the old racist recipe that, if a black actor wants to attract both a white and black audience, he should be virtually apolitical — despite the poster in his son's bedroom, denouncing apartheid. He should be an apolitical clown whose point can be understood better if one notes that the dictionary definition of clown is a clown is a "man who amuses people by acting in a foolish manner".

Secondly, the setting of the show is too good to be true. How many black American families have a father who is an obstetrician and a mother who is a lawyer? Despite his recent attempts to join the anti-apartheid struggle, Bill Cosby with his show, it is as guilty as other "Uncle Tom" American black entertainers of "the lie of omission" not to lie about police, but little lies that suggest that all that is happening on this globe is kissing and dancing..." (Helena George, writing linear notes for Gil Scott-Heron's LP, The Best of Gil Scott-Heron)

**Cowboy**

Coming closer home, one observes with disgust the latest in the enslavement of our minds by white produced, written, edited and favourably reviewed movies, Cry Freedom.

The movie is a white man pertaining to black virtue — Donald Woods pertaining to Bantu Steve Biko.

It's the latter-day John Wayne, a trigger-happy (figuratively, that is) cowboy out to shoot his way to stardom and then ride into the sunset on his white horse, leaving black pride sprawled on the ground.

He is a dandy in the wool liberal who thanks he can upstage Steve Biko as a martyr of the black liberation struggle.

Those who know will tell you that Biko numbered among his friends some of his colleagues in SASO-BPC (South African Students' Organisation and Black Peoples Congress) like Aubrey Mokopa, Muntu Myeza, Saths Cooper and Strini Moodley plus the last black man to see him alive, Peter Cyril Jones. Yet if you come closer, the truth is that Biko had an intimate bosom pal, it was none other than Donald Woods.

The relationship that has been termed a "relationship of mutual abuse" by one of Biko's comrades is suddenly deeper than the Caledon River.

It is now history that Donald Woods went on to write two books about his "friendship" with Biko, books on which Cry Freedom is based.

**Boast**

Peter Jones states that whatever little friendship existed between Biko and Woods, it was one of a mutually abusive nature, Biko's books gave access to Woods' newspaper, Daily Despatch. But Woods did something to boast about his fellow-liberals, an access to the exclusive BC movement.

What is the truth? To find the truth, study the philosophy that Biko helped found, Black Consciousness, particularly Biko's definitive essay on liberals, Black Souls in White Skins.

Biko provides the strongest indictment to a movie that seeks to distort his image: "What of the claim that the blacks are becoming racists? This is a favourable pastime of frustrated liberals who feel their trusteeship ground being washed off under their feet.

"These self-appointed trustees of black interests boast of years of experience in their fight..."

To Page 5
Cosatu lashes out at threat of wage freeze

The Congress of South African Trade Unions (Cosatu) yesterday rejected the State President, Mr P.W. Botha’s threat to impose a wage freeze.

Cosatu was alarmed that he intended to enforce a wage freeze in the private sector, said a statement from Cosatu information officer Mr Frank Mphahlele.

Government attempts to bully employers demonstrated that Mr Botha was prepared to bulldoze those who stood in the way of his solutions.

"Employers will have to decide whether they will be browbeaten or use their clout to oppose the wage freeze. For it is they who will have to deal with consequences on the shop floor," the statement said.

Cosatu rejected the view that wage increases were inflationary.

"The basis of our arguments in most negotiations is not that management should give money which they do not have (rather unions take pains to analyse company statistics in order to prove that the demands we make can be easily met)," the statement said. — Sapa
Union strike ballots at 3 oil companies

DURBAN — The Chemical Workers' Industrial Union (CWIU) has started conducting strike ballots among its 1,200 members concerning wage disputes at three major oil companies.

CWIU information officer Pat Horn said ballots started at Mobil, Shell and South African Petroleum Refineries (Sapref) on Monday and results were expected on Friday.

The CWIU is meeting a conciliation board next week about its Sapref dispute, and a board has been appointed in one of the union’s two disputes with Mobil.

The disputes arose over the CWIU wanting average increases of about 16%, or R180 a month, and management at the three companies offering about 14%. — Sapa
Old Wounds Re-open in Sanmar Dispute

By Eddie Kook

The company’s assets are distributed among the workers, thus providing them with a stake in the outcome of the dispute. The Workers Union has been active in the Sanmar case, seeking better working conditions and higher wages for the workers. They argue that the company’s profits are at the expense of the workers, and that the company should be held accountable for its actions.

The Sanmar case has been ongoing for several years, with the workers and the union facing numerous challenges. Despite setbacks, the union remains committed to fighting for the rights of the workers, and has called for support from the community.

Source: Sanmar Workers Union
The South African General Workers' Union has appealed to the State President, Mr. F.W. de Klerk, to reprove the "Sharpeville Six".

The union's organiser, Mr. Russel Gamede, said they supported calls by local and international organisations that the five men and a woman should not be hanged.

Mr. Gamede also said the union has appealed to the State President to reprieve all political prisoners on Death Row, to release jailed leaders and to lift the state of emergency.
A REPRESENTATIVE from the National Union of Metalworkers of South Africa asked for comment on wages paid by BTR Dunlop's Port Elizabeth factory — where the minimum wage was R476 a month, compared with the EEC requirement of R682.60 — during the annual shareholders' meeting in Durban on Monday, a statement from the union said.
Rallies to mark May Day

The Labour Relations Amendment Act will be the focal point at Labour Day meetings set for Sunday by the National Council of Trade Unions (Nactu). Nactu said the weekend meetings would also address the clampdown on community organisations and the alternative press.

"Nactu will celebrate May 1 as Labour Day, and not PW Botha's Workers' Day (on May 6). Workers have won hard-fought battles for May 1 to be recognised as a paid holiday," Nactu's position is that May 6 will be a normal working day, said Nactu.

The Congress of South African Trade Unions (Cosatu), which also plans to hold nationwide rallies to celebrate Labour Day, says it has been refused permission to hold an outdoor meeting in the Secunda region."
May Day Services

THOUSANDS of workers throughout the country are expected to turn up for rallies organised by two of South Africa's major trade union federations to commemorate May Day on Sunday, writes JOSHUA RABOROKO.

The rallies, organised by the Congress of South African Trade Unions and the National Council of Trade Unions, will focus on various aspects of labour, political and economic life in South Africa.

Cosatu's May Day rallies will be held at the following places:
- Johannesburg: The Witwatersrand Technikon Building in Wanderers St. at 9am,
- Cape Town: University of Western Cape's Main Hall at 12 noon,
- Port Elizabeth: Centenary Hall, New Brighton, 12 noon,
- Durban: Umlazi Cinema, 12 noon, and
- Maritzburg: Wadley Stadium (if magisterial permission is granted).

Nactu rallies will be in
- Soweto: Regina Mundi, 12 30pm: Speaker Mr Pandelani Nefolovhodwe,
- Durban: YMCA, 9 30am: Speaker Mr Motshomi Mokhiri,
- Maritzburg: Lotus Hall, 9 30am – speaker Ms Agnes Molefe,
- Vaal Triangle: Methodist Church, Sharpeville, 1pm: speaker Mr John Szaa,
- Pretoria: St Peter's Seminar, Hammanskraal, 11am, speaker Mr Raymond Khoza;
- Cape Town: St Francis Hall, Langa, 10 am, speaker Mr Phanbili Ntloko,
- Pietersburg: Nkowa Cinema, 10am, speaker Mr Sithembele Khala, and
- Stellenbosch: AME Church, 1pm, speaker William Makhunga.

The Johannesburg branch of the Commercial, Catering and Allied Workers Union of SA will hold a rally at Lekton House on Sunday at 9am.
LAST WORDS OF A SATS WORKER

THE South African Transport Services employees on strike, among them some of the 18 on trial, told an official who criticised their action: “An injury to one is an injury to all”, a Rand Supreme Court judge heard yesterday.

Mr O J Strydom told the court that on March 23, last year, he found a group of employees in the tearoom on Sats premises at Union Square, (Park Station)

When he asked them why they were not at work, they told him to phone City Deep. When he asked what that meant, they told him “an injury to one is an injury to all”.

Mr Strydom said this when cross-examined by one of the defence team, Mr Eric Dane.

By MANDLA NDLAZI

Mr Strydom said he did not phone City Deep because it was not under his jurisdiction.

Examined by Mr C B Ferreira, for State, Mr Strydom said later, four employees said they wished to work. That was on April 28, and the next day, one of them never returned.

The witness said he knew Mr Joseph Mulaudzi. He was the man who did not return to work on April 29. He said Mr Mulaudzi wore spectacles and did the same job as Mr Johnson Mogos, who is one of the accused.

Mr Strydom said the spectacles exhibited in court were similar to those that Mr Mulaudzi wore.

Earlier, a police video recording of the alleged murder scene was shown in court. It showed four partly burnt bodies, one of them still burning. Detective Sergeant D Coetzee had told the court that some of the bodies — three black men and one coloured man, had ropes around their necks and limbs and also had stab wounds.

Murder

Appearing before Mr Justice T T Spaëstra and two assessors, are Mr Johannes Joja Ngcobo (24), Transvaal's secretary of the South African Railways and Harbours Workers' Union and 17 members of the union.

They have pleaded not guilty to charges of murder, abduction, attempted murder, assaults, robbery and intimidation. The State alleges they committed the offence during a strike on the Witwatersrand on March 13 and April 28, last year.
OK declares dispute

By JOSHUA RABOROKO

THE OK Bazaars has declared a dispute with the Commercial Catering and Allied Workers' Union following several weeks of negotiations on wages and working conditions for 1988.

The company's spokesman, Mr Keith Hartshorne, yesterday said the company regretted the move, but was left with no option after the union refused to move significantly from its demands.

He said the demands would cost the company R110 million in the next 12 months or six times the company's entire profit for the previous financial year.

Union's demands

"The company therefore believes that there is little point in continuing with the current negotiations and it is now appropriate to commence using dispute-resolving (mechanisms) in an effort to reach settlement," Mr Hartshorne said in a statement.

The union's current demands include:

• an across-the-board increase of R218 a month,
• 20 percent discount, and
• doubling commission for furniture salesmen.

The company's current offer includes an across-the-board increase of R110 a month in two branches or R77 a month backdated to April, a new agreement on June 16 and 15 percent increase in minimum wages.

A union spokesman yesterday said they did not want to comment on the dispute at this stage.
On Sunday, May 1, many trade unions will commemorate May Day, which has been very significant in the lives of workers throughout the world for 132 years.

In South Africa, the day was recognised officially for the first time in 1887, when the State President, Mr. P.W. Botha, announced that the first Friday of May would be a public holiday.

This was a result of pressure from the trade federations, CUS/AAC/A, now called the National Council of Trade Unions, and the Congress of South African Trade Unions.

After making numerous unsuccessful calls to the Government to declare May Day a public holiday, the two federations decided in 1996 that they would observe the day as a holiday in defiance of the Government.

In a show of worker solidarity, the wheels of commerce and industry ground to a halt when about 1.5 million workers stayed away from work, costing industry millions of rand in lost production.

Mr. Botha’s decision to bow to workers demands last year was not greeted with joy by the workers. His gesture fell short of satisfying the labour movement and May Day seems likely to remain controversial for some time in the future.

The workers expressed two objections to Mr. Botha’s decision. The holiday be on the first Friday of May and that it be called Workers’ Day. They wanted the day to be called May Day and that it be observed on May 1.

Consistent

The Government’s reason for choosing the first Friday of May was that the holiday would not interrupt working days. The Government argued that if the holiday was on May 1, it would not be consistent and would fall on different days of the week each year.

Another advantage, argued some employers, was that workers would be guaranteed a long weekend every year.

In contrast to the South African situation, the May Day holiday is celebrated internationally. The 132-year-old holiday is observed on May 1 and is called Labour Day.

The current controversy surrounding May Day is a repetition of one in 1926. Also in response to mounting pressure from white workers, who had been holding rallies to commemorate the day since 1904, the Government tabled a Bill in Parliament proposing that the first Monday of May be declared a public holiday. Workers protested against this proposal and the Bill was dropped.

Although the history of May Day started in Australia when the workers staged a national strike in support of their demands for an eight-hour day on April 21, 1856, American workers can be credited with popularising the day internationally.

Revolutions

For many decades, May 1 was recognised worldwide as a day of spring festivals when the renewal of fertility was celebrated. For the Americans, Labour Day was to celebrate the necessity of hard work to achieve success in life.

During the industrial revolutions that swept the western world late in the 19th century workers started organising themselves to improve their working lot.

In 1844 American workers chose May 1 as the day on which workers would campaign for an eight-hour working day.

But it was not until 1886 that they organised mass strikes and street demonstrations to mark the start of a nationwide campaign for an eight-hour day.

During the demonstrations a bomb exploded at Chicago’s Haymarket Square, killing twelve people and wounding hundreds of others.

The incident received widespread publicity and won American workers the sympathy of their colleagues in other parts of the world.

Solidarity

The Chicago incident also instilled awareness among workers who worked for up to 15 hours a day under unbearable conditions.

In 1893 May Day was given international recognition when a meeting of socialists and workers’ movements who called themselves the Second International met in Paris, France, and declared May 1 an international day of workers’ solidarity.

In 1989 the day was celebrated internationally for the first time by most countries of the world. Railways were held in Australia, Great Britain, Spain, Italy, Germany, Hungary, Denmark, Belgium, Sweden, and Norway.

Chicago’s Hypermarket Square, killing eleven people and wounding hundreds of others.

The incident received widespread publicity and won American workers the sympathy of their colleagues in other parts of the world. Militant demonstrations were held in many capitals of the industrialised countries all over the world.

THE Safarist today remembers journalists who are in detention.

- Zwelethu Mthethwa, Editor of the New Nation, who was in detention under the emergency regulations for 492 days.
- Brian Sokupa, Eastern Cape freelance journalist, has been in detention.
Dismissed supervisor in court for 'intimidation'

A SUPERVISOR, who had been dismissed by Berg River Textiles in Paarl, appeared briefly in the Paarl Magistrate Court this week on a charge of intimidation.

Mr Solomon Kika, 40, on R100 bail, had been working at the factory for 16 years.

He was dismissed earlier this month after a disciplinary hearing between management and officials of the Amalgamated Clothing and Textile Workers Union (Actwusa).

Kika is Western Cape regional chairperson of the union.

Solomon was charged with intimidating a colleague, Mr Jeremy Maralack, during a strike at the factory in February this year.

Maralack claimed Solomon forced him to join Actwusa or have his wife and children kidnapped and his house damaged.

His wife, Sarah Kika, was also dismissed after she allegedly assaulted Maralack.

The case was postponed.
Smear campaign denied

Arson attempt at union offices

The National Council of Trade Unions - NTCU and these Federation and

From FRANZ KRUGER

... than the offices of the Euclid, and Eck Dreyfus Water Paper Basket...
18 on trial as court sees videos of burnt bodies

By Bruce Anderson

A police video recording of an alleged murder scene which showed four partly burnt bodies — one of which was still burning — was shown to a Rand Supreme Court yesterday during the trial of 18 members of the South African Railways and Harbours Workers Union.

The 18 men had earlier pleaded not guilty before Mr Justice T.T. Spiesstra and two assessors to four charges of murder, one charge of attempted murder, five charges of abduction, four charges of assault, two charges of robbery and a charge of intimidation. The 18 are being held in custody.

The two tapes showed the burnt bodies of the four murder victims arranged in the shape of a "U".

According to testimony by Sergeant Dirk Coetzee of the Jeppe police, the bodies were found in a patch of veld off the Heidelberg Road near Protea Count, after police had received a report on the night of April 29.

Sergeant Coetzee said "one body was still burning" when he arrived at the scene. Burnt pieces of rope were found around the wrists and ankles of some of the victims, which seemed to indicate that the men had been tied up.

One of the bodies had a rope around its neck.

A large boulder — produced in court as an exhibit — was found resting on one of the bodies, said Sergeant Coetzee.

The blade of a butcher's knife and an empty plastic petrol container were also found near the bodies of the four men.

Under cross-examination by Mr Martin Luthingh, who appeared for a number of the accused, Sergeant Coetzee conceded that certain aspects of his evidence were not based on facts but on his own speculative opinion.

STOPPED WORK

Another State witness, Mr Ockert Strydom, a deputy director of the South African Transport Services (Sats), told the court that one of the men on trial, Mr Johnson Mogen (36) had stopped working on March 23 last year.

When Mr Strydom asked Mr Mogen and a number of his colleagues why they were not working he was told "Phone City Deep and they will tell you what is going on."

Mr Strydom said he was aware that workers had gone on strike at the Sats City Deep depot on March, 13 last year and that the strike had spread to the rest of the Reef shortly thereafter.

The hearing continues.
OK Bazaars declare dispute with union

Daily Dispatch Correspondent

JOHANNESBURG — OK Bazaars declared a dispute with the Commercial Catering and Allied Workers' Union (Cawusa) after annual wage negotiations became deadlocked yesterday, the OK personnel director, Mr Keith Hartshorne, said here.

He said the company regretted this development, but it was left with no option after the union's refusal to move significantly from a set of demands that would cost the company six times the value of its entire profit for the previous financial year.

He said the union's demands included an across-the-board increase of R218 per month, a doubling of commission on furniture sales, and 20 per cent staff discount.

The OK proposed a single monthly increase of R110, or two increases of R77 at six-monthly intervals, and a 15 per cent increase on minimum wages.

Mr Hartshorne said Cawusa refused to accept the declaration of a dispute; the parties would meet again on May 10.
Police officer tells of finding bodies in a ditch smelling of petrol

HOW UNION 4 DIED

A POLICE officer told a Rand Supreme Court judge yesterday that he found four burnt bodies, some with ropes around their necks and limbs in a ditch that smelt of petrol opposite Kazerne, Johannesburg.

This was evidence at the trial of 18 members of the South African Railways and Harbours Workers Union (SARHWU) They pleaded not guilty to charges of murder, attempted murder, abduction, robbery and intimidation at the beginning of their trial yesterday.

Detective Sergeant D. Coetzee stationed at Jeppe said this in evidence at the trial of Mr Johannes Joja Ngcobo (24) Transvaal secretary of SARHWU and 17 members of the union.

He said the place was dark and he had parked his car and walked to where he found the bodies. It seemed the alleged killers knew the place very well, he said.

The State alleges that the 17 men who were employed by the South African Transport Service (Sats) allegedly committed the crimes during a strike on the Witwatersrand on March 13 and 28 last year.

Sgt Coetzee told the court that he went to City Deep at midnight on April 28 last year as a result of information he had received. He then went to a ditch where he found bodies.

Police took pictures of the bodies at the scene. He said he saw bodies of three black men and one coloured man. He took notes of everything he saw and took away weapons found at the scene.

Sgt Coetzee said he found one burnt body with the jacket pulled over its head. The other body had stab wounds and a rope around its neck and another with the hands tied behind its back.

He said he collected documents and other items that seemingly belonged to the victims. He said the area smelt of petrol and the head of one victim was placed on a big stone that was among the exhibits in court.

Earlier, one of the defence counsel, Mr Martin Luitingh, successfully applied to the court that the numbers identifying the accused should be removed from the dock. He had submitted that the numbers would prejudice the accused and make it easy for witnesses to identify them.

Mr Luitingh also successfully applied to the court that the notes made by the police during investigations and signed by the accused should be made available to the defence team.

(Proceeding)
Union warns Samcor workers

REBEL Samcor motor plant workers who want to elect a new workers' committee today were warned by their union, Numsa, yesterday the election would be considered null and void.

The rebels dismissed their shop stewards during a wild-cat strike last week in protest against Samcor's 24% share participation scheme.

A Numsa official in Pretoria said yesterday the union was disassociating itself from the elections, saying they would violate Numsa's constitution.

Numsa issued its warning when the workers formally announced they intended going ahead with the elections.

The rebels alleged the union has sold them out by involving them in a share scheme without a mandate from them.

The union said yesterday it was adopting a wait-and-see attitude.

"No disciplinary action will be taken against the workers even if they go ahead with the elections and continue to rebel against the union until such time that we are sure they understand the share deal perfectly well."
ABOUT 3 000 Rex Trueform workers at three plants in Salt River, Atlantis and Wynberg voted overwhelmingly in favour of a legal strike this week.

A definite date for the strike has not yet been decided on Last Friday more than 2 000 workers at Rex Trueform in Salt River downed tools in protest at management’s refusal to enter into plant-level negotiations with the Garment and Allied Workers Union (Gawu).

The previous day 350 workers had downed tools Gawu declared a dispute with management last month.

Rex Trueform brought an urgent application to the Industrial Court against Gawu, stating shop stewards had no right to declare a dispute and that the Clothing Industrial Council should not hear the dispute.

**Application dismissed**

The application was dismissed.

Worker demands include that management negotiate in good faith with elected worker representatives, a R15 across the board wage increase, an increase in travelling allowances, and a service award of R1 a week for every year of service.

“Gawu supports the demands of the workers who had been for too long the Cinderella of the manufacturing industry in South Africa.

“The time has come to put things right. We call on Rex Trueform management who have made before tax profits of over R10 million to enter into negotiations with worker representatives,” a Gawu statement said.

Several efforts to get comment from Rex Trueform personnel manager James O’Brien were unsuccessful.
OK in dispute with Ccawusa

OK BAZAARS declared a dispute with the Commercial, Catering and Allied Workers' Union (Ccawusa) after annual wage negotiations became deadlocked yesterday, OK personnel director Keith Hartshorne said.

He said the company had been left with no option after the union’s refusal to move significantly from demands that would cost the company six times its entire profit for the previous financial year.

He said the union’s demands included an across-the-board increase of R218 per month, doubling of commission on furniture sales, and a 20% staff discount.

The OK had proposed a single monthly increase of R110, or two increases of R77 at six-monthly intervals, and a 15% increase in minimum wages.

Ccawusa officials were unavailable for comment.
Plea to women on labour issues

JOHANNESBURG — Almost 300 women delegates from Congress of South African Trade Union (COSATU) affiliates resolved at the weekend to form local level structures to look at women’s issues.

The three-day conference recommended that the unemployment insurance fund should be extended to domestics as well as to farm workers. UIF benefits should be also be restricted.

Resolutions were taken on sexual harassment, maternity and paternity leave, jobs security, relationship with women’s community organisations, living wage campaign, unemployment and education.

On violence and women, the conference resolved that COSATU should conduct education programmes on rape and its effects on women and their families.

COSATU should also campaign for rape to be taken seriously and for life sentence on anyone found guilty of the crime.

COSATU should strongly condemn the practice of men beating their women and there should be a program of education for men and women on this issue.
Application in Sarhwu murder trial

State ordered to give details

THE Rand Supreme Court yesterday ordered the State to give defence counsel further particulars on three aspects of the allegations against 18 SA Railways and Harbours Union (Sarhwu) members charged with the murder of four co-workers during the Sats strike last year.

At the start of the trial on Monday, counsel for the 18 applied for an order compelling the State to give further particulars on 36 points of the allegations.

Mr Justice Spoelstra refused the application on 33 points, finding that the State was not obliged to furnish the information.

The points on which he ordered the State to furnish further particulars were on the allegations against one of the accused, Mafefane William Rukhotso, and the identities of people alleged to have been intimidated.

All but one of the accused were employed by Sats at the time of the strike early last year.

The other accused, Johannes Joja Ngoco, was Sarhwu Transvaal regional secretary.

All 18 have been charged with the murder of four non-strikers and the attempted murder of a fifth.

They have also been charged with four counts of murder, one count of attempted murder, four counts of assault with intent to do grievous bodily harm and two of robbery with aggravating circumstances and intimidation.

The State alleges that during the period from March 13 to April 28, the 18 men conspired and formed a common purpose to identify non-strikers, mobilise strikers and persuade, encourage, instigate and/or intimidate non-strikers to join the strike or withhold their labour.

It is alleged that on April 28, the 18 kidnapped Vhulani Joseph Mulaudzi, Kati John Sebopelo, Mulalelo Petrus Moremane, Albert Phulwe and Jerry Goodman and took them to Cosatu House.

After allegedly being assaulted and robbed there, the five were driven to a place where all except Phulwe were allegedly stabbed and had a 31kg rock dropped on them before being doused with petrol and set alight.

Phulwe managed to escape.

The trial continues today.
Samcor workers in row with union

WORKERS at the Samcor motor plant in Pretoria, angry at their union's role in the company's share participation scheme, said yesterday they had fired their Numsa shop stewards and would elect a new workers' committee tomorrow.

The shop stewards were "dismissed" during an eight-day strike which ended last Friday. The strike was not sanctioned by Numsa.

A spokesman for the Numsa shop stewards' committee rejected the workers' claim that the company was still negotiating with management on share participation issues. "They dismissed us and we are not going back," the spokesman said.

Workers yesterday accused Numsa leaders of "selling them out" by signing an agreement, in terms of which 24% of Samcor equity is to be held by an employee trust. The deal was agreed to by Anglo American, Samcor and Ford when Ford disinvested from SA under political pressure last year.

"We do not want to be mini-capi-talists. It is just not in keeping with our worker-policy. We are plain workers and not businesspeople. The union did not get a mandate from us. They just entered into an agreement without consulting us," said an electrician, who introduced himself as Thandekile.

Workers said a meeting would take place tomorrow to elect the new shop stewards' committee.

The "dismissed" shop stewards' committee said, however, the meeting was being held to report back on management's response.

The workers denied they ever agreed that their holdings should be paid into a trust for community development.

"That does mean that we are not committed to contributing to the upliftment of our people. We were just not consulted. And as far as we are concerned it is..."

Samcor workers in disagreement with union

the duty of the government to engage in community development and not us," said one worker.

One of the workers said he was sure that he was worth about R60,000.

"Should our shares be paid to us, I am sure I will be about R60,000 richer. I demand that the money be paid to me," said the man.

Some of the workers claimed their money was being used to upgrade a township near Pretoria.

According to an organiser at Numsa's Pretoria office, discontent among the workers originated from the Port Elizabeth plant.

"All was well until sometime in February when a petition, the branch child of Port Elizabeth workers, was signed by Pretoria workers demanding the money. This surprised us as the workers had initially agreed that the money would be paid into the trust. It is also surprising for them to claim that they were not consulted," a Numsa organiser in Pretoria said.

ALAN FINE reports William Broderick, Ford's Detroit-based chief negotiator of the disinvestment deal and presently in SA, said in Johannesburg last week he was unable to say when the employee trust would be established.

The agreement had been that the employee trust would hold 24% of Samcor equity, which would be transferred to it "soon."

He said the internal union dispute was not holding up this process. But he declined to elaborate on the question of who would comprise the board of trustees should employees be unwilling to elect representatives in terms of the agreement.

Numsa motor section chief Fred Sauls said union leadership would meet this week to discuss the problem.
Changes to Act condemned

THE Amalgamated Chemical Association (ACA), a pharmaceutical wholesaler at Montague Gardens, has condemned the proposed amendments to the Labour Relations Act.

ACA sent a letter addressed to Mr. Pratshed Pillay, Minister of Manpower, to the Chemical Workers Industrial Union (CWID), asking the union for its comment.
Wide support for chemical workers

The majority of workers at Butt-Tram Manufacturing Company have expressed support for the Chemical Workers Industrial Union (CWIU) in a poll held at the plant. More than 100 workers are employed by Butt-Tram. A union spokesperson said they had been organizing the workers since 1986. But management refused to start negotiations with the union saying the majority of workers were not in favour of the union.

"As the company refused to negotiate for recognition, we challenged them to hold a secret ballot," the spokesperson said.

Butt-Tram's personnel manager, Mr Steven Carolus, denied the company refused to recognize the union.

"A secret ballot was held on the company's premises and it is clear most workers are in favour of the union. The company has no reason not to recognize the union."

70 at women's congress

More than 70 Western Cape women attended a women's workshop held by the Congress of South African Trade Unions (COSATU) at Community House in Salt River last week.

The workshop was held to discuss problems encountered by women at work and elsewhere.

The issues discussed will be raised at the National Women's Conference from April 22-24 in Johannesburg.

A decision was made that a permanent women's committee be formed within COSATU, and a planning committee was formed to start working towards it.
Deadlock looms in wage talks

A NATIONAL wage settlement has been reached between Pick 'n Pay and the Commercial, Catering and Allied Workers Union of South Africa (Ceawusa), increasing monthly wages by R140 across the board and raising the minimum wage to R632.

The union is still locked in negotiations with two other major supermarket chains, Checkers and OK Bazaars.

Negotiations with OK Bazaars appear to be heading towards a dispute following the company's offer of a R50 increase and a minimum wage of R400.

The offer has been described as an "insult" by union members, who said they would almost certainly declare a dispute.

The union is demanding an across the board increase of R330 and a minimum wage of R700.

Negotiations with Checkers have been clouded by the company's plan to retrench about 1,600 workers.

Mr Humphry Oliphant, human resources manager at the Checkers head office in Johannesburg, confirmed the planned retrenchment.

"The union has notified us that they will be making their wage demands. If they want to talk about the retrenchments as well, they have the right to do so," he said. — Concorde

140A South
Hotel workers 'strike'

HOTEL and Restaurant Workers Union members yesterday took part in a country-wide strike.

According to sources, the work stoppages affected the Karos Hotels and were staged in protest against management's refusal to meet workers' demands.

The demands, sources said, included improved working conditions.

The Manhattan Hotel's management in Pretoria denied that there had been a stoppage yesterday.

However, managers at the Johanneburger Hotel and the Safari Hotel in Rustenburg referred the Sowetan to Mr M Winter whom they said had been appointed to comment on the matter.

Attempts to reach Mr Winter for comment were unsuccessful.
A Supreme Court battle between the National Union of Mineworkers and Anglo American over the interpretation of an agreement — which provided for reinstatement and compensation for workers fired during last year’s mine strike — has been averted by Anglo’s agreement that differences in interpretation be referred to a neutral umpire.

Last month’s agreement provided for the compensation of about 18,000 workers on Anglo gold and coal mines and the effective reinstatement of about half of them. The union had launched court action after a dispute arose over whether the term “pay” included the value of the workers’ fringe benefits.

It maintained that compensation for lost pay included fringe benefits, a view rejected by management.

Anglo spokesman Mr Michael Spicer said that Anglo had sent a letter to the NUM informing it that it would implement the agreement “according to our definition of the settlement, particularly with reference to NUM assistant general secretary Mr Marcel Golding said Anglo’s decision “confirms our belief that this matter falls within the jurisdiction of the agreement.”
WAGE negotiations between employers and trade unions in the metal and engineering industries deadlocked again this week.

A spokesman for the employers said the talks, which took place on Tuesday, "showed progress with movement on both sides of the negotiating table."

Among those participating in the annual negotiations are the employers body, the Steel Engineering Industries Federation of SA, four unions belonging to the SA Council of the International Metalworkers' Federation (IMF) and seven affiliates of the Confederation of Metal and Building Unions (CMBU).

The Seifsa spokesman said the IMF and CMBU affiliates as well as the Mineworkers' Union and the SA Iron, Steel and Allied Industries Union presented revised wage demands at the talks. The IMF unions demanded across-the-board increases of R1 an hour for all categories of employees and a minimum wage rate of R4 an hour. The IMF affiliates include the National Union of Metalworkers of SA and the Steel Engineering and Allied Workers' Union.

The two parties will resume further negotiations on May 10.
Strike on race unity demand

A COMPANY’s refusal to bargain nationally with a trade union because it had workers of different races performing different jobs at its 30 depots has led to an 11-day strike.

The dispute, between the Transport and General Workers’ Union and U-Freight, arose after management refused to recognize the union’s demand for a national bargaining unit, a union spokesman said yesterday.

The spokesman said 100 workers at the company’s Johannesburg plant are set to join another 100 legally striking in Cape Town.
Worker rehired after strike

A "SNAP" strike last week by 50 African workers at a city coal depot led to the reinstatement of a dismissed coloured truck driver.

A spokesman for the Commercial, Catering and Allied Workers' Union of SA, which represents workers at the Cape Coal depot in Maitland, said yesterday that the workers downed tools for three hours last Friday in protest at the dismissal of a coloured truck driver following an accident.

The dismissed worker was reinstated after negotiations between management and union officials.
Hotel workers strike over wage dispute

Workers at Karos group hotels in the Transvaal, Cape and Natal staged a three-hour stoppage yesterday as the Hotel and Restaurant Workers' Union (Harwu) declared a wage dispute with Karos management.

The union said about 700 workers at eight hotels took part.

RETROSPECTIVE

Union spokesman Mr Alan Hurwitz said negotiations between the union and Karos had begun in January, but were being held up by a management rejection of a union demand that any wage agreement reached be implemented retrospectively to March 1. Management wanted the agreement to be effective from September 1 1988. — Labour Reporter.
THE Chemical Workers' Industrial Union has applied for a conciliation board to resolve the wage dispute between the union and Mobil, Sapref, Shell Oil and Shell Chemicals. A CWIU spokesman said the union would be holding a number of meetings with its members next week, "to plan and discuss strategies".

The union has resolved to form a joint shop stewards council consisting of members from Mobil, Sapref, Shell Oil and Shell Chemicals. This council would negotiate jointly with the petroleum sector.

The union spokesman said the petroleum refineries in South Africa were "highly profitable" and could afford the wage increases demanded by the workers.
Deadlocked wage talks resume again

Mr. Daniel Dube... Numsa president.

ANOTHER round of wage negotiations in the metal industry is scheduled to resume today.

The talks will focus on a deadlock reached by metal industry employers and unions at a previous industrial council meeting. Participating in the negotiations are the Steel Engineering Industries Federation of South Africa (SEFSA) and 15 trade unions.

Four unions affiliated to the International Metalworkers Federation (IMF) demand—among other things—a minimum wage of R5.50 an hour. The IMF affiliates include the National Union of Metalworkers of South Africa (NUMSA) and Steel Engineering and Allied Workers Union.

Also taking in the industrial council are seven unions affiliated to the Confederation of Metal and Building Unions, which have proposed increases ranging from 52 cents an hour for labourers to R1.31 an hour for artisans.

SEFSA, which represents 9,000 firms employing about 320,000 workers, has offered wage increases ranging from 21 cents an hour for labourers to 52 cents an hour for artisans.

Meanwhile, NUMSA has tabled a number of wage proposals to the motor industry's industrial council, including a minimum rate of R4.50 across-the-board.

NUMSA also demands six months' paid maternity leave, 14 days' paternity leave and a 40-hour week.
Body flung out of plane

By MANDLA NDLAZI

The 17 members appeared before Mr Justice Spoelstra and the case was postponed as the result of the defence team, advocating Mr Eric Omen, Mr Martin Lustig and Mr Guss Rasheen. The defence team said they needed more days to prepare for their clients and the judge postponed the case on 1st March.

The accused, all members of Barrows, face four counts of murder, five counts of assault with intent to dismember, two of robbery with aggravating circumstances and intimidation.

The State alleges that on April 28 last year they kidnapped Mr Kat John Rokela from his workplace in Braamfontein and took him to Cosatu House where they held him before taking him to a place where he was killed.

Kidnapped

It is alleged they also kidnapped Mr Vhodini, Joseph Musa and from his workplace in Newclare to Cosatu House where he was also held as a hostage before he was taken to a place where he was killed.

They also allegedly kidnapped Mr Motsho and from his workplace in Braamfontein to Cosatu House where he was also held as a hostage before he was taken to a place where he was killed.

They allegedly kidnapped Mr Jerry Rudolf Goodman where he was in transit from Mlanzi to South Africa where he was held as a hostage before he was taken to a place where he was killed.

PW expected to clarify govt policy — P6

The Transvaal secretary of the South African Railways and Harbour Workers Union and 17 members of the union appeared briefly in the Rand Supreme Court yesterday on various charges — including abduction and murder — relating to last year's mass railway strike.

Mr Johannes Jomo Ngoboe and

One Team, One Goal...

Join the Team. Rose Stéphane did.

"It really pays to go to the professionals when you are a profession cook like me. When I am not spending my days testing recipes for Tribute or catering for private parties, I'm teaching other housewives how to cook. That's why for my own kitchen I choose Mr Cupboard. With their 2 year guarantee Mr Cupboard is unbeatable for service, quality and value."
WORKERS in the petroleum sector of the Chemical Workers' Industrial Union have resolved to negotiate jointly with employers including Mobil and Sapref Refineries, Shell Oil SA; Shell Chemicals and Veetech Oils.

The Southern Natal Shop Stewards Council, which represents 1360 workers, said in a statement yesterday that all the companies collaborated with one another in a cartel-like strategy and it was "a waste of time to treat them as separate disputes".

"They (the companies) all refuse to grant our demands, not because they cannot afford them, but because of market related considerations. However, they themselves create this market and have collaborated to set "market-related" wage levels for 1988 prior to commencing wage negotiations with the CWIU," the statement said — Sapa
Anglo softens stance

ANGLO American yesterday notified the National Union of Mineworkers (NUM) it would accept that any dispute over the interpretation of the term "pay" in last month's dismissal settlement could be referred to arbitration.

The move appears to make it unnecessary for the NUM to proceed with litigation initiated in the Rand Supreme Court last week.

The two parties are in dispute over whether financial settlements due to up to 19,600 workers who are re-employed or retrenched should include the value of fringe benefits. The dispute involves an amount of more than R10m.

Anglo spokesman Michael Spicer said the corporation had told the NUM it would go ahead with the implementation of the agreement, using its own interpretation, and any dispute can be regulated in terms of the agreement — which provides for referral to a neutral umpire any alleged breach or unfair implementation.

The NUM proceeded to court when Anglo did not initially agree the interpretation dispute fell within the terms of this provision.

NUM assistant general secretary Marcel Golding said he was pleased "Anglo's good sense had prevailed", thus obviating the need for costly litigation.
Four deaths: 18 face charges

SUE RUSSELL

EIGHTEEN members of the SA Harbours and Railways Union charged with the murder of four workers who did not take part in the Sats strike last year, appeared briefly in the Rand Supreme Court yesterday.

Among the 18 accused is Johannes Joja Ngcobo who was the union's regional secretary at the time of the alleged offences.

They have also been charged with five counts of kidnapping, one count of attempted murder, four counts of assault with intent to do grievous bodily harm and two of robbery with aggravating circumstances and intimidation.

The State alleges the 18 accused murdered Vhulani Mulauizi, Kati Sebogo, Mulalelo Moremane and Jerry Goodman during the Sats strike on April 28 last year.

None of the men was asked to plead and the trial was postponed until April 25.
Strike: Court hearing begins

THE trial of 18 members of the South African Railways & Harbours Workers' Union (Sarhwu) begins today in the Rand Supreme Court.

The accused, all employees of the South African Transport Services (Sats) face charges of murder, abduction, assault, robbery, attempted murder and intimidation.

The State alleges that they took part in a strike in the Witwatersrand last year and kidnapped five Sats workers who were not striking on April 28 last year.

The accused are: Mr Bongisi Sibisi (33), Mr Wilson Mthuli (33), Mr

David Dzeve (30), Mr Jacob Thapelo Machaka (33), Mr Patrick Molefe (27), Mr Phineas Nitshitungulwale (25),
Mr Takalane David Mamphaga (35), Mr Mafemane William Rhikotso (33),
Mr George Maugeda (36), Mr Daniel Khanimalswe Mkhokotho (36),
Mr Freddie Mthusi (30),
Mr Isaac Mogorosi (30),
Mr Jacob Mmaltoa (33),
Mr Wilson Mushainsano (33), Mr Johnson Mogesi (36), Mr Johannes Joa Ngcebo (24),
Mr Simon Molomoni and Mr Michael Ikaneng.

By MANDLA NDLAZI
Dispute takes a new turn

THE dispute between the Commercial, Catering and Allied Workers' Union (Ceswusa) and Pietersburg Wholesalers took a new turn at the weekend when the union filed papers in the Industrial Court applying for the reinstatement of 69 dismissed workers.

The dispute started on March 9 when workers 'downed tools' and demanded that the company, owned by an Indian 'family in the town', should recognise the union, stop alleged dismissals and open talks with the union on wages.

Wages

The applicants allege that the respondent also violated basic, minimum wage levels set by the Department of Manpower, forced workers to work overtime without pay, used racist swear words in his dealings with workers, assaulted workers and refused to discuss worker grievances with their representatives.

The applicants have asked for the appointment of a conciliation board or immediate and unconditional reinstatement of the workers. The company has until April 21 to file replying affidavits.
Union denies worker strike

Daily Dispatch Reporter
EAST LONDON — The National Union of Metalworkers of South Africa (Numsa) has denied that workers at the Tek group held a strike on Thursday.

"The union's regional secretary, Mr. Viwe Gxarisa, accused the company of dismissing more than 900 union members because of a breakdown in discussions," he said.

He said the union had demanded that the company hold discussions with its shop stewards' committee and union representatives, following the dismissal of 20 of their colleagues.

Tek management, however, had refused.

Report-back meetings were held in various plants to discuss the "outdated attitude of the company," he said.

The company's human resources manager, Mr. Gerrie Uys, said on Thursday that workers declined to work after four ultimatums and negotiations at plant level.

Mr. Gxarisa said there were no ultimatums and attempts to organise a meeting on Thursday and Friday had failed.

Mr. Gxarisa denied that the 20 workers had been fired because they would not accept conditions of employment.

He said they were dismissed because they had refused to sign individual agreements which they felt should be discussed at union level.

"Since Tek started operating in Witsomia in 1974, the workers have not had a representative union and have been exposed to naked exploitation," he said.
Strike: group fires workers

Daily Dispatch Reporter

EAST LONDON — Workers involved in a dispute with the Tek group of companies were dismissed on Thursday after they ignored an ultimatum to resume production or lose their jobs.

The regional secretary of the National Union of Metalworkers of South Africa (Numsa), Mr Viwe Gxarisa, said more than 900 union members had stopped work to demand that the company reinstate 20 of their colleagues, and had been locked out of the premises.

He said the union had been involved in negotiations with Tek when management issued all the workers with booklets listing the general rules of the company, as well as health and safety, grievance and disciplinary procedures.

Some of the workers had refused to sign — saying the issues were being discussed at union level and any agreement should be signed by the parties involved, not individual workers — and were fired, Mr Gxarisa said.

The company's human resources manager, Mr Gerrie Uys, said, however, that Tek did not employ as many as 900 people and put the number dismissed at 700.

He said they had been involved in an illegal strike and had declined to work after four ultimatums and negotiations at plant level.

"Industrial action occurred on numerous occasions. The work stoppage was in breach of their employment contract and management had no option but to dismiss the workers."

Mr Uys said the 20 workers who were fired had all been on probation and had been dismissed because they would not accept conditions of employment.

Mr Gxarisa said: "Tek have delayed signing an agreement recognising Numsa because they want to wait for the passing of the Labour Relations Amendment Bill, which will compromise the position of the union."
NUM deal not binding - Anglo
Mystery burglary at union offices

By CHRIS MABUYA, East London

CONSTRUCTION and Allied Workers Union (CAWU) officials said this week they suspect a mysterious break-in at their office in East London was part of an attempt to gather information on their union.

The union's branch chairman, Mac Kebeni, said the damage was discovered when the office was opened on March 28.

He said the burglars broke through the asbestos roof. Nothing was removed and the chairman said the break-in was not reported to police.

The offices of a number of organisations occupying the building have been burgled on a number of occasions.

The organisations include the East London Youth Congress (Elyco), which in 1986 was also hit by burglars who came through the roof. On that occasion, files were found scattered all over the place. An attempt was made by the burglars to steal a typewriter which was later found on the roof not far from where the burglars made their entry.
Metal Box pull-out startles the unions

WORKERS at Metal Box are surprised and concerned that they were given no indication of the disinvestment move by UK-based Metal Box, National Union of Metalworkers' organiser Bobby Mane said this week. The British multinational last week said it had sold its 25 percent stake in Metal Box South Africa to Nampak, a Barlow Rand subsidiary, for R114.4-million. Nampak previously owned 54 percent of the company.

"It came as news to us," said Mane. "And we are concerned that management did not have the courtesy to mention it to us and explain its implications." As yet, it's unclear whether there will be any implications, since the British company only had a minority holding. The technical agreement between the two companies will be continued.

But Numsa was surprised that it was not informed of the disinvestment, since Metal Box SA has adopted a progressive approach to industrial relations. It consults with shop stewards and union organisers on a range of issues, including, for example, social responsibility projects.

The company is aware of Cosatu affiliates' policy on disinvestment, which includes a call for disinvesting companies to negotiate disinvestment issues with unions in organised plants. However, while saying the union will be approaching Metal Box management to discuss the issue,

innovations in the past fifty years

in the past fifty years, the rice, cotton, and soya revealed the full extent of US market power. In the case of rice, US action cut world prices from $230 to $170 a ton. The EC has not been above pursuing agricultural policies with a disad-

vestments from South Africa. The committee was set up in January 1986 with the aim of combating the sanctions campaigns as one of its primary aims.

Altogether there are about 160 British companies with South African investments. British direct investment in South Africa was estimated at £6-billion in 1984. With the decline in the value of the rand and some disinvestments since, this figure has probably remained at about that level, Mitchell estimates.

He adds that British associated companies in South Africa were spending more than R160-million a year on social investment, according to research done last year. The money was being allocated primarily towards education, housing and job creation.

British industry's "Marshall Aid" plan for South Africa, reported in the press last year, never really existed, says Mitchell. A proposal was circulated for collective action on social change by British companies operating in South Africa. But British members rejected this in favour of continuing and expanding individual companies' social spending programmes.
Afrikaans company and we are entitled to demand Afrikaans"

A Panorama Bookshop spokesperson said the company had no comment to make on these allegations. The company is in dispute with Mwasa.

Mr Khangale Mkhado of Ntao summed up the feelings of many when he said: "We were not the ones who declared English as one of the so-called official languages. We are using it to facilitate understanding between ourselves and various companies.

"In fact, if it was up to us we would write our letters in Swahili or any other South African language. This thing can only anger the workers."

Officials of the various unions also confirmed that tensions were high among members employed at the affected firms.

"It is a delaying tactic that is being used by management to dodge negotiating with a representative union. Workers are getting impatient," one of them said.

An official at the Department of Manpower in Pietersburg yesterday said there was nothing his department could do about the Afrikaans issue because "the department does not interfere in negotiations between unions and companies."
Saawu in wage deadlock

THE South African Allied Workers' Union and Bergvlei Chicks have deadlocked over wage increases, a Saawu spokesman said yesterday.

Saawu official Mr Shadrack Mkwanazi said the union demanded a minimum wage of R500 a month and an additional increase of 49 cents an hour.

He said the company, a subsidiary of the Premier Group, had offered a monthly increase of R31,54 (lowest category) and R33,84 (highest).

Bergvlei Chicks' managing director, Mr A J Saunders, referred the Sowetan to the Premier Group. By late yesterday, Premier had not responded to our enquiries.
Workers call for national talks

SEVENTY workers at the U-Freight transport company in Stikland went on strike last week after management refused to negotiate with their union on a national level.

U-Freight is associated with the Unity Longhuals, a large transporting company in Johannesburg.

The 70 workers, members of the Transport and General Workers Union, are demanding that wage negotiations take place with all depots countrywide.

A union spokesperson said management insisted to negotiate with individual depots only.

The general manager of U-Freight, Mike Purves, confirmed workers were on strike.

"Negotiations are taking place," he said.
Mwasa disputes retrenchment

THE Media Workers Association of South Africa (Mwasa) declared a dispute on retrenchment procedures with Allied Publishing Company last week.

Mwasa's provisional agreement spelling out retrenchment procedures in detail was rejected by Allied.

The provincial manager of Allied, Mr J A Rayner, confirmed a dispute had been declared, but refused to elaborate.

7/13/91
'Comrade' given second death sentence

GRAHAMSTOWN - A 22-year-old Comrade who was forced to join the organisation and rose to become a "general" has received his second death sentence after he was found guilty of the murder of a police informer.

Vuyan Jacobs, who was told by the Commnites that he would be killed for guarding the homes of policemen unless he joined the organisation, was found guilty of murdering Michael Thozamile Dondoisa on October 24 1985.

He had already been sentenced to death for another murder and received a 17-year prison sentence for a third murder. He also received a ten-year sentence for attempted murder.

Gihadeza Gxeka, 22, who appeared with Jacobs, received his third death sentence.

Mwasak worker held, no charges

AN organiser for the Media Workers Association of South Africa (Mwasak), Mr Joseph Malumbazo, 28, was released from police custody early this week after being held for a day.

Malumbazo, a father of three children, was picked up in Guguletu by kikokonstabels on Monday morning and taken to the Guguletu police station.

He was released on Tuesday without being charged.

He said he was on his way to the bath-rooms in NY 12 with a team of City Aces soccer players, when a police van full of kikokonstabels stopped.

A spokesman for the South African Police, Major Jan Calitz, refused to comment.
Union office burgled

EAST LONDON - Burglars who broke through the asbestos roof of the Construction and Allied Workers Union (Cawu) offices last week are still unknown.

The union's branch chairperson, Mac Kebeni, said the damage was discovered when the office was opened on March 28.

Nothing was removed and the break-in was not reported to the police.

"We think whoever broke in only wanted to steal information," said Kebeni.

ELNEWS

Hex-tex dispute ends

A WAGE dispute at Hex-tex Pty (Ltd), a textile company in Worcester, was averted when 1200 workers agreed to accept wage increases offered by management.

The workers, all members of the Amalgamated Clothing and Textile Workers Union of South Africa, accepted increases of between R20 and R25.

A union official said an agreement on wages and paid holidays on May 1 and June 16 would be signed this week.

None of the workers would now earn less than R100 a week. The previous minimum was R80.

Hextex personnel manager, Mr JM Marx, said the agreement would be signed in the Industrial Council this week.

ELNEWS

ELNEWS
MORE than 70 workers at D J Bosman Transport in Grabouw went on strike this week in support of a dismissed shop steward.
The workers are members of the Transport and General Workers Union.
The shop steward was dismissed last week with no reasons given, said union official David Lewis.
Workers claimed the shop steward was dismissed because he had a long-standing feud with management. The union would meet with the management soon, Lewis said.
The manager, Mr Manie Bosman, said he would not discuss the matter with the Press.
"If there is anything to say, I will do it through my lawyer," he said.
THE SA Police do not act against people because they belong to certain organisations, police have said in response to allegations of police action against members of Cosatu made by the trade union federation.

Nor do the SAP comment on "routine police duties" (such as the visiting of premises, confiscation of property) the SAP Public Relations Division said in a telex to Sapa.

Cosatu listed incidents of state "repression" allegedly perpetrated against members of Cosatu's affiliates during March.

These included detentions, security police raiding of offices and removal of union property and records.

None of the 12 union activists listed by Cosatu as detainees were being held under security legislation, police said.

"We wish to re-affirm previous statements that the SA Police do not act against people because they belong to certain organisations but that any steps we take are aimed at the actions of individuals," the police telex said.

Responding to the arrest at a roadblock for assault and robbery of Cosatu regional secretary, Mr Jacob Mabena and two other National Union of Mineworkers members, the police said "we cannot understand why Cosatu should consider this to be worthy of mention.

"After all, nobody is above the law and assault/robbery are criminal offences."
TGWU members

THE Transport and General Workers Union has pointed out that a story that appeared in the Sowerton on March 29 about more than 90 workers dismissed by an East Rand firm was inaccurate.

The correct version, according to the union's spokesperson, Ms Kaly Forrest, is that seven workers were dismissed on March 21 after allegations of false clocking on that day.

On March 22, about 90 workers went out on strike in sympathy with the seven.

The union and the company, Inter-City, are trying to resolve the dispute.
Police presence fails to dampen spirit

BY AYESHA ALLIE

THE spirit of about 400 members of the South African Railway and Harbour Workers Union (Sarwhu) was not dampened by the presence of police at a commemoration service held last week for six of their colleagues who were shot dead by police in Johannesburg on April 22 last year.

Speakers did not pull punches at the service at Community House, Salt River.

Many policemen were posted in the courtyard, at the main door, in the foyer and inside the hall. More policemen were inside the building.

An organiser of Sarwhu, Mr Suleiman Isacs, was detained after the meeting when police raided the building and confiscated documents.

The service was addressed by a union organiser and workers who discussed working conditions and low wages.

"The death of those comrades was not in vain. It is up to us to continue the fight for justice as long as we are oppressed," a shop steward said.

A spokesperson for the South African Domestic Workers Association (Sadwa) said women were fighting for justice alongside their husbands and brothers.

"Men are not alone in the struggle. We are all oppressed in our own land," she said.

She pointed to the police and said they did not know what it was to be oppressed and to have children suffer because there was not enough money for proper medication.

Singing and toyi-toyi-ing continued throughout the meeting. Some of the attacks on the government left policemen in the hall red-faced.

A minute of silence was observed for those who died in the fight for justice.

Police liaison officer Lieutenant Atie Laubscher said police were present at Community House between 10am to 1pm.

He said it was a routine police investigation and refused to comment on the number of policemen involved.

Asked to comment on the detention of Isacs after the service, he referred SOUTH to the Emergency Regulations.

He would not comment on allegations that documents were confiscated at Community House.

Arson attempt at union office
Anglo-NUM pay gap

Anglo American Corporation and the National Union of Mineworkers (NUM) last week failed to agree on the meaning of the word "pay." Such an agreement is central to implementing the March 17 adjudicated settlement between them over the fate of the 18,000 strikers dismissed last August.

As the FM went to press, Anglo was due to tell the union formally how it interprets the settlement and how, accordingly, it intends implementing it.

Anglo's Gold and Uranium Division spokesman, Michael Spence, says the company is sticking to its view that pay refers to "cash earnings" only, and not the additional benefits, worth around R164 a month, that miners receive in the form of board and lodging and which the union wants included in the deal.

The discrepancy leads to a massive difference in the amount the parties reckon will be paid out in terms of the settlement. Anglo is looking at about R35m, whereas the union's calculation is R60m. Either way, it is the biggest ever compensation for dismissal in South African labour history.

"Coupled with the Sentracem judgment" (Current Affairs March 4), says NUM assistant general secretary Marcel Golding, "this is a major concession by capital that dismissal is not an appropriate response to lawful strikes. The message should be clear to employers — there's a high price to pay for dismissing workers."

Unless the NUM backs down on the pay question, it seems likely that a "neutral umpire," in terms of the settlement, may have to be called in to adjudicate. The wrangle is holding up implementation of the rehiring process.

The settlement entails the reinstatement of 9,500 of the dismissed miners, who will receive at least 10 weeks' pay, and some 18 weeks' pay for about 6,000 workers who are not to be rehired. The rehiring offers will be made to groups of 3,000 gold miners over three, three-month periods, with those rehired last receiving a month's additional payment.

Anglo's coal subsidiary, Amcoal, is to rehire 500 of the 1,600 dismissed coalminers by mid-June. Some 6,000 have effectively been retrenched as a result of rationalisation, but will receive 18 weeks' pay.

Concerning the 2,400 workers not re-employed because of misconduct at Western Deep Levels' Number 3 shaft, only those found to have been unfairly dismissed will qualify for financial benefits agreed upon.

The company regards Clause 8 of the settlement, which requires the parties to formulate a "code of conduct" regulating strike activity and an agreement to deal with individual dismissals, as historic. It will attempt to lay down guidelines for problems of violence and intimidation during strikes, as well as union accountability.
Pick 'n Pay, union reach agreement

EAST LONDON — Agreement has been reached between Pick 'n Pay and the Commercial Catering and Allied Workers' Union of South Africa (Ccastwa) on wage and employment amendments.

A spokesman for the supermarket chain, Mr Frans van der Walt, said in a statement the terms of the agreement, which covered the period from April 1, 1988, to February 28, 1989, included a wage increase and an amendment to the annual employee leave allowance.

"Wages are to be increased by R140 per month for the 11-month duration of the supplementary wage agreement. This is equivalent to R128.33 per month over a 12-month period."

Mr Van der Walt added that four weeks leave would apply from the fourth year of continuous employment, with an additional week of long service recognition leave in the 15th, 20th and 25th year of continuous service.

The union's position on wage increases prior to the settlement was a demand for an increase of R1.05 for hourly paid staff, R47.22 for weekly paid staff and R204.59 for salaried staff.

The company had indicated it would be prepared to grant increases of 62c per hour, R27.69 a week and R120 a month.

— DDR
Crucial congress

COSATU

COSATU this week repeated its intention to "conclude three days of national protest" if the authorities ban its forthcoming special national congress "to discuss the bannings and restrictions" imposed on various anti-government organisations and the union federation itself.

The warning, which does not specify what form the protest might take, accompanies an announcement that the congress, originally set for April 9, will now take place on May 7 and 8. This will allow its affiliates "to undertake the broadest consultations with membership," says Cosatu's Frank Mntjane.

In view of the restrictions on Cosatu's "political" activities, the question is whether government will view the union's special congress as indeed political. Called to "formulate a short- and long-term response to the new conditions facing the labour movement", it will also decide on a national co-ordinated response to the union-bashing Labour Relations Amendment Bill, and decide on Cosatu's response should the Bill become law.

"The dividing line between legitimate union matters and politics is, of course, very fine. According to one labour lawyer, however, 'neither matter would seem to me to fall foul of the restrictions, such a congress seems the appropriate place to discuss these matters in order to seek a mandate'"

"Living Wage" posters and stickers were confiscated, offices were also raided.

The SAP replies, "This office cannot comment on routine police duties (such as the visiting of premises, confiscation of property, etc.) and consequently we are not prepared to make inquiries in this regard."

On another Cosatu allegation, the SAP tells the FM "While we have not checked the alleged arrest of Mr. Jacob Mabena and two NUM members as mentioned, we cannot understand why Cosatu should consider this to be worthy of mention. After all, nobody is above the law, and assault/robbery are criminal offences."

This union regards the Mabena case as one of wrongful arrest and plans to take legal action.

May Day, of course, is a week before the scheduled congress which, in turn, is a day after Workers' Day, the officially sanctioned labour holiday. While Cosatu is not reacting to the latter (factories will be closed anyway), labour-State tension could rise as it plans to hold May Day rallies that day, which falls on a Sunday. Celebrating May 1 may well be a contravention of the restrictions, and the union is not sure it will get permission, which was refused last year.

In other developments, the union has drawn attention to a "chronology of repression" against Cosatu during March. Once again, for example, thousands of fake pamphlets saying, "Cosatu, we don't want to strike," and "Pay us a living wage while on strike" were distributed on the East Rand.

On March 16, the union alleges, security police raided a Cosatu shop stewards' meeting in Grahamstown, detaining all those present. They allegedly spent half the night in an SAP armoured car before being released. Thereafter, four shop stewards were detained, including Joseph Mntli of Numsa and Canon Maasop of Pauw.

The SA Police responded: "As far as can be established according to our present records, none of the persons mentioned and who have allegedly been detained is being held under security legislation. We wish to reaffirm previous statements that the SAP does not act against people because they belong to certain organisations, but that any steps we take are aimed at the actions of individuals."

On March 18, the union alleges, the security branch raided the Vereeniging offices of Cosatu and affiliates and confiscated a range of posters from walls and 12 boxes of stickers calling for opposition to the Labour Relations Amendment Bill. The NUM offices in Welkom were allegedly raided and May Day
Labour Bill demo: Workers arrested

ABOUT 160 workers were arrested at a demonstration against the Labour Relations Amendment Act in Industria, Johannesburg last week.

They appeared in court and were released on R200 bail.

The 160 workers, members of Congress of South African Trade Union (Cosatu) affiliates, were arrested while carrying placards during a lunchtime protest.

The action was part of a Cosatu call for demonstrations against the Labour Relations Bill which aims at drastically curbing the power of progressive trade unions.

Cosatu media officer Mr. Frank Moutjies condemned the arrests as "an undue infringement on our legitimate activities."
... If new law is passed

STRIKE WARNING

...
CHALLENGING VLOK

Cosatu's challenge to the State President's recent Public Safety Act restrictions on trade union "political" activity, is expected to be heard in the Cape Supreme Court in about two months time.

The union federation is challenging the State of Emergency itself, as well as the enabling clause 6(A) of the Act, in terms of which the State President surrenders to the Minister of Law and Order the absolute discretion to restrict any organisation from doing any acts.

Cosatu's lawyers will argue that the emergency regulations are so important that parliament only gave the power to make them to the President. Therefore, delegating that power to the minister is improper and unlawful. Furthermore, no guidelines are laid down for the exercising of that power. Clause 6(A) is being challenged on the basis that the power given to the minister makes so fundamental an inroad into citizens' ordinary rights that it could never have been contemplated by parliament. Thus, it will be contended, they are grossly unreasonable and the President could not have applied his mind properly to them.

The case will also raise specific aspects of the restrictions on Cosatu, like the prohibition on commemorating deaths. What happens, for instance, when Cosatu wishes to mark the deaths of members in a mine blast, which raises questions of mine safety? The regulations also forbid commemoration of important events in the history of an organisation. May Day, for example, is celebrated by certain unlawful political organisations, but is also an important symbol to the trade union movement.
1 850 jobs to go in textile group's reorganisation

By DICK USHER
Labour Reporter

THE Frame Group, the largest textile manufacturer in the southern hemisphere, plans to retrench about 1 850 employees in a reorganisation programme.

The cuts will affect mills in Durban, New Germany, East London and Ladysmith.

Frame employs about 21 000 people.

Group human resources director Mr Peter Richardson said the retrenchments were to forestall the ‘very real possibility of damage to the business’ which could lead to forced closure in certain areas of operation.

COMPENSATION

Formal notice of the retrenchment plan was given to the Amalgamated Clothing and Textile Workers Union yesterday.

Mr Richardson said the programme had been discussed at great length with the union.

All retrenched employees would get compensation but the effective date of the cuts was still being discussed.

The action had to be taken to arrest the group’s spiralling cost base, said Mr Richardson.

“The Frame Group’s return on capital is abysmally low compared with other industries and particularly when compared with competitors in the industry.

“PAINFUL”

“This is a legacy of years of benign neglect in which the group lost its ability to perform efficiently in terms of local and international standards.

“Local competitors have a far better ratio of performance to number of employees, simply because they went through the same painful exercise years ago.

“We have to catch up, particularly if we are going to compete against international opposition.”

The reorganisation is part of a programme started when a new management team took over the running of the group in 1986.
Union to fight 'racism'

Council messengers protest over promotion

Recruits 'in a million' abscond

Fly to Australia from as little as R3 190

South Feature

CAPE TOWN's municipal workers are mounting their union with further claims of 'racist employment practices' in the City Council.

This follows a recent expose in SOUTH of job discrimination in the City Council which revealed that it had spent more than a million rand on recruiting immigrant white staff from Britain - some of whom later absconded.

It also showed that only 150 African workers are employed by the council in a staff complement of 15,000.

According to officials of the South African Municipal Workers Union (Samwu), the council's messengers met again last week to discuss their grievances.

This follows an earlier petition in which they claimed they had been overlooked for promotion to posts which were later filled by whites.

Union officials said the latest reports from workers rebutted the assertions of the Town Clerk, Dr. Stanley Evans, that it was fair to all workers.

Evans said in a previous statement the council resisted "any form of racial discrimination."

He said all appointments were based primarily on merit and that there was equal pay regardless of sex or race.

Union officials said, however, the reports that emerged indicated that council workers were "far from happy."

The workers have now written the union to take up the matter in a "serious way."

"Racism will no longer be tackled as an isolated issue but as part of a national problem."

"If this causes tension with the City Council, then just too bad. But we cannot tolerate racism and discrimination in any form any longer," he said.

The union officials said the stand taken by the messengers was "fully in line with the policy of the union."

"The union is opposed to all forms of discrimination on grounds of colour, race or sex. The union's view is that the municipal sector has been a victim of the whole apartheid structure in South Africa as well as apartheid practices."

They said the workers' demands that appointments be made on a nonracial basis and they were not prepared to recognise "racial divisions."

They said the council's implementation of the laws passed by the Government was reflected in its employment structure which was based on discrimination."

They said the council had never recruited black immigrants.

"Council often rushes to point out that blacks do not have the qualifications or experience."

"The answer to that is that they have never been allowed to get the qualifications or the experience because of the practices of the City Council and other employers," officials said.

They said the chances of qualified blacks getting jobs are remote.

"In addition, look at the council's grading schedule and salary scale. Why does it always benefit those who are at the top who all happen to be white? Why do council's lowest paid workers, who happen to be black, have to beg and fight for a living wage?"
Metal unions’ target: colour-blind pay

UNIONS representing the majority of organised black workers in the metal industry say they are fighting to end racial discrimination in salaries during this year’s wage talks.

Brian Frederikse, chairman of the South African Council of the International Metalworkers’ Federation (IMF), said this week that anomalies existed in wage rates for different grades of workers in the industry and these discriminated against the mainly black unskilled workforce.

The IMF is representing three affiliates of the National Council of Trade Unions (Nactu) and the National Union of Metalworkers of South Africa (Numsa), an affiliate of the Congress of South African Trade Unions (Cosatu).

The unions have for the first time tabled joint demands during their annual wage talks with the Steel and Engineering Industries Federation of South Africa (Seifsa). The move marks an unprecedented alliance between members of the rival union federations.

"The anomalies in wages have arisen because, historically, Seifsa has negotiated wage increases with mainly white unions, that are primarily concerned with the interests of their members, and then extended these to unskilled workers who are mostly black," said Frederikse.

Seifsa director Brian Angus agreed that anomalies in the system of wage rates existed and said an in-principle agreement had been reached with the unions to investigate ways of eliminating these.

He also acknowledged that most workers at the lower end of the skills categories were black but denied any racial discrimination in the wage system. "Each rate is for the job done and this is paid irrespective of race."

He rejected the IMF unions’ argument that increases had been unilaterally imposed on black workers in the past and said the Nactu affiliates had been party to last year’s agreement.

The other major issue likely to arise at the next round of talks, due to take place on May 10, is the IMF unions’ demand that Seifsa sign an agreement that will bypass provisions of the Labour Relations Amendment Bill that are designed to contain the strength of militant unions.

Frederikse said Seifsa was expected to reply in writing by the end of the week to complaints about the Bill that had been drawn up by IMF unions.
ANC funeral is restricted

Police have imposed restrictions on the funeral of an African National Congress insurgent, Mr. Yussuf Baxa, who was killed in a shoot-out with the South African Defence Force on March 25.

Mr. Baxa (23) is due to be buried in Khatshweng near Germiston tomorrow.

The East Rand Divisional Commissioner, Brigadier J.P. Olivier, ordered that the funeral take place between 7 am and 10 am and the ceremony must be conducted indoors.

He also ordered that political speeches and the singing of political songs by mourners were prohibited, the coffin was to be transported to the ceremony by vehicle on the shortest route to the Roman Catholic church from where the funeral is to be held, not more than 200 mourners may attend and no flags, pamphlets or posters should be displayed.

Brigadier Olivier said the funeral should be conducted by an ordained minister and the procession is to move by car from Mr. Baxa’s house at 8 Creda Section to the church in Nthapal Section. No photographs or videos will be permitted.

Mr. Baxa was killed near Thabazimbi with two other insurgents.

'Right-wing' head is backed

Staff Reporter

Parents at Pretoria's Hoërskool H F Verwoerd — whose headmaster is facing a disciplinary hearing — decided last week to consider taking legal action against the Transvaal Education Department (TED).

About 300 parents and teachers attended a protest meeting at the school in support of the headmaster, Mr. Johan van Niekerk. He appeared at a disciplinary hearing in the Pretoria Magistrate's Court this week on charges arising from a speech given by a former church minister to a Standard Nine youth-preparedness class last year.

Speakers at the meeting, claimed Mr. van Niekerk was being used by the education department to show what would happen to anyone who allowed 'right-wing politics in schools'.

Several parents told how their children were asked questions by TED inspectors about their parents' political views after the "right-wing" lecture by the Reverend S. G. Cruywagen to a class in the presence of Mr. van Niekerk.

Samcor strike enters 8th day

By Claire Robertson, Pretoria Bureau

About 3,000 workers at the Samcor motor plant are on strike for the eighth day today as their union leader arrived in Pretoria in response to their request for "an explanation" of a deal struck over the distribution of share dividends.

A Samcor spokesman confirmed that workers were again on strike today, but refused to comment further on production at the plant and at a standstill.

Mr. Fred Sauls, general secretary of the National Union of Metalworkers (Numsa), travelled to Pretoria from union headquarters in Port Elizabeth yesterday in an attempt to defuse the strike. He is expected to meet workers today.

The strike centres on the apparent dissatisfaction of workers over an agreement signed by Numsa last week in which the dividends from shares bequeathed to the workers by the disinvesting Ford Motor Company last year would be channelled into a community development trust.

Numsa rejected having the shares go to the workers as this would weaken the union.

Workers at Chrysler Park said yesterday they had told union officials to send Mr. Sauls a telephone request to "explain the agreement he signed with management without our knowledge".

Numsa officials insist that they signed the agreement with the support of members.
Workers vow to fight bans

THE 31 000-strong Construction and Allied Workers' Union resolved at its national congress in Bloemfontein to fight against restrictions imposed on 17 political organisations, including the Congress of South African Trade Unions, writes SY MAKARINGE.

The four-day congress, held at Molemela Hotel in Mangaung, Bloemfontein, was attended by about 150 delegates from throughout the country. It was addressed by Mr Elijah Barayi, president of Cosatu and Mr James Motlati, president of the National Union of Mineworkers (NUM).

The union also resolved to adopt the Freedom Charter as its guiding document.

Other resolutions taken at the congress are:

- To fight against the Labour Relations Amendment Bill; and
- To revive Cosatu's "living wage campaign."

Mr David Ngcobo, who was re-elected president of the union, told the meeting that construction workers have come of age. He said they would "seize the time" to strongly fight employers in the construction industry.

Other executive members elected at the congress are Mr Simon Majola (first vice-president), Mr Mululeki Mali (second vice-president), Mr Lawrence Maduna (general secretary), Mr Desmond Mahasha (assistant general secretary), Mr Fred Gona (treasurer), Mr Tshinyalane Muloande (national organiser) and Mr Dumisani Ntuli (education officer).
Workers appoint 'observers'

THE more than 3000 Samcor employees yesterday appointed some of their colleagues to act as "workers' observers" at a meeting between the National Union of Metal Workers of South Africa and management.

Sources close to the workers also told the Sowetan that workers were considering seeking legal advice in connection with a deal involving the 24 percent shares which the Ford Motor company left for the workers when it quit South Africa that year Numsa recently agreed that the shares be transferred to a community development trust.

Workers are on the other hand, demanding that their shares be given directly to them — a move which Numsa said would "divert workers' attention away from their militant but justifiable and legitimate demands."

At the Samcor plant yesterday, workers were seen milling around the premises. Shortly before those representing them went into a meeting, some of the observers appointed by the strikers addressed the workers who had gathered inside the company premises.

"Workers have told a Numsa official, who had come to address them, to go ahead with his meeting with company officials. They have refused him an opportunity to address them saying they would rather have some of the affected employees acting on their behalf at the meeting," a source said.

A spokesman for Numsa would not release details of the strike yesterday. He said his office was still awaiting a report from field workers.
A year after the bloody rail strike, 18 on trial for murder

A day after railway union members held a commemorative service to seven workers who died during last year’s bitter conflict, eight remaining rail workers will appear in court on charges of murder.

In the latest in a series of court cases arising from the bloody events of last year’s three-month-long railway strike, 18 members of the South African Railways and Harbours Workers Union (Sarhwa) will appear on Monday on charges of murder and murder in the Johannesburg Supreme Court.

The case will mark the third court appearance of the 18. Earlier bail applications were refused, and all the accused have spent almost a year in detention.

According to the indictment, the 18 are accused of kidnapping, extortion, robbery, murder, attempted murder and intimidation.

The state alleges that between March 13 and April 28, 1987, they "cooperated and assisted in a common purpose to encourage and or incite and/or intimidate" the strikers to join the strike and withhold their services to the South African Transport Services (Sas)

It is alleged that such a meeting took place at Const coconut House — the building where the strikers had offices of representatives of the Congress of South African Trade Unions (Csatu).

The accused are charged with the abduction and murder of Wilmot Jonas, pretending to be a member of the Sas management.

The trial is set to begin on Monday, August 21, 1988.

The accused are: Matshepo Mafua, Kat John Sekopela, Mulelebo Motsepatlhe and Jerry Rudolph Goodman. They are further charged with the abduction and assault of Wilmot Jonas.

In addition, they are charged with the attempted murder of Wilmot Jonas.

Four workers were convicted of murder and sentenced to life in prison.

The trial is expected to last three months.

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Cosatu women's congress

THE Congress of South African Trade Unions will hold a women's congress at Nasrec, Johannesburg, from today until Sunday.

The congress, which is a sequel to the education conference held in September last year will focus on four themes: women at work, women in the unions, women in the community, and women and health safety.

Cosatu's information officer, Mr. Frank Mentišes, said about 250 delegates, mostly women from all Cosatu affiliates and regions, are expected.

Oppression

He said the congress would also discuss the nature of women's oppression in broader society and within organisations, plan actions to tackle specific issues facing women and provide an impetus for the creation of women's structures.

He said the first congress call for the establishment of a national committee to co-ordinate action to educate members and promote leadership of women had not been implemented.
Trade unionist is fined R500

A MEMBER of the South African Textile and Allied Workers Union, Mrs Eva Thobatsi, was yesterday fined R500 or six months imprisonment in the Johannesburg Magistrate's Court when found guilty of assault with intent to do grievous bodily harm.

The magistrate, Mr A G A du Trott, gave her an additional 12 months suspended for five years. She was acquitted on a charge of intimidation.

Her co-accused, Mrs Elizabeth Mdaweni, was acquitted on both charges. They are both 24 and of Naledi, Soweto, and former employees of Skipper International company in Johannesburg.

The State had alleged they assaulted and intimidated Mrs Caroline Ndlovu during a strike at their place of employment on September 29 last year.
1 000 oil workers vote to strike

WORKERS at the biggest oil refineries in South Africa have voted to go on strike if their demands for a wage increase are not met.

The Chemical Workers' Industrial Union (CWIU) announced yesterday that more than 1 000 workers at the Sapref and Mobil refineries in Durban voted during ballots held this week to go on strike if deadlocked wage talks at the plants are not resolved.

CWIU information officer Pat Horn said the union had asked for mediation in a bid to resolve the dispute at Mobil and that a conciliation board will meet next week to consider the deadlock at Sapref.

The union is also conducting a strike ballot at the Shell distribution depot in Durban, which employs 100 workers, and is expecting a result today. The union has applied for a conciliation board to hear the dispute.

The union has said it will coordinate any action taken by its members at the three plants. The ballot results thus open the way for a joint legal strike that could close down the bulk of South Africa's petroleum industry.

The Sapref refinery, jointly owned by Shell and British Petroleum, is the largest in Africa and the Mobil refinery is the second largest in South Africa. The only other refineries in the country are the Caltex plant in Cape Town and Saso's Natref plant in Sasolburg.

Horn said the union would only resort to strike action if mediation and the conciliation boards failed to break the deadlock, which arises out of a demand by the workers for a wage hike of R180 a month across-the-board or 16 percent. Management's last offer at the three plants was an average offer of about 14 percent.
a market

and Industries (BTI) and the Industrial Development Corporation (IDC)

But the DoF is stalling. Director General Chris Stals notes the jewellery ad valorem issue was not mentioned in the Budget and that rests with his department. He refuses to be drawn on when changes will come.

"The White Paper on the Margo Commission (WP) stated ad valorem tax remains a valuable source of revenue and must be gradually phased out. We are studying the implications of the WP, but there is no special focus on the jewellery industry," he says.

On Tuesday, Reserve Bank Governor Gerhard de Kock supported the idea of a larger local industry, noting "considerable value could be added to South African gold sales if part of the gold were converted into jewellery as well as alloys and sheets."

Politicians, too, see the need for speeding up implementation of the Cabinet recommendation. The Third Report of the Standing Select Committee on Finance, dated 25 March, 1988, stated, "Beneficiation processes for new materials to obtain the benefit of a larger added value for local industries should receive specific and urgent attention."

"In this regard, reference is especially made to the jewellery industry and it is recommended that the results of the inquiry into the industry be made public and that urgent steps be taken to bring relief.

To date, details of the inquiry have not been made public. BTI Chairman Lawrence McCrystal says the matter rests with Stals, while an Economic Affairs and Technology spokesman maintains the Department of Trade and Industry cannot comment "until the DoF makes its official views public."

JCSA executive director Tim Davidson estimates the total annual ad valorem revenue in SA amounts to R350m, a fraction of annual budgetary requirements. By scraping the tax on jewellery - a fraction of a fraction - the massive growth potential of the industry could be released.

"The rationale for this tax is different from that imposed elsewhere. Most ad valorem tax is on imported luxuries, but here it was imposed on a locally produced 'luxury' by the late Finance Minister Nico Diederichs. The local industry is penalised and the whole economy suffers," says Davidson.

### DISINVESTMENT

**Union specific**

The disinvestment from SA of Sterling Drug has run into problems with the intervention of the Chemical Workers' Industrial Union (CWIU).

Just as the US-owned company was negotiating with would-be local buyers, the CWIU suddenly demanded the right to vet any potential deal. It doesn't want Sterling to sell its assets either to management or another company without its approval. Further, it warns it will consider strike action if ignored.

Sterling Drug of the US confirmed its divestment plans to the FM this month, following its acquisition by Kodak, which took flight from SA last year.

Several companies have their eye on Sterling's modern plant at Mopani, near Durban, and its range of well-known products like Panado, Beserol and Andrew's Liver Salts.

CWIU general secretary Rod Crompton says in the event of a sale to a local company, the union will demand full details including company valuation, purchase price, franchise and technology transfer arrangements. It will also demand regular disclosure of profits and guaranteed conditions of employment.

"If disinvestment is supposed to help workers, it shouldn't simply be 'corporate camouflage' and allow the company to go on as before with local management," he says.

Among local companies negotiating with Sterling are South African Drugstuffs and Twins Pharmaceuticals. It is unclear whether licences to manufacture all Sterling's products will be passed on, although one prospective buyer says "We wouldn't be negotiating unless something was up for sale."

Companies have mixed views on the Cosatu-affiliated CWIU's intervention. Twins Pharmaceutical MD Abe Kroksays "If we negotiate with Sterling, I don't see why we should also be obliged to talk to the union."

But he adds, "I can understand their concern for jobs, so I can say we wouldn't retrench anyone as we need the capacity of the plant."

Another potential buyer says "Any pur-
chaser would be imprudent if he didn't consider the labour relations implications of such a purchase.

Kodak, which controls Sterling, has made no attempt to spell out its intentions and hasn't replied to union demands for a meeting. Crompton says there is growing frustration with the American company.

"Kodak claims to have an open door policy when it comes to employee relations. But the door is so open that when you knock, there's no answer."
EL trade union offices broken into

EAST LONDON — Intruders broke into the North End offices of the South African Railway and Harbour Workers' Union on Wednesday night and destroyed union documents, a spokesman said yesterday.

The union's regional organiser, Mr Derick Smoko, said that when union employees arrived at work yesterday morning they found three windows panes broken and one window open.

The ashes of documents were found in the dustbin, drawers had been opened and membership application forms were scattered around the room.

A book recording union membership, as well as a telephone and several copies of the Government Gazette, had been stolen, he said.

Mr Smoko said the incident had been brought to the attention of the police — DDR.
THE Amalgamated Clothing and Textile Workers Union of SA (Actwusa) has rejected the Frame groups decision to retrench 1,650 workers as "fraudulent".

Shop stewards rejected the retrenchments at a national council on Saturday and resolved to oppose the plan vigorously.

The 1,650 workers to be retrenched represent about 9% of the Frame group's 21,000 strong workforce.

The group's human resources director Peter Richardson was reported as saying last week the retrenchments arose from a legacy of benign neglect in which the group had lost the ability to perform efficiently.

Actwusa general secretary John Copelyn said yesterday the problem was not that Frame was not making profits but rather they were not making sufficient profits.

"It is not a matter of life or death for Frame," he said. "It is a matter of them being jealous of the position of the other manufacturers in the industry."

"We do not believe the prestige which the group is trying to elicit is a sufficient reason to justify this kind of suffering."

"The jobs of these workers are going to have to be done by the remaining workers."

Copelyn said in the absence of an agreement between them, Frame had threatened to conduct the retrenchments without the union.

"That will be Frame's biggest mistake," he said. "They do not realise the anger and bitterness which is boiling up inside of people."
Wildcat strike over payout of Samcor's dividends ends

Wytsho Bureau

About 3,000 Samcor workers returned to work today after a week-long wildcat strike involving a dispute over the distribution of dividends from shares in the company.

The workers had demanded a guaranteed payout of dividends after their union, the National Union of Metalworkers (Numsa), negotiated a deal whereby the dividends would not go to the workers but to a community development trust controlled by them.

The shares involved are the 24 percent of Samcor holdings given the workforce by the Ford Motor Company when it pulled out of South Africa last year.

Numsa rejected a direct share-participation scheme as an attempt to weaken the union.

A spokesman for Samcor would confirm only that the strike was over.

A spokesman for Numsa said the union was preparing a statement on the reasons for the ending of the strike.

It is believed that Mr Fred Sauls flew from Port Elizabeth at the weekend for talks in Pretoria.
1600 may lose jobs

THE Commercial Catering and Allied Workers' Union of South Africa said that about 1600 workers faced retrenchment from Checkers stores because of "unsatisfactory profit margins."

The union said in a statement to Sapa on Friday it was told this by Checkers' management during the course of negotiations over shop floor conditions which are currently in progress.

As a response to this, the union handed petitions signed by thousands of Checkers workers throughout the country objecting to the retrenchment threats to management.

Security

"As an alternative to retrenchment the union tabled a package proposal interlinking a number of areas which would ensure job security for all Checkers workers."

"In response the company stated they are prepared to withdraw their retrenchment programme on condition that it receives concrete proposals of measurable action that the union will take on four areas.

- Shrinkage, customer service, unconstitutional work stoppages and staff transfers," the union statement said.

The union said it was considering the company's proposals and it will hold a meeting of all shop stewards at Checkers' branches on April 27—Sapa.
The Chemical Workers' Industrial Union (CWIU) has voted in favour of taking strike action in support of the union's demands over wage disputes at the Mobil Refining Company, Shell, BP South Africa Petroleum Refineries and Shell Oil SA in Durban, the union said in a statement.

At Mobil, the parties have agreed in principle to try and resolve the dispute through mediation while awaiting the appointment of a conciliation board. Should no resolution be achieved in this way, workers will meet again to consider their next step in terms of the strike ballot.

At SAPREF a conciliation board meeting is scheduled for April 27, where the parties will attempt to resolve the dispute. If they fail, workers will meet again to consider their next step.

At Shell, the union is awaiting the appointment of a conciliation board, but in the meantime the parties have met in an attempt to resolve the dispute, and will be meeting again during the next two weeks. At that meeting the union is expecting another offer from the company, and members are prepared to await the outcome of negotiations at that meeting before making any further plans.

The CWIU sees the results of the strike ballot as a mandate from its members in the petroleum sector that they are prepared to struggle for their demands for better wages, the union's statement said. — Sapa.
THE trial in which 18 members of the South African Railways and Harbours Union face charges of murder, robbery, abduction and assault starts today in the Rand Supreme Court.

The State alleges that on April 28 last year, they kidnapped Mr Katl John Sebopele from his workplace in Braamfontein to Cosatu House where they held him before taking him to a place where they killed him.

It is further alleged that they kidnapped Mr Vhulani Joseph Mulaudzi from his workplace in Newclare and took him to Cosatu House where he was also held in custody before being taken to a spot where he was killed.

They also allegedly kidnapped Mr Mulatelo Peter Moremane from his workplace in Braamfontein and took him to Cosatu House, held him in captivity and later killed him.

The men also allegedly kidnapped Mr Jerry Kudlow-Goodman while he was in transit from Miamlankunu, Soweto, to Johannesburg.

The accused are Mr Bongani Sibusi (33), Mr Wilson Mshali (33), Mr David Dzezhe (30), Mr Jacob Thapelo Machinga (33), Mr Patnek Molefe (27), Mr Phineas Nthuthunguwalanga (25), Mr Takaleng David Mamphaga (35), Mr Mafumane William Rhikotso (33), Mr George Maugedza (36), Mr Daniel Khathuliwe Mkalolo (26), Mr Freddie Motsho (30), Mr Isaac Magerou (30), Mr Jacob Mmaloa (33), Mr Wilson Mushamenhamo (33), Mr Johnson Mogesho (36), Mr Johannes Joa Ngebo (24), Mr Simon Molomoni and Mr Michael Kapeng...
Anglo 'rounded up, teargassed' strikers

Own Correspondent

JOHANNESBURG. — A miner described on Friday how a group of black miners were rounded up with armoured vehicles, teargassed, shot at with rubber bullets and driven to work at gunpoint by Anglo American's Western Deep Levels security personnel during last year's strike.

Mr Ben Felanto, described as a respected member of the National Union of Mine Workers (NUM), was testifying before Mr Jules Browdie, SC, in an inquisitorial proceeding regarding the dismissal of 2,600 workers last August.

Mr Felanto, who was vice-chairman of the shaft committee at the time of the strike, told the court he was hit with the butt of a gun, kept for a night under arrest and later taken to the Carletonville police station, where he was detained for a week without trial.

The case has been postponed until a date to be decided.
Retrenchment of 1,600

JOHANNESBURG. — The Checkers group has told the Commercial Catering and Allied Workers' Union that it is considering retrenching 1,600 workers, a union spokesman said at the weekend. Checkers management has said it was necessary because the company profit margins were unsatisfactory.
Textile union to oppose proposed retrenchments

DURBAN. — The Amalgamated Clothing and Textile Workers' Union has decided to oppose the Frame Group's decision to retrench 1,850 workers.

A special national council meeting of the union was called at the weekend after Frame's human resources director, Mr Peter Richardson, said last week that unless the company took action by cutting staff to arrest a spiralling cost base, there was a "real prospect of structural damage being done to the business", which could lead to "forced closure in certain areas of operation".

The union's general secretary, Mr John Copelyn, said it wasn't that Frame was not making a profit but that it was not making enough profit.

"The jobs of these workers are going to have to be done by the remaining workers," Mr Copelyn said.

It was a typical case of tightening the screws on workers who were already over-exploited.

Mr Copelyn said that in the absence of an agreement between them Frame threatened to conduct the retrenchments without the union.

The Frame Group's industrial relations manager, Mr Keith Robson, said the company was disappointed with the union's statement. — Sapa.
Murder trial of 18 unionists adjourned

Daily Dispatch Correspondent

JOHANNESBURG — The trial of 18 South African Railways and Harbours Union (Sarbhu) members charged with the murder of four co-workers during the Sats strike last year began in the Rand Supreme Court yesterday, with defence counsel applying for further particulars of the allegations against their clients.

It was argued before Mr Justice T T Spoeistra that the allegations were vague and embarrassing and that further particulars were necessary for the 18 to answer the case.

The state, which alleges that the 18 acted in common purpose, opposed the application.

All 18 have been charged with five counts of kidnapping, four of murder, one of attempted murder, two of robbery with aggravating circumstances, two of assault with intent to do grievous bodily harm and intimidation.

It is alleged that they kidnapped five co-workers who had not joined the strike — Vhulani Joseph Mulaudzi, Katu John Sebepelo, Mulalojo Petrus Moremane, Albert Phuluwaf and Jerry Rudolph Good-

man — on April 28 last year and took them to Cosatu House.

There, according to the allegations, they were assaulted and robbed before being driven from Cosatu House.

It is alleged that four of the kidnapped workers, Mulaudzi, Sebepelo, Moremane, and Goodman, were stabbed, and had a 31 kg rock dropped on them before being doused with petrol and set alight.

Phuluwa managed to escape.

Among the 18 accused is the Sarbhu regional secretary for the Transvaal, Johannes Joja Ngcobo.


Mr Justice Spoeistra reserved judgment on the application, for further particulars, until today.
Retrenchment decision rejected as fraudulent

Daily Dispatch Correspondent

DURBAN — The Amalgamated Clothing and Textile Workers Union of South Africa (ACTWUSA) has slammed the Frame Group’s decision to retrench 1,850 workers as “fraudulent.”

Shop stewards rejected the retrenchments at a national council meeting at the weekend and resolved to oppose the plan

The workers to be retrenched represent about nine per cent of the Frame’s 21,000-strong workforce.

The group’s human resources director, Mr Peter Richardson, was reported as saying that the need for the retrenchments arose from a legacy of benign neglect in which the group had lost the ability to perform efficiently.

However, ACTWUSA’s General Secretary, Mr John Copelyn, said the problem was not that Frame was not making profits but rather that they were not making sufficient profits.

“It is not a matter of life or death for Frame. It is a matter of them being jealous of the position of other manufacturers.”

“It is a typical case of tightening the screws on workers who are already overexploited.”

Mr Copelyn said that Frame had threatened to conduct the retrenchments without notifying the union.

“That will be Frame’s biggest mistake,” he said. “They do not realise the anger and bitterness which is boiling up.”
Govt controls give common ground

Unions back employers in opposing Bill

SPOKESMEN for SA's two largest trade union federations have said recent government threats of wage and price controls highlighted a limited area of common interest between employers and organised labour.

Nactu general secretary Phineas Cunay warned that any direct or indirect attempt to impose these controls would create an alliance between capital and labour - a development State President PW Botha may live to regret.

He said the timing of this development was particularly unfortunate, as after ten years employers had begun to develop a realistic approach to wage negotiations.

Merger of interests

Cosatu spokesman Frank McIntjes believed talk of an alliance was overstating the position.

But threats of controls had produced a limited merger of interests.

"Conflict between business and labour will continue to exist. "But we should both work to isolate government on this issue," he said.

He added government did not realise how sensitive an issue wages were, and that the deterioration of economic conditions in townships could cause heightened political tensions.

He described the draft Control of Harmful Business Practices Bill as a direct attack on business, which now had to decide whether it was prepared to be bullied by government.

Such policies were contrary to employer interests and it was time for them to take a stand.

Blacks are victims

In the event of a wage freeze, it would be employers who would have to face the consequences of worker anger on the shopfloor, he added.

He said it appeared some employers had realised the seriousness of the situation.

"Black workers are historically victims of a system of cheap labour. "This still applies to all sectors but is most crudely evident in the mining, construction, domestic, agricultural service and public sectors. "They will certainly not accept any notion of a wage freeze," said McIntjes.
STRIKE OVER

THE strike at a Pretoria-based motor manufacturer is over. A Samcor spokesman said that all 3,000 striking workers returned to work yesterday morning.

He declined, however, to give any details of the settlement reached with the National Union of Metalworkers of South Africa. The union was not available for comment.

The strike began on Friday, April 15 over what was to happen with dividends paid on the 24 percent of Samcor owned by the workforce. The production line at the plant came to a complete halt for a week. The strike is said to have cost the company millions of rands. — Sapa.
Cosatu reject wage freeze plan

THE Congress of South African Trade Unions rejected the 'State President, Mr P W Botha's plan to impose a general wage freeze, Cosatu said yesterday.

It was alarmed that Mr Botha intended to enforce a wage freeze in the private sector, a statement from Mr Frank Mentjes, Cosatu's information officer, said.

Government attempts to bully employers demonstrated that Mr Botha was prepared to bulldoze those who stood in the way of his solutions.

"Employers will have to decide whether they will be brow-beaten or use their clout to oppose the wage freeze."

"For it is they who will have to deal with consequences on the shopfloor."

"Employers must realise if a wage freeze were implemented, the exercise of labour relations could easily become meaningless."

"Because recognition agreement will be worth little if unions are unable to negotiate on wages, by far the most pressing issue facing our members," the statement added.
THE Amalgamated Clothing and Textile Workers' Union of SA has rejected the Frame group's decision to retrench 1,850 workers.

Shop stewards rejected the retrenchments at a special national council meeting at the weekend and resolved to oppose the plan.

Last week, Frame's human resources director, Mr Peter Richardson, said unless the company took action by cutting staff to arrest a spiralling cost base, there was a "very real prospect of structural damage being done to the business and this could lead to forced closure in certain areas of operation."

The union's general secretary, Mr John Copelyn, said the problem was not that Frame was not making profits but rather that it was not making enough profits.

Mr Copelyn said it was not a matter of life or death, but a matter of Frame's being jealous of the position of the other manufacturers in the industry. — Sapa.
Charges against union 18 vague, defence

THE State needs to substantiate allegations made against 18 members of the South African Railways and Harbours Workers Union who are charged with murder, robbery, abduction and assault, the Rand Supreme Court heard yesterday.

Counsel for the defence, Mr E. Dane, argued before Justice R. Spoelstra sitting with two assessors that the preamble to the indictment as provided by the State was prejudiced and vague.

"He said the indictment did not say when and where the accused joined the common purpose of inciting and encouraging others to intimidate non-strikers by having them kidnapped.

He said if the State was unable to provide the exact dates on which the alleged crimes were committed then the State should not make the allegations."

The accused are Mr Bongiwe Sisili (33), Mr Wilson Mshali (30), Mr David Zizebe (30), Mr Jacob Machaka (33), Mr Patrick Molefe (28), Mr Phineas Netshitungulwani (25), Mr Takalam Maphaga (35), Mr William Rikhotso (33), Mr George Mangedza (36), Mr Daniel Mkholokhetho (26), Mr Freddie Mokhisi (30), Mr Isaac Mogorosi (30), Mr Jacob Mmatlha (33), Mr Wilson Moshamsho (33), Mr Johnson Mokoetsi (36), Mr Johannes Ngcobo (24), Mr Simon Molamoni and Mr Michael Dikang. The hearing continues today.
1600 Checkers workers face axe

Staff Reporter

ABOUT 1,600 Checkers workers face being axed from their jobs following a company admission that it was achieving "unsatisfactory profit margins".

This was announced in a statement released at the weekend by the Commercial, Catering and Allied Workers' Union of SA (Ccwusa). The union said the company was considering the retrenchment of the workers.

Thousands of employees had signed petitions protesting against the proposed retrenchments, the union said. Ccwusa said it had tabled a package proposal that would ensure job security for all Checkers workers.

In response, the company stated that it was prepared to withdraw the retrenchment programme if it received concrete proposals that the union would take "measurable action" in the areas of shrinkage, customer service, unconstitutional work stoppages and staff transfers.

The union said it was considering the company's proposals, and all Checkers shop stewards would meet to discuss the proposals on April 27.
Strikers are back but will fight on

Own Correspondent

JOHANNESBURG — Workers at Samcor's Pretoria plant returned to work yesterday after an eightday strike, but their rebellion against the union-supported company share scheme is not over.

The head of the National Union of Metalworkers of SA motor section, Mr Fred Sauls, said yesterday, after a visit to the plant, that it appeared some workers wanted their share of company assets (estimated by them at R40 000 each) liquidated and paid over to them.

Others wanted the dividends from their holdings paid over to them personally rather than into a trust fund to be used for community development projects.

Mr Sauls warned that unless the issues were satisfactorily resolved they could threaten the future of Samcor.

In terms of the deal agreed between Anglo, Samcor, Ford and the union, 24% of Samcor equity is to be held by an employee trust.

Ford's continued relationship with Samcor — which includes a licensing arrangement in terms of which Samcor continues to build Ford products — hinged on the agreement.

Another key part of the deal was a $61-million (about R170m converted in financial rands) cash injection to wipe out Samcor debts and transform it into a profitable concern. The money has already been paid over.

Mr Sauls said most workers did not participate in discussions while he was there and it was hence unclear how the silent majority felt Numsa leadership would have to take decisions on the situation this week.

He believed workers demanding the liquidation of their share of the assets — assuming this could be done at all — did not understand this may mean the closure of the company.

Mr Sauls said the rumblings originated in Port Elizabeth earlier this year, and then spread to Pretoria. A group of Samcor employees in PE had threatened legal action if their demands were not met. It was unclear against whom such action would be directed.

He said the union had received a mandate from Samcor members at mass meetings to sign the agreement last November. This had been preceded by a number of meetings and seminars where details of the deal were explained.

"We thought we had a good agreement. However, if the members wish to withdraw or alter their mandate we will go along with them," he said.

Samcor chairman Mr Leslie Boyd declined to comment.
400 down tools in one-hour protest

MORE than 300 workers at the Airflex Purchasing Corporation, a furniture factory in Epping, staged a one-hour protest last week because of management's refusal to recognise their union.

The workers, all members of the Paper Wood and Allied Workers Union, are demanding that their union be recognised and that management stop forcing workers to join the National Union of Furniture and Allied Workers of South Africa (Nafasa).
Union murder case application

SUE RUSSELL

THE trial of 18 South African Railways and Harbour Workers Union (Sarhhu) members charged with the murder of four co-workers during the Sats strike last year began in the Rand Supreme Court yesterday with defence counsel applying for further particulars of the allegations.

It was argued before Mr Justice T T Spoelstra that the allegations were vague and further particulars were necessary. The State opposed the application.

The accused are charged with five counts of kidnapping, four of murder, one of attempted murder, two of robbery with aggravating circumstances, two of assault with intent to do grievous bodily harm and intimidation.

It is alleged they kidnapped Vhulani Joseph Mulaudzi, Kati John Sebepelo, Mulalelo Petrus Moremane, Albert Phuluwa and Jerry Rudolph Goodman on April 28, took them to Cosatu House, where they were assaulted and robbed, and that four were later murdered.

The accused include Sarhhu Transvaal regional secretary Johannes Joja Ncobo, Bongisile Shisela, Wilson Matsindi, David Dzeve, Jacob Thapelo Machaka, Patrick Molefe, Phineas Netshpirituguane, Takalani David Maphanga, Mafamane William Rukhotso, George Manyedzo, Daniel Candidzwe Mkhokotho, Freddie Mothisi, Isaac Mogorosi, Jacob Mmatla, Wilson Mushaishano, Johnson Mogesi, Simon Mulomoni and Michael Ikaneng. Judgment on the application was reserved until today.
Wage rise for the paper men

A new wage agreement giving, Transvaal employees in the newspaper distribution industry, a minimum wage of R600 a month has been reached between Allied Publishing and the Commercial, Catering and Allied Workers' Union, an Allied spokesman said yesterday.

The managing director of Allied, Mr. J.C. Mould, said in a statement that as part of the settlement, employees will receive an across-the-board increase of 17 percent.

A similar agreement was signed last week with the United Workers' Union, Sapa.
Settlement in Queenstown dispute

EAST LONDON — Settlement has been reached in the dispute between a Queenstown company, Baldwin's Steel, and the National Union of Metalworkers of South Africa (Numsa), a union spokesman said yesterday.

The regional secretary of Numsa, Mr Viwe Gxarisa, said 24 employees who were dismissed on March 9 and 10, would be reinstated as a result of the agreement.

The workers had refused to work overtime after the company would not negotiate with them on their demands of a R4.50 per hour wage and a means of transport after work, he said.

A spokesman for the holding company that negotiated on behalf of Baldwin's Steel Company, Mr Neville Jordan, was not available for comment yesterday.

Mr Gxarisa said the reinstatements would not entail any monetary compensation and would be in effect from May 2. The replacement workforce would be given notice to shorten their contract of employment from June 17 to June 1, while 25 would be employed at the company permanently.

The rest of the workforce would be given first preference if the company were to employ additional labour, he said.

"The reduction of working hours as well as an overtime ban is one of the union's resolutions with the aim of creating more jobs for the unemployed."

"Management saw the ban on overtime by the workers as a strike, while it was not necessarily a strike action from the union's point of view."

The dismissed employees had a period of grace until until June 1 to return to work, Mr Gxarisa added.
May Day rallies planned

Daily Dispatch Correspondent

Johannesburg—Cosatu said yesterday it had planned a number of rallies to commemorate May Day on Sunday.

Some members would also report for work on May 6 as a form of protest against the state. President’s proclamation of the day as Workers’ Day.

Indoor rallies would go ahead in Cape Town and Johannesburg. But permission for a meeting in Secunda had been refused and replies were being awaited regarding a Port Elizabeth gathering.

Permission for a meeting in Durban was granted subject to various undertakings from Cosatu on issues like crowd control, curbing of violence, non-encouragement of educational boycotts and unlawful strikes, and that the state of emergency would not be mentioned.

“We have agreed to these conditions, but refused to agree that police be allowed inside to monitor and film the meeting” A reply from the magistrate was being awaited.

Regarding May 6, the spokesman said some affiliates had negotiated for members to work on this day in exchange for another holiday, such as March 21.

Others will attempt to attend work as normal, while most will stay home, but not as an alternative to May Day being a paid public holiday, he said.
STRIKE AT 3 PLANTS

THREE major Rex Truform plants have been hit by a strike in spite of an interdict taken out against the strikers.

Rex Truform chairman Stuart Shubb said that workers had struck at the plants at Salt River, Wynberg and Atlantis.

He said the Supreme Court had granted an interdict on Monday restraining employees.
Unionist 'held'

SOUTH African Railways and Harbours Workers Union organiser Mr Sulaiman Isaacs, who was detained at Community House on Friday, is being held under the emergency regulations, according to his mother, Mrs Faeza Isaacs. 27/4/86

Police detained Mr Isaacs (25) after the union held a memorial service for members killed during last year's railway strike.

"Police informed me on Friday night," she said. — Sapa.
'Enough evidence' in Sarhwu trial

By Bruce Anderson

The State was not obliged to supply further details of a common purpose which 18 SA Railways and Harbour Workers Union (Sarhwu) members allegedly entered into before the killing of four men last year, a Rand Supreme Court judge ruled yesterday.

Mr Justice Spoelstra was giving judgment in a defence application for further particulars in the case of 18 Sarhwu members who face four charges of murder, a charge of attempted murder, five charges of abduction, four charges of assault, two charges of robbery and a charge of intimidation.

The 18 men have not yet pleaded to the charges and are being held in custody.

The charges relate to the alleged abduction and murder of four men on April 28 last year during the SA Transport Services strike.

The defence counsel for the 18, Mr Eric Dane, had asked the court to order the State to supply further details of the allegations against the men, including particulars of a common purpose alleged by the State in the preamble to the indictment.

The preamble describes the alleged common purpose as an agreement among the 18 to persuade Sats workers not to return to work.

The judge ruled that the indictment, read together with the preamble, contained "sufficient information to apprise the accused of the nature of the State's case in relation to the existence of the alleged conspiracy and common purpose."

The court has, however, ordered the State advocate, Mr Brink Ferreira, to reply with further and better particulars to three of the 39 paragraphs in which the defence requested more particulars.

The accused are: Mr Benjamin Shosho (33) of Soweto, Mr Wilson Matshiti (33) of Krugersdorp, Mr David Dzivute (39) of Germiston, Mr Jacob Mabaka (33) of Johannesburg, Mr Patrick Molise (27) of Alberton, Mr Philemon Ntshitiengwane (23) of Soweto, Mr Takekeli Maphaga (25) e' Johannesburg, Mr Malemane Nkutsho of Soweto, Mr George Mmtongolo (39) of Soweto, Mr Daniel Mkhokoko (36) of Soweto, Mr Freddie Mthstsi (36) of Soweto, Mr Isaac Mgoza (33) of Johannesburg, Mr Jacob Mntshana (36) of Johannesburg, Mr Wilson Mntshana (33) of Soweto, Mr Nomsa Mogale (29) of Krugersdorp, Mr Johannes Ngcobo (24) of Johannesburg and Mr Michael Ilane (36) of Soweto.
State must give details

The State was yesterday ordered by a Rand Supreme Court judge to furnish more particulars requested by the defence in the trial of a trade union official and 17 other accused who are employees of the South African Transport Services (Sats) facing charges relating to a strike last year.

Mr Justice Spoelstra, sitting with two assessors, ordered the State to furnish more particulars on three of the 38 paragraphs dealing with the defence request for more information. The judge said what the State alleged against accused number 8, Mr William Rikhotso (33), was ambiguous. More information was needed, said the judge.

On the other two paragraphs relating to victims, the judge said the identity of the victims was known by the State and should therefore furnish such particulars. He said the State had furnished particulars on the other 35 paragraphs. The accused were not asked to plead and the case was postponed to today.

Appearing are Mr Johannes Josa Ngcobo (24), Transvaal secretary of the South African Railways and Harbours Workers' Union and the 17 members of the union who were employed by Sats during the alleged strike.

They are facing four counts of murder, five of abduction, one of attempted murder, four of assault with intent to do grievous bodily harm, two of robbery with aggravating circumstances and intimidation.
A FOOD and Allied Workers Union branch treasurer, Mr Ernest Buthelezi, was released from detention on Tuesday, the union said in a statement.

Fawu said its Johannesburg chairman, Mr Phillip Zqaqua, and Mr Raymond Sibanda, were still in detention.

Both are shop stewards at Farm Fare at Wynberg and live in Alexandra.—Sapa.
Frame Group to retrench 1 850 workers

Director: cuts will affect East London

Daily Dispatch Correspondent

JOHANNESBURG — The Frame Group is to retrench 1 850 employees — about nine per cent of its 21 000-strong workforce — as part of a programme of reorganisation to become competitive in local and international markets, according to a statement released yesterday.

The human resources director, Mr Peter Richardson, said the need for the layoffs arose out of a legacy of benign neglect in which the Frame Group lost its ability to perform efficiently.

"We know it will create hardship and it's not an easy decision to make, but unfortunately there is no viable alternative."

"The group's operating company, Consolidated Frame Textiles, has an abysmally low return on capital compared to other industries and competitors," Mr Richardson said.

A spokesman for the Amalgamated Clothing and Textile Workers' Union of South Africa (Actwusa) said retrenched workers would receive compensation of at least one week's pay per year of service, or part thereof.

In addition, they would receive both their employer contributions to the company's provident fund, plus interest, he said.

The retrenchment programme has been discussed with Actwusa. No date has been set for the implementation of the job cuts.

Mr Richardson said the cuts would affect staff at Jacobs, Mobeni, New Germany, East London and Ladysmith.

The retrenchments follow restructuring of the group since new management took over in 1986.

A complete reorganisation has simplified the complicated system of cross holdings and interlocking minority shareholdings of the various companies making up the group.

The group's return on capital is 10.3 per cent at historical costs, or 5.7 per cent allowing for depreciation of plant and machinery.

This compares unfavourably with competitors' returns at 34.3 per cent for Mood River and 33.9 per cent and 31.8 per cent for Da Gama and Romatex respectively.

The financial director, Mr Stephen Leggat, said yesterday the group aimed to achieve a 25 per cent return on capital in the next two years.

Given Frame's R300 million property portfolio, this would enable it to compete effectively, as property tends to hold or appreciate in value compared with as opposed to machinery.
POSTMEN who disrupted post and telecommunication services when they downed tools for six weeks last year are geared for another confrontation with their bosses this year.

This time the bones of contention are the government's plan to privatise the public sector, the decision to freeze wage and salary increases in the public sector, and the Post Office Amendment Bill now before parliament.

Post and Telecommunications Workers Association (Potwa) president Vusi Khumalo spoke to South about the looming industrial action.

"We are mortally opposed to privatisation of the public sector for a number of reasons. Firstly, we believe that the results of such a move would mean the majority of our members are going to lose their jobs," he said.

The government might use the private sector to eliminate apartheid so as not to be seen doing it themselves.

Private business would reduce the number of workers and increase tariffs astronomically to ensure a profit.

Potwa not only feared that many of their members might lose their jobs but that white management would be retained, thereby preserving discriminatory practices.

Khumalo said privatisation meant the black community would be hardest hit.

Post Office workers last year won their battle against the government's Post and Telecommunications Department.

For nearly six weeks the 20 000-strong Potwa struck in support of equal pay for equal work, equal promotional opportunities, and an end to unfair dismissals and the racist attitudes of the management.

They are expecting an increase at the end of the month but blacks were still not allowed to supervise whites irrespective of qualifications.

"Blacks are still being transported in open trucks like animals whereas buses are provided for white workers," Khumalo said.

Promotional opportunities were still fraught with apartheid and discrimination.

The government was pushing a Bill through parliament which would make striking illegal for Post Office workers.

"We regard the amendment to the Post Office Services Act equivalent to the new Labour Relations Bill It means if we go on strike the Minister of Posts and Telecommunications is empowered to sue Potwa and its leadership for any loss they may suffer. However, we are determined to resist this Bill," Khumalo said.

By freezing wage and salary increases the government was denying workers in the public sector their legitimate right to earn a minimum living wage. The entire public sector fought for better wages and better working conditions last year.

The Government was either deaf to the demands of the workers or did not recognise their legitimate right to a living wage, Khumalo said.

Management agreed during settlement talks to pay labourers R380 a month subject to review. The minimum demanded by workers is R450.

Potwa, established in October 1986, has 22 000 paid-up members.

"Our target for the end of 1988 is double this figure. To reach it we have to organise unorganised areas. We feel every postman should be a unionist."
Union claims workers detained after dispute

Daily Dispatch Reporter

EAST LONDON — The National Union of Metalworkers of South Africa (Numsa) has accused the Tek group of appealing to the Ciskei government to intervene in its dispute with the union.

The company denied any knowledge of security police action.

The chairman of the local Numsa branch, Mr Mutuveli Tom, said eight former Tek employees had been detained at their Mdantsane homes by Ciskei security police last week.

The names of those allegedly detained are Shadrack Busitsa, William Mbovane, Mxolisi Bhusholo, Vukile Kraa, Odwa Dyani, Mpumzi Mfusi, Julius Siku and Sarah Mabuya.

The Ciskei police public relations officer, Colonel Avery Ngaki, said he could not comment until he had received a telex from the security police confirming or denying the alleged detentions.

The Tek group human resources manager, Mr Gerrie Uys, denied any knowledge of security police action and said there had been no contact with Numsa since the workforce of almost 700 was dismissed two weeks ago.

Mr Tom said the detentions had occurred when the workforce was locked out of the factories by management after demanding the unconditional reinstatement of dismissed union members.

He accused Tek of employing "seabourers" through an East London employment agency.

Mr Uys confirmed that Tek was on a recruitment drive and said staff figures were "close to full strength." Mr Uys said none of the former workforce had been re-employed, although some 350 new workers had been signed up for the television factory alone.
ABOUT 100 members of the Commercial Catering and Allied Workers Union at Empisal in Village Deep have been on a wage strike for the past three weeks.

Organiser Mr Abe Ramalope said yesterday that the workers were demanding a minimum of R600 a month and an across-the-board increase of R300 a month.

They also demand a 13th cheque, extra week's leave, 35 hours a week without loss of pay, housing subsidy and May 1; March 21 and June 16 as paid holidays.

**Resolve dispute**

Mr Ramalope said the strike began after mediation talks to resolve the dispute failed in December.

The company yesterday said it was firm on its R80 across-the-board offer and a monthly minimum R450 a month.

A company spokesman said yesterday that Empisal offered Ccawusa members 7.5 percent for every year of service in respect of the union's demand for a 13th cheque.

The company also said it also offered workers one day in May with regard to the paid holiday demand.
PRETORIA — All 3,000 hourly-paid workers at Samcor's Pretoria plant have been out on strike since Friday and production has been at a standstill, a Samcor spokesman said yesterday.

Negotiations were in progress with union representatives, and it was hoped a return to work would occur today, the spokesman said.

Samcor declined to comment on the reasons for the strike, and on reports that workers were unhappy with aspects of the share scheme announced late last year.

Spokesmen for the National Union of Metalworkers of South Africa could not be reached for comment.

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Chemical union holds strike ballots

THE Chemical union holds strike ballots. 

Chemical union holds strike ballots
Assault alleged

A WOMAN was hit on the head with a bottle and her face cut with glass when she defied orders to go on strike, a Johannesburg Regional Court magistrate was told yesterday.

Appearing before Mr A G A du Toit on charges of intimidation and assault with intent to do grievous bodily harm were two members of the South African Textile and Allied Workers Union, Mrs Eva Thobatat-

By MANDLA NDLAZI

sa and Mrs Elizabeth Mndaweni, both aged 24 and former employees of Skipper International Company in Johannesburg.

Strike

They have pleaded not guilty. The company’s managing director, Mr K Lack told the court that his employees went on strike on July 6 and 24, August 13 and October 16 last year.

Mrs Caroline Ndlovu told the court that she was hit with a bottle on the head by Mrs Thobatat and her face was cut with glass by Mrs Mndaweni. She said this happened on September 29 in the change room at the company where she had worked for 17 months as a presser.

She said she was insulted and assaulted when she wore her overalls to go on duty. Employees had been told not to wear their overalls as they were to go on strike.

Mrs Ndlovu said she fell after she had been struck with a bottle and bled profusely. She was later treated at a clinic and she reported the matter to the police.
Workers end Veetech Oil strike

WORKERS at Shell SA's Veetech Oil have returned to work, ending a four-week strike over wages, Chemical Workers' Industrial Union representative Pat Horn said at the weekend.

Management accepted the CWIU's demand for a minimum wage of R700 a month and a bonus of 25% of monthly pay in 1969, she said.

Disputes in the rest of the petroleum industry are reaching a head with about 1,250 workers at Shell, Mobil and Sapref agreeing to hold strike ballots this week regarding wage disputes. The affected companies are offering monthly increases of R140 (14%), while the CWIU is demanding R130 (14%).

Finally, conciliation boards have been appointed at Mobil and Sapref.
Employers, unions disagree over minimum wages

THE second round of metal industry wage negotiations has ended with some compromise on both sides, but no agreement between employers and unions.

The four affiliates of the SA Council of the International Metalworkers' Union made revised demands, for across the board increases of R1 per hour and a minimum hourly wage of R4 for labourers (up 53 percent) and R7,96 for artisans (22 percent).

The seven member unions of the Confederation of Metal and Building Unions, the white Mineworkers' Union and the Iron, Steel and Allied Industries Union demanded 13 percent increases for both labourers and artisans.

Employers offered to increase labourers' hourly minimum wage by 12 percent to R2,93 and that of artisans by ten percent to R7,19.

In the motor industry industrial council, which covers motor workers other than those in vehicle manufacturing, employers and unions have failed to reach agreement on wages and working conditions.

The National Union of Metalworkers, which represents most of the industry's semi-skilled and unskilled workers, is demanding a minimum hourly wage of R4,50. Employers have offered minimums ranging from R2,30 in big cities down to R1,26 in small country towns.

Employers have agreed to transfer auto workers' pension funds to provident funds but have rejected Numsa's demands for a 40 hour working week. In response the union's demand for six months' paid maternity leave, they have offered six months unpaid leave.

Metal industry wage talks continue on May 10 and motor industry talks on April 18.
OK reacts to union demands

OK Bazaars said yesterday that to agree to the 1988 wage demand by the Commercial, Catering and Allied Workers Union (Ccwasa) would cost the company more than R85 million.

In a statement following the third round of talks with the union, OK Bazaars personnel director, Mr K Hartshorne, said the company had responded in detail to the union's demands.

Mr Hartshorne confirmed that OK had offered a monthly increase of R102, payable in two phases over the next seven months, alternatively R72 a month, payable from April.

Ccwasa said yesterday that OK's R72 a month increase offer was "totally unrealistic".

UN updates its athlete blacklist

NEW YORK — The United Nations (UN) has issued an updated list of athletes considered to have contravened its provisions by competing in South Africa.

The list contains no real surprises, except for an unusually caustic reference to Zola Budd in the section headed "Athletes".

The UN Centre against Apartheid, authors of the report, said: "The South African athlete Zola Budd, who now uses a British passport of convenience, continues to train in her native South Africa.

"In fact, she only returns to the United Kingdom during the athletics competitive season. This has provoked protests by anti-apartheid organisations worldwide," it said.

The register named as "among the best known" athletes to have competed in South Africa — Americans Vitas Gerulaitis, Brad Gilbert and Biba-Jean King, Pat Cash of Australia and Henri Leconte of France and golfers Ian Woosnam of Britain and Severiano Ballesteros of Spain.

American golfer Jack Nicklaus and tennis champion Ivan Lendl were de-listed, having undertaken not to play in South Africa again.

The 92-page UN document said that, in spite of a $100 million (about R220 million) campaign by South Africa, "with the exception of some top golfers and tennis players, and a few others, the calibre of players participating in South Africa has been mediocre".

Police act on Group Areas in Pretoria

By Craig Kotte and Own Correspondent

A major Group Areas Act clampdown in the northern Transvaal was announced in Pretoria yesterday, but police denied the move heralded tighter countrywide enforcement.

Northern Transvaal Divisional Inspector, Brigadier Chris van Niekerk said the move was in response to "endless complaints", mainly by residents of Pretoria's eastern suburbs.

But a spokesman in the office of the Minister of Law and Order, Mr Adriaan Viljoen, said yesterday that the action was part of a national clampdown in terms of the Group Areas Act.

However, Mr Viljoen’s press secretary, Briga
der Leon Mellette told The Star that the Group Areas Act was "law".

Brigadier van Niekerk said he would, in response to complaints, move to stamp out cases where people of other race groups were legally allowed to stay on a property in areas zoned for a different population group.

"There is general dissatisfaction among residents. Where we warn people, we are now going to take criminal steps," he said.

Citing Sections 28 and 46 of the Group Areas Act (Act 36 of 1950) and proclamation 112 of June 22 1986, Brigadier van Niekerk said those contravening them could expect a fine of R400 or two years' imprisonment.

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**THE WEATHER**

- **PIETERSBURG**: 10/22
- **PRETORIA**: 10/22
- **NELSPRUIT**: 16/24
- **JOHANNESBURG**: 13/22
- **LADYSMITH**: 10/25
- **KIMBERLEY**: 16/24
- **UPINGTON**: 16/27
- **BLOEMFONTEIN**: 14/23
- **DURBAN**: 19/26
- **BEAUFORT WEST**: 17/24
- **CAPE TOWN**: 17/24
- **PORT ELIZABETH**: 15/22

**TRANSVAAL** — Partly cloudy and warm with isolated thundertshowers except for the lowveld.

**JOHANNESBURG CENTRAL** — Today: 8 am, 16 deg C; 3 pm, 22 deg C. Yesterday: max 22 deg C; min 14 deg C; rainfall: 0 mm; so far this month 3.6 mm; so far this year 66.4 mm. Average rainfall: 54 mm.
Cosatu women concerned over spread of AIDS

By Sally Sealey

Child abuse, AIDS, paternity leave, cervical cancer and abortion were some of the topics discussed at the Congress of South African Trade Union's (Cosatu) women's congress at the weekend.

At least 250 women attended the three-day conference in Johannesburg which focused on "Women at Work", "Women in the Unions", "Women in the Community" and "Women — Health and Safety".

Delegates expressed serious concern over the spread of AIDS and proposed that Cosatu urgently implement an education and information campaign amongst its members with the help of progressive health organisations.

The women also passed a resolution on cervical cancer, noting that it was the major killer of women and that the Government had not only provided free pap smears.

It also noted that the Government had declared cervical cancer a disease associated with black women.

The women recommended that the Government provide free information, counselling and pap smears.

The women's congress was a sequel to Cosatu's education conference in September last year, which noted the lack of progress with issues on women within the union.

The congress also discussed the nature of women's oppression in the broader society.

At the conference it was resolved to form women's forums at a local level, which would facilitate the greater participation of women in Cosatu.

Cosatu's National Education Committee chairman, Mr Chris Sodangwe said the women's issue is not an easy issue to take up in the federation because it involves changing ourselves and the social attitudes and prejudices of our members as much as it involves building the liberation of women into our struggle to fundamentally transform this apartheid and exploitative society.

RESOLUTION

He said that in 1985 Cosatu passed a resolution to fight against discrimination, to fight for the equality of women, for child care and maternity rights, for health and safety, for safe transport and against sexual harassment.

However, with the formation of forums, it is hoped that this problem will be resolved.

Cosatu information officer, Mr Frank Montjies said many of Cosatu's affiliates have held seminars on women and have made important gains in the struggle for maternity rights and equal pay for equal work.
MORE than 3000 members of the National Union of Metalworkers of South Africa employed at Samcor, Pretoria, returned to work yesterday after an eight-day strike.

This was confirmed by Mr Reuben Els, public affairs manager for Samcor. He would, however, not discuss settlement details.

Workers downed tools on April 15 in protest against the Numsa/Ford agreement to channel their shares into a community development trust.

The decision was reached following the 24 percent shares which the Ford Motor Company left for the workers when it disinvested from South Africa last year.

According to a Numra spokesman, the strike was called off after an agreement between the trade union and Ford was discussed with the workers at the weekend. He blamed the strike on "certain elements" who misled workers into believing that the shares donated by Ford were hard cash and not assets.

He added that the dispute was aggravated by rumours that Numra intended donating money to Mamelodi mayor, Mr Zikhali Ndlazi, for Mamelodi Sundowns, a local soccer team.

The spokesman said the workers agreed to end the strike on condition that they conducted their own investigation into the agreement reached by Numra and Ford. He said it was also explained to them that it was unfair to strike against Samcor while the agreement remained unaltered.
NUM petition over Kinross

THE National Union of Mineworkers has circulated 250,000 pamphlets asking its members to support a petition asking the Attorney-General to appeal against the Kinross Mine disaster judgment. Petitions were being circulated at mines throughout the country, and he said it was hoped most of the union’s 250,000 members as well as friends and supporters would give their signatures. The pamphlet says: “An appeal against the finding of the magistrate can be made, but the families of the dead cannot appeal and the NUM cannot appeal. “Only the State can make an appeal because it brought the case to court.” — Sowetan Correspondent

Last month seven Gencor employees were acquitted of culpable homicide and other related allegations following the Kinross fire in October 1986. The fire, the worst disaster at a South African gold mine, killed 177 men.

NUM’s safety officer, Dr Denis Rubel, said the union wanted to appeal against the judgment.
OK, union talks continue

Wage negotiations between the Commercial, Catering and Allied Workers Union of South Africa (CCAWUSA) and OK Bazaars have entered the sixth week.

CCAWUSA's demands are now for a wage increase of R223 per month and a company minimum wage of R223 per month. The union originally demanded a wage increase of R300 per month and a company minimum of R700 per month.

OK Bazaars has offered a wage increase of R72 per month across the board and has also made an alternative offer of R102, but split into two instalments — R51 in April and R51 in November, according to a CCAWUSA statement.

The union said management's latest offer of R72, taken against this background, was totally unrealistic and made "no contribution towards the rocketing cost of living."

"Already in Pick 'n Pay, this year's wage negotiations have resulted in a minimum wage of R830 per month," said CCAWUSA. Negotiations will continue from April 25 to 27. OK Bazaars could not be contacted for comment last night — Sapa.
Oil strike ends in big pay deal

By EDDIE KOCH

A FOUR-WEEK strike at Shell's Yeetech Oil Company in Durban ended yesterday after management agreed to increase the minimum wage from R558 to R700 a month and pay an annual bonus of 25 percent to all workers.

However, wage disputes at major oil refineries in the Durban area threatened to escalate this week as members of the Chemical Workers' Industrial Union (CWIU) met to consider holding strike ballots at Mobil Oil, Shell Oil and Saphax Refineries. Wage talks with the union have deadlocked at the three plants.

CWIU organiser Pat Horn said a meeting of the union's shop stewards' council for the petroleum sector last week decided to deal with the disputes on a joint basis. As a result, workers from all three refineries had attended joint meetings over the past three days in an attempt to take a united decision on whether to hold strike ballots.

In the Transvaal, the union is involved in a separate wage dispute with Mobil's oil depots, which employ some 200 workers. Annual wage talks for workers in the Caltex and BP depots in the Transvaal are also due to take place in the next few weeks.
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Court grants interdict against EL workers

The judgment was the outcome of an urgent application brought in February by Bebel Investments against the Paper, Printing, Wood and Allied Workers' Union, a union organiser, three shop stewards representing the workforce in the factory and 175 factory workers.

However, before the question of the retrenchments could be resolved, the remainder of the workforce decided to refuse to work overtime until the retrenched workers were re-instated.

The reason given for this ban on working overtime was that the firm had not complied with a dispute procedure prescribed by a recognition agreement entered into between the firm and the union.

The judge said that the collective action of a number of employees in refusing to work with the purpose of pressurising the employer was unlawful unless it was preceded by a procedure provided for in Section 56 of the Act.

The judge said he found this argument not only appealing but sound.

He said he trusted that the union would explain to the workers that the effect of the judgment was not to compel them individually to work overtime, but to restrain them from collectively refusing to do so without first complying with the pre-strike procedure.

Mr K R McCall, SC, for the applicant argued that the conduct of the employees in refusing to work overtime fell squarely within the definition of "strike".

Mr McCall said that in his view, it was quite clear that the overtime ban imposed by the workforce was in protest against the retrenchments and was intended as a form of pressure on Bebel Investments to reinstate the retrenched workers.

The argument in court centred principally around the definition of the word "strike" in the Labour Relations Act.

Mr McCall was instructed by Bates, Chubb and Johnson in East London and Whitehead in Grahamstown.

Appearing for the defence was Mr Van Niekerk. He was instructed by the Bax Partnership in East London and Wheeldon, Dushmere and Cole in Grahamstown.
OK, union to meet again

THE Commercial Catering and Allied Workers Union of SA and OK Bazaars — currently locked in a stalemate over wage increases — meet for further talks on April 25.

Ccawusa has reduced its original demand of R300 across-the-board wage increase to R223 a month. The union also demands a minimum wage of R623 a month and recognition of March 21, May 1 and June 16 as paid holidays.

A spokesman for the union said the retail chain had offered a wage increase of R72 a month across-the-board and alternative offer of R102 a month split into two instalments — R51 in April and a further rise in November 1988.

The Ccawusa spokesman said: "The company has also offered a minimum wage of R410 in April, but only for existing employees. Their alternative offer is R450 a month, but without adjustments to the minimum wage in April."

He said the current minimum wage at OK was R400 and that this excluded employees who joined the company after "the 1987 wage strike." He said these workers earned less than R400 a month.

"The most contentious of the union's demands are the commemorative days and the payment of the 1987 bonus withheld from those who went on strike," the union spokesman said.
NUMSA
YES TO
SHARE
DEAL

THE National Union of
Metalworkers of South
Africa has resolved to
approve the transfer by
Ford of 24 percent of its
shares in Samcor to an
employee controlled
trust, a Numsa state-
ment said. (16/08)

The dividends on these
shares would be used for
community welfare and
development activities.

The central commit-
tee of Num sa also
unanimously rejected
share participation
schemes.

"The CC unanimously
rejected such schemes
as deliberate attempts
by companies to weaken
unions and to divert
workers' attention away
from their more militant
but justifiable and
legitimate demands,"
Numsa said.

Where disinvestment
gave workers a choice of
shares, Numsa said such
shares should be held in
trust for the benefit of
the community. —
Sapa.