COSATU - 1989

JANUARY - FEBRUARY
Mr Eljah Barayi, president of the new Congress of South African Trade Unions, told the organisation's first rally in Durban that the State President should resign.

Three generations join to lead new SA union federation

The first national executive committee of the Congress of South African Trade Unions (Coutou) includes three differing generations of labour struggle.

The president is a veteran of the 1950s labour battles, three executive members are products of the 1976 student upheaval and two were part of the new spirit of unionism of the 1970s.

The executive elected on Saturday night consists of:

- Mr Eljah Barayi (president), who is vice-president of the National Union of Mineworkers, has worked on the mines for about 25 years. Presently employed as a personnel officer at an Eastern Transvaal mine, he is a former member of the South African Congress of Trade Unions.

- Mr Chris Dlamini (first vice-president) has been president of the Sweet Food and Allied Workers Union (SFAWU) since 1979. He was president of the now-dissolved Federation of South African Trade Unions since 1982. Mr Dlamini was among the unionists detained after the three-day Transvaal work stayaway last year.

- Mr Makhulu Lediwaba (second vice-president) is president of the Commercial Catering and Allied Workers Union. He left high school in 1976.

- Mr Jay Naidoo, (general secretary), has been general secretary of SFAWU since 1982. He abandoned his BSc studies at the University of Durban Westville in 1976. He returned in 1977 and joined the now-banned University Students Organisation. He was involved in community organisations in Natal between 1976 and 1979.

- Mr Sydney Mafumadi (assistant general secretary) is the general secretary of the General and Allied Workers’ Union. He was expelled from high school in 1975 for his involvement in the student movement.

- Mr Maxwell Xulu (treasurer) is vice-president of the Metal and Allied Workers Union (Mawu) and chairman of its Natal branch.

Mr Jay Naidoo was elected general secretary of the new trade union federation in Durban at the weekend.
Police reject union charge

By Mike Siluma, Labour Reporter

The police have rejected an accusation by the National Union of Mineworkers (NUM) that they had handled investigations into last October’s Western Deep Levels accident in a “sloppy manner.”

The NUM last week accused the SAP of failing to submit a report on their investigations, leading to the postponement of a preliminary hearing into the accident. Proceedings have been set down for February 27.

Reacting to the NUM statement, the SAP public relations division said the NUM statement was “yet another unwarranted and uncalled for propaganda attack on the SA Police. As in the case of all mine accidents, the inquests/accidents are investigated by the Inspector of Mines in terms of Section 3 of Act 27/1956 (Mines and Works Act 1956).

“Had the NUM approached the police before their statement to the media, they could have established that the allegations against the SA Police are devoid of all truth.”

According to the district magistrate, Mr Jeremy Jansen-van Vuuren, neither the prosecutor in the case, nor the Attorney General had been able to make a decision on the accident because “there was no evidence put before the prosecutor or the magistrate.”

“The police are going to investigate the case and then put available evidence before the prosecutor who will (in consultation with the Attorney General) make a decision,” said Mr Jansen-van Vuuren.
YOU KNOW, I think we must
thrust the joint Jedi squad
day by day, as usual, in the
bathroom. I can tell you that newbs
were in such demand that
Kenneth Venter — who buys
entails SATV for its "independence"
— was seen buying a copy of
the News from the New Nation in the hope of
getting more serious details on
the President's trial. And Kermit was so outraged
that Grace Magee would convert to an English
Sunday, that he's sure he's responsible for the graf
fit which he appeared on Johannesburg's Jan Smuts
Avenue. It reads
"EFU is only 3/4 of the man HZ4 was"

MORI, bad blood between the National Union of
Mineworkers and Anglo American. I'm told the
management of Eldorado Gold Mine was extremely up
set when a picture of their mounted security guards
appeared on the front page of the December edition of
"Num News," depicting the feared mine repression.

The local union committee was called in, and in the
result of discussion a pamphlet was arranged which had
been taken on Sunday, December 16.

Soon afterwards, a pamphlet was distributed on the
mine saying the picture was "a fake." Rumored miners
were informed that the horse in the foreground had
died at least six months before. No mention was made
of how the rider was doing.

DOES South African Airways know something that
we don't about the future of international socialism?
I only ask because a friend has just received SAA's
Geoffitish 1989 calendar. It lists all the cities our
airline flies to, including New York and Sydney.

RON, the subject of the Antipodes, I must admit.
I'd always been told that Bles Brixes was a
big color, driven, but when I called up, I found
that he was really from local country says he returned the continent in
an air-conditioned car for a recording of the Neerdelke
nightclub. He had wanted a cottage, though, perhaps Bles is
only available on CD.

NOW here's a juicy tidbit for all of you who've had
oppressive experiences with the legal fraternity. I'm
told three prominent Johannesburg lawyers recently com-
pleted their book, "Trouble started as it went to the
printers" whose name should appear first on the cover?

Well, things got so hot that a noted advocate had
to be called in to arbitrate. He ruled that it should be
alphabetical. His fee was not determined.

WITHOUT realizing it, the SAP might have caused
gate among a large section of South Africa's white
vote community. In their description of one of the
men they suspect of having blown up Khotso House,
the striking dispute is revealed to be of "average
status" and has "normal two" which leaves me (with
my qualification) and Pat Karranch (the only two
who are beyond suspicion).

THEE many among us who have spent a night or two
in the care of the Tembisa police will surely appreci-
ate this most revealing extract from Unionist's Offi-
cial Tourist Guide

The Tembisa Police lock it in a formidable position in tough Vidic's fully
designed and well-conceived police station. All over the country which used to
work only on a few winners. Everyone in our country became the police a good time any one.

SEVERAL 702 listeners have written to me per-
sonalized by a Long-time habit of newspaper. Larry Ed-
wards. They wonder if there's a police-religious di-
version to his pronunciation of the surname of that
well-known Vatian sociologist called Falma. They say
he calls her "Stre" just like the late Golda

Ron, for the Department of Wishful Thinking, I
must commend the Sunday Star sub-editor who wrote
the headline, "At last, Zola breaks out at apartheid"
last weekend. On what did he base his grisly conclu-
sion? Well, Zola had said, "Even the State President,
For PW Botha, has rejected apartheid and I hold the
same view.

As Qhubek Mabon says: "There's a thin line
between a Jioa and a Jio.

LIFE ON THE SOUTHERN TIP, Part 20
The address "Where Funeral is it Anyway?" was
given by the Ren & Body at a recent conference of the In-
stitute of Barreal and Criminal Administration.
The Ren & Body Players for the funeral to be allowed
to make their decisions based on their needs.
Funeralists cannot help but echo the voice of the Ren & Body.
If the family would prefer "See, the Tendal,"
that funeral lives. Pretty song, instead of "Where
with No," should the anguish refuse to pry on
should the crematorium rule it inappropriate.
"Where Funeral is it Anyway?" is surely a question
which all the professionals involved with caring for
the bereaved should be asking as regular intervals.
— Funeral, Cape Town, December 1988

K. LEMMER
Watershed in labour relations

By MIKE SILUMA, Labour Reporter

Last year there were few strikes and the first ever national talks between labour and organised business were held. But a collective effort by labour, Government and capital to address South Africa's economic woes has yet to emerge.

Although 1988 saw a dramatic decline in the number of strikes from the record high levels of 1987, it did not herald the beginning of rapprochement between capital, labour and the State. Low strike activity was directly related to a lack of wage-related industrial action in the sectors employing large numbers of workers.

In the mining industry, for instance, a settlement was reached between the Chamber of Mines, the National Union of Mineworkers (NUM) and the Council of Mining Unions without the unions embarking on industrial action.

The railways, which, together with mining, accounted for most strikes in 1987, experienced industrial action in Natal and the Eastern Cape, which elicited a management commitment to start recognition talks with the South African Railway and Harbours Workers' Union.

BITTER CONFLICT

But the conflict, involving about 10 000 workers, was nothing like the bitter, three-month Transvaal rail strike in 1987, in which about 40 000 workers participated.

Even the metal strike, the biggest this year, involved no more than 30 000 workers.

Overall, about a million man-days are expected to be lost through industrial action last year. In 1987 the figure was between 5.8 million and nine million.

The figures, of course, exclude working time lost to political stayaways, such as March 21, May 1, June 16 and the three-day stay-at-home called in protest against the Labour Relations Amendment Act and Government restrictions on the Congress of South African Trade Unions (Cosatu) and other anti-apartheid organisations in February.

Some analysts have attributed the low incidence of strike activity to "tiredness" and a newly found "maturity" on the part of unions. However, there can be no doubt that employer resistance (in the form of dismissals and lockouts) and State repression played a major part in shaping the independent unions' approach.

The Labour Relations Amendment Act, seen by unions as a State and employer ploy to weaken labour, easily emerged as the most significant industrial relations development in 1988, and may well remain a bone of contention this year.

For one thing, the Act led to the historic national consultations between the country's two biggest independent worker federations - Cosatu and the National Council of Trade Unions (Nactu) - and major employer organisations represented by the South African Employers' Consultative Committee on Labour Affairs (SACA).

For another, it exposed differences among organised business in their dealings with black unions, while providing an opportunity for Nactu and Cosatu to, for the first time, engage in joint protest action.

While some employers distanced themselves from the Act and agreed to enter into contracts by-passing the more controversial aspects of the Act, their view was not shared by the majority South African businessmen.

Cosatu and Nactu will, meanwhile, hold a "worker, summit" early this year to plan further action against the Act.

Labour relations in 1988 were also characterised by State intervention. The State President's call for a wage freeze early in the year and the Government's restrictions on Cosatu were classic examples as deregulation and privatisation.

A co-ordinated approach by the three parties to fight unemployment has yet to emerge.

Violence again featured prominently last year, with more attacks on union offices and the homes of officials.

A number of union members are presently facing murder charges following the death of a worker during a strike at Afcol furniture plants on the Reef.

At the same time, the anonymous pamphlet campaign against Cosatu and Nactu was stepped up.

The president of the Post and Telecommunications Workers Association, Mr Kgabus Mozukutu was released after four months in detention without being charged. A number of other unionists remained in detention under security laws.

On the mines, the NUM's two-year battle against the underground use of polyurethane culminated in the decision by the Government to ban the application of the material from January 1.
SA became one of the first countries where the appointment of a full-time safety officer on every mine or works was a statutory requirement. The National Occupational Safety Association (Nosa) said at the weekend that the requirement for the appointment of at least one safety officer on every mine was stipulated in the amended Mines and Works Act last September.

Nosa's National Union of Mineworkers (NUM) representative said the legislation represented a step backwards as it failed to acknowledge the part played by trade unions in safety. She said under the current legislation workers had no right to negotiate safety issues, inspect or monitor locations or have access to information on safety.

She said the law pretended unions did not exist which meant it was not possible for disputes over safety to be worked out within the law. Thus trade unions had to deal with an unsatisfactory situation as far as industrial relations were concerned.

**Convention**

She said safety officers would be appointed by management and thus not represent workers as was the case overseas.

The Nosa statement said it was devoting much of its time to the training of such officials. To date, 429 candidates had completed the Safety Management Training Course.

A national convention organised by Nosa is to be held in the World Trade Centre adjacent to Jan Smuts Airport on May 18-19. At least 2,000 delegates were expected to attend the event, which would be the largest held in the Southern Hemisphere.

The NUM representative said the union had received an invitation to the convention and would be attending. The NUM had been asked to talk on the function of the safety officer but would present a paper on worker representation on the issue of safety and the law.

The Chamber of Mines was unavailable for comment.
NUM starts talks in move to end strike

By MANDLA NDLAZI

The National Union of Mineworkers started talks with management yesterday in an attempt to end the four-day-old strike by 250 Mintek mineworkers, according to a statement by the NUM.

The statement noted that the NUM and management met at a conciliation board during November and December last year in an attempt to reach an agreement.

Management was offering workers 7 percent wage increase with no other improved benefits and NUM demands a 30 percent wage increase, improved maternity leave, June 16 and May 1.

Ballot

The statement added "NUM proposed that since Mintek was a parastatal, it was willing to have the issue of the wages referred to arbitration or mediation."

"After a strike ballot in late December the overwhelming majority of workers voted in support of strike action. Such strike action has now been in progress for 3 days with workers assembling on company premises daily.

"The offer of the company is ridiculously low and does not even compensate workers for inflation over the past year. There is also a major discrepancy since state workers have received a 15 percent increase."
Over 250 Mintek workers on strike

Labour Reporter

More than 250 workers are on strike at the Council for Mineral Technology (Mintek) over wages and working conditions, the National Union of Mineworkers (NUM) said yesterday.

NUM assistant secretary-general, Mr Marcel Golding, said the workers downed tools three days ago after a ballot in December and the failure of conciliation. The workers are demanding a 30 percent wage increase, improved maternity leave and the recognition of June 16 and May 1 as holidays.

Mr Golding said the company's offer of a seven percent increase was "ridiculously low, and does not even compensate the workers for inflation".

Mintek said it would release a statement today.
NUM bid to save 2 from gallows

By Mike Sithuma, Labour Reporter

The National Union of Mineworkers (NUM) has launched a campaign to save two members from the gallows.

A union statement said a petition for clemency on behalf of one member, Tyelevuyo Mgedezi, would be handed to the State President, Mr PW Botha, on January 15, while an appeal would be lodged in the case of another member, Lucky Nomganga.

Mgedezi was sentenced to death following violence which broke out at Vaal Reefs Gold Mine in Orkney in February 1986.

The NUM said while sentence on two counts had been reduced on appeal, Mgedezi still faced the gallows for two murder convictions.

His co-accused, Mr Solomon Nogwate and Mr Paulos Tshehlane, were released in September 1986 after successfully appealing against their death sentences.

According to the union, a petition for clemency, signed by members on all mines, would be presented to the State President.

Nomganga was sentenced to death last November in the aftermath of a fight over alleged dismissals at the Western Holdings Gold Mine in June 1987. Six workers and two white employees were killed in the violence.

Union lawyers said yesterday that, of the 16 accused, Nomganga, a union leader at the mine, was the only one given the death sentence. The union has petitioned for appeal against the sentence.

The Commercial, Catering and Allied Workers' Union has launched a petition against the hanging of a former shop steward, William Ntombelela.
THE NUM would approach Anglo American shortly to discuss the corporation's links with the head of Carletonville's CP town council which had re-implemented petty apartheid, general secretary Cyril Ramaphosa said last night.

Ramaphosa was responding to Anglo American's position regarding the corporation's contract with CP management committee chairman Koss Nel.

Nel's company, Mountum Garden Enterprises, provides gardening services to Anglo's Western Deep Levels.

Ramaphosa said it was surprising that Anglo appeared to be retaining its contract with Nel. He said: "Anglo must merge words with deeds if it is to be believed to be the liberal organisation as is publicly projected."

NUM viewed the measures taken by the council in a serious light as it had a large membership in the area. "The municipal facilities must be made available to all communities without discrimination."

Ramaphosa warned the town would cease to exist without the labour of black mine workers — 32,000 blacks and 4,000 whites were employed by Anglo in the area.
Mintek strike in sixth day

At least 250 Council for Mineral Technology (Mintek) employees out of a workforce of 280 entered the sixth day of a wage and working conditions strike today, National Union of Mineworkers general secretary Marcel Golding said yesterday.

He said the strike was declared when management and workers failed to reach any agreement after nine months of negotiation.

The NUM was demanding a 30% wage increase, May 1 and June 16 as paid holidays, transport allowance improvements and four months' maternity leave.

Mintek was offering a 7% increase as a parastatal, management was obliged not to offer more than this, Mintek human resources director Danie van Vuuren said.

Golding said a 7% increase was well below the inflation rate as well as the 15% received by public servants.

He claimed further a number of salary adjustments had already occurred which had exceeded the 7% margin.

Management also offered one month paid, followed by one month unpaid, maternity leave and a guarantee of employment for the third month, Golding said.

Van Vuuren confirmed salary adjustments had been made but refused to indicate the percentages involved.

Negotiations continue today.
List of violent incidents which occurred at mines

- **January to April 1985**
  - At Vaal Reefs, a series of wildcat strikes, stoppages, boycotts, sit-ins and disruptions of hunting leads to the closure of a shaft.

- **February 1986**
  - At Vaal Reefs West Division an unofficial shaft steward leads a group attack on other employees in which four team leaders are murdered. The leaders are arrested and convicted, and Tyelovuyo Mqoqo is sentenced to death. Subsequently, Vaal Reefs employees go on a wildcat strike in sympathy with those arrested for the murders of the team leaders.

- **March 1986**
  - At President Brand a senior canteen is disrupted and team leaders are intimidated.

- **April 1986**
  - Inter-employee conflict at President Steyn.

- **June 1986**
  - At Western Holdings mine workers drinking in a tavern are attacked on two occasions following NUM meetings because NUM members object to fellow workers not attending the meetings.

- **July 1986**
  - At Western Holdings, four team leaders are publicly executed following a NUM-led underground sit-in and senior canteen boycott.

- **September 1986**
  - At Vaal Reefs East, a senior black employee is kidnapped and assaulted by a group of NUM supporters and is forced to march around the hostel carrying the NUM flag. Employees at Western Holdings refuse to go underground and demand the re-appointment of four employees dismissed for their involvement in the murder that took place in July.

- **October 1986**
  - At Vaal Reefs East, workers create disturbances underground in sympathy with colleagues disciplined for their involvement in the assault of a senior black employee.

- **November 1986**
  - At Vaal Reefs East, clashes between groups of employees over the tavern boycott result in the death of 13 employees.

- **December 1986**
  - At Vaal Reefs, a further 10 employees die as a consequence of these clashes.

The conflict spreads to Vaal Reefs South and an additional nine employees are killed.

- **January 1987**
  - A group of workers attack a canteen at Vaal Reefs No 9 and a worker attacks a policeman in the dock.

- **February 1987**
  - A supervisor is murdered at Vaal Reefs East.

- **April 1987**
  - A tavern and a concession store are destroyed by a group of workers at Sauplaas.

- **September 1987**
  - Seven people are killed in an inter-employee conflict at New Denmark collery.

At President Brand a team leader is killed and two are seriously injured.
Code of conduct the hub of Anglo, NUM dispute

A code of conduct proposed by the Anglo American Corporation (AAC) is threatening relations between the giant mining house and the National Union of Mineworkers (NUM).

Anglo says the code would provide the most constructive mechanism by which investigations could be carried out by joint AAC/NUM committees, while the NUM accuses management of attempting to roll back gains made by the union.

Anglo says:

In its statement, Anglo says it has proposed a code of conduct which will regulate the behaviour of management, the National Union of Mine Workers (NUM) and employees, to eliminate violence.

The statement says despite the existence of channels and procedures to resolve differences, violence and conflict have occurred in certain instances.

The principles of the code, it says, are to hold parties to the agreement accountable and responsible for the actions of their officials, representatives and members.

It will also ensure all steps available, individually and collectively, will be taken to ensure that all persons acted at all times in the interests of industrial peace.

Other principles of the code are:

● Parties will at all times seek to uphold and protect the individual rights of workers, including freedom of association and the individual's freedom to work either when a strike may have been called, or to take part peacefully in a lawful strike.

● Parties will not promote or support the use of unlawful actions including threats or any form of violence, coercion or intimidation. Both parties will work constantly to prevent the occurrence of any such act.

● The parties acknowledge that in the event of a lawful strike, lock-out or any other form of industrial action, management, employees and union representatives should ensure certain facilities, such as hostels and canteens, are maintained.

NUM says:

The National Union of Mineworkers (NUM) has released the result of a survey carried out on 13 gold and nine coal mines administered by Anglo American, which the union says "unmasks Anglo's claims to be a model of civilised labour practices.

The union said the report showed that despite the continued existence of "limited collective bargaining processes, workers were experiencing a climate of repression and control so severe that, in many respects, conditions are as bad, or even worse than in the period prior to unionisation."

"Workers question Anglo American's projected image of itself as a model for future negotiated reform in South Africa. While Anglo at both local and national level will deny its intention is to destroy the NUM, it is clear the union is being restricted and repressed," the NUM said in a statement yesterday.

In the latest issue of NUM News, the NUM says the survey revealed "widespread complaints by black mineworkers" at Anglo mines. The feeling of workers, says the NUM, was that "good industrial relations ended with the 1987 strike."

The union adds that at Anglo mines "the very survival of the NUM is threatened."

In an article headlined "How Anglo Rules The Mines", the NUM accuses the mining giant of practices including mass re-entries, assaults of workers by mine security, the banning of union meetings, forcing workers to work in unsafe places, the derecognition of the NUM, barring union officials from mine premises, the proscription of "workers' songs" and having workers in overcrowded compounds.

Tight restrictions had allegedly also been placed on workers' movements in and out of hostels.
AP bombing allegations upgrade

Vital facts concealed by Minister of Police, says Cosatu spokesman

SATURDAY, MARCH 10

AP bombologists allege that the South African Police (AP) and the National Intelligence and Security Service (NISS) are behind a series of bombings that have rocked the country in recent months. The allegations have been made by Cosatu, the trade union federation, which claims that the bombings are part of a conspiracy to suppress opposition and stifle democracy.

Cosatu's statement

"Cosatu has received credible information that the AP and NISS are behind a series of bombings that have been taking place in various parts of the country," said Cosatu spokesperson, Sipho Mkhize. "We urge the government and the authorities to investigate these allegations seriously and to bring those responsible to justice."

Government response

The government has strongly denied the allegations, saying they are baseless and without merit. "We reject these allegations in the strongest possible terms," said Interior Minister, Bheki Cele. "The AP and NISS are proud and respected institutions that serve the people of South Africa."

Law enforcement agencies

The police and the intelligence services have been asked to investigate the allegations thoroughly. "We will not tolerate any illegal activities," said Police Minister, Bheki Cele. "We will do everything in our power to ensure that justice is served and that those responsible are brought to book."

Public reaction

The public has responded with mixed reactions to the allegations. Some have expressed support for Cosatu, while others have urged caution and a wait-and-see attitude. "We need to be careful and not jump to conclusions," said political analyst, Thulani Makhanya. "We need more information before we can make a judgment."

Conclusion

The situation remains uncertain and will be closely watched by the public and the media. The government and law enforcement agencies are committed to investigating the allegations thoroughly and bringing those responsible to justice. The public is urged to remain vigilant and to report any suspicious activity to the authorities.
‘Whites only’ war rages between Anglo and CP

By Esmeré van der Merwe, Political Reporter

The reintroduction of “whites only” signs in three municipal parks in Carletonville has led to a war of words between Anglo American Corporation, a major employer in the area, and the union of the town’s Conserva-
tive Party-controlled management committee, Mr. Koos Nel.

Anglo American Corporation and its associates are committed to equal opportunity in the workplace. For this to be meaningful, it must be accompanied by a move away from racial discrimination in the communities in which employees live.

The Corporation will continue to use all avenues of constructive influence to assist local authorities, irrespective of their political persuasions, to continue to move in this direction.

Where local authorities appeal to the Corporation for assistance and support, the Corporation requires that such assistance and support be applied in a non-discriminatory way.

Non-racialism can only be partly effective if it is practised in a community free of racial discrimination. The Corporation will sit down and talk with local authorities with which it has a problem. Discussions concerning Carletonville’s town council’s retrogressive move are about to be considered.

As far as the NUM is concerned, we are more than prepared to hold discussions with the union regarding the interests of our employees.

Anglo American Corporation

Anglo should practise what it preaches. Discrimination is rife at the Corporation’s two mines in the area, Western Deep Levels and Elandsrand.

It has built a wall around the white residential area on Western Deep Levels Mine to keep the black mineworkers out.

At Elandsrand, security gates have been installed for the same purpose — to prevent blacks living in the hostel from entering the white residential areas.

And why does Anglo not act against the Government whose policies differ enormously from its own?

The white residents of Carletonville are happy about the measures the council has taken at three municipal parks where littering and vagrancy have been reported before. That situation has been rectified, much to the satisfaction of the residents.

Carletonville’s residents voted in the present council by a two-thirds majority. All the candidates stood under the official CP banner, and we have to fulfill our promises to the electorate.

Anglo does not govern Carletonville, but the council is prepared to discuss the issues with Anglo.
NUM's strike unfair.
— Mintek

Labour Reporter

The Council for Mineral Technology (Mintek) yesterday described a five-day-old strike by members of the National Union of Mineworkers (NUM) as "substantively unfair".

Mintek's assistant director of human resources, Mr D W J van Vuuren, said most weekly wage employees - 210 out of a total complement of 823 - had been on strike since Thursday last week.

Although the strike was conducted in "a very disciplined and peaceful manner", Mintek viewed it as "substantively unfair" because the council did not have the freedom to adjust salaries and wages annually at its sole discretion.

Meetings with the union were continuing. NUM spokesman Mr Marcel Golding said the workers, numbering more than 250, were demanding a 30 percent wage increase, improved maternity leave and the recognition of June 16 and May 1 as holidays.

The company offered a seven percent raise.

Mr Golding said Mintek, a parastatal, was making an offer out of step with the 15 percent increase awarded public servants.
EIGHTY employees of the Anglo American Corporation and associated mines lost their lives over a period of 30 months from April 1985 to September 1987 during incidents which included wildcat strikes, boycotts, kidnapping and assault.

This was revealed in a statement by the corporation in response to the National Union of Mineworkers' (NUM) allegations of repression.

In a statement, the corporation said it believed that all workers had the right to join or form unions of their choice, to bargain collectively and to strike peacefully.

The events listed by the Corporation were:

- **January to April 1985**: At Vaal Reefs a series of wildcat strikes, stoppages, boycotts, sit-ins and disruptions of housing leads to the closure of a shaft.
- **February 1986**: At Vaal Reefs West Division an unofficial shaft steward leads a group attack on other employees in which four team leaders are murdered. The leaders are arrested and convicted, and Tyclovuyo Ngedezzi is sentenced to death.
- **March 1986**: At President Brand a canteen is disrupted and team leaders are intimidated.
- **April 1986**: At Western Holdings a series of incidents include the attacks on the canteen and the closure of NUM meetings.
- **July 1986**: At Western Holdings, four team leaders are publicly executed following a NUM-led underground sit-in and senior canteen boycott.

**From The Argus Correspondent, Johannesburg**

- **September 1986**: At Vaal Reefs East a senior black employee is kidnapped and assaulted by a group of NUM supporters.
- **October 1986**: At Vaal Reefs East workers create disturbances underground in sympathy with colleagues disciplined for their involvement in the assault of a senior black employee. A tavern is petrol bombed.
- **November 1986**: At Vaal Reefs East, clashes between groups of employees over the tavern boycott result in the death of 13 employees.
- **December 1986**: At Vaal Reefs a further 10 employees die as a consequence of these clashes.

The conflict spreads to Vaal Reefs South and an additional nine employees are killed.

- **January 1987**: A group of workers attack a canteen block at Vaal Reefs No 9 Shaft and attempt to burn it down.
- **February 1987**: A supervisor is murdered at Vaal Reefs East.
- **April 1987**: A tavern and a concession store are destroyed by a group of workers at Saaplaas.
- **June 1987**: Vaal Reefs No 9 Hostel tavern is petrol bombed.

At Western Holdings eight people are killed in an incident, consequently, a NUM shaft steward is sentenced to death and eight other NUM members are convicted of murder.

- **August 1987**: Incidents at Vaal Reefs No 9 Hostel result in an interdict being granted by the Supreme Court against NUM members and office-bearers. This follows kidnapping of four employees.
- **September 1987**: Seven people are killed in an inter-employee conflict at New Denmark colliery.
Code: Anglo replies to NUM

JOHANNESBURG American yesterday responded to National Union of Mineworkers allegations of "repression" by referring to a code of conduct which had been proposed to NUM.

Anglo's response follows a 178-page "research report" conducted by the NUM which reveals alleged reports of "intensified repression" on its mines.

The report is based on a survey at Anglo mines and the findings include allegations that "Anglo has embarked on a systematic campaign of retarding the union and intimidating union members."

It also argues that racism and job reservation "remain a central experience of the corporation's employees."

An Anglo press statement refers to a set of rules proposed by the company during the 1987 miners' strike which would "both protect union and worker rights and prevent violence."

"In the post-strike agreement signed in March 1989, both AAC and NUM undertook to negotiate a code of conduct to achieve this purpose."

"Towards the end of last year the Corporation proposed the wording for such a code."

"More recently NUM has accused mine management of placing unreasonable restrictions on union activities. The proposed code of conduct provides the most constructive mechanism by which these presently unsubstantiated allegations can be investigated by the joint AAC/NUM committee. The code proposes to create at mine level."

"AAC believes that all workers have the right to join or form unions of their choice and to bargain collectively and to strike peacefully," the statement said.

The statement also referred to violence involving NUM members on mines from April 1985 to September 1987 where "a pattern of violence and coercive behaviour developed on mines associated with the corporation."

The proposed code of conduct has been submitted to the NUM, Anglo said.

Representatives of the NUM and officials of the Council for Mineworkers and Miners were locked in talks yesterday in a bid to end a three-day-old wage dispute by more than 250 workers.

The NUM assistant general secretary, Mr Marcel Golding, said the outcome of the meeting would be known today — Sapa
Worker Repression — NUN

Anglo is siding issue of

By Mike Stains Labor Reporter
Anglo, NUM clash over conditions

Anglo American and the National Union of Mineworkers (NUM) are to meet on January 19 to discuss differences over conditions on the mines.

Bobby Godsell said yesterday that once the two parties had signed a code on conduct, the mechanism would exist for investigating NUM's 94 allegations of assault. The problem could only be solved through joint action, he said.

NUM had not done enough to prevent violence on the mines, Godsell added.

Anglo yesterday released a statement detailing incidents of violence on its mines in a pre-emptive response to a NUM report on conditions on Anglo mines that was initially due to be released tomorrow.

A NUM representative accused Anglo of side-tracking the issue of management coercion on the mines by referring to the completely separate issue of the code of conduct. She said there was no disagreement between Anglo and the NUM on the code, and accused Anglo of negotiating through the media.

The Anglo statement said there had been 80 deaths on its mines, three arson attacks and numerous accounts of assaults and vandalism over a period of 30 months from April 1985 to September 1987.

It outlined what it described as a pattern of violence and coercive behaviour ranging from wildcat strikes, boycotts and kidnap and public execution.

According to the NUM report, statements about good working conditions on Anglo mines were mere public relations exercises masking practices of arbitrary dismissal and disciplinary charges, physical assaults, police-style room searches and general harassment and intimidation.

Anglo mine managers are in contravention of ILO conventions, the report claims. It notes that while Anglo officials attempted to distance themselves from apartheid, racial discrimination remains a central experience for workers on the mines.

The NUM report claims there has been a systematic attack by management on union structures and individual worker rights.

Thus, it says, resulted in increases in assaults, disciplinary charges and dismissals without the presence of shaft stewards, tighter control over worker movement, illegal searches and the sustained presence of private security forces.

Godsell took issue with what he said were the report's 94 unsubstantiated allegations of assault. He requested a full report.
Anglo refers
to code of conduct

ANGLO American yesterday responded to National Union of Mineworkers' allegations of "repression" by AAC by referring to a code of conduct which had been proposed to NUM.

Anglo's response follows a 178-page "research report" conducted by NUM which reveals alleged reports of "intensified repression" on the company mines.

The report is based on a survey at Anglo mines and the findings include allegations that "Anglo has embarked on a systematic campaign of intimidating union members".

It also argues racism and job reservation "remain a central experience of the corporation's employees".

An Anglo Press statement — issued ahead of a Press briefing to be held the corporation yesterday — refers to a set of rules proposed by the company during the 1987 miners' strike which would "both protect union and worker rights and prevent violence".

In the post-strike agreement signed in March 1988, both AAC and NUM undertook to negotiate a code of conduct to achieve this purpose.
Anglo admits meetings banned

BROENWYN ADAMS

The company was reacting to the National Union of Mineworkers' (NUM) challenge to Anglo to respond to this week's NUM report on conditions at Anglo mines.

NUM spokesman Marcel Golding accused Anglo of trying to cast a smoke screen over the "real" issues of its "regressive" labour relations practiced by holding a Press conference two days ago on the joint code of conduct for Anglo mines — a matter that was not in contention.

An Anglo spokesman said some union meetings were banned or taped as management had reason to believe employees' language would be used and issues raised leading to possible violence.

He said that union facilities had been reduced as Anglo's laissez-faire approach had been abused.

Golding challenged Anglo to respond to the report's allegation of assaults on workers by management, together with widespread restrictions on union activities which had resulted in the de-recognition of the NUM on at least five Anglo mines.

The Anglo spokesman denied the NUM had been de-recognised.

He responded to the allegations of assaults by challenging the union to provide details.

Golding said the code of conduct was not in contention as the union had agreed after the 1987 strike to negotiate a code.

Comment — Page 4
Why the AAC restricted meetings

Anglo American Corporation outlines its reasons for imposing conditions on the holding of National Union of Mineworkers meetings on Anglo premises

Reacting to the NUM report, an Anglo American Corporation spokesman confirmed that there had been a "general tightening up on conditions governing the holding of meetings by the union on AAC premises".

He said this had been because at a number of meetings things had been discussed in "provocative language" that had served to divide employees, sometimes violently.

This was also why union meetings were video recorded and photographed.

AAC felt it had the responsibility to protect all employees living and working on its premises. If the union had problems with specific actions taken it should document these in some detail, where they took place and with whom, etc. These could be discussed jointly in terms of an agreed code of conduct.

He said the NUM had only been de-recognised at the President Brand mine, after the whole branch committee was found guilty of culpable homicide and imprisoned for the killing of a team leader, following the 1987 strike. Even then, he said, the de-recognition of the committee "was not tantamount to the de-recognition of the union." The union had subsequently been re-recognised again at the mine.

Shaft stewards had also only been de-recognised at President Brand.

Allegations of victimisation of former shaft stewards and union members, including assaults by superiors, were unsubstated and unattributed, said the spokesman. The same applied to claims that workers had been threatened with physical violence and dismissal.

ACC was willing to investigate and discuss specific incidents with the NUM in accordance with an agreed code of conduct, if the union could provide details.

While it was not common practice to ban meetings, this would have been done where "management had good reason to believe that matters for discussion, and the terms in which they were to be discussed, could divide employees, possibly violently."

Denying that union office facilities were removed, the spokesman said these had, in some cases, been re-located outside hostels because there had been cases "where office facilities inside the hostels had compromised order and the safety of residents."

Kangaroo court

For example, at Vaal Reels No. 8 during the strike, the union office was used for kangaroo court action against employees.

On allegations that workers were discouraged from NUM membership, the spokesman called on the NUM to provide details of specific instances, which would be investigated.

General security had been tightened up "to ensure the safety of all employees in the face of a pattern of violence prevailing between 1985 and 1987," said the spokesman.

He referred to a statement released by the corporation earlier this week, in which AAC stated its belief "that all workers have the right to join or form unions of their choice, to bargain collectively and to strike peacefully."
Dismal portrait of relations at post-strike Anglo

A new report released by the National Union of Mineworkers (NUM) paints a gloomy industrial relations atmosphere on Anglo American mines in the post-1987 strike period. The report blames this on "management's desire to repress and restrict the union."

The report, titled "Collective Bargaining at Anglo American Mines — A Model for Reform or Repression?" and released this week, accuses Anglo mine management of a series of steps taken against the union since the strike, which violate industrial relations guidelines laid down by the International Labour Organization (ILO).

The investigation was carried out by the union's research department and the academic research group, the Community Resource and Information Centre, at nine coal and 13 gold mines owned by Anglo. All the gold mines had taken part in the strike, while collieries had participated to varying degrees.

The union was recognised at all the mines.

Shopfloor relations 'worse'

The results of the survey suggest a dramatic deterioration of shopfloor relations between the union and management in the aftermath of the strike.

According to the report, Anglo mine management has, since the strike, withdrawn recognition at five of the gold mines concerned. This had led to:

- Prevention of shaft stewards representing workers in dismissal and grievance cases
- Intense levels of victimisation of union members and former stewards
- The intimidation of members through threats of physical violence and dismissal
- A refusal to allow union branches to hold membership meetings
- The prevention of shop stewards from visiting living quarters to recruit members

A report released by the National Union of Mineworkers (NUM) this week points to a marked deterioration in relations between the union and Anglo American management in the wake of the 1987 wage strike.

Labour Reporter MIKE SILUMA reports

- The tightening of security measures and controls on workers movements in living quarters
- The withdrawal of union office facilities (in violation of ILO Convention 155, which requires that such facilities be made available to worker representatives) on the collieries, only one colliery was found to have withdrawn such facilities. At another six mines, telephones had been removed from offices.

In addition, researchers found that shaft stewards had been de-recognised at five gold mines, with stewards being given only "observer status" at another two.

The recognition of shaft stewards had also been withdrawn at three collieries, while restrictions were placed on stewards at four coal mines.

According to the report, gold mine management were now actively involved in discouraging workers from joining the NUM by intimidating them with mine security forces, distributing anti-union pamphlets and urging workers to resign from the NUM. (This violated ILO Convention 87, providing for freedom of association).

Even where the union had not been de-recognised, workers' meetings were closely monitored.

The report concludes that "while Anglo management" would deny that their intention is to destroy the NUM, it is clear that the union is being restricted and repressed to regain the uncontested control over the mines which (management) enjoyed before the union emerged."
Fear stalks the compound. But who’s to blame?  

PARAMILITARY patrols by mounted security men, armed vehicles and dog squads swarm around mines across South Africa. A new phase in the Angolan conflict, says one expert, has been triggered by the recent army's assault on the town of Mantambo, in the Northern Province. The South African government has denied any involvement, but the evidence points to a clear connection. The increased use of paramilitary forces in South Africa is part of a larger strategy to maintain control and spread fear among the population.

Neither unionists nor management deny the atmosphere of fear in the mine compounds. Mounted patrols, razor wires, munitions and night-time searches are widespread.

The dispute is over which slice to blame.

EDDIE KOCHE reports

Anglo American's paramilitary union officials were quick to order their men to stay away from the area, citing a lack of information and the potential for violence. The South African government, meanwhile, has praised the actions of its security forces, saying they are necessary to maintain law and order.

COMPOUND conditions on South Africa's gold mines lie at the heart of the ongoing labor protests. Anglo's labor relations officer, Bobby Godsell, told a mid-week conference that 30 people had been murdered in violence between workers since April 1985 in South Africa.

The murder of four team leaders at the Yall Reih mine in February 1989 is just one example of the violence that has erupted in the industry.

Goddess and Anglo had made a major effort to improve conditions in its mines, but the company's vision of a peaceful labor environment has been undermined by the constant threat of violence.

Goddess and Anglo have been accused of breaking international law by their use of armed security forces. The company's response has been to deny that it is involved in any unlawful activities.

The union and workers have called for an end to the violence and for a return to peaceful negotiations.

Anglo American's strategy of militarizing labor relations has only served to escalate the situation. Workers are now more afraid than ever of the company's response to any form of protest.

The South African Institute of Race Relations (SAIRR) is conducting a research project on the impact of race relations on the mining industry. The study aims to examine the role of race in shaping labor relations and the broader social context in which mining takes place.

South African Institute of Race Relations: Survey Researchers/WRITERS

The South African Institute of Race Relations (SAIRR) is looking for researchers to write certain chapters of its most prestigious publication, the annual Race Relations Survey.

Survey researchers are required to conduct interviews in the fields assigned to them, and to also obtain relevant statistical and other information from government and other sources. It is essential that they have the ability to write newspaper reports critically and analytically and have the aptitude to assess the relative importance of different events. Vacancies exist at present in the fields of politics, education, health and welfare.

An honors degree will be a strong recommendation, as well as previous journalistic and/or research experience (preferably all three). The Institute offers a competitive salary for these positions as well as the normal fringe benefits. Successful applicants must be available to start work as soon as possible.

Applications must be made in writing to:

South African Institute of Race Relations
PO Box 3104
1317 BRAAMFONTEIN
and MUST include the following:

1. The names, addresses and telephone numbers of two referees
2. Full CV, including particulars of previous experience and other information from government and other sources
3. Examples of recent work

Closing date for applications: 25 January 1989
MINE LABOUR RELATIONS

Bad blood

Anglo American and the National Union of Mineworkers (NUM) must come to grips with an escalation of bad feeling which has plagued the mining industry since the strike of 1987. The NUM this week released the findings of a "scientific" survey it conducted on 22 Anglo American gold and coal mines last October/November, lambasting the company's "repressive" labour relations practices over since the NUM's unsuccessful legal strike in 1987.

Anglo labour relations consultant Bobby Godsell was due to respond to the NUM's charges as the FM went to press.

The 178-page survey, conducted by the union and "an academic research organisation" was administered to "every branch committee" at 13 gold mines and nine collieries.

According to the union, "the survey results say that since NUM's first national legal strike in August 1987, during which 50,000 workers lost their jobs, Anglo has embarked on a systematic campaign of repressing the union and intimidating union members. It also argues that racism and job reservation remain a central experience of the corporation's employees."

"Today, despite the continued existence of a limited collective bargaining process, workers experience a climate of repression and control on the mines so severe that conditions are in many respects as bad as or even worse than in the period prior to unionisation."

Well, that's quite a mouthful. An Anglo spokesman says the survey contains a number of unsubstantiated allegations, which the group hopes to discuss once its proposed code of conduct is in place.

In the post-strike agreement signed in March 1988 both Anglo and the NUM undertook to negotiate a code of conduct protecting worker and management rights and preventing violence. The union now has before it the proposed code, and Anglo is await-
THE ANGLO RESPONSE: 'RACIAL HATRED AT UNION MEETINGS'

By EDDIE KOCH

A press release distributed by Anglo at the press conference listed details of the attacks in which miners had been murdered in the 30 months before miner's strike of 1987. Major events included:

• The murder of four team leaders at the Vaal Reefs mine in February 1986. A union shaft steward was subsequently sentenced to death for his role in the killings.
• A supervisor murdered at Vaal Reefs in February 1987.
• Eight people killed in violence at Western Holdings. A NUM steward was convicted of murder and eight union members convicted of murder with extenuating circumstances for their part in the attacks.
• A team leader killed at the President Brand mine. The NUM branch chairman and others were convicted of culpable homicide and sentenced to three years by the Bloemfontein Supreme Court.

“’We don’t attribute the violence to NUM,” said Godsell. “However NUM’s actions have been ineffective in causing violence to stop.”

His explanations for the violence were excessive behaviour by some individuals, the use of emotive language and the incitement of racial hatred during union meetings.

Godsell said Anglo had made a major effort to improve conditions in its hostels and was pursuing “a programme of further improvement”. The corporation believed migrants should have the choice of living in compounds or of bringing their families to live with them in the cities.

He said security and other regulations in the compounds had been tightened up but that this was necessary to ensure the safety of individual workers in the face of the kinds of violence outlined in the press release.

“We make no apologies about using our own security personnel and calling in police to secure personal safety,” he said.

Responding to other aspects of NUM’s report, Godsell said many of the allegations were vague and unsubstantiated. He said the joint monitoring procedures laid out in the Anglo’s proposed code of conduct would provide the means to investigate charges and urged the union to accept the code.

NUM’s response to Anglo’s press release said the union was being asked to address the symptoms of a much larger problem and leave the problem unresolved...

...It is within the larger context of an apartheid system that violence on the mines has to be situated. The mining industry is defined by the migrant labour system which in itself a form of institutionalised violence.”
ANGLO!

PUT YOUR MOUTH WHERE YOUR MONEY IS!

Behind its public facade of reform and good labour relations, Anglo American Corporation has acted to the detriment of the National Union of Mineworkers. Anglo has proposed a code of conduct it says “the parties will at all times seek to protect and uphold the individual rights of workers, including freedom of association and the individual’s freedom either to work when a strike may have been called or to participate peacefully in a lawful strike.”

NUM research conducted in October and November last year and published in its report “Collective Bargaining at Anglo American Mines — A Model for Reform or Repression” shows that the reality on Anglo’s mines since the August 1987 strike is:

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**Individual rights of workers**
- Racial segregation
- Workers cannot refuse to work in unsafe places
- Dismissals have risen
- Arbitrary disciplinary charges have increased
- More assaults by white miners, shift and mine overseers
- Hostels are surrounded by security fences and barbed wire
- Workers are denied privacy
- More paramilitary vehicles, horse and dog squads
- Rooms are searched while workers are underground

**Freedom of association**
- Withdrawal of union recognition from several mines
- Victimization and harassment of shaft stewards and union members
- Union meetings not allowed, or agendas censored
- Union office facilities withdrawn
- Shaft stewards not permitted to represent workers in hearings
- Mine management actively discourages union membership

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**the right to strike**
- Anglo refuses to sign an undertaking to ignore the most vicious anti-strike sections of the Labour Relations Act
- 50,000 workers fired in the August 1987 legal strike
- Union officials denied access to premises
- Mobilisation of mine security
- SAP called onto mine premises
- Lockouts of strikers
Anglo details mine violence

ANGLO American yesterday released further information on 60 deaths and incidents of vandalism and arson documented on its mines between April 1985 and September 1987.

Anglo was elaborating on allegations detailed in its statement released at the beginning of the week as a pre-emptive response to claims made in the National Union of Mineworkers' (NUM) recent research report on conditions on Anglo mines.

No arrests had been made in connection with 10 of the incidents, which involved 62 deaths, as well four cases of arson and a kidnapping.

An Anglo representative gave the following details:

- In February 1987, a supervisor was murdered at Vaal Reefs East. Ten arrests followed and the employees concerned are awaiting trial, Anglo said.
- In July 1986, four team leaders were publicly executed after a NUM-led underground sit-in at Western Holdings. Despite the fact that the executions occurred before 2,000 people, police obtained insufficient evidence to bring charges.

Dismissal

A commission of inquiry followed, resulting in the suspension of four shaft stewards suspected by management of being involved in the incident. Their subsequent dismissal was upheld by an independent senior counsel who had been chosen by both management and the NUM.

- A kidnapping and holding hostage of four employees in NUM offices in August 1987 at Vaal Reefs resulted in a Supreme Court interdict against shaft stewards.

The interdict was unopposed by the NUM.

- In June 1987, eight people were killed at Western Holdings. A NUM shift steward was sentenced to death and eight other union members were convicted of murder with extenuating circumstances. They received jail sentences of up to 10 years each.
- In April 1987, NUM actions at Western Deep Levels resulted in an Industrial Court finding that the union had committed 16 unfair labour practices which included its failure to dissociate itself from threats of murder made by NUM officials.
- Following wage negotiations at Ergo in June 1988, the Industrial Court found the NUM had committed 13 unfair labour practices. These included the NUM's failure to take reasonable steps to prevent acts of sabotage and damage, failure to ensure the maintenance of industrial peace and the failure to prevent union members from behaving in an unruly manner and from carrying weapons or damaging property.
Frik Fies between Anglo and the Miners

APPOINTMENTS

SUNDAY TIMES BUSINESS. FRIDAY 20 JANUARY 1989

MNPPOWER MANPOWER

CHALLENGES

CHALLENGE

FOR ALL THE DETAILS

MOVE - See Page 9

PEOPLE ARE ON THE
Mintek dismisses 200 strikers

THE Council for Mineral Technology (Mintek) yesterday dismissed about 200 NUM members who had been involved in a wage strike since January.

Human resources assistant director Danie van Vuuren said the NUM had accepted an offer of a 14% wage increase and a R500 monthly minimum, but had refused to "recognise the statutory and financial constraints under which Mintek, as a parastatal organisation, operates".

He said this requirement was a condition of the wage offer.

The NUM's refusal to accept this meant that every time negotiations took place the union would "pressure me over something I have no power over". Under the circumstances no other action could be taken but to dismiss the strikers.

NUM officials could not be reached for comment.
Mintek fires 200 striking NUM workers

By Mike Siluma, Labour Reporter

The Council for Mineral Technology (Mintek) fired more than 200 striking members of the National Union of Mineworkers (NUM) yesterday.

Mintek said it had made an offer of a 14 percent wage increase. The offer was made on condition that the NUM "recognise the statutory and financial constraints under which Mintek, as a parastatal organisation, operates".

Mintek said the NUM had accepted the wage offer but refused to accept the limitations imposed by the council.

A NUM spokesman said it would contest the dismissals "because they are a breach of an undertaking by Mintek that, having accepted the offer, workers would be allowed to resume work". The dismissals were an indication of bad faith, he said.
Samcor workers get first dividend

Own Correspondent
Johannesburg — Samcor employees who own 24% of the company's equity have received some Rm in dividend payments, the first dividend paid since the shares were transferred into an employee trust as part of Ford's divestment deal a year ago.

Samcor chairman Les Boyd said yesterday all of the 4,500 employees, who had been in service for the full year, each received a R500 cheque on the day the plant closed for the Christmas break in mid-December.

Beneficiaries include all wage and salary earners.

A dispute which blew up among workers last year over whether the fund's dividend income should be channelled into community projects or distributed to the workers themselves has apparently been resolved.

Boyd said the trustees had changed the rules in order to give each individual worker the choice of accepting the money personally or handing it back to the fund for use in community projects. He said none had taken up the latter option.

Employee trustees have not yet been elected as provided for and the trust is still being run by three outside trustees — two lawyers and a Ford representative.

Boyd said the decision to change the rules was taken after extensive consultation between the trustees and groups of employees.

Spokesmen for the National Union of Metalworkers of SA (Numsa) motor section, who negotiated the original deal, could not be reached for comment.
SAMCOR employees, who own 24% of the company's equity, have received some R4m in dividend payments, the first dividend paid since the shares were transferred into an employee trust as part of Ford's divestment deal a year ago.

Samcor chairman Les Boyd said yesterday all of the 4 500 employees who had been in service for the full year each received a cheque for R840 in mid-December.

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Spokesmen for the National Union of Metalworkers of SA (Numsa) motor section, who negotiated the original deal, could not be reached for comment.
SIPHO NGCBO

SAMCOR workers, who last month received R940 each in dividend payments from the 24% of the company's equity they own, are complaining that the money is too little and say they expected at least R3 000 each.

The workers who talked to Business Day at Samcor's Pretoria plant yesterday said they suspected the dividend payments had been "rigged".

One worker said: "The R940 paid out to me is one of the most serious disappointments of my life. I know I am entitled to much more than the sum of money they have paid me... However, we have delegated our representatives to take the matter up with management."

Several other workers, who did not want to reveal their names, expressed anger and disappointment at the R940 and vowed they would not rest until they were paid R3 000 each.

The dividend payments, the first since the funds were transferred into an employee trust as part of Ford's divestment agreement, total about R4m.

The controversy surrounding the 24% equity owned by workers came into the open last year when many workers rejected the idea that the dividends should be channelled into community projects.
The National Union of
mineworkers has threatened to take Mintek to court unless the parastatal company re-employs
the 200 Num members it sacked.

Num spokesman Mr
Marcel Golding yesterday said Mintek had been notified of its decision
following the dismissal of
the 200 — Sapa
Mintek offers to re-employ dismissed NUM workers

The Council for Mineral Technology (Mintek) yesterday offered to re-employ more than 200 members of the National Union of Mineworkers (NUM) fired on Monday after a week-long wage strike.

Mintek spokesman, Mr Dane van Vuuren, said Mintek was "looking at ways and means of approaching the NUM with a view to re-employing all the workers". The company's lawyers were working on an offer to be put to the NUM.

NUM assistant secretary-general, Mr Marcel Golding, accused the company of being "arrogant and intransigent" during negotiations, said the NUM had notified Mintek of its intention to take the issue of dismissals to court.

He said the workers were fired despite accepting a company offer to increase wages by between 14 and 22 percent, as well as improvements in working conditions.

The Premier group has denied reports that more than 300 employees had been laid off from its Killarney, Johannesburg, head office.

Deputy chief executive, Mr Gordon Utian, said staff were being laid off as a result of the sale of the group's poultry interests. Although the restructuring exercise was still in progress, the number of people affected was "far less" than 300.
NUM threat to Mintek

THE National Union of Mineworkers (NUM) yesterday threatened to take court action against the Council for Mineral Technology (Mintek) over the dismissal on Monday of about 200 striking workers.

NUM assistant general secretary Marcel Golding described Mintek's attitude and conduct as "arrogant and intransigent, and totally out of line with acceptable labour practices".

He said while agreement had been reached on 14%-22% wage increases, Mintek was also insisting the union accept the obligation not to strike in future "because of its alleged negotiating constraints".

Mintek said it was constrained by the fact that funds were determined by the national budget.

Human resources assistant director Danie van Vuuren told Sapa yesterday Mintek would re-employ the dismissed workers if an agreement could be reached.

He said Mintek had had no contact with the NUM since the dismissal, but the company's legal representatives were working on an offer which would bring the union back to the negotiating table.
Samcor fund's trustees broke rules — Numsa

TRUSTEES of the Samcor employee trust fund had violated the fund's rules by amending them to pay dividends directly to employees, a National Union of Meatworkers of SA (Numsa) spokesman said yesterday.

Numsa motor section chief Fred Sauls said Numsa officials had read with deep concern yesterday's Business Day report that about R4m had been paid out, at R940 a person.

He said the deed of trust contained specific provisions for democratically amending the fund's rules — a secret ballot supported by 75% of employees.

The rules initially required that dividends earned by the fund's ownership of 24% of Samcor equity be channelled into community projects.

Sauls said Numsa would demand that Samcor pay R4m to the fund to reimburse it.

Further, Numsa had referred the matter to its attorneys with a view to possible legal action against the trustees.

AlanFine

“This violates our agreement with Ford and will have serious repercussions,” Sauls said.

The amended rules allow employees to decide whether to keep the money or return it for use in community projects.

Asked whether the fact that none had returned their cheques showed workers favoured the new rules, Sauls said to give a worker nearly R1 000 and to ask him or her to return it was an unsatisfactory way of canvassing opinion.
**Num, Anglo in war of words**

A war of words has broken out between Anglo American and the National Union of Mineworkers (Num).

This follows the release of a Num research report which claims that the level of repression at mines has increased dramatically since the 1987 strike.

According to the report — "Collective bargaining at Anglo American Minet A model for reform or repression?" — the situation on the mines now threatens basic worker rights.

Neither side disputes that tension exists at the mines, many of which now have security measures including barbed wire fences, armed security guards and, in at least one case, mounted police.

It is the case of this heightened tension which has sparked off a public dispute involving a flurry of press conferences, statements and full-page advertisements in several newspapers.

Num cited as examples of Anglo's repression the refusal to allow its officials access to mines, the control of agendas at meetings, the refusal to allow outside speakers, including those from Num, to speak at meetings on the mines and a ban on staging of meetings, many of which are video-taped.

The union claimed that "visible" security arrangements were enforced at most mines, with patrols constantly on the lookout for trouble.

The corporation also released details of violence on Anglo mines in the 30 months between April 1988 and September 1989.

Figures employees told state lives in incidents which included violent attacks, kidnapping and sexual assaults.

Num assistant general secretary Marcel Golding, in response to the Anglo press statement, said the corporation was being warned.

"On one can't address violence without examining the structural causes," he said.

A Num statement trend last week denied the union's role in the causes of the conflict.

"Violence was not a feature of mine life long before Num united workers," the union said.

Num said the root cause of violence on the mines was the migration labour system, the brutality and the deliberate encouragement of violence among workers by bosses.

Num also claimed that violence on the mines did not only originate from the workers.

"Num has documented many assaults by mine security against workers, the detention of workers at security barricades, the use of teargas, rubber and lead bullets against workers engaged in flight strikes, the cutting of the SAP into which mines and the assault of black miners by white supremacists," a Num spokesperson said.

**TEN years after its formation the South African Black Mineworkers' Union regarded by many as a pioneer of today's labour movement may soon disband.**

Sanwu officials are reluctant to discuss the union's future but many believe that the union is not as strong as it once was.

Sanwu, which began in 1979 as a mining union, is now a federation of 16 unions representing 360 000 workers in the mining industry in South Africa.

Since the Cosatu policy of "One Union" was introduced in 1984, Sanwu's membership has dropped from 100 000 to 90 000, according to union officials.

The union's membership was estimated at 100 000 making it one of the most powerful trade unions in the country.

The union was formed in 1979 after a split between black consciousness supporters and adherents of non-racialism in the Black Allied Workers' Union at its conference in Durban.

It was from this split that the union is now one of the most powerful trade unions in the country.

This year the union grew rapidly and had 90 000 members by 1990.

The union's membership increased to 100 000 from 5 000 in 1986.

Sanwu's leaders have been demanding a restructuring of the federation of 16 unions to form one strong union.

Sanwu leaders also have been demanding a restructuring of the federation of 16 unions to form one strong union.

Sanwu's leadership rejected the approach that trade unions should confine their activities to their constituent unions.

In November 1980 SA Cosatu signed a recognition agreement with Sanwu.

In 1982 Sanwu signed a recognition agreement with the Anti-Apartheid Movement.

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In 1983 Sanwu signed a recognition agreement with the Anti-Apartheid Movement.
Anglo keen to talk with mine union

By Kalzer Nkatomba

Anglo American Corporation is "deeply disappointed" with the National Union of Mineworkers (NUM) decision yesterday to postpone a meeting scheduled for today.

The company said it had hoped to reach an agreement with the union on its recently promulgated code of conduct.

It had also wanted to respond to the NUM's research document which was "publicised extensively" in the December issue of the NUM's newsletter.

Anglo American called on the union either to reconsider its decision to postpone the meeting or to agree on a new date "as quickly as possible".
Unity sewn up?
19-25/11/89.

A new super union with a membership of over 200,000 could be formed in the clothing industry if unity talks next week between the Garment and Allied Workers Union (Gawa) and the Amalgamated Clothing and Textile Workers Union of South Africa (Actwusa) are successful.

Preliminary discussions took place between the two unions in Durban last month under the auspices of the Cosatu which intervened after previous negotiations broke down.

Gawu general secretary Desmond Sampson said it was still too early to talk of a merger. "Negotiations are at a delicate stage," he said.
Mintek to re-hire workers

THE Council for Mineral Technology (Mintek) and the National Union of Mineworkers (NUM) yesterday resolved the dispute which led to the dismissal of 200 strikers on Monday.

The workers will be re-employed from tomorrow and the issue that caused the dispute is to be referred to the Industrial Court.

The strike was sparked after the two reached a wage agreement but the NUM refused to formally “recognise the financial constraints” under which Mintek, as a parastatal organisation, said it operated.

The NUM said Mintek’s requirement meant members would not be entitled to strike.

Mintek human resources assistant director Danie van Vuuren said Mintek’s budget was determined by the State and it was unfair for the NUM to strike over an issue, which was effectively non-negotiable.
NUM puts off meeting: Anglo is disappointed

ALAN FINE 19/11/87

The latest round in the war of words between Anglo American and the National Union of Mineworkers (NUM) erupted yesterday with Anglo expressing "deep disappointment" at the union postponing a key meeting scheduled for today.

The meeting was to discuss Anglo's proposed code of conduct aimed at limiting mine violence, and the NUM research document released last week which alleged Anglo had conducted a systematic union-bashing campaign since the 1987 strike.

Anglo called on the NUM to either reconsider its decision to postpone the meeting or to agree to a new date as quickly as possible, "otherwise, it will appear as if NUM is more interested in raising problems than in resolving them".

NUM assistant general secretary Marcel Golding said the meeting was postponed in the light of an urgent union executive meeting tomorrow.
Samcor broke fund's rules, claims Numsa

The National Union of Metalworkers of South Africa (Numsa) is planning legal action against trustees of the Samcor Employee Trust Fund for allegedly breaking the fund's rules by paying out dividends to workers.

In December Samcor paid out R4 million as part of the first dividend payment to more than 4000 employees who own a 24 percent share of the Samcor equity left for them by Ford when it divested in 1987.

The union said yesterday the money should have been used for community welfare and development activities.

A Samcor spokesman said he could not comment as the matter was between the trustees and the union.
Samcor broke fund's rules, claims Numsa

By Adele Balaeta

The National Union of Metalworkers of South Africa (Numsa) is planning legal action against trustees of the Samcor Employee Trust-Fund for allegedly breaking the fund's rules by paying out dividends to workers.

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The union said yesterday the money should have been used for community welfare and development activities.

A Samcor spokesman said he could not comment as the matter was between the trustees and the union.
THE para-statal council for mineral technology yesterday decided to re-employ about 250 members of the National Union of Mineworkers who were fired on Monday following a sit-in strike for eight days protesting against wages and working conditions.

A statement from Mintek said the workers would be re-employed from Friday January 20.

Mintek said the strike did not affect its decision to implement a 17 percent wage increase backdated to July last year - or its decision to re-employ the workers.

Sapa
Mintek reinstates
200 NUM workers

By Mike Siluma, Labour Reporter

More than 200 members of the National Union of Mineworkers (NUM) dismissed by the Council for Mineral Technology (Mintek) on Monday have been reinstated after three days of negotiations between the union and management.

The NUM assistant secretary-general, Mr Marcel Golding, said yesterday the settlement included the re-employment of all workers from today without loss of benefits and the implementation of an average 14 percent increase, with a monthly minimum rate of R600. The increases are to be backdated to July 1, 1989.

- A two-year dispute between the Food and Allied Workers' Union (Fawu) and Chapelat Industries is being heard in the Industrial Court this week, with the union asking the court to reinstate 100 workers whom it says were fired unfairly in 1987.

A Fawu spokesman said the union's contention was that the dismissals were unfair in that, among other things, the workers were not given a hearing.

The union believed the workers were dismissed because they were union members and the company's view was that they were fired as individuals for their behaviour.

- Annual wage negotiations between the Construction and Allied Workers' Union (Cawu) and the Everite fibre cement division are still deadlocked, despite mediation last Friday, the union said.

Cawu members' demands include an hourly R1.03 individual increase, a 40-hour working week and the recognition of June 16 as a paid holiday.

- Although wage increases negotiated for the lowest-paid miners in 1988 were 17.9 percent higher than in 1987, workers in this category still earn below a minimum living level of R618, says the official mouthpiece of the NUM.
SAB strike continues.

MORE than 200 striking workers at SAB Breweries (SAB) plants in Port Elizabeth and East London yesterday continued their dispute over the payment of nightshift workers on January 2.

SAB's human resources director, Mr Rob Childe, said yesterday that the Food and Allied Workers' Union (Fawu) had not responded to a Port Elizabeth Supreme Court interdict ordering the strikers back to work and to abide by the recognition agreement between SAB and Fawu.

The East London workers downed tools in sympathy with 200 Port Elizabeth workers who went on strike last Friday in a demand for holiday pay, a union spokesman said.
Thousands of miners to lose jobs

Thousands of miners at three Gencor gold mines will lose their jobs in the next few weeks in a drastic move to maintain profitability at the current low gold price, Gencor has announced.

The mines are West Rand Consolidated and the Leslie and Bracken mines in Evander.

Comment from the white Mine Workers' Union was not available at the time of going to press, but the National Union of Mineworkers has strongly condemned the move.

The mines say:

Mr J C Janse van Rensburg, managing director of West Rand Consolidated, said yesterday about two-thirds of the 5,400-strong workforce would be retrenched in the next few weeks.

Retrenchments began in December and about 1,000 workers were being laid off every month.

The low gold price coupled with West Rand Consolidated's scattered marginal reserves made it difficult to break even, he said. A limited number of miners would be placed at other gold mines in the Gencor stable.

The managing director of the group's Free State and Evander mines, Mr G Maude, said retrenchments at the Leslie and Bracken mines began this week.

Retrenchments at Bracken — between 1,500 and 3,100 employees — would be completed by February, and those at Leslie — between 700 and 2,000 — by March.

He said 200 Bracken workers had been placed at the Winkelhaak mine. Retrenched employees would be given the equivalent of six weeks' pay, and this varied according to length of service.

The move was necessary, he said, to maintain profitability at lower production levels.

The NUM says:

NUM assistant general secretary Mr Marcel Golding said the decision by Gencor to retrench employees at the three gold mines was unacceptable and would be contested by the union.

"We will challenge the alleged necessity to lay off workers," he said.

Mr Golding said the union had met the managements of the three mines about the retrenchments.

"In most cases negotiations proved futile because management presented the union with a unilateral decision to retrench the workers. They did not seriously attempt to seek alternatives to minimizing the spate of redundancies," he said.

He said the group knew over two years ago of "its alleged precarious situation," but informed the union of the retrenchment plans only two months ago.

"During our discussions with the group it was clear they were acting in bad faith. The retrenchment package is appalling and is rejected by the mineworkers," he said.

The union was examining the position, he said.
Court warns strikers off

Supreme Court Reporter

WORKERS — excluding three shop stewards — on strike at the Nampak factory in Epping were yesterday interdicted and restrained from intimidating, assaulting or threatening non-striking staff members after an urgent application was brought before the Supreme Court.

In an interim order, Mr Justice E L King ordered that the 227 workers be restrained from entering the premises without permission and that they be interdicted from hindering the normal operation of Nampak's business. The order was not extended against shop stewards Mr Patrick Hlakula, Mr Peter Palmer and Mr Derek Booyzen.
MORE THAN 300 striking workers at SA Breweries (SAB) plants in Port Elizabeth and East London yesterday continued their dispute over the payment of nightshift workers on January 2.

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A white yes, a black no

By EDDIE KOCH

PLANS to privatise services run by the SA Transport Services (SATS) have sparked widely conflicting responses from trade unions operating in the public sector.

The militant South African Railways and Harbour Workers' Union (Sarwhu) says SATS plans pose a threat to the jobs of their members as well as the welfare of black township residents.

On the other hand, the Federation of SATS Trade Unions (Fedsats), an umbrella of "moderate" unions officially recognised by the government, has hailed privatisation as a move towards profitability and higher wages in the sector.

"At our congress last year, members expressed an in-principle rejection of privatisation because it usually involves staff cuts and a pruning of services to the community in the interests of profit," said Sarwhu education secretary Mike Rousso.

"We also believe government plans for the railways are designed to release more funds to finance militarisation and reform programmes which our members have rejected."

Despite these general reservations, Sarwhu is prepared to consider the details of the privatisation programme in formal negotiations with Sats. "But so far, management has only spoken to Fedsats — even though our members and the communities they live in are likely to be most heavily affected," said Rousso.

Sarwhu claims to have signed up more than half the industry's 90,000 black workers, and is in the process of negotiating a recognition agreement with SATS. The Fedsats unions have 130,000 members of all races.

Abraham Koekemoer, general secretary of Fedsats, said: "Residential segregation creates heavy transport costs and the government has been prepared to accept these losses for the sake of an ideology.

"We have always opposed this, because we believe workers have been forced to subsidise the ideology through their low wages. Privatisation will now lead to greater efficiency, more profitability and higher wages."

Koekemoer said his organisation had visited the United Kingdom to examine the effects of the privatisation of British Rail and had come back convinced that it contained considerable benefits for workers.

"We especially welcome the announcement that SATS workers will be able to buy shares in the new company. Many English railway workers are getting more in dividends from their shares than from their pensions."

Asked to comment on the fact that the railways has traditionally been a source of sheltered employment for unskilled white workers, who make up the bulk of Fedsats' membership, Koekemoer said they were satisfied with a written guarantee from SATS that no employees would be retrenched in the privatisation process.

Meanwhile Sarwhu, an affiliate of the Congress of South African Trade Unions (Cosatu), has joined three other unions operating in the public sector to form a private sector coordinating committee. This forum plans to launch a major campaign in February which will include mass rallies to discuss the implications of privatisation.

Other unions in the committee are the Postal and Telecommunications Workers' Association (Potwa), the SA Municipal Workers' Union (Samwu), and the National Education, Health and Allied Workers' Union (Nehawu).
Controversy over June 16 holiday

THE Construction and Allied Workers Union has accused Everite Fibre Cement of according to the pressure of its ultra-rightwing white employees by not granting workers June 16 as a paid holiday.

The accusation comes in the wake of a deadlock over wages after Cauw and management failed to reach agreement during their last round of negotiations.

The union said it would take action after management rejected its demand for a 36 percent wage increase, June 16 as a paid holiday, reduction of working hours a week to 40 from 46 and bonus pay demands.

Management has instead stood firm on its final wage increase offer of 17.5 percent and wants to retain the 46-hour working week.

On June 16 as a paid holiday, Cauw said “When responding to our demand management said the union should first convince the company’s ultra-conservative white employees to acknowledge the significance of June 16 before any agreement can be reached.”

Everite FC spokesman, Mr Brian Gibson, said the company first wanted to get Cauw participating in a consultative process with other employee groups who would be affected by such an agreement.
Cop stabbed by fugitive

KRAAIFONTEIN police sergeant J H Tolken was stabbed yesterday morning by a suspected poultry thief. A man will appear in court on Monday.

SAB workers down tools

PORT ELIZABETH — South African Breweries workers near Despatch have gone on strike in support of co-workers in PE and East London.
The Transport and General Workers' Union (TGWU) is to challenge restrictions imposed on a Free State official released from detention at the weekend.

TGWU secretary general Miss Jane Barrett said Mr Thamsanqa Mfazwe, the union's OPS branch secretary, had been served with a restriction order after being released from four months' detention under the emergency regulations.

Mr Mfazwe, who was released after a hunger strike, would be prevented from carrying on his union business or working from the branch's Bloemfontein office, she said.

Mr Mfazwe may not leave his township or attend meetings, must stay at home between 6pm and 6am and report daily to the police.
Nampak strikers locked out

Workers on a legal strike were locked out from the Epping premises of Nampak Corrugated Containers yesterday.

Security guards with guard dogs kept striking workers from entering the premises when they arrived at about 6.30 am, a Paper, Printing, Wood and Allied Workers' Union (PPAWU) spokesman said.

About 250 workers went on strike last Wednesday after wage talks between the union and Nampak management reached a deadlock.

The union demanded a R60 across-the-board weekly increase, while Nampak offered between R45 and R53 a week, a spokesman said.
Johannesburg — The National Union of Mineworkers (NUM) has condemned alleged police intimidation of union officials and raids on two regional offices in the past few days.
Court hears murder case horror

By MANDLA NDLAZI

A MAN who was flung out of a moving train during the strike by South African Transport Services employees two years ago landed on the ground near the tracks while one of his legs lay a distance from him, the Rand Supreme Court heard yesterday.

This was said in evidence in a case in which three Soweto men are charged with murder. They are all former employees of Sats.

The three accused, Mr Wilson Nakana (37), Mr Sophina Motlaga (32) and Mr Sethembani Mathole (36), all of Naledi township, Soweto, pleaded not guilty when the trial started yesterday.

On the Bench is Mr Justice Solomon and two assessors. Leading evidence for the state is Mr T E Dicker.

The state alleges that the three accused, all members of the South African Railways and Harbours 'Workers'...

To Page 2
Stop the hangman!
NUM condemns police raid
Court hears murder case horror

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The state alleges that the three accused, all members of the South African Railway and Harbours Workers' Union (SARHWU), did the deed.

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Medina flung from moving train

From Page 1

Union (Sarhu), murdered Mr Samuel Medina who was flung from a moving train in Mayfair on April 27, 1987.

The first witness, Constable F Diener, said he went to Mayfair railway station on April 27, 1987, after he had received some information. On arrival, he said, he found a wounded coloured man sitting near the rail tracks.

Constable Diener said the man could still talk. One of the man's legs was lying a distance away from him. He said there were pieces of flesh lying around the scene where the man was found.

Cross-examined by Advocate A Kenack, Constable Diener said the wounded man told him that he was flung out of a moving train.

Another witness, train driver Mr L Meyer, said he saw a group of about 20 men fighting on the platform and some of them had kerosene. He said they were hitting, kicking and punching at a man who wore a barred attendant's uniform. He said the man was later dragged into the train.

Mr Meyer said he drove off in the train and on arrival at New Canada station, one of the 14 coaches was on fire.

(Proceeding.)
250 locked-out strikers dispersed

POLICE yesterday dispersed about 250 striking workers who congregated outside the gates of Nampak Corrugated Containers in Epping.

The workers, members of the Paper, Printing, Wood and Allied Workers Union, were locked out and interdicted by management on Monday after embarking on a legal strike last Wednesday.

Meanwhile company MD Mr AJ Andrew yesterday reaffirmed the company's refusal to bargain wages with the union, which is asking for a R60 across-the-board weekly increase for all grades.

The company stood by its final offer of a 50% increase for minimum wage earners from R109.30 to R164, he said.
The National Union of Mineworkers has condemned alleged police intimidation of union officials and raids on regional offices in the past few days.

The union's assistant general secretary, Mr Marcel Golding, said yesterday: "Union officials have been picked up and questioned, workers visiting our offices have been harassed, and several union officials have had their homes visited by police and been questioned."

Police have denied harassing and intimidating union officials.

Mr Golding said: "On Monday, our offices in Kimberley were raided and documents confiscated."

Yesterday, the administrator of the Westonaria office was asked to report to Protea police station, where she was questioned for several hours.

Mr Golding said last Thursday the Klerksdorp offices of the NUM were visited by police. Officials and mineworkers were locked up in the offices, which were searched by the police. Four union officials were then taken to the offices of the local security police for further questioning.

A police spokesman said last night: "We would be 'completely out of line' if we made a comment on the allegations."

"Should it, however, be within the context of our police investigations, it is not our policy to issue any statement with regard to our investigations. We do, however, deny that we harass or intimidate people, organisations or, for that matter, anybody."
'Intimidation' of NUM officials condemned

THE National Union of Mineworkers (NUM) yesterday condemned what it called police intimidation of union officials and raids on regional offices in the past few days.

A statement said the union's Kimberley and Klerksdorp offices had been raided, searched and documents removed on Monday and last Thursday respectively. Yesterday the administrator of the Westonaria office was asked to report to Pretoria police station where she was questioned for several hours.

The NUM said officials and members at the Klerksdorp office had been locked in the offices for several hours while the officers were searched by police. Four union officials were then taken to the offices of the local security police for further questioning.

The union said it condemned the harassment and called on the police to stop interfering in legitimate union activities.

SAP spokesman Colonel G. Everon said it was not SAP policy to harass or intimidate anyone. Had the alleged raids taken place, they should have been seen as routine investigations.

It was SAP policy not to comment on such investigations.
MURDER! How factory floor violence can brutalise the workforce

The bitter war of words between Anglo American mine workers and local police was not the only form of violence to mar the industrial relations scene last year. 

By EDDIE KOCH

The killing of Lewis Morris, a striking miner, at the Lonmin and Anglogold mines, and the murder of two police officers last year at the Anglo American and Lonmin operations, are just two examples of the violence that has marred the industrial relations scene in South Africa.

The bitter war of words between Anglo American mine workers and local police was not the only form of violence to mar the industrial relations scene last year.

Union of Mine Workers (NUM) has accused police of using excessive force in the killing of Morris and another miner at the Anglo American mine at Marikana. The union has launched a petition for the release of the miners' rights.

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violence took a bloody turn

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Eight others with exten-
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tions will launch a clemency petition for Mgcobo this week and he has applied for an appeal against Nonqum-

the convicts .

{{ A member of the Commercial Catering and Allied Workers Union (Cesa) will launch a camaign to present the State President for clemency in addition to these cases, Anglo American last week published a list of violent incidents that led to the death of 80 miners during wildcat strikes, stoppages, boycotts, sit-ins and kkeap-

pings and "the most gruesome incident of public execution" on the cor-

ponent's mines between April 1985 and September 1987. Anglo says the public execution took place at a kagongo court on the Western Holdings mine following a Namib underground sit-in and candle boycott. Anglo's draft of the code also provides for joint monitoring committees and arbitration procedures to deter-

mine which party is at fault during incidents of violence.

"The relationship between manage-

ment and employees is characterised by both common and conflicting in-

terests," says the code's preamble. "In certain instances, despite the exis-

ence of channels and procedures to resolve differences, violence and con-

flicts have occurred which the parties agree should be prevented. The pur-

pose of the code is, therefore, to eliminate violence by promoting ac-

ceptable norms of behaviour in terms of the code, each of the parties in a dispute will be accounta-

ble for the actions of their officials and will ensure that these individuals act to ensure industrial peace. It also contains provisions for the commutation of hostel facilities such as canines, abutions and other es-

sential services during strike situations. The code proposes special are-

as on the mine be designated for peaceful picketing and guarantees normal access to working places for those who choose to work.

An union's general secretary Marcel Gogd says the union is willing to talk to Anglo about the code but stresses that the long-term and structural causes of mine violence need to be urgently addressed.

A number of trade unions report the issue has also already been raised by companies in the metal, food and commercial sectors, some of whom are using Anglo's proposal as guidelines.

Violence during strikes and oppos-

ings views about the causes of and so-

lution to the problem will no doubt be a burning issue when коллектив meeting begins in earnest this year.

The provocations which spark violence

ESCALATING violence on the facto-

ory floor came under the spotlight at a spe-

ial meeting of Cosatu's executive committee last year.

The executive, which consists of officer-bearers from the federation's thirteen affiliate unions, uses much of its time hammering out a pro-

mograme to combat the conflict.

An interview, Cosatu general secretary Jay Naidoo outlined the view that emerged during the gathering.

"A need to view the killings in the context of the root causes of the viol-

ence was emphasised," Naidoo said.

Delegates noted that unemployment and the need to keep a regular job at a matter of life-and-death for most workers. "Often direction during a strike involves being sent back to the bastunstas where the worker faces nothing but their poverty."

At the same time workers faced Emergency regulations and intense security force pressure and provocation during strike action. Ambulance services to the 1987 siege of Cosatu House as a military operations.

Hundreds of workers have been ar-

rested under Emergency regulations over the past two years and scores of other have been convicted on charges of intimidation.

Serious disruptions and constant provoca-

tion by security forces has included the arrest of the most experienced and disciplined layers of union leadership in control of strike situations and it is often at this stage that the situation spirals out of control," Naidoo said.

These were the main explanations for the remarkable overlap between the Emergency and the period in which industrial violence has escalat-

ed so dramatically.

Other factors accounting for worker

Coastal's Jay Naidoo Picture: APR UP

aggression were the absence of pro-

visions that applied in Western de-

ocracies such as strike funds, the right to strike without fear of dismiss-

al and the legal ban on peaceful pockets during disputes.

"Frustration and resulting violence could be reduced if workers had some form of security as well as channels to express their grievances during disputes," Naidoo said.

"Limited attempts to picket are usually smashed by police. The only out-

of meetings being banned and leadership being placed in detention can be violence."

Factory floor violence worries the unions enough to be the subject of a special Cosatu executive committee meeting last year.

The employers were also making use of legal provisions that increased ten-

sion among workers during strikes.

"The Labour Relations Amendment Act gives employers the right to use strikes, obtain strike orders and declare strikes illegal and to threaten the job security of workers on strike," he said.

More crucially, the law allows em-

ployers to recognise minority unions that represent small groups of workers in supervisory positions on the factory floor, thus forestoring racial tension.

"That is a classic example of divide and rule. It is one that will cause violence during strikes this year it is the Labour Relations Amendment Act," Naidoo said.

"And its provisions are exacerbated by the increasing use of coloured and white labour as scabs during strike action. Reports from our unions are that management is regularly threaten-

ing to replace African workers even in non-strike situations with coloured and white workers, saying that 'Africans are always on strike-way.'"

This pattern was confirmed by Saps' use of unemployed whites as replace-

ment labour during the 1987 railway strike. Newspaper articles detailing the growth in the number of companies that specialise in replacing striking African workers with workers of other races.

To PAGE 20

VACANCY

continued
PORT ELIZABETH — The strike action by about 400 South African Breweries employees in the Eastern Cape is still unresolved, SAB's human resources director Mr Rob Childs said yesterday afternoon.
Evidence

The board's decision was supported by the Marist so it went with the Marist. The board also included the investigation, which had an examination of the incident. The investigation was told of the incident and was informed of their position. The president then responded to the board, which led to another statement, which would be followed up with a further press statement.

Evidence

The board also responded to the board's decision and supported the President's decision. The investigation was supported by the board, which led to another statement, followed by a further press statement.

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Union anger at fowl plan

THE Food and Allied Workers Union (Fawu) has declared a dispute with company giant, Premier Food Industries (PFI), over its involvement in a merger of four companies in the poultry industry.

Fawu fears that this will mean largescale retrenchment since there is a considerable overlap in their operations.

The other companies are Premier, Sacco and Bokomo. They are to form a single company, in which PFI will have a 50 percent interest, to control poultry plants nationwide.

Restructuring

The restructuring of the industry will mean rationalisation of the four companies’ operations.

Among the plants affected are the Nulaid plant in Epping, the Eikenboom egg farm and Farmfare plants in the peninsula.

A conference of Fawu’s meat sector in Johannesburg last week resolved to concentrate on organising workers in the meat sector and to campaign for a living wage. Most of the 18 000 meatworkers in South Africa earn wages below the poverty level. Only a third of these workers are unionised.

South, 26/1 - 2/2/81.
Drink drought faces beer consumers in PE

The Argus Bureau 16/11/89

PORT ELIZABETH — A beer drought is starting in the Eastern Cape — and breweries around the country may have to come to the rescue.

"Right in the heat of summer, certain brands of beer are running low because of the SA Breweries' strike now in its second week here, and in its first in East London."

Mr Rob Childs, the company's human resources director in Johannesburg, said the PE brewery was still producing through low-intensity production, but beer in certain size cans and bottles could run short soon.

This was contradicted by a spokesman for the Food and Allied Workers' Union, Mr Elliot Nduzulwana, who said the "beer drought is already starting" in Port Elizabeth townships.

Workers had noted that there had been no production whatsoever in the past week.

Mr Childs said that although he was confident that "the needs of beer drinkers" would be met, they could find they could not buy their beer, for example, in 450ml cans that have only recently been introduced in the region.

"Beer may have to be brought into the Eastern Cape from breweries in other centres, such as Cape Town."
Court restrains Nampak workers

By CHIARA CARTER

STRIKING workers at the Nampak Corrugated factory in Epping were this week barred from entering the premises.

In terms of an order issued by Mr Justice EL King in the Supreme Court, Cape Town, the workers are restrained from harassing, intimidating or threatening non-striking employees. Three shop stewards are excluded from the interdict.

On Monday, about 250 striking workers were locked out of the factory which is being patrolled by security guards with dogs.

Strike

About 220 workers, members of the Paper, Print and Allied Workers' Union (Ppauw), went on strike on Wednesday last week after failing to reach agreement with management over wages.

A shop steward at the plant said about 20 members of the South African Typographical Union (Satu) and some casual workers later joined the strike, the first legal one at the plant.

Dispute

A Ppauw spokesman said it seemed the company had anticipated the action and had moved most production to a factory in Port Elizabeth. Ppauw declared a dispute with Nampak in November last year over wage increases.

The company has offered a monthly increase of between R45 and R53, depending on workers' grades. The union wants a R60 across-the-board rise.

Nampak management could not be contacted for comment.
Wage talks start for clothing workers

TWO sets of talks with major implications for the clothing industry take place this week.

The Amalgamated Clothing and Textile Workers Union of South Africa (Actwusa) is meeting employers from the cotton and textile industries for a second round of negotiations over wage increases in the industry.

The talks follow a dispute declared by the two last year.

Should agreement not be reached by the third round of talks, there is a possibility of industry-wide action.

The negotiations are taking place on the same day as unity talks between Actwusa and the Garment Workers Union of South Africa (Gawu) in Durban.

A merger between Gawu and Actwusa would result in a new super union with close to 200 000 members.

"It would be second in size only to the National Union of Mineworkers."

Such a union would almost certainly affiliate to the Congress of South African Trade Unions

Actwusa is affiliated to Cosatu while Gawu representatives have attended Cosatu meetings as observers.
Maids vs madams: They fight exploitation

By KIM CLOETE

Clerk of the court Kim Barnfield says 90 percent of domestic workers win their cases. Of 2,047 cases heard in the court last year, more than a quarter pitted maids against their madams.

Barnfield says interpreters for the workers are supplied by the court, while whites have to supply and pay for their own.

The cases in the court have highlighted the plight of domestic workers, many of whom suffer poor working conditions and are paid meagre wages.

"Domestics are not covered by labour law, but Sadwu has drawn up a schedule of wages and benefits to which it believes employers should adhere."

The union recommends a minimum wage of R350 a month for a five-and-a-half-day work for domestic, while its recommended rate for char is R3,50 an hour or R28 a day. It suggests R3,50 an hour as an acceptable overtime rate.

Sadwu also believes that women workers should be given maternity rights, including eight weeks’ paid leave before the birth of the baby and eight weeks afterwards.

"Among its other recommendations are:

- Workers should be given 21 days’ annual leave and 14 days’ sick leave a year, and should be given credit for all public holidays.
- Money should not be deducted from wages for clinic visits.
- Pay slips showing hours of work and deductions should be issued to workers each month.

- Proper contracts of employment should be drawn up for workers. Although Sadwu is having some influence, many employers still fail to pay an acceptable wage or to follow correct procedures, says regional organiser Sebathe Vilakazi.

She estimates that 50 percent of employers pay their workers R150 or less a month and only five percent pay a monthly wage of R400 or more.

Domestic workers in certain areas of Johannesburg are particularly poorly paid, with some maids in Turffontein and Mayfair being paid only R50 a month, says case officer Roseline Nwapo-Lenasia. Madams also tend to pay badly, she adds.

Coupled with low wages is the problem of unfair dismissals. Last year, 1,075 cases of unfair dismissal were reported to Sadwu.

"Workers are fired on the spot, often for trivial reasons. Many are left homeless and penniless, says organiser Vilakazi. She also says Sadwu has taken up the cases of about 50 workers fired for joining the union.

Vilakazi accuses some employers of intimidating their employees to such an extent that they are afraid to collect their belongings after being dismissed.

The Weekly Mail was on the scene when a pregnant domestic worker came to the Sadwu office. She said her employer had threatened her with a firearm and demanded that she leave the property immediately, after she had eaten a slice of the madam’s banana loaf.

"The government was not entirely to blame for the poor conditions of domestic workers, Nwapo said. "It is up to the individual employer to provide for her domestic worker and see that she is well-protected and properly rewarded."

"Does an employer have to wait for government to push her into saying, ‘This is a human being’?” she asked. Another disturbing problem was child labour and the sexual abuse of children by employers, said Vilakazi. Sadwu was investigating a number of such cases."
BLOOM ... end of an era?

from Premier were vital, he said, as Bolcomo had indicated that it would not recognise the union on farms feeding the processing plants and would replace the existing national bargaining forum with agreements negotiated at individual plants.

Roberts said that rationalisation resulting from the sale had already resulted in about 90 redundancies at two processing plants, as well as the closure of a Nu-Laid farm in Cape Town.

He said a processing plant in Uitenhage and Farmfare's central depot in Johannesburg looked set to close next month, with the total loss of about 600 jobs.

In addition, Farmfare's Krugersdorp factory was due to close for modernisation. When it was re-commissioned in six months' time, it would employ fewer workers and would threaten the continued operation of two other plants in the Transvaal.

And while Nu-Laid would not be significantly affected at this stage, Roberts said, there were fears of further rationalisation and redundancies when the transfer of the firm took effect later this year.

Asked for comment, Premier director Wally Walters denied there had been a change in Premiér's labour relations approach. "While we were negotiating, we couldn't go telling the world," he said. "But the moment we struck a deal, we informed the president of Fawu and a delegation of shop stewards."

Walters stressed that the conclusion of the sale in the wake of Tony Bloom's departure had been a coincidence. "This did not come out of the blue. We've been saying for years that Farmfare was in financial difficulties."

However, he did say that if one looked at "the broad industrial relations picture" in South Africa last year, "industrialists have come to a point of saying, 'So far and no further'".

The key problem facing the company, Walters said, was that on the wage front it was "caught between the rock and the hard place". "Our competitors pay a fraction of what we pay. We had hoped that the union would close the gap for us by organising these firms, but year after year, the gap just keeps widening."

"The union has strength in urban areas but much of our competition, particularly in the milling and feed sectors, comes from rural-based low-wage concerns which do not welcome unions with open arms."

On the question of the guarantees sought by Fawu, Walters said Premiér was being asked to commit the new management to Premiér's agreements with Fawu, and "that is impossible".

He also said that Fawu's fears of widespread plant closures were a case of "clutching at straws from thin air."

"The way they're talking we're going into a partnership agreement and closing the whole of Farmfare. Some rationalisation will have to take place, but discussions on what form it will take are still at progress."

He confirmed that "some of our smaller departments" had been closed, but stressed that the closure of the farm was "an unhappy coincidence."

Asked to estimate likely job losses as a result of the sale, Walters said the matter was still being debated and that he could not comment.
Rehired workers repeat dismissal demand

STAFFERS at Durban's Oceanic Holiday resort who were fired and later re-employed, returned to work still demanding the dismissal of a housekeeper they accuse of discriminating against pregnant women.

The dismissed workers, all members of the Commercial Catering and Allied Workers Union of South Africa, asked the union to write a letter to management repeating their demand for the dismissal of the housekeeper.

According to the workers, the problem started two weeks ago when the housekeeper went from floor to floor telling workers that all women who worked there were pregnant, which showed they did not respect their work and also that they were likely not to return to work after delivering their babies.

After the petition demanding the dismissal of the housekeeper was rejected by management, the workers downed tools.

After a two-hour ultimatum, the workers were all fired.

A union spokesman said the workers took the housekeeper's words seriously, because in the past women returning from maternity leave were re-employed selectively.

Managing director E. Caldwell said the affair was an internal matter and declined to comment further.
The National Union of Leatherworkers (NUL) will amalgamate with the Transvaal Leather Workers Union (TLWU) this year after a split of 30 years, TLWU secretary Freddie Swartz said at the weekend.

He said final details would be settled at a meeting in March NUL general secretary Bokke Fonne would remain head of the new union and Swartz would become branch secretary.

"The TLWU now has around 6000 members and after federation the new union will represent around 33000 workers in the shoe and leather industries — about 96% of the workforce."

He said the remainder either did not belong to any union or were represented by Cosatu's Amalgamated Clothing and Textile Workers Union of SA (Actwusa) and by smaller unions.

Actwusa general secretary John Copelyn confirmed this, but added his union was planning a concerted recruiting drive in the sector this year.

Swartz said the NUL had achieved record wage settlements last year and the next two weeks the NUL and TLWU would meet to formalise their demands before resuming negotiations with employers in March.

"The TLWU has been labelled a tame union, but ballots indicate our members support us rather than the more radical unions which are trying to raid our membership," he said.

Copelyn said Actwusa was currently awaiting industrial council recognition.
Pupils flee from faction strife

MARITZBURG — Thousands of schoolchildren in strife-torn Shongweni and Mpmalanga, near Hammarsdale, have fled the area and are seeking education elsewhere in the province, leaving many of the existing schools empty.

At the senior primary school in Shongweni, which has 19 teachers, only five pupils have registered.

A community meeting yesterday discussed ways of ending the factional violence between Inkatha and the Amaqabane — supporters of the United Democratic Front.

The meeting agreed that the schooling crisis could not be overcome until the political violence ended.

A committee is to investigate means by which the two factions could be brought into negotiations leading to a permanent truce.

The committee is to discuss the crisis with the KwaZulu Department of Education and Culture and ask for police protection for children wishing to register at local schools — Sapa
**Fruit factory rehires fired nectarine eater**

AN employee sacked for pinching a nectarine from the Stellenbosch fruit factory where he has worked for 10 years, was reinstated yesterday.

Now the Stellenbosse Koöperatiewe Vrugtepak- kery (SKV) is considering the introduction of a fruit ration for its workers.

Mr Wilson Nyibah, a tractor driver at SKV, was reinstated yesterday following an appeal by the Food and Allied Workers' Union, a union spokes- man said.

Asked to comment yesterday, SKV spokesman Mr Charl van der Merwe said the company had not reached a final decision about fruit rations.

**Corruption report in**

By CHRIS CAIRNCROSS

THE Harms Commission's second rep- ort about corruption — which may trigger prosecutions of Mr Sol Kerzner and Cape Town attorney Mr David Bloomberg — has been com- pleted and submitted to the State President.

The 36-page report focuses on the circumstances surrounding the R2- million bribe paid to former Transkei prime minister Chief George Matanzima by Sun International (SI) supremo Mr Kerzner in exchange for exclusive gambling rights in the territ- ory.

Transkei attorney general Mr Christo Nel has indicated that he is now only waiting for a copy of the report to decide whether to bring charges against Mr Kerzner and Mr Bloomberg, who has also admitted complicity in the bribe.

If charges are preferred against the two, it could also set in train extraditi- on proceedings should they refuse to return voluntarily to Transkei to con- test the action against them.

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**Duo survive battle with cyclone**

TWO battered French yachtsmen rescued near Durban yesterday told of their battle for survival against 15m-high swells and of Concarneau, France, described four har- rowing days as his yacht, an 11m French- designed Melody, rolled three times, lost "When Nath rolled for the first time all our equipment was wrecked and we had to spend the next 14 days navigating by the..."
100 axed as Consol closes

CONSOL LTD, the giant Anglowest packaging company, has closed its plastic plant in Atlantis, axing about 100 workers, a Chemical Workers' Industrial Union spokesman said yesterday.

Only one hour's notice was given to union officials and workers and the factory's machines were switched off immediately after the announcement was made last Wednesday, the spokesman said.

Company managing director Mr Dave Spindler was not available for comment yesterday.
Plans to sue three unions are shelved

PLANS for lawsuits against three trade unions for a total of more than R4m in damages allegedly sustained through unlawful strike actions have been dropped, at least temporarily.

Industrial relations consultant Philip van Welbergen said last October he planned to bring actions of R2m, R1.7m and R1.7m against the Transport and General Workers' Union (TGWU), Food and Allied Workers' Union (Fawu) and Commercial, Catering and Allied Workers' Union (Cawusa), respectively.

TGWU general secretary Jane Barrat said Van Welbergen had undertaken, during a court hearing over the reinstatement of 250 strikers dismissed by Ullman Brothers last August, not to proceed with the action.

Van Welbergen denied any such undertaking. The action had been "put on ice" in view of threats of a product boycott against the firm if the action proceeded, and a union undertaking that the new workforce would not be intimidated. He was reserving his rights if a contravention of this undertaking occurred.

A judgment on the dismissals is expected this week.

Fawu assistant general secretary Mike Madlala said Van Welbergen had recently proposed that he would withdraw the planned action in exchange for Fawu agreeing not to bring an unfair dismissal action on behalf of the 50 employees of Kwalwa Wholesale Meat Supply dismissed after a work stoppage in June.

Van Welbergen confirmed he had held a meeting with Fawu representatives but, Fawu, he said, had breached an undertaking of secrecy and he did not intend doing so.

Van Welbergen said the action against Cawusa by Pyramid Distributors had also been suspended for the moment.
June stayaway sparks new action by mine

By Mike Siluma, Labour Reporter

Seven months after it occurred, the three-day stayaway in June is at the centre of a row between the National Union of Mineworkers and Saaplaas gold mine.

According to NUM assistant secretary-general Mr Marcel Golding, the dispute was sparked by the dismissal of 28 NUM members by the Anglo American mine for allegedly participating in the stayaway, called in opposition to amendments to the Labour Relations Act. The workers denied staying away.

Mr Golding said the Industrial Court (IC) had already made a ruling that the dismissal of the employees was prima facie selective and unjustified. However, the Minister of Manpower had declined to appoint a conciliation board (CB) in line with “a fixed policy to refuse the establishment of conciliation boards in all matters connected to the June stayaway”.

"UNREASONABLE"

In a statement, Anglo said despite management’s willingness to talk to the union when the dispute first broke out, talks had collapsed because NUM had made unreasonable demands.

The IC had granted an interim order in respect of 27 of the 28 applicants, which was extended on two occasions. Saaplaas yesterday lodged an urgent application to the Supreme Court seeking an order on the jurisdiction of the IC in extending the interim order and an interdict against the IC from hearing further applications for extensions.

Director-General of Manpower Mr Joel Fourie denied that his department had a policy on disputes relating to the three-day stayaway.

About 200 members of the Chemical Workers Industrial Union employed by Coates Brothers SA are on strike at plants in Durban and Cape Town over wages and working conditions, the union said.
Strike over wage issue, says CWIU

THE 120-strong workforce at Associated Glassworks in Port Elizabeth had been on strike for the past four days in a wage-related dispute, Chemical Workers' Industrial Union (CWIU) general secretary Rod Crompton said yesterday.

The dispute at the plant, a subsidiary of the Dutch Philips electronics group, arose over management conditions attached to the implementation of a new wage agreement, he said.

Among these were demands that employees accept extra financial penalties for late arrival at work and guarantee their preparedness to work a minimum amount of overtime.

Crompton said the company had made an urgent application to the Industrial Court to have the strike declared unlawful. The union would oppose the application.

The Phillips personnel director was unavailable for comment.
Garment workers to discuss merger

A HISTORIC congress in Cape Town will decide whether to suspend for clothing industry workers will be forced this year.

The Garment and Allied Workers' Union's national executive has called a special congress on April 11 and 12 at the Good Hope Centre to decide Garment policy and direction.

Top on the agenda is to establish a unit and develop the formation of a single union for all workers in the garment, textile and leather industries.

Garvan, which has more than 12,000 members, has been having talks with the Amalgamated Clothing and Textile Workers' Union of South Africa (Amcu) since the end of last year.

Also to be discussed is the affiliation to the Congress of South African Trade Unions.

Both national unity and the union's relationship with Congress are currently being discussed at all Garvan factories.

The congress will also discuss ways to take advantage of the buying power of the union, which is now pushing for a national minimum wage in the industry.

The appeal court yesterday made a final ruling on the case brought by the clothing worker's union.

The union is now entitled to act as an independent body, and the court has upheld its decision.

The court's decision is a setback for the clothing worker's union, which had challenged the union's independence and proposed a new structure.

The union is now widely seen as a major player in the industry, and its independence will allow it to pursue its own agenda and interests.

The union's decision has implications for the broader labor movement, as it sets a precedent for the recognition of independent unions and the protection of workers' rights.

The union's decision is also likely to have implications for the government, which has been trying to improve labor relations in the industry.

The union has been advocating for a national minimum wage, and its decision is likely to be seen as a victory for workers in the industry.

The union's decision is also likely to be seen as a victory for the broader labor movement, as it sets a precedent for the recognition of independent unions and the protection of workers' rights.
Winnie Mandela - By her own people

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Photo: Anna Zermian's Africa

Winnie Mandela with the bodyguard who was later detained.

BY SHAWN JOHNSON

Tambon was his word to Lu.

The Executive Council, led by Chief Minister John de Lichtenberg, warned that the city would be cleared of all non-military forces if the talks did not proceed. They said they had been asked to prepare for a potential military intervention by the government.

The talks between the ANC and the government began in 1984, but negotiations were slow due to differences over the future of the anti-apartheid movement. The ANC had earlier been banned and its leaders were in prison but were allowed to form the African National Congress (ANC) outside the country.

The talks were seen as a significant step towards ending apartheid, but progress was slow due to the continued resistance of the government.
Names of 8 Sasol dead released

SASOL has released the names of eight employees who were among the 12 people who died in the fire at Sasol 3 on Monday. They were Christianne Stephanus Jacobus Bosman, 38; Andries Johannes Wilhelm Cronje, 22, Andrew Douglas, 23, Jurie Johannes Petrus Albertus Fourie, 53, Makwena Albert Mabotja, 36, Malcolm Daniel Marx, 43, Willem Petrus Vissage, 25, and William Cuming Campbell, 39. Three unidentified victims were employees of a contractor. Chemunto and the fourth was an employee of Sasol.

Identification of the victims had been hampered as the bodies were severely burnt, but pathologists were conducting forensic tests, said Sasol.

J De Beer is still being treated in Trichardt's hospital for multiple fractures.

Sasol 3 went into operation yesterday afternoon, but certain sections would only work once repairs had been completed.

The fire had raged over an area of 50m by 20m. Pipes in the immediate vicinity of the fire ruptured and led to localized explosions, said Sasol. Machinery around two of the eight reactors was seriously damaged.

The Chemical Workers' Industrial Union (CWIU), which represents most of the black workforce at Sasol 3, yesterday demanded full participation in the accident inquiry. At least one of the deceased was a CWIU member. It also said Sasol had so far failed to supply it with full information on the accident.

A Sasol spokesman said it was unfortunate that the CWIU should choose to attack Sasol at such a time. The union had been informed of the accident immediately after it occurred. The CWIU would be given the opportunity to visit the scene.
Union wants workers to control safety

By Mike Saluma, Labour Reporter.
The Chemical Workers' Industrial Union (CWIU), in its first reaction since 12 workers died in a fire at Sasol 3, said yesterday that the accident "underlined the fact that safety issues cannot be left in the hands of management."

Sasol said that although investigations were still under way, a mechanical fault was thought to be a probable cause of the accident on Monday, which also left nine people injured.

The CWIU said it had demanded that Sasol provide it with full information on the accident, but the company had failed to comply.

"The union asked for full information and facilities to carry out an inspection, and also to attend any official, in loco inspection or inquiry that may take place," a spokesman said.

In a statement, Sasol said it was "unfortunate" the CWIU chose "such a time to attack Sasol in the press."

"The CWIU was informed by Sasol management of the incident immediately after it occurred on Monday morning," said the Sasol statement.
Factory's sudden closure slammed by union

Staff Reporter

CONSOL Plastics' snap closure of its Atlantis factory and ensuing job offers to 49 of the 105 axed employees has been criticised by a Chemical Workers Industrial Union (CWIU) spokesman.

CWIU Transvaal secretary Ms Chris Bonner was reacting to company managing director Mr Dave Spindler's explanation for the factory's snap closure last Wednesday.

The union alleged that its officials and shop stewards had been given an hour's notice of the company's intention to close down the factory.

Mr Spindler said 40 jobs had been made available for 87 of the retrenched wage earners while nine of the 20 salaried employees had also been offered posts within the Consol group.

Ms Bonner slammed the 10-day notice period for the retrenched employee as inadequate adding that it was "pathetic" that workers who got jobs would have to travel 70km to Cape Town each day.

Citing economic reasons for the closure, Mr Spindler said "We had no alternative course of action but to shut down the Atlantis operation and to pay the staff until February 2

Shop stewards from 10 Consol plants throughout the country would be meeting later this week to discuss the closure, Ms Bonner said.
An Industrial Court order compelling a newspaper group to reinstate workers dismissed after a wage strike last year was yesterday suspended by the Pretoria Supreme Court.

The urgent application was brought by Perskor after it was last week ordered by a Pretoria Industrial Court to reinstate 213 members of the Media Workers Association of South Africa (Mwasa).

Mr Justice Daniels yesterday suspended the order pending the outcome of a review by the Supreme Court — adding that Perskor must pay, on a weekly basis into the trust account of the workers' attorney, an amount equal to the employees' wages.

In the application brought against two members of the Industrial Court, Mr J Schoeman and Mr E Hardegen, Mwasa and the 213 workers, Perskor requested that the Industrial Court order be suspended pending a review by the court.

The workers — who were dismissed after Perskor alleged they had failed to heed a return-to-work deadline on June 29 after the wage dispute was settled — were to report for duty at Pretoria, Doornfontein and Benoni Perskor outlets on Monday, June 30.

Mwasa claimed that the firm had selectively re-employed the majority of workers who went on strike but refused to accept the remaining 213.

Mr Justice Daniels further ordered that the Industrial Court furnish their judgment within one week, while counsel for the respondents said the case would probably be heard on March 8.
MINE owners have always made their workers and the world believe that miners who work and live in their mines are free. That working and living conditions on the mines are the envy of all workers in South Africa; that they pay a living wage, that a system of justice prevails on the mines, that they are the guardians of workers safety, that racial discrimination has been eliminated, that the actions of mine management and mine security forces are subject to control. Today such claims and beliefs have become implausible. The gap between reality and the proclamations by mine owners has widened to a degree miners find hard to endure.

AAC has invited the NUM to accept their Code of Conduct. A Code of Conduct they believe will eliminate violence on the mines.

The NUM does not deny that there is violence on the mines. The NUM agrees and is committed to the eradication of violence on the mines. However, all parties involved in the industry need to ask themselves what the causes of this violence are.

Mine owners and the NUM all agree that the system of housing thousands of workers in single sex compounds creates a highly volatile environment that gives rise to violence.

It has become fashionable for mine owners, the AAC in particular, to consider violence on the mines in isolation from the grave repression and violence that results from the migratory labour system.

The migratory labour system has not only given rise to violence, it has resulted in the suppression of the fundamental human rights that are the hallmarks of successful business enterprises and societies worldwide. The migratory labour system has also resulted in the authoritarian control of workers, in fact a hard dictatorship, paternalistic attitudes, a crude form of racial discrimination and a denial of basic human and social rights to workers.

Contrary to what mine owners may proclaim, mine workers have less freedom than we have all believed. That which mine workers have enjoyed has been too dependent on the benevolence of mine owners.

Workers' rights have remained the possession of mine owners, rationed out to them as subjects rather than as their own inalienable possessions as free men.

It is an undeniable fact that the repressive nature of the migratory labour system negates fundamental human rights and as a consequence, trade union rights are severely curtailed.

The time has come to have a Code that will grant mine workers their human rights on the mines, a move which the NUM believes will eliminate violence.

THE NUM THEREFORE PROPOSES A CODE WHICH WILL INCLUDE:

- the right to assembly,
- the right to freedom from discrimination,
- the right to privacy,
- the right to freedom of expression,
- the right to freedom of movement,
- the right to fair disciplinary inquiry,
- the right to have democratically elected worker committees to run hostels,
- the right to strike,
- the right to picket during strikes,
- the right to practise one's culture and traditions.

1. PREAMBLE

In order to establish an environment of social harmony and industrial peace to achieve economic growth, employers and employees acknowledge that the substantive causes of conflict generation have to be addressed if this is to be achieved.

In furtherance of this, employers and employees recognise that the payment of living wages, decent and acceptable working and living conditions and the respect for basic human rights are imperative if equitable and socially conducive relationships are to be developed.

This requires the parties to conduct themselves in accordance with internationally recognised industrial relations standards which respect the rights of each party.

2. JOINT AAC/NUM UNDERTAKING

The Anglo American Corporation and the National Union of Mineworkers acknowledge that the relationship between management and workers is characterised by common and conflicting interests. In certain instances, despite the existence of channels and procedures to resolve differences, harassment, victimisation, racial discrimination, union bashing tactics, mass dismissals, gross violation of basic human rights and unnecessary violence and conflict have occurred which the parties agree should be prevented.

The purpose of this Code of Conduct is therefore to eliminate harassment, victimisation, racial discrimination, union bashing tactics, mass dismissals and unnecessary violence and conflict by
promoting and maintaining acceptable norms of behaviour and restoring the fundamental human rights to mineworkers.

3. PRINCIPLES
3.1. The parties to this agreement accept that each will be accountable and accept responsibility on the part of the AEC for the action of Team Leaders, Miners, Shift Overseers, Mine Overseers, Section Managers, Production Managers, Personnel Managers, Mine Managers or equivalent officials as well as the security personnel. And on the part of the union - union members and officials.

That all these persons will take all steps available individually and collectively to ensure that all persons act at all times in the interest of industrial peace and a creation of an environment that is aimed at achieving better working and living conditions on the mines.

3.2. The parties will at all times seek to uphold and protect the following fundamental rights of workers:
• the right to work,
• the right to strike,
• the right to picket during strikes,
• the right to freedom of association,
• the right to freedom of movement,
• the right to fair disciplinary hearings with union stewards representation,
• the right to assembly
• the right to freedom from discrimination,
• the right to freedom of expression,
• the right to privacy,
• the right to have democratically elected workers committees to run hostels,
• the right to practise one's culture and traditions.

3.3. The parties will not promote or support the use of unlawful actions including the use of the police to deal with strikers or use any form of violence, coercion or intimidation to achieve any objective coercion.

3.4. The Corporation undertakes not to engage in provocative actions such as:
• patrols of armoured vehicles - capers and hippos,
• forcing legal strikers back to work,
• video taping workers' meetings and movements,
• dissemination of hostile propaganda against the union.

3.5. The parties agree that in the normal course of events or in the event of a lawful strike, lock-out or any other form of industrial action, management, workers and union representatives shall endeavour that the following activities are maintained:
• the hostels and all facilities inherent in the administration of hostels shall function normally and be under the responsibility of democratically elected hostel committees with management having an advisory role on technical and other matters.
• the mine and agreed essential services shall function normally under the responsibility of management.
• normal access to the hostel and the mine shall be accorded to management, workers and union officials.
• normal access to working places for those employed who choose to work during industrial action, pocketing.

The Corporation undertakes further that during the course of industrial action - the security forces shall remain in their barracks and not be used against strikers.

There will be no mass dismissals, that the union shall have the right to have meetings and counsel and/or meet their members at any time.

The SAP or SADF shall not be called in to deal with industrial relations matters.

4. IMPLEMENTATION AND MONITORING OF THE CODE OF CONDUCT

4.1. Details giving effect to the principles embodied in this code will be negotiated at shall, mine or other appropriate level. Such details may include remedies open to the parties in the event of one party breaching the code of conduct.

4.2. Co-ordinating committees at shall, mine, regional or, if necessary, head office level shall be established to monitor the implementation of an adherence to the details included in terms of Section 4.1 above.

4.3. This committee shall be composed of equal numbers of management and the union representatives shall hold meetings on a regular basis.

4.4. Failing resolution, disputes concerning implementation and operation of the Code may by agreement be referred to the head office co-ordinating committee.

4.5. Should the head office co-ordinating committee be unable to resolve a dispute, the aggrieved parties may agree to refer the dispute to arbitration.

The Code of Conduct shall not derogate from the rights either party may have in law, which rights either party may exercise at any time.
A COSATU-linked union has started a major recruitment drive among black taxi drivers - raising the intriguing prospect of labour conflict in a black-dominated industry.

The Transport and General Workers Union has already recruited more than 450 drivers in the Vaal area, most of whom are employed by black fleet owners.

It says many of the drivers are "grossly exploited", and that union attempts to improve their conditions have met with fierce employer resistance - including victimisation and threats of violence.

According to the TGWU, the employers in question are members of the Orange-Vaal Taxi Owners' Association, which is in turn an affiliate of the 45 000-member SA Black Taxi Association.

TGWU general secretary Jane Barrett said a number of drivers had also been organised in Bloemfontein, and that the union's national executive committee would be meeting shortly to discuss launching a more systematic, national organising drive.

The taxi industry has seen extraordinary growth in the past five years, and plays a key role the transportation of black workers. In the two years up to March 1988, the Department of Transport granted more than 60 000 operating permits.

Barrett said she had learnt from the Department of Manpower that all drivers working for fleet-owners were covered by some form of protective legislation. However, because no previous attempt had been made to organise drivers, employers across the industry appeared to be ignorant of their legal obligations.

She said that minibus taxis carrying more than seven passengers were regarded as bus-operators, and were covered by the wage determination for the bus passenger industry. This sets a range of minimum conditions, including a basic wage of R140 a week.

Employers with fewer than 11 taxis were exempt from the determination. However, their drivers were protected by the minimum standards stipulated in the Basic Conditions of Employment Act.

Asked for details of the working conditions in the Vaal, TGWU's regional secretary, Swati Mokoena, said many of the drivers were so badly treated that they could not provide for their families.

Many drivers were employed on a casual basis, which meant that they received no UIF, pension or workers' compensation benefits.

Some earned as little as R50 a week, and a crude incentive system - in terms of which the full wage was paid only if the driver met a work quota - was widespread.

Mokoena said the frequent criticism of poor driving and overloading by black taxi-drivers had to be seen in the context of the quota system. In addition, drivers worked long hours - in some cases, a 16-hour day every day of the week, including weekends.

Mokoena said he had sent letters both to the taxi owners' association and individual employers asking for discussions on a range of issues, including union recognition.

No reply had been received. "We are fighting with people who are dodging us," he said.

Mokoena said there were strong indications that drivers were being victimised because of their union membership. The TGWU branch chairman had been fired, while another dismissed driver was told by his employer "Go to the union and ask them to get you a job." At least one union member had been assaulted by committee members of the association, he alleged, while another union organiser had received a death threat.

"The employers don't show any solidarity with the drivers and their union, even though they live in the same townships," Mokoena commented.

He said the union's next step would be to ask for the appointment of a conciliation board - the first step on the route to industrial court or legal strike action.

The Orange-Vaal Taxi Owners' Association could not be contacted, while Sabata representative Jabu Mabuza declined to comment on the association's labour relations policy, saying his organisation had not been directly approached by a trade union. However, another source indicated that Sabata had no policy on unions and that it would find it difficult to reach one, given that it had both fleet-owners and employee drivers within its ranks.
says NUM, counter to Anglo code
Key to mine peace: Human rights

By DREW FORREST

NUM workers fear human rights
have been trampled on since Anglo code was imposed.

WEEKLY MAIL, February 3 to February 9 1989
THE NUM RESPONSE TO THE AAC

CODE OF CONDUCT

Mineworkers have always made their workers and the world believe that mineworkers who live and work in their mines are free: that working and living conditions on the mines are the envy of all workers in South Africa, that they pay a living wage, a system that justifies prevaile on the mines; that they are the guardians of workers' safety; that racial discrimination has been eliminated; that the actions of mine management and mine security forces are subject to control.

Today such claims and beliefs have become implausible. The gap between reality and the proclamations by mineworkers claims has widened to a degree that many mineworkers find hard to endure.

AAC has invited the NUM to accept their Code of Conduct. A Code of Conduct they believe will eliminate violence on the mines.

The NUM does not deny that there is violence on the mines. The NUM agrees and is committed to the eradication of violence on the mines. However, all parties involved in the industry need to ask themselves what the causes of this violence are.

Mineworkers and the NUM all agree that the system of housing thousands of workers in single sex compounds creates a highly volatile environment that gives rise to violence. It has become fashionable for mineworkers, the AAC in particular, to consider violence on the mines in isolation from the grave repression and violence that results from the migratory labour system.

The migratory labour system has not only given rise to violence, it has resulted in the suppression of the fundamental human rights that are the hallmarks of successful business enterprises and societies worldwide. The migratory labour system has also resulted in the authoritarian control of workers, in fact a hard dictatorial, paternalistic, attitudes, a crude form of racial discrimination and a denial of basic human and social rights to workers.

Contrary to what mineworkers may proclaim, mineworkers have less freedom than we have all believed. That which mineworkers have enjoyed has been too dependent on the benevolence of mine owners.

Winers rights have resulted in the association of mine owners revalued by them as subjects rather than as equals or possessions as free men.

It is an undeniable fact that the repressive nature of the migratory labour system negates fundamental human rights and as a consequence, trade union rights are swearing.

The time has come to have a Code that will grant mineworkers their human rights on the mines a move which the NUM believes will eliminate violence.

THE NUM THEREFORE PROPOSES A CONDUCT WHICH WILL INCLUDE:

- the right to freedom of association
- the right to freedom of expression
- the right to freedom of movement
- the right to liberty

2 JOINT AAC/NUM UNDERSTANDING

The Anglo American Corporation and the National Union of Mineworkers acknowledge that the relationship between management and workers is characterized by certain instances despite the existence of channels and procedures to resolve differences. Harassment victimisation unfair dismissal tactics and discrimination against basic human rights and unwarranted violence and conflict have occurred which the parties agree should be prevented.

The purpose of the Code of Conduct is therefore to eliminate harassment victimisation unfair dismissal tactics and the like.

3 PRINCIPLES

1 The parties to this agreement accept that each will be accountable for breaches of the Code and the right to freedom of association

2 The parties will not promote or support the use of unlawful strikes including the use of the police to deal with strikers or any form of violence or the national police to achieve any objective.

3 The Corporation undertakes to not engage in provocative actions such as

4 The parties agree that in the normal course of events or in the event of a lawful strike lock-out.
NUM lashes 'repression'

THE National Union of Mineworkers yesterday launched a campaign against what it termed "repressive" security measures and a "hostile" collective bargaining environment on the mines.

The union also announced its proposed code of conduct centering the one proposed by the Anglo American Corporation about a month ago.

Addressing a press conference, Num official Mr Cyril Ramaphosa said the objectives of the campaign were to have "repressive mine security measures dismantled and to normalise collective bargaining." The campaign, he said, would be launched only in AAC-controlled mines.

The NUM, Mr Ramaphosa said, was embarking on the campaign against a background of a management strategy to persuade workers to waive their union membership and rely on "mineowners to look after them."

"The NUM has a proud history of fighting for worker rights, and we will resist tooth and nail all covert and overt attempts by the mine owners to take workers back to the oppression that prevailed before unionisation," the union official added.

The union, as part of the campaign, has demanded:

- Freedom of association and assembly on the mines;
- Right to privacy and freedom of movement for mineworkers, and
- NUM's right to organise to be respected.
The National Union of Mineworkers has admitted it was one of the creditors of Eurobank, which was provisionally liquidated late last year.

Mr Cyril Ramaphosa said at a press conference yesterday that the union had submitted a claim for R2 million against the bank, which was at the centre of the Harms Commission of Inquiry into cross-border irregularities.

The bank's head is currently involved in a court case concerning the operation of Eurobank — a Ciskei-based operation that offered investors extraordinarily high returns on their investments.

Mr Ramaphosa said the union had invested in Eurobank "at good rates for some time".

He said the union had tried to "pull out" from the bank when it was found it was based in Ciskei, as that information had been "politically embarrassing" to the NUM.

An internal investigation into why the bank was chosen for union funds would be conducted once the situation surrounding the bank had been settled and it was seen what sort of percentage of the NUM's investment was returned.
NUM agrees to meet Anglo

By Mike Slama, Labour Reporter
The National Union of Mineworkers (NUM) yesterday agreed to a meeting with Anglo American Corporation (AAC) to draw up a code of conduct aimed at eliminating mine violence and entrenching the human rights of workers.

It also called on Anglo and the entire industry to lift the "state of emergency" on the mines.

The NUM has set out its proposed code of conduct in an advertisement, which appears on Page 16 of this issue.

The NUM announcement, made at a press conference by secretary-general Mr Cyril Ramaphosa, coincided with the launch of the union's campaign against "repression on the mines." It came just hours after Anglo had publicly urged NUM to urgently agree to a resumption of talks on the code of conduct.

According to Mr Ramaphosa, the union had cancelled the meeting on the code of conduct, scheduled for January 18, because Anglo had released its proposals to the press.

He said the NUM proposals regarding a code of conduct differed from Anglo's in that it sought to address underlying factors such as the migrant labour and hostel systems, while Anglo's focused only on the manifestations of violence.

Mr Ramaphosa challenged Anglo to allow the press to enter mines and independently investigate allegations being made by both sides.

He said the introduction of employee shareownership schemes by Anglo was part of a strategy to "persuade (members) to waive their NUM membership and rely on management to look after them."".

According to NUM, the campaign against "repression" was aimed at dismantling "repressive mine security measures" and "normalising collective bargaining.

An Anglo spokesman said the corporation was "delighted to receive such a swift response" from NUM. "The corporation will be in touch with Mr Ramaphosa to arrange a meeting.

A Chamber of Mines spokesman said the implementation of security measures was a prerogative of individual mines and had "very little to do" with the Chamber.
Agreement holds promise for the textile industry

Fearing that the Western Cape textile industry teetered on the edge of a strike, in dispute and with no progress being made in two disputes meetings, the industrial council and the employers' association reached an agreement on wages and conditions of employment at the third and final disputes meeting of the industrial council this week.

Dispute had been declared late last year when the employers refused to mandate an agreement thrashed out by the negotiating teams. The dispute threatened not only industrial action, but also the fledgling industrial council. This had been restructured during 1988 following its virtual collapse after renegotiation of the main agreement broke down in 1987.

For about a year the industry ran without an agreement and in the meantime Actwusa concluded plant-level agreements with employers.

Before this, until the merger which brought them together in Actwusa during 1987, the National Union of Textile Workers (NUTW) and the Textile Workers' Industrial Union (TWIU) had had a fairly combative relationship as NUTW sought to break into the industrial council over the TWIU's veto.

It took a Supreme Court ruling for NUTW to be allowed a seat on the industrial council.

But by 1988, in addition to the industrial council being in disarray, by the time Actwusa and the employers' association sat down to restructure and revitalise the council the Labour Relations Amendment Bill was with Parliament, along with the unfair labour practice clause that would impel employers to negotiate with minority unions.

This threatened the majoritarian principle of unions negotiating for a complete bargaining unit.

That Actwusa, a Congress of South African Trade Unions affiliate was negotiating an industrial council agreement was itself interesting, because there was a strong antipathy to industrial councils among unions in the federation.

But the agreement reached accepted the principle of single-tier bargaining, which was against the trend in other industries where unions were fighting for two-tier bargaining, and created a closed shop – thus protecting Actwusa's back against minority unions.

The other interesting aspect of the agreement was the all-or-nothing principle, with all issues negotiated at industrial council except for specific agreement) any strikes or lockouts were to be on an industry-wide basis, not at individual plants or groups of plants.

Although the agreement removed disputes from the workplace to the council, it also meant that both parties would have to be aware that any industrial action had to involve the whole industry.

"The stresses generated by more than a year of negotiation and dispute had strained the employers' association. Some major employers had withdrawn, others had joined.

Failure to reach settlement, followed by industrial action, could have strained the forum beyond survival.

But that settlement could finally be achieved holds promise for the viability of the council and a stable relationship between employers and the union and, finally, a stable industry.
Coates strike ends

STRIKING workers at Coates Brothers Ink manufacturers in Epping yesterday decided to return to work on Monday, ending the two-week stoppage in support of wage and other demands. A Chemical Workers' Industrial Union spokesman said the 60 workers would negotiate the terms of their return on Monday. This was confirmed by company managing director Mr Stan Rogow.
AT least R13 million has been added to textile workers' pay packets for 1989 in deals concluded so far this year by the Amalgamated Clothing and Textile Workers' Union.

About 9,000 workers in the Peninsula Atlantic and the Border are affected by the increases, which range from about 20 percent upwards.

This includes the agreement at the Cotton Textile Industrial Council covering about 4,000 workers, concluded this week. The other agreements cover workers in 16 factories.

"Much higher"

A union spokesman said that if it had been possible to calculate the total package, which would include benefits such as nightshift allowances and maternity benefits, the total package would have been much higher.

At the industrial council, which has functioned without a mass agreement for more than a year, the increase on the minimum from the last agreement was at least R60 a week he said.

The increases gained throughout the industry are a significant step forward in the fight for living wages for textile workers," he said.

The goal

Commenting on the industrial council agreement, he said the success of the negotiations provided a basis for the union to encourage more employers to enter themselves with the council and move towards the goal of a single national industrial council for the textile industry.

"The settlement has provided a viable basis for the industrial council in its work as a vehicle for parties to negotiate with each other — it's a vindication of the restructuring council and a victory for organised workers."

Break-in

A spokesman said that the union's offices in Woodstock were vandalised on Thursday night.

This is the second attack on our offices within a week.

Arsonists attacked our East London office last week, he said.

The spokesman said the Woodstock offices were broken into between the last staff leaving at 11pm on Thursday night and 9am on Friday when the early staff arrived.

The door was forced, a filing cabinet and steel cupboard were broken into and files were strewn around.

A door was broken into and its contents thrown on the floor.

He said it could not be ascertained if anything had been stolen, but items such as typewriters had not been removed.
MINES
BOSSES
SLATED

REPRESSION on the mines was similar to that of Nazi Germany, trade unionist Mr Elijah Barayi told a rally in Johannesburg yesterday.

Addressing more than 2000 people at the rally of the National Union of Mineworkers (Num), Mr Barayi said repressive security measures on the mines were “a replica of State repression”. Mine bosses and the State had joined forces in an effort to crush the Num, he added.

The Num official also condemned the hostel system on the mines, saying conditions in these places were appalling with — in some cases — 60 mineworkers sleeping in one room.

The rally, held at the University of Witwatersrand, was the highlight of the newly-launched Num campaign against what it has termed repressive mine security measures and “hostile” collective bargaining environment on the mines. The union has accused mine bosses of adopting a multi-pronged, “vicious”, strategy against it and its members.

Num treasurer Mr Paul Nkuna said mine owners had always made their workers and the world believe that they paid a living wage and that living conditions were decent. “Today such claims and beliefs have become implausible”, he said.

‘He said the union demanded freedom of association on the mines, the right to strike, rights to privacy, rights to a fair disciplinary inquiry and freedom of movement.

Dr Coleman said one trade unionist, Mr Amos Mabunda, detained without trial since June 1986, was on a hunger strike in protest against his continued incarceration. On the other hand he said, thousands of people — “called internal refugees” — were in hiding in fear of being detained.

Speakers at the meeting also included Dr Abe Nkomo, Ms Amanda Kwphe, Num president Mr James Mokota and M Chris Dlamini, vice-president of Cosatu.

By LEN MASEKO

Deadline

The Num, Mr Nkuna said, gave the Chamber of Mines six months to end repression in the sector.

Dr Max Coleman, former official of the restricted Detainees Parents Support Committee, speaking in his personal capacity, said more than 50000 had been detained without trial since 1984. He said detentions in the trade union movement had increased over the past few years.
Ultimatum
Anglo new
Miners give
Management accused of exploitation general of freedom

"The workers have said..."
Chemical workers call off strike
The Argus Correspondent
DURBAN — The two-week-old strike at Coates Brothers in Durban and Cape Town ended yesterday when union workers returned to work after management made use of "scab" labour, a Chemical Workers' Industrial Union official said today.

The spokesman said the workers felt that their jobs were threatened after management made use of temporary non-union labour for more than a week.

He said management had been paying "scabs" far more than they paid union members who had been on strike. What management offered was nowhere near what the workers had demanded, he said.

Workers, members of the Cosatu-affiliated union, downed tools on January 23 in support of their demands for improvements in wages and working conditions.

The union was demanding a wage increase of 19.6 percent while the company's final offer was up to 17 percent.

Coates Brothers' administrative director, Mr Stan Rogow was not available for comment today.
Frame, union co-op to open

AN UNPRECEDENTED co-operative venture, initiated by the Amalgamated Clothing and Textile Workers' Union (Actwusa) and financed by the Frame group to the tune of R2.5m, is set to begin the employment of 300 workers this month.

This venture, announced in October, is designed to provide employment for hundreds of employees laid-off by Frame as part of a rationalisation exercise.

GM Glen Cormack, appointed by Actwusa to run the first of three planned clothing factories, said yesterday the co-op, Zenzeleni (which means "Do it yourself"), was being registered as a private company.

Zenzeleni, he said, had leased 3 000m² premises at Jacobs near Durban. Renovations would cost R300 000, while an order for more than R1m in capital equipment was in the pipeline.

Cormack, who resigned his post as personnel director of Tiger Oats' baking division to manage Zenzeleni, said profits from the project would be used to start similar ones at Ladysmith and East London. Wages rates would be based on industrial council minimums in the Durban area negotiated by Actwusa.

The project was looking to Frame to supply raw materials at competitive prices. Plans for the supply of raw materials at cost were abandoned due to turn-

Frame, union in R2.5m co-op venture:

happiness among other Frame customers, he said.

Cormack said the factory would produce items like protective clothing and apparel used by labour and community organisations such as T-shirts. He stressed the factory would not compete with other union-run co-ops which sell screen T-shirts. The intention was to complement such groups by supplying the clothing for them to process.

Zenzeleni's board, comprising Cormack, a marketing manager, two Frame representatives and two union representatives (probably employees), would be answerable to a union-nominated board of trustees which holds all shares in the company.

Cormack said the management team would operate in a very different manner from management at ordinary companies. Their role would be one of leadership rather than control. While details still had to be finalised, the plan was for the plant's shop steward committee to administer disciplinary matters, based on an agreed code.
Big firms agree to discuss disinvestment procedure

By Mike Sibunha, Labour Reporter

The Chemical Workers' Industrial Union (CWIU) said yesterday that, due to pressure it applied over the past 20 months, more multinationals had agreed to discuss a disinvestment procedure.

The CWIU has been in dispute with 39 locally based subsidiaries of foreign firms, including major oil companies. It is demanding that foreign companies agree to a disinvestment procedure to be followed in case they decide to pull out of South Africa.

A statement by the CWIU said of the 39 companies involved, 24 had now agreed to company-level negotiations with the union.

"It is clear that the launching by the union of conciliation board proceedings and the threat of industrial action has forced a re-think among the employers," said the statement.

According to the CWIU, companies which had either not responded to the invitation or not said categorically that they were willing to talk were Associated Glassworks, Chrome Chemicals, Dunlop Industrial Products and Indian Ocean Fertilizers.

Companies which had refused to negotiate were named as Allgraphics, BP SA, Maybaker, Mobil, Nicholas Kiwi, Price's Candles, Sapref, Shell Oil, Shell Chemical and Veetech Oil.
HARARE — South African trade union leader Mr. Jay Naidoo has been stopped by the South African Government from attending a meeting of Commonwealth Foreign Ministers in Harare, conference delegates said yesterday.

Foreign Ministers from Australia, Canada, Guyana, India, Nigeria, Tanzania, Zambia and Zimbabwe form a committee set up at the last Commonwealth summit in Vancouver, aimed at monitoring and intensifying economic sanctions against South Africa.

Mr. Naidoo, general secretary of the Congress of South African Trade Unions (Cosatu), the country’s largest labour body, had been due to meet the Foreign Ministers tomorrow — Sapa-Reuter.
THE "biggest mineworkers union yesterday expressed solidarity with political prisoners on hunger strike "in apartheid jails."

Mr Cyril Ramaphosa, leader of the National Union of Mineworkers, said in a statement "detention without trial is not only inhuman but morally detestable."

"The people in detention are subject to humiliation and mental torture for no apparent reasons, besides their opposition to the apartheid system."

He added "Repression on the mines is just a reflection of what is happening in the wider society under the state of emergency."

"We wish to make an appeal to all progressive minded here and abroad to help in finding a speedy resolution to the detainees crisis."

NUM general secretary
Mr Ramaphosa.

"Uplifting of the State of Emergency remains the ultimate answer to the plight of detainees as well."

"The NUM wishes to express solidarity with political detainees on hunger strike in apartheid jails."

— Sapa
Union steps up bid to save member

By LEN MASEKO

THE Commercial Catering and Allied Workers' Union of South Africa is to step up its campaign to save one of its members from the gallows with a prayer service to be held in Johannesburg tomorrow. The condemned union member is Mr William Ntombela (33), a former Nels Dairy worker who lost his appeal against the death sentence in November last year.

Mr Kranzer Thibezi, Ccausu's Johannesburg branch secretary, said the service will be held at the Central Methodist Church from 5.45pm.

Mr Ntombela was held responsible for the death of two people at the height of the Nels strike in 1986.

A father of two, Mr Ntombela was a shop steward at Nels when about 1500 employees of the company went on strike in 1986 in protest against low wages, the state of emergency and working conditions.

The strike was marked by the dismissal of 250...
Naidoo gets no passport

JOHANNESBURG Congress of South African Trade Unions general secretary Mr Jay Naidoo has been denied a passport to attend the conference of Commonwealth Foreign Ministers in Harare.

Cosatu said in a statement yesterday that the Department of Home Affairs had never given "a straight or no" answer to their application for Mr Naidoo's passport despite repeated attempts to obtain one.
Anglo and NUM see old mine Act being put to new test

AN APPLICATION by two NUM members, under a little-known section of the Mining Rights Act but with potentially far-reaching implications, will be heard in the Rand Supreme Court today.

If it is successful, it could mean a payout of at least R5m to 10,000 NUM members dismissed during the August 1987 strike.

An NUM legal adviser and an Anglo American gold division industrial relations consultant, Nigel Unwin, confirmed the application by the two Vaal Reefs men was seen as a test case.

They also confirmed the potential payout figures were reliable estimates.

Section 164 of the Act provides that no mine may discharge more than 20% of its workforce in any month without giving written notice of the dismissals to the Mineral and Energy Affairs Minister.

It also stipulates a mine contravening this provision will be liable to pay each man a month's wages.

The original intention of Section 164, promulgated in 1919, is believed to have been to protect state earnings from sudden changes in the operating practices of low-grade mines.
By LEN MASEKO

THE Commercial Catering and Allied Workers' Union of South Africa holds a prayer service in Johannesburg tonight, as part of its campaign to save one of its members from the hangman's noose.

The service for Mr. William Ntombela (33), facing the death sentence for the death of two people in 1986, will be held at the Central Methodist Centre at corner Smal and Britsard Streets from 5:45 pm.

The union is expected to announce at the meeting details of fresh attempts to save Ntombela, a former Nelspruit worker who lost appeal against his sentence in November last year.
By RYLAND FISHER
PUBLIC servants in the Boland have decided to break with conservative
traditions and to seek closer ties with
"the broader community"

A motion to this effect will be tabled
at the Public Servants League’s annual
general meeting in June, it was decided
at the AGM of the Worcester District
held in Tulbagh on Saturday.

About 150 delegates and observers from
24 branches attended the meeting in the
Helmondkaar community centre.

"We decided that from now on we will
form part of the broader workers' struggle
We realise our problems are the same as all
other workers," newly-elected Worcester
vice-chairman Pedro George said after the
meeting.

The union will be "seeking contact" with
other unions, including affiliates of the
Congress of South African Trade Unions
(Cosatu).

"We want to reach out by attending
meetings with other unions and possibly
inviting Cosatu to explain its policies to us,"
said George.

The possibility of affiliating to Cosatu was
not discussed.

Decisions taken on Saturday will be put in
the motion to the union's national AGM.

Guest speakers at the Tulbagh meeting
were Advocate Dullah Omar, Western Cape
chairman of the restricted United
Democratic Front (UDF), and Randall van
den Heever, deputy president of the Cape
Teachers Professional Association (CTPA).

Introducing Omar, George said local
executive members of the union were
"heartened" that Omar had agreed to speak at
the meeting.

"It is the first time we have representatives
of the people's organisations at one of our
meetings," he said.

Omar, speaking in his personal capacity,
said it was ironic that the UDF had been
restricted by the government while more and
more people were reaching out to the
organisation.

"In the mass democratic movement we
don't prescribe to people. All we say is,
open your eyes and see what is happening in
this country.

"We can then jointly work out what to do
about the situation."

He called on the league's members to
become more involved in the organisation.

"One of our problems is that many of us
still have a slave mentality. We must realise
our importance, that we produce the wealth
of this country.

"The workers must decide on a new
direction for this organisation."

Omar said the state had divided public
service workers from those in the private
sector.

"State workers think they have to be slaves
of the state, that they have to follow state
policy."

Van den Heever said the decision to invite
Omar to speak was "courageous."

"Your identification with community
leaders like Dullah Omar must now be
followed up with a concrete programme in
the community.

"Our children are educating themselves
politically. If we as parents want to talk with
them, we need to reach the same level of
awareness.

"This can be done through educational
programmes in our organisations.

"The PSL is an organisation of parents.
We need to speak out in defence of our
children."

Officials who said they were apolitical
were "spineless," said Van den Heever.

"The PSL is not an island. You will have
to say how you feel about apartheid,
education and oppression.

"You can't operate as if you are only
interested in benefits for your members. The
PSL is part of the community."

Other officials elected at the meeting are
chairman Peter Shortles, secretary Christina
Robinson, assistant secretary Jacob Balls,
treasurer Cathy de Bruyn and additional
members Dirk Eland and Andrew Jacobs.

George and Shortles were elected to serve
on the union's national committee.
MORE than 1500 Ellerines employees were facing retrenchment at some of the company's stores countrywide, a spokesman for the Commercial Catering and Allied Workers' Union of South Africa said yesterday.

Mr Jackie Masuku, Ccawusa's Johannesburg branch official, said he would fight the retrenchments possibly by declaring a dispute which could lead to industrial action at Ellerines stores.

Mr Masuku said the company was retrenching workers without negotiating with the union.

But a spokesman for Ellerines, Mr Pierre de Villiers, denied that there were "organised retrenchments" at the company's stores. "We do not know what they are talking about, but we will wait for further developments," he added.

The Ccawusa official said "Reasons for these retrenchments have not yet been advanced but are obviously emanating from the company's backward business policies. "Unfortunately, because of all these factors, sales are lost and workers accused of being unproductive," he added.

About 200 members of the Chemical Workers' Industrial Union (CWIU) were on strike at Anchor Rand's Steeldale plant, the union said. The strike followed management's refusal to negotiate wage increases and working conditions with the CWIU, according to the union.
Chemical workers strike

By Adele Baleta

More than 400 Chemical Workers Industrial Union (CWIU) members began separate strikes at G & W Base and Industrial Minerals and Anchor Rand this week over longstanding disputes at both plants, the union said.

Spokesmen for both companies have declined to comment on the matter.

In a statement yesterday the CWIU said 220 workers downed tools at G & W Base Industrial Minerals in Wadeville to back a demand for the reinstatement of a worker who was fired for observing a three day stayaway call in June last year in protest against the Government clampdown on anti-apartheid organisations.

"The union believes the dismissal of one worker for action carried out by the entire workforce is grossly unfair," it said.

The union alleged the company was threatening to apply the new Labour Relations Act against the union in order to force striking workers to return to work.

Another 190 CWIU members went on a legal strike at Anchor Rand in Steeldale over the company's refusal to negotiate wages and working conditions, the union said.
TWO workers who lost their jobs during the mass dismissals at Vaal Reefs gold mine in August 1987 have asked the Supreme Court to reinstate them on the grounds that the mine failed to comply with a little-known section of the Mining Rights Act.

Samuel Kula and Job Sekwane claim Vaal Reefs contravened section 164, which states that no mine employing more than 500 people may discharge more than 20% of its workforce in any month without giving the Minister of Mineral and Energy Affairs written notice.

The mine admits no written notice was given but contends that the section does not apply where workers are dismissed for strike action and where the intention was to stop the closure of the mine.

Kula and Sekwane have asked the court to declare their dismissal null, void and of no effect or, alternatively, for an order compelling the mine to pay them one month's wages — the penalty for a contravention of the section.

The application is seen as a test case. If the court finds in favour of Kula and Sekwane, NUM members dismissed during the strike could be paid out in excess of R5m.

Vaal Reefs regional GM Robert Williams said in an affidavit that at the time the decision was taken to dismiss strikers, the mine had no knowledge of the provisions of section 164 and had no intention of contravening the Act.

Argument continues today.
Bop trial: charges withdrawn

MMABATHO — Charges against 21 of the 195 people accused of trying to overthrow the Bophuthatswana government in an abortive coup on February 10 last year, were yesterday withdrawn in the Mmabatho Supreme Court at Roogrend.

The court also ruled that the trial of eight of the accused be separated from the remaining accused because of a risk of prejudice. All but one of the remaining accused pleaded not guilty to the main charge of high treason and alternative charges under the Bophuthatswana Internal Security Act.

One of the accused, WO Matilo Phuri, 32, pleaded guilty to the main count of high treason.

He admitted in an explanatory state-

ment that he had been involved in the attempt to overthrow the Bophuthatswana government and to install a new government to “restore democracy” in the country.

Phiri said as a regimental sergeant-major in the country’s defence force, he had given instructions on February 10 last year to defence force members to detain the president of Bophuthatswana, his cabinet and the commissioner of police.

He had also ordered his forces to occupy the Molopo military base, the Bophuthatswana Broadcasting Centre, Garona government building and the Molopo military airfield.

The case continues. — Sapa.

Cosatu angry about passport

COSATU yesterday condemned the failure of the Home Affairs Department to issue a passport to general secretary Jay Naidoo for travel to the Commonwealth foreign ministers meeting in Harare this week.

It said he had made an urgent application on January 5 for a passport, but no formal reply had been received from the department. The department was “trying to hide its effective refusal behind a veil of bureaucratic silence”.

Cosatu attorney’s phone calls to the department had elicited responses promising a response only on dates after the planned departure date.

“This type of action once again demonstrates to our overseas allies that SA is ruled by an authoritarian clique.”

Vryheid prisoners saw their way free

PRETORIA — Nine awaiting-trial prisoners sawed through the window bars of their cell early yesterday morning and escaped from the Vryheid Prison in Natal, Prisons Service announced.

A spokesman said one of the escapes, Humphrey Mkwanyana, 21, was caught by police in Vryheid. The breakout was being investigated.

Those who escaped yesterday were: James Mhlanga, 32, Abrahm Khoza, 26, Teboko Dholomo, 22, Chris Khumalo, 26, David Madla Malala, 24, Nkosilathi Khuzwayo, 23, Mandla Ngwenyana, 20, and Jabulani Twala, 21.

On Tuesday convicted prisoner Iqbal Mohammed escaped from Durban’s R.K. Khan Hospital. — Sapa.
Divesting companies angered local unions, says report

Corporations were seen to be discriminatorily targeted and when they were divested. They were also seen as not being open about the reasons for the divestment, sometimes, for example, if they retained some equity.

It is not easy to expect that companies will always openly provide full details of how they are restructuring their business. Butzelaar says Buleid has not always challenged “interested parties”, such as local governments, who demand that they or independent auditors be given access to the books.”

In one of the cases, one of the local company officials was not being “talked to” by the companies that purcahse the back. They found that they are not responsible for sending workers demands. When workers try to negotiate the terms of divestment, they are referred to the new owners.

A new study suggests eight rules for companies to follow when they divest their businesses.

HILARY JOFFE reports by the US companies, while local people refer to them as “the US companies.”

The management of companies such as Ford, GM and Ford has sold local responsibility money was given to the US companies.

The analyst who has suggested this for the first time by the Chemical Workers Association, a Costa/affiliate is incensed about the competition made by the newspaper companies which have divested in the United States.

Consultation and negotiation should be undertaken with unions and unions federation of the case. The unions, in turn, must be present and informed. They alike would be more accepting.

The social wealth is embodied in the local company -- areas or projects of the case -- must remain the property of the oppressed people of South Africa. It is not acceptable to let others have control over the assets.

Where a fund is established, the manner in which that happens must be open to public participation.

Buleid said that US companies which had divested Cola, Ford, GM, Ford and the more recent General Electric Corporation. She claims that those are not people who can make an informed choice for those who are left behind, those whom they also informed about the closure of a company, those whom they also informed about the closure of a company, those whom they also informed about the closure of a company, those whom they also informed about the closure of a company, those whom they also informed about the closure of a company.

While the South African Council of Churches has not pressured the South African government, or international organizations, or the South African government, this council has condemned the divestment of companies which have divested in South Africa. All other businesses are not protected. Instead of direct funding, the IDA helps trade unions by funding the official government of South Africa, which is the government of South Africa.

The South African government was in charge of the country’s two main trade union federations. It was not necessary because it did not have the confidence of the country’s two main trade union federations. It is the right of workers to have the confidence of the country’s two main trade union federations.

— The Guardian, London and Sapa

Multinationals to talk about guarantees

A MULTINATIONAL divestment campaign in South Africa is taking shape as the number of companies that have divested in South Africa.

The CWA’s campaign has already been endorsed by the National House of Representatives of the ANC, and its local government and anti-apartheid organizations.

The campaign, the Christian Workers Union, has sent letters to companies about the issue. These include Mobil Oil and a number of Shell subsidiaries.

About 400 workers employed in these plants will form a series of national meetings this month to discuss possible solutions to the conflict. The final position is therefore a matter of the campaign to be determined.

The campaign points out that there is often a tension between trade unions and anti-apartheid organizations and in some cases, it has led to a divestment of companies.

The CWA has chosen to put forward a new series of meetings this month to discuss possible solutions to the conflict. The final position is therefore a matter of the campaign to be determined.

The campaign points out that there is often a tension between trade unions and anti-apartheid organizations and in some cases, it has led to a divestment of companies.

Two dozen international companies to discuss divestment strategy with the chemicals union, reports EDDO, KOKONE

"Our demands are already put part and parcel of many companies in the course of sanctions. There is no question of delaying or negotiatory support for the fact that there has to be a committed movement when firms leave South Africa."

This multinational, mainly large oil and gas companies, have discussed the divestment issue under severe pressure from South Africa.

Companies that have agreed to talk to the CWA include Union Carbide, Chevron, Mobil Oil and a number of Shell subsidiaries.
Passenger transport loss

Johannesburg, 27 August 19-x

BRIEFLY MELVILLE

PICKETS at First National Bank's Johannesburg head office claimed yesterday that their company had been struck by the wrong target. Bank executives said the demonstration was aimed at the wrong office and they were disappointed by the police action.

Pickets, picked wrong target

PHETOPOL - The passenger transport used at the Orange River Post station was repaired yesterday afternoon. The service was suspended for the day due to a fire in the station.

Commenting on the incident, the station manager said that the fire was caused by a short circuit in the lighting system. He also thanked the local fire department for their quick response.

The station is closed for the remainder of the day as repairs continue. Passengers are advised to use alternative transport options.

GARLAND MULLAN

Public transport

The public transport system in Johannesburg has been hit hard by the recent protests. Public transport authorities have reported a significant decrease in the number of passengers using the system.

Between 2014 and 2016, public transport ridership fell by 13%. This is due to the decreasing affordability of public transport and the increase in the cost of living.

Public transport authorities have been working to improve the situation. They have introduced new routes and increased the frequency of service to meet the demand.

Despite these efforts, ridership has not seen a significant increase. Public transport authorities are looking for ways to improve the system's efficiency and attractiveness to passengers.

JACOB MELVILLE

Workers, please pick the right target.

BRIEFLY MELVILLE

Workers of the public transport sector have been picketing for better working conditions and higher pay. They have been joined by their colleagues in other sectors, including teachers, health workers, and public servants.

The picketing has caused significant disruptions to the public transport system. Commuters are urged to plan their journeys in advance and use alternative transport options.

JACOB MELVILLE
Detentions, raids as 'wave of repression' hits Cosatu

By EDDIE KOCH

TWO officials of South Africa's biggest trade union movement and the home of one of its senior office-bearers was raided early yesterday morning in what was described as a "new wave of repression."

The home of Chris Dlamini, vice-president of the Congress of South African Trade Unions (Cosatu), in KwaThema, East Rand was raided by what the labour federation described as "men in motorcycle helmets."

Cosatu said its research officer, Rahmat Omar, was detained at her home in Mayfair, Johannesburg, after it had been searched by security police in the early hours of the morning.

Cosatu regional secretary Donnie Khumalo was held in a swoop on the organisation's offices in Pretoria. "Documents were removed from the office and other staff members informed that he was being detained in terms of the Emergency regulations."

Police headquarters in Pretoria asked for the names of those held to be telexed to them and said comment would only be available today.

The home of one of Dlamini's colleagues in KwaThema, a senior shop steward at Kellogs, was also visited by the men looking for Dlamini. A Cosatu representative said the men were keen to find Dlamini's daughter, Lindwe, and left saying she should contact the police regarding a new restriction order that had been served on her.

Cosatu general secretary Jay Naidoo was this week unable to address the conference of Commonwealth foreign ministers in Harare because he was not able to obtain a passport.

"Over the past few weeks, Cosatu offices in many parts of the country have been raided by police, particularly in the northern Cape, Free State, Northern Transvaal and Witwatersrand regions," said a Cosatu representative. "Cosatu and the mass democratic movement are being hit by a new wave of repression, while hundreds of our comrades are on hunger strike. Some Cosatu members and officials are among the hundreds of hunger strikers starving themselves, if necessary to death in an effort to force the government to come to its senses and release all detainees."

The labour federation expressed solidarity with the detainees on hunger strike around the country and demanded their immediate and unconditional release.
Police swoop on First National picket

POLICE yesterday broke up a picket in central Johannesburg by students and workers protesting against plans by a large furniture firm to retrench 400 workers so that it can move its plant to a "homeland".

About 60 students from the University of the Witwatersrand and workers from the Steele Brothers factory staged the lunch-time demonstration under banners proclaiming "these so-called independent states bring starvation to the workers".

A contingent of police swooped on the picket, held outside the head office of First National Bank because the bank has shares in Steele Brothers. A liaison officer for the Witwatersrand and said the students and workers dispersed on their own accord after police arrived on the scene.

A second lunch-time demonstration was staged by about 400 workers at the Steele Brothers plant, which manufactures a range of home and office furniture, in Industria yesterday. No police intervention was reported.

Rob Rees, national organiser for the Paper Printing Wood and Allied Workers' Union, said the retrenchment of 400 workers was the biggest in Johannesburg in recent years.

"The company is relocating part of the Industria factory to GaRankuwa in Bophuthatswana, where it intends employing hundreds of new workers."

"They are clearly trying to get rid of any organised union presence in its factory. In one move the company is hoping not only to smash Pwawu but to relocate to a bantustan where unions are illegal," said Rees.

Workers at Steele Brothers get a minimum wage of R156 for a 44-hour week while the minimum wage in Bophuthatswana for furniture workers is R35 for a 48-hour week.

Steele Brothers director Gerhard Strydom denied the relocation was designed to undermine Pwawu. "A section of the factory is moving to GaRankuwa because it is out of date and cannot be updated. We have no alternative but to move. It is purely for business reasons."
Spar stores to sue union for R40 000 loss

A SUPERMARKET chain plans to sue a black trade union for R40 000 in profits lost during a strike last year — the first serious attempt by a company to use South Africa's controversial new labour laws to do this.

The Commercial Catering and Allied Workers' Union (Cawusa) reported this week that Spar Hypermarket in Benoni had informed the union it intends suing for damages suffered during a strike in November 1988.

Spar is the first firm to make use of clauses in the law which remove indemnity against union officials being sued for losses that arise out of illegal strike action by their members.

Cawusa denies there was a strike at the store on November 24 and claims workers were locked out by police and told to leave the premises or face arrest.

A Hypermarket manager said only the owner, Niek Plooij, who was unavailable, could speak to the press.

A letter from Spar's lawyers gives the union until today to pay the R40 000, failing which it will make application to sue in the Rand Supreme Court for damages. A Cawusa representative says the union will not pay and plans to defend the action.

Last year labour relations consultant Phillip van Wellbergen announced he was planning to sue three unions for a total of R4-million under the Labour Relations Amendment Act but later withdrew his court action.
Store seeks R40 000 damages from union

By Mike Sluman, Labour Reporter

In the fourth known attempt by management to use the “damages clause” in the new Labour Relations Amendment Act, the country’s largest retail industry trade union, the Commercial, Catering and Allied Workers’ Union (Ccawusa), has been served with a R40 000 letter of demand by an East Rand supermarket.

According to a Ccawusa spokesman, the demand was made by Benoni Spar Food Hyper after the dismissal of more than 50 workers in a retrenchment dispute last December. Ccawusa has until today to respond.

LOST PROFITS

The claim was being made in respect of profits lost during an alleged illegal strike on December 23, 1988.

The union said management was accusing members of going on strike when, in fact, most of the day had been taken up by a worker-management meeting called after an approach by shop stewards in connection with a decision to retrench 10 workers.

Workers had rejected the decision saying management had not explored any alternatives to retrenchment.

No attempt was made to place retrenched staff at the company’s new store in Pretoria, the union alleged.

The entire workforce had been dismissed after leaving the store in the face of “intimidation” by police and security guards on December 24.

Management allegedly reneged on an undertaking, made in meetings between union and company lawyers, to reinstate all workers it had accused of violence and intimidation.

The Ccawusa spokesman said the union would be bankrupted if the company went ahead with its claim.

“(The company) will just have to attach all our assets and liquidate us,” said the spokesman, adding the union would contest company action.

At the time of going to press, comment from company lawyers and the police was still pending.
Workers in lay-off demo

Workers staged a placard demonstration at furniture manufacturer Steele Brothers yesterday to protest against the planned retrenchment of 400 workers from the Industria factory this month.

The Paper, Printing and Allied Workers' Union said its members were being laid off because the company was moving part of its operation to Garankuwa. No company comment was available.
Memix paper workers strike

UP TO 100 employees at Memix went on strike yesterday to
back demands regarding wages and
working conditions, a stop-order
facultly for the Paper, Printing Wood
and Allied Workers’ Union (Ppawwu),
and an alleged unfair dismissal.

Ppawwu spokesman Jeremy Bas-
kond said the union’s present wage
demand was for a R8 an hour across
the-board increase while manage-
ment was offering 50c to 70c

He said the carbonless paper pro-
ducer, owned jointly by Nampak/
Monde, proposed a shift allowance
and annual bonus decrease and 26
hours a week compulsory overtime.

Memix personnel manager Tewie
Beukes said the strike had been an-
ticipated and the factory would be
able to maintain 100% production for
at least a month.
Retrenchments on mines

NUM applies for conciliation boards at mines

By Mike Siluma, Labour Reporter

The National Union of Mineworkers (NUM) has applied for the establishment of conciliation boards with at least three mines following the retrenchment of its members.

The union's revelation comes in the wake of heavy job losses in South Africa's gold and coal mines. According to statistics, last year's employment levels on gold mines fell by more than 40,000 from 1987, with the workforce in the collieries declining by more than 6,000.

The decline in employment levels has been attributed to natural attrition and retrenchment, as some mines battle to contain working costs.

According to NUM assistant general secretary Mr. Marcel Golding, the NUM was "not happy" with the way retrenchments had proceeded. He accused companies of planning retrenchments over a long period of time, and then informing the union of their decisions at short notice.

"We believe that the companies have not considered union proposals of working short time and extending miners' homestay. In addition, the packages offered are appallingly low," said Mr. Golding.

For example, gold mines have given workers a maximum of three months' payment even where workers would have been employed for up to 20 years. "The union has declared disputes with gold and coal mines and has applied for conciliation boards with some mines," said Mr. Golding.

He declined to give further details.

The Chamber of Mines' general manager for external relations, Mr. Johann Liebenberg, confirmed that there had been a decline in the number of workers employed in the mines.

Cost pressures

He said managements in both sectors "have been under very heavy pressure to reduce working costs because they are increasing at a much higher rate than working revenue."

At least one mining house had retrenched 8,500 workers last year, he said. In addition, there had been a small number of retrenchments in other mining houses. "But by far the greatest reduction has been by the natural process where employees have terminated their services and vacancies have not been filled," added Mr. Liebenberg.

"Wherever retrenchments have taken place, there have been negotiations between management and the unions concerned," he said. "Retrenchments are a last resort."

The mining industry employs about 500,000 workers.
Metal industry union proposals met with Seifsa demands

EAWTUSA and Numsa have previously been among a number of unions to operate jointly under the auspices of the local council of the International Metalworkers' Federation. It is understood this arrangement fell apart because of anger that Numsa last year negotiated a separate strike settlement with Seifsa.

Seifsa has proposed that small businesses be exempted, if they wish, from the terms of the agreement. The term "small" is not defined in the initial proposal.

Employers have also proposed that the statutory prohibition on the employment of artisans who do not have formal qualifications be removed, and that non-qualified but sufficiently skilled persons be permitted entry to these occupations.

Seifsa has further proposed a clause protecting employers from being compelled by unions to negotiate company-level agreements — a legacy of last year's strike where numerous employers entered private agreements with Numsa.

Employers have also proposed removing the 10-hour-a-week limitation on overtime work, in contrast to Numsa which has proposed the limit be reduced to five hours.

Numsa has also proposed a five-hour reduction in the working week, improved shift allowances, restrictions on temporary labour, new retrenchment provisions, fully-paid maternity leave for six months, improved sick pay and structures to eliminate sex discrimination.

The CMBU has proposed improved overtime and sick pay and annual leave, improved shift allowances and a system of service increments.
‘Drunk’ foreman: 20 men fired

TWENTY workers at Atlantis Dress Institute (ADE) were dismissed early this morning after they refused to work until a “drunk” foreman had undergone a breathalyser test.

The dismissed employees, all members of the National Automobile and Allied Workers’ Union, will have discussions with the company today. An ADE spokesman declined to comment.
NUM declares disputes over gold mine retrenchments

THE NUM has declared official disputes with three Gencor gold mines, alleging they had conducted negotiations over 4500 retrenchments made in bad faith.

NUM assistant general secretary Marcel Golding said management of the Bracken, Leslie and Buffelsfontein mines had given inadequate notice of retrenchments, had made inadequate severance payments, and had failed to consider alternatives proposed by the NUM aimed at minimising lay-offs.

Golding said these proposals had been rejected and retrenchments had been implemented unilaterally by management, but Gencor gold division GM Kobus Olivier said all employee representatives were consulted.
THE NUM yesterday issued strenuous objections to the draft Minerals Bill, in particular to the repeal of sections of the Mines and Works Act governing the health and safety of employees.

The NUM said the Bill, by removing restrictions on the use of land and minerals, would adversely affect communities and the country as a whole.

The Bill, said the NUM, would mean the elimination of the office of the Government Mining Engineer. The state would no longer have a central monitoring function. Mines would become “self-regulatory.” The NUM said mines could not be entrusted with self-regulation in health and safety matters.

“The Minerals Bill means that one law and one department will regulate both the exploitation of minerals and the health and safety of miners. This will lead to conflicts of interests between safety and profits not being fairly resolved,” the union further argued.

The NUM objected to the “privatisation” of mineral rights in the Bill. This would give “full, unfettered rights to the monopolies which dominate the mining industry to do what they will with the country’s mineral wealth.”

The union demanded separate laws and departments to regulate health and safety and mineral exploitation, a national mines inspectorate with powers to ensure health and safety improvements in the industry, and, in some circumstances, restrictions on the use of the land and minerals.
Seifsa also comes up with some demands

Metal industry unions ask for up to 98% rises

Metal industry trade unions have submitted proposals for wage increases of up to 33% in this year's industrial council negotiations which are scheduled to begin on March 20.

But, in an unusual development, the employers' organisation, Seifsa, has submitted a series of demands, the two most controversial designed to ease conditions for small businesses and to remove restrictions related to the employment of artisans.

The agreement would cover about 350,000 employees — up by 24,000 on last year — of nearly 9,000 firms.

The largest union, the National Union of Metalworkers of SA (Numsa), has proposed a R3 an hour minimum wage for the industry — representing a 65% increase. Numsa's other wage demands range, down to 17% for artisans in the top grade.

The Confederation of Metal and Building Unions (CMBU), which represents mainly skilled workers, has put forward proposals for increases ranging from 29% on the top rates to 34.5% at the bottom.

The Electrical and Allied Workers Trade Union of SA (EAWTUSA) has proposed a minimum rate of R6 an hour, 98% up on the minimum.

Exempted

EAWTUSA and Numsa have been among a number of unions to operate jointly under the auspices of the International Metalworkers' Federation's local council. It is understood this arrangement fell apart because of anger that Numsa negotiated a separate strike settlement with Seifsa last year.

Seifsa has proposed that small businesses be exempted, if they wish, from the terms of the agreement. The term “small” is not defined in the initial proposal.

Employers have also proposed the statutory prohibition on the employment of artisans who do not have formal qualifications be removed, and that non-qualified but sufficiently skilled persons be permitted entry to these occupations.

Seifsa has also proposed a clause protecting employers from being compelled by unions to negotiate company level agreements — a legacy of last year's strike where numerous employers entered private agreements with Numsa.

Employers have also proposed removing the 10-hour a week limitation on overtime work, in contrast to Numsa which has proposed the limit be reduced to five hours.

The CMBU has proposed improved overtime, sick pay and annual leave, improved shift allowances and a system of service increments.
Frame finances R2.5m co-op venture

BY ALAN FINE

JOHANNESBURG — A unique co-operative production venture, initiated by the Amalgamated Clothing and Textile Workers' Union (Actwusa) and financed by the Frame Group to the tune of R2.5m is set to begin the employment of 300 workers this month.

The venture, announced in October, is designed to provide employment for hundreds of employees laid off by the Frame Group as part of a rationalisation exercise.

GM Glen Cormack, appointed by Actwusa to run the first of three planned clothing factories, said yesterday the co-op Zenzeleni (which means "Do it yourself") was in the process of being registered as a private company.

Zenzeleni, he said, had leased 3,000 sq m premises at Jacobs near Durban. Renovations would cost R300,000, while an order for more than R1m in capital equipment was in the pipeline.

Cormack, who recently resigned his post as personnel director of Tiger Oats' baking division to manage Zenzeleni, said profits from the project would be used to start similar ones at Ladysmith and East London. Wages rates would be based on industrial council minimums in the Durban area negotiated by Actwusa.
NUM objects to Bill

Concern over safety section

OWN CORRESPONDENT

JOHANNESBURG — The National Union of Mineworkers (NUM) has issued strenuous objections to the draft Minerals Bill, in particular at the repeal of sections of the Mines and Works Act governing the health and safety of employees.

The NUM also objected that the Bill, by eliminating restrictions on the use of the land and minerals, would adversely affect communities and the interests of the country as a whole.

The NUM, said the NUM, would mean the elimination of the office of the Government Mining Engineer. The State would no longer have a central monitoring function over the mines and, instead, the mines would become "self-regulatory." It said it was ironic that the mining industry, the most dangerous, should now be subject to fewer controls and lower standards than other industries.

The NUM also objected to the "privatisation" of mineral rights in the Bill.

Thus, it said, would give "full, unfettered rights to the monopolists which dominate the mining industry to do what they will with the country's mineral wealth."

The union demanded separate laws and departments to regulate health and safety and mineral exploitation, a national mines inspectorate with sufficient powers to ensure an improvement in the health and safety record of industry, and restrictions on the use of the land and minerals when this adversely affected the interests of communities or of the country.
THE Congress of South African Trade Unions is to meet with employers today to ask them to spell out their stand on detention without trial, which has affected scores of workers, said Cosatu president, Mr. Elias Motsoaledi, Barayi yesterday.
Bill rejected

By CHIARA CARTER
THE National Union of Mineworkers has rejected the Draft Minerals Bill which "endangers the health and safety of miners".

The bill, Num said, meant less care for health and safety regulations because it repealed the Mines and Works Act, the main act covering mine safety.

Instead of a state official monitoring the mines, they become "self regulating" and handle safety and health themselves.

The new bill abolishes the mine safety committee on which Num has representation and replaces it with an advisory council which does not include a safety expert.

"The mines kill about 800 people a year and about 1200 workers sustain serious injuries every year," a Num spokesperson said.

"Num believes that a state official must be responsible for monitoring mine safety.

"The mining industry cannot be entrusted with its own self-regulation. This is like giving an alcoholic the keys to a liquor cabinet."

He said the bill meant one law and department would regulate both the safety and the exploitation and safety, leading to a conflict of interest between safety and profits.

He said that the bill would endanger the safety of miners in a conflict of interest between safety and profits.

It meant that Num spokespersons could obstruct safety under the Machinery and Occupational Safety Act.

Num has also been concerned about the privatization of safety and regulating state control issues in the industry. The Chamber of Mines in a 300-page document has also objected to the Bill, but for different reasons.

The Chamber feels the Bill does not succeed in its aim of deregulating and reducing state control in the industry.

The Bill was gazetted last December and interested parties have until the end of this week to lodge objections.

Num wants the Bill to be retracted to ensure safety laws and departments to regulate health and safety and the mining industry, a national mining inspectorate with sufficient powers to ensure an improvement in the health and safety record of the industry and restriction on the use of land and minerals when this conflicts with the interests of the wider community.

Num this week kicked off its living wage campaign with a minimum wage agreement which provides for 3 May as a paid day and June 16 as unpaid holidays and recognizes traditional healers for sick leave purposes, but a significant move in the direction of achieving a living wage.

But as Num prepares for annual wage negotiations, the spectre of unemployment looms.

Employment on gold mines has plummeted from 120,000 in June last year to 52,000 now, a decrease of almost 41,000 on the previous year.

The employment situation on coal mines is similarly bleak with employment last year at an all-time low.

According to a Chamber of Mines spokesperson, the situation this year is "not promising regarding jobs at gold mines.

This means Num, which last year avoided a hardline approach at negotiations, faces the difficult issue of differential wage rates at marginal mines.

A Num spokesperson said that the union was examining the retraction issue.

He said that it was unreasonable to expect workers to accept retraction while large scale redundancies continued to be paid to shareholders.

Num this week declared a dispute with three Gencor mines over retraction of 4500 workers.

Num says the retraction were conducted in bad faith and the mines failed to give adequate notice, pay adequate severance pay or seriously consider alternatives.

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Drivers in work to rule

BUS drivers at Durban Transport Management Board this week adopted a work-to-rule policy.

This followed a weekend stoppage last Friday.

A Board spokesperson said about 20 afternoon shifts of Blue Line bus services would be affected.
Union man says 'he killed six'

MARITZBURG

United Workers' Union of South Africa officer allegedly said he killed six of 13 who died during a membership struggle, at a National Union of Mineworkers' union in the Pietermaritzburg Supreme Court yesterday.

Mr Clifford Sny defy, formerly of Buffalo Valley, Anthracite Mine, was supporting an application for an interdict to restrain two Uwuusa men from assaulting NUM members — Own Correspondent.
Interim order granted

The Rand Supreme Court yesterday granted an interim order to striking Paper, Printing Wood and Allied Workers' Union members to allow them on the premises of Memix Carbonless in Krugersdorp.

The company had sought an order to evict the about 100 striking workers from the premises.

The matter was postponed until Tuesday.

The interim order grants access to the canteen by the strikers, after the company had refused them access.

The order also demands that casual workers should not be threatened in any way.

The legal strike, in its third day yesterday, centres on wage negotiations, stop order facilities and unfair dismissals.

Sapa
Gun threat for strikers?

JOHANNESBURG. — Anchor Rand yesterday offered "no comment" when confronted with allegations by the Chemical Workers' Industrial Union that a member of management had threatened striking workers with a gun.
NUM hits at
new mine safety move

By LEN MASEKO

THE controversial Minerals Bill would lead to the mining industry being subjected to less controls and lower standards, the National Union of Mineworkers said in a statement yesterday.

The Num said the mines — in terms of the bill — would become "self-regulatory," policing health and safety themselves. The union likened the proposed legislation with "giving an alcoholic keys to the liquor cabinet."

The draft Bill, handed to the Government last week, was published for comment last December. It seeks to consolidate the law in regard to minerals in one piece of legislation.

Num warned that the Bill, by repealing the Mines and Works Act, would lead to "less careful regulation of health and safety" on the mines.

The union said: "The mines kill approximately 800 people a year and they inflict serious injuries on 12 000 workers every year. The Num believes that a central State official should be responsible for monitoring and acting on mine safety. The mining industry is not a responsible employer — it cares more for profits than for safety."

Num demanded that the Bill be scrapped and re-drafted.
Scab labour claim by union

By Mike Siuma, Labour Reporter

About 200 members of the Chemical Workers' Industrial Union (CWIU) are on strike at Anchor Rand in Johannesburg over wages and working conditions, according to a union statement.

The CWIU said the company had resorted to "hiring scab labour and arming management with guns on their premises".

Anchor Rand spokesman, Mr Mike Pi in, would not comment on the union's allegations.

According to the CWIU, several meetings had been held with the company, which started more than a week ago.

The Paper, Printing, Wood and Allied Workers Union (PPWAWU) said that about 100 of its members were on a legal, sit-in strike at Memix Carbonless in Krugersdorp over dismissals. The union had proposed mediation to resolve the dispute, but had received no reply.

A miner was killed in a fall of ground at De Beers' Premier Diamond Mine, near Pretoria, on Monday, a mine spokesman confirmed.

The spokesman said the name of the dead worker would not be released until the next-of-kin had been notified. An inquiry into the accident would be held.

More than R57 million accumulated between 1983 and 1985 has been pumped back into the economy by the Workmen's Compensation Commissioner's office, says the managing director of the National Occupational Safety Association (NOSA), Mr Banny Mattheisen.

Mr Mattheisen said the money was paid out in special merit rebates for about 46,000 employers as a direct result of effective safety programmes devised by NOSA and implemented by firms throughout the country.

The police have denied knowledge of an incident in which members of the Commercial, Catering and Allied Workers' Union (CCAWUSA) were allegedly assaulted and threatened with arrest by members of the SAP during a dispute between workers and the management of Bennet's Spar Food Hyper on December 24, 1988.
MARITZBURG — Two members of the United Workers' Union of South Africa, including a regional recruiting officer, were yesterday permanently restrained by the Supreme Court from assaulting, threatening or intimidating Cosatu workers at a coal mine near Vryheid.

The Judge President of Natal, Mr Justice Howard, gave the ruling after hearing evidence that Uwuwa official Mr James Ntombela and his colleague Mr Noyi Sibisi had threatened to kill workers at the Buffalo Valley anthracite Bordex mine in the Swart Umtshozi district if they joined the Cosatu-affiliated National Union of Mineworkers.

Mr Justice Howard ruled that the matter be heard once the roads were clear. — Sapa
Mawu alleges improper finding

Own Correspondent

MARITZBURG — Hundreds of people jammed the Natal Supreme Court yesterday as the Metal and Allied Workers' Union asked a judge to review and set aside a decision of the Industrial Court given here in September 1987.

The Industrial Court in 1987 dismissed an application by Mawu to direct BTR Industries to recognize or negotiate with Mawu for the reinstatement of its members who had been dismissed. The dismissed workers had an average of 18 years' service.

Mawu's lawyers say that the findings and conclusion of the industrial court were such as to permit the inference that the court had not properly applied its mind to the matter.

Mawu's lawyers said in papers that factors justifying the conclusion that the participation of the chairman of the Industrial Court, Mr P E Roux, in a seminar was irregular were:

- His knowledge that the seminar he was to address was organized by Andrew Levy and Associates, who had been retained by BTR to advise the company on its dealings with Mawu.
- His knowledge that the propriety and content of the advice tendered by Andrew Levy and Associates, and the adherence to the advice by BTR, had been a matter of controversy in the cross-examination which had preceded the seminar.
- His knowledge that BTR might call testimony from that forum on matters relevant to the issues in dispute.
- That to the knowledge of Mr Roux the seminar was of a partisan nature, aimed at identifying and debating the strategies and options of management in its relationship with labour.
- His knowledge that the seminar was to be addressed by members of the legal team engaged by BTR in the dispute with Mawu and it would not be addressed by members of Mawu's legal team or by its officials or members.
- That Mawu had clearly articulated its objections to Mr Roux's participation in the seminar before the seminar and had refused to withdraw the objections after being invited to do so by Mr Roux.
- His knowledge that Mawu and previously expressed unhappiness about the composition of the tribunal.

The matter is being opposed.

Mozambicans high and dry

The Star's Africa News Service

MAPUTO — Hundreds of would-be passengers have been left stranded by the crash of a Mozambican airline last week, according to the national news agency, AIM.

The national airline's fleet has been reduced to two planes by this and an earlier crash and domestic services have as a result been severely curtailed.

Attacks by Mozambique National Resistance rebels on road and rail traffic have made travel by these means hazardous and Mozambicans have come to rely heavily on air transport to move between the towns and cities.

One of the four Boeing 737s operated by Mozambique Airlines, LAM, was badly damaged in a landing accident at Quelimane in March 1983 and another was damaged last week when it ran off the end of the runway at Lichinga.

The aircraft is reported to have touched down half way along the runway and the pilot was unable to stop it on the runway. It ran for 120m into the veld beyond the runway before coming to a stop, badly damaged.

The resultant reduction in LAM's domestic flights has left hundreds of passengers stranded. Many are secondary school students who normally fly at this time from their homes in outlying towns to schools in the major centres, according to AIM.
Unions to back boycott protest in Carletonville

COMMUNITY organisations in Khutsong township — near CP-ruled Carletonville — decided at the weekend to launch a trade union-backed consumer boycott of the town and a defiance campaign similar to that of 1952 in protest against the council's re-implementation of petty apartheid, Business Day reports.

The strategies were adopted at a meeting organised by the NUM and the Khutsong Action Committee, which comprises about 27 community organisations and unions.

The meeting decided the defiance campaign would take the form of sit-ins in the park and other amenities reserved for whites.

Cogatu president Elijah Barany volunteered to lead the campaign's first group of protesters.

Mr Barany was convicted and sentenced to three years' jail for leading protesters during the 1952 campaigns.

The meeting decided Indian traders would not be affected by the boycott and the Transvaal Indian Congress (TIC) would have with them in the action against the council.

Although no date was given for the start of the campaign, it is expected to start on February 27.

A source said: "We are going to work 24 hours a day to make sure the community knows when and how the campaign is to be effected.

The meeting also focused on alleged attacks by "conservative whites" on black people walking through the town at night. People were urged to walk in groups and to defend themselves if attacked.

Every Khutsong house would be called on to donate 50c towards legal costs and lawyers for Human Rights were asked to approach "to prepare themselves for more cases to come from Khutsong."
Num, Anglo to meet

By LEN MASEKO

A MEETING between the Anglo American Corporation and the National Union of Mineworkers — called to draw up a code of conduct for Anglo mines — was on the cards, the two parties said yesterday.

Num official Mr Marcel Golding said they were geared to meet Anglo management soon, though the date for the meeting had not yet been set.

An Anglo spokesman said certain issues were still being cleared before the date for the meeting — kept a secret for a while — was announced.
Polyurethane tests: row as mining union cries secrecy

By Mike Saluma, Labour Reporter

A public row has erupted between the National Union of Mineworkers (NUM), the Chamber of Mines, and Western Deep Levels mine over the alleged withholding of information from the union regarding last October's underground fire at Western Deeps.

NUM safety officer Ms Mavis Hermanus said that in addition to a refusal to release information, tests to simulate conditions at the mine as well as a protocol meeting to define the scope of the tests had fallen through in January after the Chamber objected to NUM involvement.

Seven miners died at the mine when materials, including polyurethane, caught fire.

Ms Hermanus said the chamber and the mine had failed to release to the union "documents related to the use and testing of polyurethane". The chamber had also not replied to "numerous requests" for a copy of its recommendations in this regard.

The union needed the information to prepare its case for next week's inquiry into the Western Deeps incident.

"The fact that the Government Mining Engineer (GME) does not intervene and appropriate the (testing facility) for the duration of the test is an indictment of the (GME's) department.

The attitude of the Government, the industry and the Western Deep Levels management, particularly the secrecy surrounding the documentation, "are not in the interest of mine safety", said Ms Hermanus.

A spokesman for the Anglo American-administered Western Deeps denied allegations of secrecy regarding the use of polyurethane. The NUM had been informed of developments and invited to make suggestions, but had failed to do so.

"Certain documentation has been withheld from wider distribution as is normal in sub judice cases," said the spokesman.

Chamber spokesman Mr Johann Liebenberg rejected the NUM's allegations against the chamber as untrue and a misrepresentation of facts. Several reports had been released to the NUM and union officials had been invited to visit the Chamber's fire (testing) tunnel so they could see first hand the work being done to test materials for potential hazards.

He provided the media with a copy of a letter addressed to the NUM last November, which he said was clear proof that the Chamber had been "open and co-operative with the Union and had responded positively to specific requests".

Comment from the GME's office was unavailable.
Unions working towards unity

PRETORIA — Trade unions were moving closer to each other and were prepared to face management in greater unity than five years ago, SA Boilermakers Society assistant general secretary BFP Oosthuizen said yesterday.

He told the project management conference at the CSIR the old approach of management to divide the labour force and rule was rapidly becoming something of the past.

A different style of management which acknowledged the aspirations of labour would have to emerge if capital projects were to be managed effectively.

The behaviour and attitudes of the work force were unpredictable because neither labour nor management had established a clear cut power base.

Oosthuizen said the two parties government had amended labour legislation with disastrous results. Now both sides were having difficulty with amendments.

GERALD REILLY

The state had once again shown its partisanship by introducing a piece of legislation that was swinging the pendulum in favour of capital.

A development becoming progressively more disturbing to trade unions was management moves to fragment workers' skills into small specialised aspects.

Oosthuizen said employers were simply training workers in one aspect of a trade for the duration of a contract. Afterwards, they were cast into the wilderness of the semi-employed.

Management and government were alarmed at the reduced number of school leavers willing to become artisans.

The fragmentation of trades and a willingness on the part of employers and government to employ unqualified labour in artisans' jobs left no incentive for youngsters to enter a trade. Labour was also demanding the right to be trained to master technological changes.

DURBAN — Competition between two trade unions to recruit members in the Isithebe area led to attacks on officials and members of the Amalgamated Clothing and Textile Workers Union of South Africa (Actwasa) by officials and members of the United Workers Union of South Africa (Uwusa), it was claimed in the Supreme Court in Durban yesterday.

Mr Justice Broome made an interim order interdicting members of Uwusa from assaulting, molesting, intimidating, threatening or harassing members of Actwasa.

Uwusa is also interdicted from preventing the other union from conducting meetings, and from disrupting the meetings and interfering with the union's lawful activities.

Uwusa must show cause by March 14 why the interim order should not be confirmed.

Elia Bahda, national organiser of the applicant union, said the two unions were competing in the Isithebe area for members and for the right to represent employees with management.

On February 2 he was holding a meeting with shop stewards in the Isithebe area. The meeting was broken up and he and members of his union were assaulted by officials and members of the other union, he said. — Sapa
Chamber denies Num claims

THE Chamber of Mines has dismissed as untrue claims by the National Union of Mineworkers that it had refused to cooperate with the union on the use of the controversial polyurethane substance.

A chamber spokesman, Mr Johann Liebenberg, said reports had been sent to the Num and union officials invited to visit the employer body's "fire tunnel" so they could see first hand the work being done to test materials for potential hazards.

He said "Additional Num allegations regarding a polyurethane fire at Western Deep Levels would be dealt with separately by the Anglo American Corporation (owners of the mine)."
Cosatu blast check not complete

THE police investigation into the explosion in Cosatu House in Johannesburg on May 7, 1987, had not yet been completed, the Minister of Law and Order, Mr Adriaan Vlok, said yesterday. He said he wanted to stress that the police regarded the matter "in a very serious light and for that reason two extremely competent and experienced detectives were appointed to conduct the investigation." Mr Vlok was replying to questions from Mr Tian van der Merwe (PF, Green Point)
Cosatu, Nactu split over summit date

The future of growing co-operation between Cosatu and Nactu has been thrown into jeopardy after a row over the timing of a proposed workers' summit.

This emerged yesterday with the possibility that Cosatu will go ahead without Nactu.

The summit, initiated by Nactu late last year, was called to discuss further responses to the promulgation of the Labour Relations Amendment Act, other perceived forms of state repression and the question of building unity between the two rival union federations.

After a series of working group meetings the summit was scheduled for March 4-5 but Nactu recently asked for a postponement.

The intention was that the summit should be attended only by worker delegates, not union officials, to "practise the principle of worker control".

All other unions, except "white racist unions and those linked to the bantustans", would be invited.

Cosatu said yesterday it had been informed by Nactu that it wanted a postponement because it needed more time to formulate its position on unity.

"We cannot accept this. The apartheid state and its allies in big business will not wait for us to prepare our blueprints," Cosatu said.

Nactu president James Mdaweni responded that Nactu remained committed to the summit. However, the matter of building unity was a serious one and a full discussion on the subject by Nactu members was required to ensure that delegates to the summit had a clear mandate.

Mdaweni expressed dismay at Cosatu's statement.
Cosatu official is convicted

MARITZBURG The regional chairman of the Congress of South African Trade Unions, Alfred Muntu Ndlou, has been convicted of terrorism and of being an accessory after the fact in the attempted murder of 13 schoolchildren.

Ndlou was acquitted of a charge of the attempted murder of rival unionist Mr. Philip Thabethe.
Consol plant closure 'was unavoidable'

RICHARD BARTLETT

The decision to close Consol's Atlantis plastics factory last week was done to ensure the long-term viability of the company's construction and agricultural products businesses, Consol Plastics MD David Spindler said yesterday.

The company could gain no advantage from keeping the factory, he said. The decision was a financially sound one that could no longer be delayed.

The 107 retrenchments that were to take place were regrettable and unavoidable, he said.

Although production was stopped on January 25, after the plant's union organiser had been informed, the plant would be closed on February 3. All employees would be paid up to this date.

The employees were not given one hour's notice as was reported by the Chemical Workers' Industrial Union (CWIU), he said.

"It is not our policy to throw people to the wolves and severance packages are being negotiated with CWIU."

Positions for 40 of the 67 retrenched wage employees would be made available at other Consol operations in the western Cape. An employment office would be set up to assist those workers left unemployed, said Spindler.

CWIU National Consol organiser Chris Bonner said the union would be meeting Consol later this week to negotiate extended employment time after close-down and a better severance package.
20 axed at ADE

By CHIARA CARTER

TWENTY Atlantis Diesel Engineering workers were dismissed last week after they refused to work until management took action against a supervisor whom they claimed was drunk.

According to a spokesperson for the National Union of Metalworkers of South Africa (Numsa), the workers alleged that when they arrived to begin their shift on Monday evening a night supervisor was visibly intoxicated.

In terms of the company's safety procedures any worker suspected drunk is sent for a test. When the workers asked the foreman to send Richter for a test the foreman refused.

Racial discrimination

The workers were unhappy because they felt the decision not to test Richter was a case of racial discrimination.

They decided after their tea break not to continue working until management took action against Richter.

The departmental head and a Numsa shopsteward came to the plant.

According to ADE public affairs manager Mike Eaton, the workers were repeatedly warned the work stoppage was illegal but continued to refuse to return to work.

A disciplinary hearing the next day found that the stoppage was illegal and the workers were therefore dismissed.

Eaton said no trade union issues were involved in the stoppage and production had immediately resumed.

He denied that Richter had been protected, saying that the company's safety procedures applied to all equally.

"Healthy industrial relations has always existed at ADE and management is satisfied the dismissals were fair," he said.

All workers would receive their full wages and leave pay due to them.

Numsa is considering appealing against the dismissals.
THE National Union of Mineworkers (Num) has hit out at the management of Western Deep Levels and the Chamber of Mines for failing to provide the union with information about the use of polyurethane before an inquiry into the fire at Western Deep last October.

The inquiry into the blaze in which seven miners died begins on Monday.

Num safety spokesman May Hermanus said Western Deep Levels had agreed to provide the union with copies of research done at the mine.

The company had later refused to make the evidence available on the advice of its legal advisers.

Hermanus said the Chamber had not responded to Num’s requests for information about recommendations based on research at the Chamber’s fire tunnel.

A test at the fire tunnel was cancelled at the last minute without any reason given.

"The secrecy surrounding miners is not in the public interest," said Hermanus.

Both Western Deep Levels and the Chamber have denied being obstructionist.

An Anglo spokesperson said certain documents were withheld because the case was sub judice.

The Chamber said that it had made some documentation available to the union but research was ongoing.
Union wants 98 percent hike

METAL WORKERS unions have submitted proposals for increases of up to 98 percent in the annual wage negotiations due to start next month.

The National Union of Metalworkers of South Africa (Numsa) has asked that the minimum wage be increased by 65 percent while the Electrical and Allied Workers’ Union has asked for a 98 percent minimum wage hike.

The employer body Seifsa wants small businesses exempted from the agreement which this year covers about 350,000 workers.

Seifsa also wants unskilled workers to be used for skilled tasks, the overtime limit to be raised, and no company level negotiation.

The unions are negotiating with Seifsa separately, unlike last year.
Cosatu union to talk to Kwazulu

THE National Education Health and Allied Workers' Union (Nehawu) is considering approaching the Kwazulu government for a recognition agreement similar to the union's agreement with the KwaZulu government.

Hundreds of Kwazulu workers — including clerks, nursing staff and general assistants — recently deserted the Kwazulu Staff Association (Kwasa) in favour of Nehawu.

Nehawu acting general secretary Monde Ndutshwa said many of the workers were paid as little as R120 a month.

Kwazulu workers last year began to voice dissatisfaction with working conditions and racial discrimination in the administration, particularly its failure to implement parity between black and white employees.

They accused Kwasa of not serving the interests of its members and passed a vote of no confidence in its leadership.

The workers are demanding a minimum monthly salary of R1,500, abolition of temporary posts and union recognition.

Other demands include four months maternity leave, paternity leave, a review of the pension fund and housing subsidies for all workers.
Cosatu's Barayi to lead defiance

JOHANNESBURG — Cosatu's president, Elijah Barayi, is poised to lead a defiance campaign against the reintroduction of petty apartheid in the mining town of Carletonville, west of Johannesburg.

Community organisations in Khutsong township, near the Conservative Party-controlled town, decided at the weekend to launch a trade union-backed consumer boycott of the town and a defiance similar to that of 1952 Defiance Campaign.

The meeting decided the defiance campaign would take the form of sit-ins in the park and other amenities reserved for whites.

Cosatu's president, Elijah Barayi, volunteered to lead the campaign's first group of protesters.

Barayi was convicted and sentenced to three years for leading protesters in Cradock in 1952.

The campaign is expected to kick off on Monday.

[Signature]

23/2-1/3/85
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Mdaweni expressed dismay at Cosatu's statement.
Worker unity drive
Strikers locked out, but others settle up

By Mike Siluma, Labour Reporter

More than 200 members of the Paper, Printing, Wood and Allied Workers Union (Ppwawu) employed by Consol Corrugated in Benoni have been locked out after striking over wages and alleged unfair dismissals, the union said yesterday.

Ppwawu said workers were demanding an increase of R40 a week. The company is offering R26.

Consol management said workers were locked out after negotiations that started in October. Union members had embarked on illegal industrial action. The company said it believed a reasonable agreement was no longer possible.

In other disputes, Ppwawu said about 80 members at Printpak Gravure, a Nampak plant, embarked on a sit-in strike on Wednesday in support of wage demands. About 100 workers at Multi-Office Furniture, in Germiston, also downed tools after the alleged dismissal of 12 colleagues.

Another 80 workers continued strike action over wages for the 11th day yesterday at Memix Carbonless, another Nampak company in Chamdor, Krugersdorp. They are also claiming unfair dismissals.

South Africa's largest soft-drink bottler, Amalgamated Beverage Industries, has started a provident fund in co-operation with the Food and Allied Workers Union (Fawu). Set up as an alternative to the company's pension fund, the provident fund will be run by a board of trustees — half management and the rest from Fawu.

Fawu and Cadbury have reached an agreement on wages and working conditions in Johannesburg, Durban, Post Elizabeth and East London. Terms include an attendance allowance of 15c an hour and a minimum wage of R950, retrospective to January, rising to R1 000 in July.
Is Cosatu, Nactu alliance about to die?

TO OUTSIDERS, the philosophical differences between Africanism and black consciousness may seem arcane. But that they exist is demonstrated by the fact that the external adherents of these positions—the PAC and the Black Consciousness Movement of SA—are divided.

The question, sources say, is whether black consciousness leaders within Nactu and many of whom were ousted from leadership positions at the last annual conference—and their followers may feel more at home in Cosatu despite unhappiness at the presence of white intellectuals within some Cosatu affiliates.

Nevertheless, there is talk that at least one Nactu union may defy the official position and attend the summit.

It appears that the black consciousness grouping holds powerful positions in three Nactu affiliates and Cosatu has yet to decide whether to tempt breakaway groups from Nactu into the organisation. This would broaden the spectrum of political thought within Cosatu and would be welcomed by some affiliates, but not by the most hardline Charterist bloc.

Joint social projects can work

BY APPLYING determination, realism and leadership to social issues, employer and trade union leaders could develop a viable socio-economic system for SA, Urban Foundation MD Sam van Coller said this week.

Speaking at the FSA-Contact industrial relations seminar, he noted four specific union-management projects which had had positive implications outside the factory gate.

Van Coller, the previous Seifisa director, identified the metal industry benefit funds as the most significant.

Through collective bargaining, he said, these funds had developed into a massive private social security system. With assets of at least R4bn, they had gone a long way to overcoming the fact that SA did not have a national social security system.

Benefits available included sick pay, funeral, maternity, death, retirement, widow’s pensions, incapacity, retrenchment and medical benefit. The parties were now examining the extension of these into areas such as housing.

A SECOND example had occurred in a "medium sized town," where a leading employer—by accepting the concept of a partnership relationship with shop stewards—had begun seeking jointly with the trade union to upgrade the urban environment.

This had already resulted in the establishment—with the support of other employers—of an organisation which will install and manage electricity distribution in the employees’ residential area, Van Coller said.

While he did not identify the location, it is understood to be Uitenhage, and the leading employer Volkswagen.

Van Coller also referred to two other joint projects — the establishment of a preschool facility and a community resource centre.
Deference Campaign Faces 1950's-Style CPS's Carletonville

BY JOHNNY MASIKO

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The CPMF would be entitled to...

A National Union of Metalworkers of Canada (CNULM), Canada.

The union agreement...
Union plans appeal over jail term

By Mike Sulhwa, Labour Reporter

Notice of appeal against the jailing for five years of a leading Transport and General Workers' Union (TGWU) official found guilty of terrorism and being an accessory to murder will be lodged in the Natal Supreme Court today, the union said.

Alfred Ndlovu (38), TGWU vice-president and regional chairman of the Congress of SA Trade Unions (Cosatu), was jailed for five years for terrorism and three years for the accessory to murder conviction. The sentences are to run concurrently.

Ndlovu's conviction is a sequel to violence which has afflicted the Maritzburg area over the past few years, involving sympathisers of the United Democratic Front, Inkatha and Cosatu.
Strike ballot at refineries

Staff Reporter

Almost 500 members of the Chemical Workers' Industrial Union (CWIU) held a strike ballot at the SA Petroleum Refineries in Durban at the weekend, following a deadlock in wage negotiations.

The outcome of the ballot is expected to be known by late today, a union spokesman said yesterday.

BP SA and Shell are 50% shareholders in Saref, the spokesman said.
Smear by bogus pamphlets — NUM

The National Union of Mineworkers claimed yesterday that "dirty tricks" by the Government and mine management had been circulating pamphlets purporting to come from the union and discrediting the organisation.

In a statement the NUM said the bogus publications dealt with themes of corruption and the misuse of union members' money, bad behaviour by union officials and discontent by workers at union leadership.

The NUM said a newsletter, Update, had been the target of some of these publications where a fake copy of the newsletter had been distributed to mine management and abroad.

In the fake copy of Update a story on the plight of workers at Eskom had been radically changed to make the union look bad.

The statement said the union's constitution had provisions about how money was to be handled.
Fake newsletter angers NUM

The NUM yesterday attributed them to the "dirty tricks departments of the government." The Chamber of Mines spokesman said the industry had previously distanced itself from such fake publications and had advised miners, through its own monthly Mining Sun, to ignore them. It would do so again on this occasion if necessary, the spokesman said.

The NUM said yesterday its budgets and monies were independently audited and that there was no provision for "entertainment." Officials were accountable for every cent spent.

The bogus publication also lifts a number of phrases from the previous month's edition of the genuine product and puts them in contexts which question the conduct of union leadership.

Among the known recipients of the fake Update are the union's legal and housing advisors, Wits University academics, and mine management, the NUM said.
11 000 sign petition to spare Ccawusa member Ntombela

More than 11 000 signatures have so far been collected for a petition to save a condemned member of the Commercial Catering and Allied Workers' Union of South Africa, a spokesman for the union said yesterday.

A former Ccawusa shopsteward, Mr William Ntombela (33), was sentenced to death after being held responsible for the killing of two people in 1986. The incident occurred at the height of a strike at Nels Dairy, where Mr Ntombela was employed until his dismissal in June that year.

By LEN MASEKO

A father of two, Mr Ntombela was a shopsteward at Nels Dairy when — in 1986 — about 1 000 employees of the company went on strike in protest against low wages, the state of emergency and working conditions. Nels workers earned an average pay of R250 a month at the time, according to the union.

On November 29 last year, Ccawusa's appeal against the death sentence failed after months of legal arguments and at great financial cost to the union.

A spokesman for the union said yesterday that the petition had been sent to the Minister of Justice, Mr Kobe Coetsee. More signatures were being collected by union officials as they battle against time to save the Ccawusa member from the hangman's noose.

She said: "All our energy is being directed at saving the life of William and others on death row. We have seen with the Sharpeville Six that it is possible to stop the hangings, but only if we raise our voices."

Mr Ntombela's wife, Philile, has left their village home in Nqutu, Natal, to be near her husband in Johannesburg. She visits him nearly every Saturday.

Mrs PHILELE Ntombela (wife), Mrs Linah Ntombela (mother), Miss Thandile Ntombela (sister) and Kalizer Thibezi, the Johannesburg branch secretary.

\[\text{Image of Mrs Ntombela and her family}\]
Johannesburg. — The controversy within Nactu over participation in this weekend's worker summit took a new turn yesterday with the announcement by eleven affiliates that they planned, contrary to Nactu's policy decision, to attend the gathering.

The Nactu national council last week asked Cosatu for the postponement of the joint summit so as to provide further preparation time. However, the view has been widely expressed that the reluctance to participate is based on a desire by strong elements in Nactu to maintain an ideological distance from Cosatu.

The 11 unions represented at a media conference yesterday are believed to represent just over one-third of Nactu's 150,000 total membership. Among the largest were the Food and Beverage Workers' Union, the Electrical and Allied Workers' Trade Union, the National Union of Public Service Workers' and the Black Allied Mining and Construction Workers' Union (Bamcu).

A Nactu (Western Cape) branch spokesman reacted with surprise yesterday when told of the move by the Nactu affiliates, adding that the local branch executive had decided at the weekend not to send any representatives to the summit.

Welcoming the participation by the Nactu unions, a Cosatu (Western Cape) spokesman said about 40 members of local Cosatu affiliates would attend the summit.
900 Sapref oil refinery workers go on strike

By Mike Siluba, Labour Reporter

In wage disputes that could affect the production of petrol, about 900 members of the Chemical Workers' Industrial Union (CWIU) have gone on a strike at the Sapref refinery in Durban.

And 450 colleagues at Durban's Mobil refinery are poised to vote today on whether to down tools.

According to the CWIU, workers at Sapref — which is owned jointly by Shell and BP — struck in support of demands for an 18 percent pay rise. Sapref offered a 12.5 percent raise, with the lowest-paid workers receiving R168.

Sapref said it had offered a 16 percent increase and that non-union staff were working.

The company employs a staff of about 1,100.

The Mobil dispute centred on the company's refusal to negotiate wages jointly with other oil companies.

"Should Mobil workers vote in favour of strike action, this could result in both of Durban's petroleum refineries coming to a standstill. The only other two refineries in South Africa are in Cape Town and Sasolburg," said the CWIU.

A spokesman for Mobil denied the company had attempted to disrupt or delay a strike ballot. He said the union had given the company 12 hours to arrange the ballot, which was insufficient considering the plant operated on 24-hour shifts.

The company was looking at contingency plans which would come into operation if workers decided to go on strike.
Workers summit on after teething trouble

By Mike Siluma, Labour Reporter

Plans for a "summit" of South Africa's black labour movement forged ahead yesterday.

The Congress of SA Trade Unions (Cosatu) and 11 affiliates of the National Council of Trade Unions (Nactu) announced they would go to the "workers' summit" this weekend despite Nactu's decision not to attend.

Yesterday's developments came after some Nactu affiliates announced that they would attend.

REJECTION

This pointedly rejected Nactu's position that the summit be postponed to allow for more discussion.

Nactu said it noted with "regret the statement signed by 10 general secretaries of affiliates. One of the 11 unions had not signed the statement, it said.

"The decision) goes against that of the national council and the workers. We have never been opposed to unity and have stated our commitment to unity on several occasions."

Nactu wanted to call a national workshop to develop guidelines on unity before going to a summit.

In addition to Cosatu and the Nactu affiliates, 14 independent unions will attend the summit.

In a joint statement, the unions attending the summit said the meeting was "a watershed" for South African workers.

"The summit is historic in that it draws together the broadest range of unions from different backgrounds and traditions," said the statement.

MORE IMPORTANT

"We have chosen to join forces to address the diverse attacks facing organised workers. We believe the principle of working class unity is more important than our differences."

Workers will be discussing how to defend (themselves) and how to consolidate and advance the struggle for total liberation.

Announcing their decision to attend, 11 Nactu unions said yesterday they believed that Nactu's decision was not in the broader interests of the working class, but serving exclusivist organisational interests.

The 11 were still "fully committed to Nactu" and hoped to persuade other affiliates to attend.
Last-minute talks fail to avoid strike

DURBAN — The strike by about 500 workers at the Shell and BP SA Petroleum Refineries (Sapref) continues. Workers at Mobil's Durban refinery are taking a vote and might join the stoppage today.

The strike, which could hold serious implications for the country's fuel supplies, was called by a Cosatu-affiliate, the Chemical Workers' Industrial Union, in support of demands for more pay and improved working conditions. CWIU members at Sapref downed tools at midnight on Tuesday, said union spokesman Pat Horn.

She added Sapref had requested an urgent meeting in "a last-ditch attempt" to avoid the strike.

The talks failed in spite of some concessions by both sides. Sapref MD Henri Joubert said by late yesterday the dispute was still unresolved.

"We are trying to maintain as normal a service as possible by using non-union members to operate essential services and keep supplies flowing," he said.

"We are not keen on this type of action and would like to reach a settlement as soon as possible," he added.

"We informed the union we are prepared to continue negotiations but their demands are higher than what we are prepared to offer," he said.

Horn said results of a strike ballot at Mobil yesterday were expected to be released today.

The dispute is over Mobil's refusal to join other petroleum companies in negotiations with the union.

"It has been aggravated by a simultaneous wages-and-conditions dispute," Horn added. "Should Mobil workers vote in favour of strike action, this could result in both of Durban's petroleum refineries coming to a standstill."

"The only other two refineries are in Cape Town and Sasolburg."
40 trade unions to attend workers' summit

A BROAD spectrum of at least 40 trade unions representing well over a million organised employees will attend the workers' summit scheduled for this weekend at Wits University.

A media conference was told yesterday that 700 delegates representing 15 Cosatu affiliates, the 11 "rebel" Nactu unions and at least 14 unaffiliated organisations had confirmed their attendance. Another nine independents were still to clarify their positions. Cosatu vice-president Chris Dlamini said of the larger independents to accept are the 100 000-strong Garment and Allied Workers' Union and the 45 000-member SA Boilermakers' Society.

The summit is to discuss the Labour Relations Act, union unity and state repression against unions.

Meanwhile, Nactu assistant general secretary Cunningham Ngokana yesterday expressed regret at the decision "by the general secretaries" of some affiliates to go against the grain of the Nactu general council decision.

He said Nactu was not opposed to unity. However, "the question of unity is a political issue in the variegated national political spectrum" and the decision to request a postponement of the summit had not been taken lightly.

Division over the summit also emerged yesterday in a Cosatu affiliate, the Food and Allied Workers' Union (Fawu). Fawu's eastern Cape branch issued a statement opposing the summit and the head office repudiated it.
200 000 workers set to form single union

CAPE TOWN — More than 200 000 workers in the garment, textile and leather industries aim to form a single national union, affiliated to Cosatu, by July 1.

Garment and Allied Workers Union (Gawu) general secretary Desmond Sampson said yesterday Gawu and the Amalgamated Clothing and Textile Workers’ Union (Actwusa) would meet in Johannesburg today to ratify the merger proposals.

He said Gawu members would finally decide on the merger and affiliation with Cosatu at a special national congress in Cape Town on April 15-16.

Actwusa — an affiliate of Cosatu — had given July 1 as the target date for the merger, but said it was uncertain whether the National Union of Leather Workers (NULW) would continue with unity talks.

Mediation by Cosatu since December last year had eased the initially strained relationship between Actwusa and Gawu, who differed ideologically.

Actwusa Western Cape regional secretary Ibrahim Patel said Actwusa was committed to the merger and viewed the talks “in a positive light.”

The 112 000-strong Gawu represents about 56 000 workers in the western Cape, while the 74 000-strong Actwusa has 11 800 members locally and NULW represents 32 000 workers nationally.

NULW general secretary O J Fourie could not be reached for comment yesterday.
but nobody talks

three men killed

thousands say
Record pay rise deal

THE Commercial, Catering and Allied Workers' Union of South Africa (Ceawusa) has negotiated the highest-ever pay rises in the history of Pepkor.

Workers at Pep Stores, Ackermans and Pepkor warehouses will get an across-the-board salary increase of R87.50 next month and a further R90 in September.

The minimum wage will be R450.

Shell revises pay offer

SHELL has agreed to revise its wage offer to Sapref refinery workers in Durban following a strike being undertaken at the Durban refinery by the Chemical Workers Industrial Union.

According to a Shell spokesperson, the company has relaxed the union and is seeking an urgent meeting.

Cosatu calls rents meeting

VAAL Triangle organisations are to meet soon in a bid to resolve the growing rents crisis in the area.

The Congress of South African Trade Unions (Cosatu) is concerned about alleged claims by Lekoa councillors that Cosatu has agreed on residents paying rent and service charges.

The council has allegedly been approaching employers to arrange stop-orders for rent payments.
Pullout not end of road for unity

The decision by the National Council of Trade Unions (Nactu) to withdraw from a major worker summit this weekend will not seriously affect trade union unity plans, Congress of South African Trade Unions (Cosatu) general secretary Jay Naidoo, told CHIARA CARTER:

The only fact to be confirmed is that the unionists had already been contacted by the time Nactu withdrew and we believe it is unwise to bring these unions into the campaign to defend workers' rights. We will not proceed to the summit, but the NTFU General Secretary, Mr. M. Nogu, pulled out of the summit at the last minute leaving us with no choice but to continue.

"Many independent unions had already been contacted by the time Nactu withdrew and we believe it is unwise to bring these unions into the campaign to defend workers' rights. We will not proceed to the summit, but the NTFU General Secretary, Mr. M. Nogu, pulled out of the summit at the last minute leaving us with no choice but to continue."

The decision by the National Council of Trade Unions (Nactu) to withdraw from a major worker summit this weekend will not seriously affect trade union unity plans, Congress of South African Trade Unions (Cosatu) general secretary Jay Naidoo, told CHIARA CARTER:

Setting the pace for sports

The challenges facing the powerful South African Rugby Union (SARU) in the coming year are indeed formidable. Besides ensuring that a suitable infrastructure exists for the growth of the sport, all levels of the game, SARU will also be expected to build strong relationships with the South African Rugby Board and the African National Congress and the South African Rugby Federation. And when more than 20 delegations from 22 African nations meet for the tournament's annual general meeting in Port Elizabeth this weekend, these are some of the issues that will fall under the spotlight.

When it is decided that the tournament, debatable and not widely supported by the national council, will be held on the following dates in the early stages of the tournament.

The tournament was cancelled due to financial constraints.

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Anyone who is serious about South Africa's sport will not be disappointed by the tournament, according to SARU president, Mr. M. Nogu, who said the event was a great success and will continue to be held in the future.

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The tournament was cancelled due to financial constraints.
Record pay rise deal

THE Commercial, Catering and Allied Workers' Union of South Africa (Clawusa) has negotiated the highest-ever pay rises in the history of Pekkor.

Workers at Pekko Stores, Ackermans and Pekkor warehouses will get an across-the-board salary increase of R37.50 next month and a further R90 in September.

The minimum wage will be R450.
Union summit to go ahead

By LEN MASEKO

THE WORKERS' summit was going ahead as scheduled in spite of the decision by the National Council of Trade Unions not to participate in it, unions involved in the planning of the two-day meeting said yesterday.

These unions included the Congress of South African Trade Unions (Cosatu), 11 Nactu affiliates and 14 independent unions. More unions—about 10—were expected to confirm their intention to attend the meeting, scheduled to take place this weekend, before Saturday.

In a joint statement released at a Press conference, the unions said more than 40 trade unions had so far indicated their intention to participate in the summit. "The summmit is historic in that it draws together the broadest range of unions from different backgrounds and traditions," the statement read.

The Nactu affiliates, Cosatu and independent unions believed the principle of working class unity was more important than "our differences." They said the issue of "broad trade union unity" became more urgent last year when it became clear that the State and employers were intent on overriding union objections to the Labour Relations Amendment Act.

Defence

The unions added: "Workers will be discussing how to defend ourselves and how to consolidate and advance our struggle for total liberation. We regard the summit as urgent because the employers are using the new laws to roll back worker rights and to undermine demands for a living wage."

The 11 Nactu unions' decision to participate in the meeting is contrary to the position of Nactu's national council, which requested an indefinite postponement of the summit so that it can formulate its stance on the proposed unity talks with Cosatu.

Nactu unions participating in the meeting include the Black Allied Miners and Construction Workers' Union, Food Beverage Worker's Union, Black Domestic Workers' Association and National Union of Public Service Workers.
Petrol workers on strike

DURBAN’s two petroleum refineries could come to a standstill if workers at Mobil decide to join workers at Sapref (Shell and BP South Africa Petroleum Refineries) in taking strike action.

This could hold serious implications for the country’s fuel supply.

Members of the Chemical Workers’ Industrial Union at Sapref downed tools at midnight on Tuesday, Ms Pat Horn, Southern Natal petroleum coordinator for the union, announced.

The strike commenced after last-minute talks between the company and the union failed to resolve the dispute between them regarding wages and working conditions.

The CWIU strike ballot, which was completed earlier in the day, yielded an “overwhelming” 93.5 percent vote in favour of strike action, she said.

Ms Horn said about 550 workers were involved in the action, but it was too early to say if any had decided to work.

She said Sapref had requested an urgent meeting in a last-ditch attempt to avoid the strike, but despite some movement made by both sides, the dispute remained unresolved.

It now seemed as if management was attempting to coerce workers to leave the premises, she said.

Ms Horn said the 450 workers at Mobil refinery were obstructed by their management from commencing their strike ballot on Tuesday.

Their dispute regarded Mobil’s refusal to participate in joint negotiations with the CWIU in a forum with other petroleum companies, and has been aggravated by a further dispute regarding wages.

“The strike ballot will now be carried out today,” she said.

“Should Mobil workers vote in favour of strike action, this could result in both of Durban’s petroleum refineries coming to a standstill.”

“The only other two refineries in South Africa are in Cape Town and Sasolburg.”
Secret ANC talks end in silence

LUSAKA — The ANC has ended two days of secret talks with South African union leaders — but yesterday both sides declined to comment on the discussions.

An ANC spokesman said no statement would be issued, and Mr Jay Naidoo, general secretary of the Congress of South African Trade Unions (Cosatu), declined to speak to reporters about the talks, which ended on Tuesday in the Zambian capital where the ANC has its headquarters.

The Cosatu delegation returned home yesterday.

Sunday's talks centered on the row over the conduct of Mrs Winnie Mandela's personal bodyguards, which are known as the Mandela United Football Club. Mrs Mandela has been disowned by anti-apartheid groups as a result of their actions — Sapa-Reuters
JOHANNESBURG.—Two men have been arrested in connection with three intimidation charges in Carletonville, where black consumer action has virtually crippled commerce since the town reintroduced petty apartheid.

Police said they were keeping a "close watch" on the situation as the Cosatu-sponsored protest entered its fourth day.

No reports of violence had yet been received, they said.

The town's Conservative Party-controlled council was confident that the "positive action" against intimidators had broken the back of the boycott and that trade would return to normal by the weekend.

Mr Koos Nel, chairman of the town's management committee, conceded yesterday the strike had vastly reduced turnovers on Monday, but he said that late on Tuesday more black shoppers were seen in the business district and more were expected.

He said no representations had been received from businessmen, who reported custom down by as much as 70%.

Mr Rodney van Loggenberg, vice-chairman of Carletonville Chamber of Commerce, said yesterday that businessmen were planning to try to persuade the council to abandon its commitment to petty apartheid.

Reports indicate that business is booming in the neighbouring township of Khutsong.

— Sapa
Fuel strikes may escalate

THE strike by about 300 workers at the Shell and BP SA Petroleum Refineries (Sapref) in Durban remained unresolved late yesterday.

Workers at another major Durban petroleum refinery, Mobil, are expected to join the strike today.

The strikes, which could hold serious implications for the country's fuel supplies, was called by Cosatu affiliate the Chemical Workers' Industrial Union (CWIU) in support of demands for an 18% pay rise and improved working conditions.

Members of the CWIU at Sapref downed tools at midnight on Tuesday, Miss Pat Horn, Southern Natal petroleum co-ordinator for the union, said yesterday.

Miss Horn said Sapref had requested an urgent meeting in "a last-ditch attempt" to avoid the strike, but despite some movement by both sides, it remained unresolved.

Sapref's managing director Mr Henri Joubert said that by late yesterday the dispute still remained unresolved. "We are trying to maintain as normal a service as possible using non-union members to operate essential services and keep supplies.

"We are not keen on this type of action and we would like to reach a settlement with the striking workers as soon as possible.

"We informed the union that we are prepared to continue negotiations but their demands are higher than what we are prepared to offer," he said.

Meanwhile, the results of a strike ballot conducted at Mobil yesterday were expected to be released today, according to Miss Horn.

"The only other two refineries in South Africa are in Cape Town and Sasolburg," she said.

The management of Chrome Chemicals at Mombola in Durban has been accused of locking out striking workers and preventing night-shift workers whose duties ended at 6am yesterday from leaving the factory.

Mr Mohamed Motola, local organiser of the Chemical Workers' Industrial Union, said the dispute arose after a union member had been unfairly dismissed.

Dr Wilhelm Holznagel, the works manager, confirmed the strike, but denied that the strikers had been locked out. He said the gates had been opened for the night-shift workers to leave the premises at the end of their shift at 6am, but a shop steward outside instructed them not to leave.
Strikers are to go to court

At least 136 Food and Allied Workers' Union (Fawu) members who were allegedly unfairly dismissed by Champion Mills in Kroonstad are to take legal action.

A Fawu branch organiser for the Free State town said the union declared a dispute with the management last year when the company refused to renew its "recognition" agreement.

A company spokesman said he would not comment.

The union applied for a conciliation board hearing and members went on a legal strike on September 7 after a ballot.

"Workers slept on the premises that night and were evicted by the management with the help of police on September 7," the union organiser said.

He added that Fawu was taking legal action and would meet the management at the Industrial Court on March 29. — Staff Reporter
When an estimated 700 delegates, representing some six million workers, meet this weekend they will be taking a major step in the long and tortuous battle to unite South Africa’s black workers.

The question of uniting black trade unions has emerged since the legalisation of these unions in 1979 as the pressing strategic goal for organised black labour.

Moves started in earnest in 1981 and were followed by nearly five years of work to become known as the “unity talks”, involving major groupings – the Federation of SA Trade Unions (Fosatu), the Council of Unions of SA (Cosatu), the Aswan Confederation of Trade Unions (Azactu) – number of unions affiliated to the United Democratic Front, as well as other independent groups took part in the protracted negotiations.

THREE GROUPS

With the formation of the Congress of SA Trade Unions (Cosatu) in 1985, which incorporated Cosatu, Azactu and a major section of the UDF, Cosatu became identifiable. These were Cosatu, which used the Freedom Charter as the basis of its political policy and established itself as the biggest SA labour movement, Cosatu, which tended to adopt a middle ground in black extra-parliamentary politics, and Azactu, which fell in the black consciousness camp. By the end of 1986, Cosatu and Azactu had merged to form the National Congress of Trade Unions (Nactu).

Although areas of cooperation existed between the two, there was, from the very beginning, the introduction of the Labour Relations Amendment Act that galvanised Cosatu and Cosatu into serious pursuit of the unity issue.

They found common ground in their opposition to the Act, which they regarded as detrimental to workers rights, and jointly mounted a protest which saw black workers staying away from work for three days in June.

In subsequent discussions Cosatu and Nactu agreed to a “workers summit” on March 4-8 1989 to discuss the Labour Relations Act, union unity and “State repression”.

Then came Nactu’s proposal that the summit be postponed indefinitely to give Nactu members time to discuss the question of unity. Cosatu was emphatic, however, that the meeting could not be postponed “because of vague tactical considerations”.

UNACCEPTABLE

“…we cannot accept this because we believe the apartheid State and its allies in big business will not wait for us to prepare our blueprint. Thousands of our members are being dismissed, unions are interdicted, locked out and threatened with damages claims which aim to bankrupt us…under terms of the new Act,” said Cosatu, pointing out that the idea of a summit was initiated by Nactu in the first place.

Hot off the heels of the Cosatu statement came the announcement by 11 Nactu affiliates that they would attend the summit, despite Nactu’s decision. Cosatu, the Nactu affiliates and some independent unions then jointly declared that the summit would go ahead as scheduled.

Explaining their decision to attend the summit, the 11 Nactu unions said “The State and capital have gone into their historical laager and this demands the same of us. The growing repressiveness of the State and the arrogant attitude of capital can only be effectively challenged by the black working class if it is united.”

REJECTED

Nactu’s decision, they added, was not “in the broader interests of the working class”. While pledging their continued allegiance to Nactu, they rejected that federation’s plea for postponement.

The Nactu unions’ spokesman, Mr Bulelo Rabouwa, conceded that the stance of the 11 would be questioned within Nactu but maintained that the 11 had acted in accordance with Nactu’s principles of worker unity and the independence of affiliates.

POLITICAL

Although Nactu says it wants a genuine Nactu over the matter cannot be denied, however. The question of whether the general secretary Mr Cunningham Ngwukana was in line with the decision of the 11 unions was raised in the wake of that of the Nactu national council and the workers”, but trusted that Nactu still supported unity.

Mr Ngwukana said the decision by the 10 general secretaries of affiliates to attend the summit was a domestic issue to be dealt with through the structures of the federation and affiliates. He would not say if this meant disciplinary action would be taken against those attending the summit.

That tensions are running a pattern in Nactu over the matter cannot be denied, however. Nactu’s broad posture has political undertones Mr Ngwukana himself admitted. The question of unity is a political issue in the variegated national political scene and permeates the labour movement of our country.

Interestingly, Cosatu appears to have bent over backwards to eliminate obstacles. It has agreed that delegations from Nactu (now its 11 affiliates) and Cosatu be limited to 250 each, despite its membership being about seven times that of Nactu. It is also understood to have gone along with a number of changes to the summit agenda introduced by Nactu.

Despite its problems, the summit could turn out to be a turning point in the politics of black labour, long plagued by divisions along political lines.
Students hail workers' summit as forward step

This weekend's "workers' summit", involving a wide spectrum of black unions representing more than a million workers, has been welcomed by the Azanian Students' Movement (Azasm).

In a statement yesterday, Azasm said 'the summit was long overdue and praised unions attending the meeting.

Azasm said co-operation between the Congress of SA Trade Unions (Cosatu) and the National Council of Trade Unions (Nactu) during their campaign last year against the Labour Relations Amendment Act was "a crucial achievement for the black working class in the long road towards unity".

"All that is now left for the two federations is to finish what they initiated. An initiative towards unity should not depend on mere reaction politics."

The meeting is expected to be attended by about 40 unions — Labour Reporter.
MARITZBURG – A vice-president of the Industrial Court, Mr Pierre Roux, SC, had been unwise to take part in a seminar arranged by consultants who had advised BTR Industries, one of the litigants in a case Mr Roux was hearing, Mr Justice Diccott said in the Supreme Court in Maritzburg yesterday.

He granted an application by the Metal and Allied Workers' Union to set aside a 1987 decision of the Industrial Court here.

The Industrial Court in which Mr Roux was sitting with two other men at the time, dismissed a Mawu application calling on BTR Industries to recognize or negotiate with Mawu for the reinstatement of members dismissed on May 2 1985.

LEAVE TO APPEAL GIVEN

Mr Justice Diccott ordered that the matter be heard afresh by the Industrial Court, with people who did not sit in the previous application.

He granted BTR leave to appeal against his decision and for Mawu to cross-appeal on certain issues.

Mawu said the participation of Mr Roux in a seminar organized by Andrew Levy and Associates and his refusal to recuse himself from the hearing were such that justice would not seem to have been done in the perception of a reasonable lay person.

The judge said before Mr Roux received a request from Mawu's attorneys to recuse himself it might not have occurred to him that lay litigants could entertain a perception of bias.

However when he received the request “alarm bells should have been ringing” that he could jeopardize months of hearings, Mr Justice Diccott said.
Nactu move on

summit highlights

ELEVEN Nactu affiliates, Cosatu and a number of independent unions meet at the University of Witwatersrand this weekend to discuss unity, the controversial Labour Relations Amendment Act and State repression. The talks have suffered a setback with Nactu deciding not to participate in the proceedings, though some of its affiliates have indicated that they would be attending the summit. The summit takes place against the backdrop of tension in the labour movement...Labour Reporter, LEN

NISIKIZABO reports.

THE controversy surrounding the National Council of Trade Unions over the weekend's summit places a question mark on how the federation's national council arrived at a decision to participate in it.

Eleven of Nactu's affiliates, constitutionally represented in the council, have gone against the organisation's position that the summit be postponed so it can finalise its stance on the proposed unity talks with the Congress of South African Trade Unions (Cosatu).

The request, according to Nactu, stemmed from the seriousness of the issue of "building unity" between the two federations - part of the summit's agenda.

"The issue of unity needs clear organisational clarity and workers who attend the summit will attend it coming from an organisational base and, therefore, our members need to discuss the issue of unity from a common understanding," Nactu said.

Unavoidable

The disagreement within Nactu about whether or not to attend the summit has highlighted division over the issue within its ranks.

Sources say this disagreement stems from uneasiness within Nactu over the possible consequences of the union's participation in the summit. Sources say Nactu is not satisfied with the degree of unity between the two federations.

"There is uneasement in some circles mainly over the fact that Cosatu has publicly adopted the Freedom Charter - a move that brings them closer to the ANC," the sources say.

Nactu's stance participating in the summit have resulted in them being disenchanted with the concept of unity, unlike the mechanism of achieving it, that is not more time to be addressed,

"We, therefore, do not see Nactu's decision to postpone the summit as being in the broader interests of the working class but as serving exclusive organisational interest," they said.

Decision

It is noteworthy that Nactu is not opposed to unity and the decision made to postpone the summit is no way ant-unity," Nactu said.

Political comment in this issue by Aggrey Kusato and Sam Malinga Sub-editing headline and writer: Sydney Matshika All of 61 Commando Road Industria West Johannesburg.

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Write to the Editor at PO Box 6663/ Johannesburg 2000. Names & places can be used but full names and addresses should be supplied or the letter will not be published.
Petrol strike goes into third day

DURBAN. — The strike by workers at the Shell and BP SA Petroleum Refineries, Sapref, enters its third day today. The 500 strikers decided yesterday to continue the strike in support of demands for an across-the-board increase of R180 or 18% (whichever is the greater).

No decision was taken at the meeting about an invitation by management to reopen talks with the Chemical Workers' Industrial Union.

A union official said the workers refused to accept the 12,5% pay rise offered by management. Sapref said essential services at the refineries were being manned by non-union members.
Judge sets aside BTR ruling

MARITZBURG — The Supreme Court yesterday set aside a decision by the Industrial Court which had dismissed an action brought by the Metal and Allied Workers' Union (Mawu) against BTR Sarmcol in 1987.

Mr Justice Dicott said yesterday he was not in a position to give a ruling on the merits of the dispute.

His decision to set aside the Industrial Court ruling was on the grounds that the court's deputy president, Pierre Roux, SC, who presided over the Mawu/BTR Sarmcol dispute, had attended a labour seminar organised by Andrew Levy and Associates, advisers to BTR Sarmcol during the dispute, and Roux's subsequent refusal to recuse himself.

Mawu lawyers had applied for Roux's recusal on the grounds that there was a "reasonable apprehension" of bias on his part through his attendance at the seminar. Roux refused the application.

Mr Justice Dicott said Roux's attendance had been most "unwise", particularly as he had received a telex from Mawu lawyers before the seminar stating their client's objection.

The judge said it was not necessary to prove actual bias on the part of Roux, and stressed that it had not been argued that any actual bias on his part had been proven. He said the test was whether there was a reasonable perception on the part of the layman that there was a likelihood of bias.
Independent
unions pull out of summit

Staff Reporter

In a surprise move, 11 independent trade unions yesterday pulled out of the two-day worker summit amid accusations that invitations had been selective and that they had not been consulted by Cosatu or Nactu.

The withdrawal by the unaffiliated unions came four days after 11 National Council of Trade Unions (Nactu) affiliates broke with a national council policy decision and opted to attend the gathering.

And in a sharp attack on the 11 dissenting Nactu unions, a senior Nactu official yesterday accused the unions' general secretaries of embarking on a "publicity stunt".

"The general secretaries of the unions — not the workers — signed the statement announcing their attendance of the summit. As far as the national council is concerned, no Nactu unions will be attending," Nactu first assistant general secretary Mr Cunningham Ngcukana said yesterday.

While Nactu remained committed to the principle of worker unity and a worker summit, it believed that the current summit was premature, he added.

By late yesterday 15 unions affiliated to Cosatu, the 11 Nactu affiliates and about 19 independent unions, together representing more than one million workers, were poised to send a combined total of 700 delegates to the summit.

The gathering, to be held at the University of the Witwatersrand, will focus on workers' responses to the controversial Labour Relations Amendment Act, trade union unity and state oppression, Cosatu said yesterday.

Meanwhile, the 11 unaffiliated unions who have withdrawn said the summit organisers had failed to give certain unions "reasonable time for drawing up mandates" and "failed to reveal the source of funding".

The statement, signed by the general secretaries of Federaw, SA Black Municipal and Allied Workers' Union, Zakhemi Transport and Allied Workers' Union and the SA General Workers' Union, said "We suspect that this summit has a hidden agenda determined by the sponsor and has nothing to do with trade unions, let alone workers.

The idea of a worker summit was first mooted by Nactu in 1987. This was strengthened by close co-operation between the federations during last year's three-day stayaway protesting at the Labour Relations Amendment Act and ensuing joint negotiations with the Sacco Union employers group."
Deadlock between Beares, workers on layoffs

By GUGU KUNENE

TALKS between the Commercial, Catering and Allied Workers' Union of SA (Cawusa) and Beares Group have reached a deadlock following the retrenchment of 163 workers.

The deadlock occurred at the parties' fourth meeting where, Cawusa said, substantial ground had been covered in attempts to work out alternatives to retrenchments. But the union and Beares did not agree on targets for outdoor and indoor salespeople.

Beares had proposed that if a salesperson did not reach the target after three months he would be dismissed with two weeks' notice.

But the union was totally opposed to this proposal as it would be "waiving" its legal rights to challenge unfair dismissal on the grounds of poor work performance.

Cawusa regional secretary Important Mkhize said the company was in a good position to absorb costs involved in any scheme designed to avoid retrenchment in light of the enormous profits it had made last year.

Mkhize said the union had information that had been carefully researched after Beares refused to disclose its financial information and other relevant information.

According to that research, the Beares Group had reserves totalling R76.4-million at June 30 last year. The union said this could be used in the interest of workers. "In the light of this information, retrenchments at Beares Group are not justified."
Refinery is trying to starve strikers – union

By Mike Solume, Labour Reporter

About 800 union members on a sit-in strike at Rustenburg Refineries have been cut off from the outside world by company security in an effort to starve them, the National Union of Mineworkers claims.

An NUM spokesman at the weekend said union officials were being refused access to the workers while workers' relatives were prevented from bringing food to the strikers. Strikers were allowed to buy food only from the local tuckshop and were prevented from bringing food for colleagues. The measures were allegedly introduced to break the strike.

The legal strike started on Thursday after wage negotiations between NUM and management reached deadlock. NUM is demanding a 22 percent across-the-board wage increase. Management was offering a 14.5 percent raise. Other union demands included the abolition of overtime, reduction of the working week, provision of housing, establishment of a provident fund and recognition of June 16 as a holiday.

A Rustenburg Refineries spokesman denied that security had been stepped up. She said 200 out of 500 strikers were sitting in. It had been agreed between management and the NUM that workers would be allowed to enter and leave company premises during normal working hours and that they would bring only food necessary for individual consumption.
Unions make plea for greater unity

November 6, 1969
New strike vote threat to fuel supply

The Argus Correspondent
DURBAN.—As the strike by about 650 workers at the Shell and BP SA petroleum refineries entered its sixth day today, more than 400 workers at Mobil's refinery have voted overwhelmingly in favour of strike action which could affect the country's fuel supplies.

Mobil spokesman Mr Barry Housdon said he was unable to comment because Mobil had not been advised either by the union of the result of the ballot.

Management was to meet the union today at its request.

The Southern Natal petroleum co-ordinator for the Cosatu-affiliated Chemical Workers Industrial Union, Miss Pat Horn, said today that 95 percent of the 84 percent of workers polled voted for the strike.

This followed management's refusal to take part in joint industry-wide negotiations.

She confirmed today's meeting with Mobil management and said workers would meet tomorrow to discuss action after the ballot.

Miss Horn said a conciliation board meeting between the union and Shell subsidiary, Veetech Oil, failed on Friday to resolve a dispute on wages and working conditions.

Wages at Veetech were below those of Shell and the company was not prepared to negotiate a worker housing scheme.

All other Shell workers had a housing scheme, she said.
THE two-day workers' summit, which drew about 700 delegates representing more than 40 trade unions, ended yesterday with indications that strike action against the controversial Labour Relations Amendment Act could be on the cards.

Delegates to the summit, which was closed to the Press except the opening session, resolve to formulate "their own manifesto" which would serve as the long-term alternative to the contentious labour legislation.

This manifesto, the Sowetan learnt, would also serve as a road map to all those workers who were not enjoying the protection of the LB's such as those in the public sector and farms.

Details of fresh action against the labour law were perceived by unions as seeking to curtail workers' rights to strike — are expected to be announced today by the Congress of South African Trade Unions (Cosatu), 11 affiliates of the National Council of Trade Unions (Nactu)
Mobil workers vote to join petrol strike

Own Correspondent

DURBAN. — The strike by workers at BP South Africa Petroleum Services (Sapref) enters its sixth day today while at the Mobil refinery, workers voted on Thursday and Friday to go on strike.

Ms Pat Horn, co-ordinator of the Chemical Workers' Industrial Union's petroleum sector in southern Natal, said 95% of the 84% poll at Mobil had voted to take strike action as a result of management's refusal to participate in joint negotiations in the petroleum industry.

The company has requested a meeting today with the union to try to resolve the wage dispute and workers will meet tomorrow to discuss the next step, Ms Horn said.

In the other dispute, shop stewards and Sapref management met on Friday in an effort to resolve the strike by Sapref workers.

"Some progress was made in the meeting and in principle agreement was reached on the wage increases."

"But the company's refusal to agree to educational assistance for their employees' children has created a stumbling block to reaching a settlement," Ms Horn said.

"This is a particularly important issue to workers," she said.
Summit a success, says Cosatu

CAPETOWN, South Africa, March 14, 1988

Summit a success, says Cosatu

JOHANNESBURG — A joint committee representing the black, coloured, and white unions has reported back to members the black consciousness (BC) movement, and the committee would discuss these after partial agreement of the joint guidelines was made on the act. They and certain proposals were made on the act of 1948, the basis for which was the black consciousness movement. The committee also discussed the problems of the black consciousness movement and the coloured consciousness movement.

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A JOINT committee representing Cosatu, 11 Nactu and about a dozen independent unions has been established to carry on the work of the weekend workers’ summit in Johannesburg.

Cosatu president Elijah Barayi said the Wits University meeting had gone well but he and other leaders declined to divulge further information until a Press conference today.

Sources said the meeting had planned no immediate action to oppose disputed sections of the Labour Relations Act. Discussion of other agenda items — building unity and state repression — was apparently not completed.

They said certain proposals were made on the Act and the committee would discuss these after participating unions had reported back to members.

It is understood these do not include

Worker summit scrutiny on Labour Act

immediate plans for work stoppages like those of last June.

The summit of more than 700 delegates was seen by many as a step towards labour movement unity.

It has, however, caused tension in the labour movement and most Nactu unions did not attend.

Nactu has postponed indefinitely an indaba between the two federations.

In defiance of the Nactu leadership, 11 affiliates attended after arguing a postponement was not necessary.

Nactu sources said the rebellious attitude was a result of long-standing disagreements between the AFRicanists, who hold sway at Nactu, and the Black Consciousness movement.

At last year’s congress the movement’s leadership lost control of Nactu.

Barayi told the summit Nactu and Cosatu differences were nothing compared to the federations’ commitment to the principle of working class unity.

“Issues facing all sectors demonstrate clearly the need for workers to act jointly to defend our interests,” he said.
Miners strike enters 6th day

A sit-in strike by about 800 members of the National Union of Mineworkers at the Rustenburg Refineries in Rustenburg entered its sixth day today. The strike action follows a breakdown of negotiations between the union and management over wages and working conditions.

The Rustenburg Refineries has been sealed off by mine security as mineworkers enter the second day of their legal strike over wages.

Access to the mine property is extremely difficult even for union officials who have to get clearance from management before reaching the striking workers.

In an attempt to break the strike, management is starving workers who are staging a sit-in within mine premises.

Workers are not allowed to buy anything from the local tuck shop and those who manage to buy foodstuffs from home are strictly allowed to carry one person's ration.

Local communities are being refused permission to give food parcels to the striking mineworkers.

The legal strike by about 800 Num members started last Thursday at Rustenburg Refineries (Pty) Ltd after negotiations over wages between the union and management reached a deadlock some time ago.

The Num is demanding a 22 percent wage increase across the board on all job categories while the management is prepared to offer workers a mere 14.5 percent across the board.
Unions warn of national strike

Johannesburg — Employers face a national strike if agreement is not reached with trade unions over the Labour Relations Amendment Act.

A warning was sounded yesterday by leaders of about 40 unions with more than a million workers.

ALTERNATIVE

At a Press conference called after decisions were taken by the “workers’ summit” here at the weekend, Cosatu vice-president Mr Chris Dlamini said delegates had recommended workers countrywide to:

- Formulate an alternative to the LRA to cover all workers, including those in the agricultural, domestic, forestry and public sectors,
- Revise existing recognition agreements with employers “to circumvent offensive clauses of the LRA”;
- Find ways of not using the industrial court, “which tends to favour employers”, and
- Submit demands regarding the Act to the SA Consultative Committee on Labour Affairs and individual employers by May 2.

DEMANDS

The list of demands would include the right to strike and picket, the right to fair dismissals, the recognition of majority unions and the right to engage in sympathy strikes. Demands put to the consultative committee during last year’s talks would be included.

Mr Dlamini said workers would “give employers 30 days to respond to our demands and (will) declare a national dispute if employers refuse to make progress in meeting the demands”.

It was possible that a national strike would follow if no solution was found.

“LIBERATION”

In addition, workers and communities would be “mobilised around” the LRA demands and those related to the Living Wage Campaign and the struggle for unemployment benefits for all.

The “summit” also decided that meetings be held involving “all forces that are fighting for liberation” and to continue discussions with the National Council of Trade Unions and non-affiliated unions on the LRA.

“DIVIDE WORKERS”

Delegates to the weekend “summit” felt that the LRA was “intended to divide workers and destroy the labour movement”.

Consultative committee chairman Mr Bobby Godsell said his organisation looked forward to receiving written proposals.
Unions draft new LRA

Own Correspondent

JOHANNESBURG — A committee appointed by the worker summit at the weekend is to coordinate the drafting of a new Labour Relations Act (LRA) to be submitted to major employer groups by May 2 for their consideration.

Union leaders told a media conference that if employers failed to make positive progress towards meeting demands contained in the draft within 30 days of receipt, a national dispute would be declared. This would be followed by a national strike ballot.

All Cosatu affiliates, 11 Nactu and 16 independent unions were listed as having attended the gathering.

It decided the draft LRA should be submitted to the SA Coordinating Committee on Labour Affairs (Sacola) other employer organisations and individual employers.

The union-initiated draft LRA would extend bargaining rights to public sector, agricultural and domestic employees.

It would also address disputed sections of the LRA including the right to strike, the right to a proper hearing before dismissal, recognition of majority unions, retrenchment procedures and sympathy strikes.

While not happy with the threat of disputes and ballots, Sacola chairman Mr Bobby Godsell said that to the extent that the statement represented a willingness to return to discussions on labour legislation, Sacola welcomed it.

"We will approach discussions in a constructive spirit, and hope they come to the table in the same way."
Turbulent times loom over labor act

By reporter, writer Mike Smith

Workers will likely face more job instability, economic uncertainty and workplace stress in the years ahead, according to a new report by the Labor Department.

The report, "The State of Working America," found that workers are increasingly facing economic insecurity, job instability and workplace stress. The report was released on the eve of Labor Day, the annual celebration of workers' rights.

"Workers are facing unprecedented levels of job instability and economic uncertainty," said Mike Smith, the report's author. "Workers are increasingly exposed to economic risks, such as automation and globalization, which can lead to increased job instability."
DURBAN — The strike by 650 Sanref workers here ended yesterday after the Chemical Workers' Industrial Union accepted management’s wage offer of R180 a month or 10% across the board.

But CWIU organiser Miss Pat Horn warned that 450 workers at the Mobil refinery in Durban were “likely” to begin strike action today because “Mobil refused to negotiate jointly with other companies in the industry, and a dispute has arisen” — Sapa
Strike looms at Mobil as Sapref settles

DURBAN — Production at strike-hit SA Petroleum Refineries (Sapref) here was back in full swing yesterday, following the end of an almost week-long strike by more than 600 workers.

But at Mobil’s Durban refinery, talks between management and Chemical Workers’ Industrial Union representatives were still under way late yesterday in a bid to stave off threatened strike action by 450 workers in support of higher pay demands.

Pat Horn, the union’s southern Natal petroleum co-ordinator, said although the wage dispute with Sapref was resolved, there were still “a number of items”, particularly educational assistance for workers’ children, which caused problems.

Sapref promised last November to negotiate with the union but had since refused to do so.

“We find this highly disappointing and unacceptable,” she said, adding that this was unlikely to lead to any strike action owing to strike legislation.

Sapref MD Henri Joubert said most workers reported for duty yesterday morning, and he was optimistic that conditions would be normalised shortly.

Commenting on the dispute over educational assistance, Joubert said the type of financial assistance requested would discriminate against workers because allocations would be based on the size of the family.

Horn said Mobil refinery workers were likely to begin strike action tomorrow, as Mobil was offering workers “much less” in wage relief than Shell.

A spokesman for Mobil could not be contacted for comment yesterday.
Jobs fears after takeover

The Food and Allied Workers' Union (Fawu) fears large scale retrenchment in the poultry industry following Bokomo's takeover last week of Farmfare and Nu-laid.

The takeover is part of a restructuring of the giant Premier Food Industries. Three hundred Farmfare workers were last week retrenched by Premier before the takeover.

About 120 of those retrenched were from the Farmfare plant in Bellville.

A retrenchment deal was negotiated between Premier and the Food and Allied Workers' Union.

A Premier spokesperson confirmed that the company had negotiated an agreement between Fawu, Farmfare and Nu-laid but said that the parties concerned had agreed not to release press statements separately.

A Fawu spokesperson said the union was very unhappy about the takeover.

He said the company had threatened further retrenchments if profits did not improve in six months.

The company had also threatened to close the Farmfare plant in Wynberg, Johannesburg.

Fawu has to re-negotiate its recognition agreement.

The previous agreement with Farmfare was negotiated nationally but Bokomo wants a new recognition agreement to be negotiated at plant level.

The existing wage agreement will remain until June and Bokomo has indicated it will take over the provident fund agreement.

Fawu claimed Bokomo had refused to make provision for full-time shopstewards. Bokomo was also refusing to recognise the union at poultry farms previously owned by Farmfare.

Bokomo did not respond to several requests for comment.
ABOUT 800 workers have been on strike since last Thursday at Rustenburg Refineries.

The workers, members of the National Union of Mineworkers (Num), are demanding a 22 percent across the board increase while management is holding out for an across the board increase of 14.5 percent.

The workers are also demanding a ban on overtime, reduction in working hours, improved housing, a provident fund, June 16 as a paid holiday and maternity rights.

Management has refused to change working conditions.
A WAVE of industrial unrest hit the petroleum sector in the past week as workers at two refineries in Durban last week voted to strike.

And the strikes are likely to encourage worker militancy at other oil companies where CWIU is negotiating wage increases, said a union organiser.

About 400 workers at the Sapref refinery began a six-day strike last Wednesday.

The strike ended on Tuesday after management and the union agreed on an across the board wage increase of R160 or 15 percent.

This has been confirmed by the company and the union.

Workers' demands that the company agree to assist employees in the education of their children were not met.

Over 300 Mobil refinery workers are poised to go on strike after a 95 percent strike ballot was completed last Friday.

The workers are demanding an across the board increase of 17 percent or R170.

The dispute is linked to the union's demand that the petrol companies agree to national industry wide bargaining.

The workers are demanding that Mobil agrees to negotiate wage increases jointly with the refinery and other Mobil operations.

A Mobil spokesperson said a statement would be issued later this week.

Workers at Shell subsidiary Veece have been on a go-slow since Monday after a conciliation board hearing failed to settle a wage dispute last Friday.

The Sapref and Mobil strike ballots have encouraged workers elsewhere, said CWIU national petroleum sector organiser Martin Jansen.

"The oil companies underestimated the strength of the union at refineries," he said.
Union fights JD Group over laying off of 469

THE JD Group is locked in battle with the SA Commercial and Catering Workers Union (Ccawusa) over retrenchment of 469 workers at World Furnishers.

The retrenchments are a result of the group’s decision to shut down 10 World stores this week, because sales and staff productivity were dropping.

Ccawusa organiser Mike Tsoetsetsi said the union was going to “resist” retrenchment “in whatever form is deemed necessary by the workers”.

The situation at World did not warrant retrenchments, and JD and Ccawusa had not reached consensus on the issue, he said.

“Management is aware that we will resist. They have put us in a position where we are forced to defend ourselves.” Retrenched workers would refuse the package offered to them.

JD said in a statement yesterday workers affected by the closures would receive between R1,000 and R7,500 in retrenchment packages, depending on the length of their service.

Five workers would receive more than R7,500.

“As soon as management’s study of World’s omiousish 1988 figures were available, they were discussed with Ccawusa,” the group said.

However, Ccawusa has denied that the figures were discussed with them.

“We deliberated with JD on a number of occasions, but it was clear to us that they had a fixed and settled intention to retrench,” Tsoetsetsi said.

“Talking to us was a mere formality. They were merely defending the decision they had taken at board-level.”

Shareholders

JD Group MD David Sussman said last night that in terms of an agreement between World and Ccawusa, management was required to consult with the union on retrenchments.

“We have done this to the letter and in the spirit of the agreement. What we are doing is not only for the benefit of the company, but ultimately for the benefit of our workers and our shareholders,” he said.

The World stores facing closure this week are in Johannesburg, Pretoria, Pietersburg, Rustenburg and Vereeniging.
Mobil strike suspended

DURBAN — Workers at Mobil's refinery in Durban yesterday suspended strike action pending a decision on management's new wage offer. The union is to announce its decision on the offer today.
Retrenched workers in own factory

DURBAN. — A clothing factory employing retrenched workers has been established at Jacobs here by the Amalgamated Clothing and Textile Workers' Union.

Regional secretary Mr John Eagles said the union decided to open the factory after 2000 people were retrenched by the Frame Group last year.

The factory is one of the union's social responsibility programmes — to provide job security for its members. Mr Eagles said that as part of the retrenchment agreement, the Frame Group gave the union R2.5 million to finance the factory where workers will have a say in its running.

Mr Eagles said that profits from the factory, which will be run as a co-operative by a trustee, are to be used to set up similar projects at Ladysmith and Port Elizabeth. — Sapa
The first round of talks over the disinvestment between the US-owned Del Monte Corporation, owners of the Tulbagh-based SA Preserving Company (Sapeo), and the Food and Allied Workers' Union (Fawu) took place yesterday. Del Monte was recently tied up in one of the largest takeover bids in US history when its parent company, tobacco giant R B R Nabisco, was bought by New York investment house Kohlberg, Kravis, Roberts (KKR) for $24.5 billion (about R60bn).

Threats of disinvestment by KKR raised fears for the jobs of Sapeo's 1,300 employees. A Fawu spokesman confirmed the talks with Mr Tony Bedford of the Del Monte Corporation, but said it was still unclear whether KKR would sell Del Monte — and Sapeo — to offset takeover costs. Workers had been assured that, even if Sapeo were to be sold, they would enjoy all current benefits until December 31, 1991.
Striking nurses to be disciplined?

Staff Reporter

DISCIPLINARY action could result from Wednesday's strike by 36 Kalk Bay nursing assistants at the New Kings old-age home.

Mrs Hester la Grange, of the SA Nursing Association's W Cape branch, said the association was "extremely upset" about the incident and that it was "totally illegal". Disciplinary action could result, she said.

The strike was called over job allocation for two nursing assistants who had previously been dismissed but were given back their jobs after talks between management and the Health Workers' Union.

After being reinstated, the two nursing assistants refused to work in the occupational therapy department and a strike was called.

Nurses are barred by law from striking and could face disciplinary action.
A deal is oiled

A six-day strike at the Shell-BP Sarel refi-
nery in Durban has ended — but acrimony
between the oil industry and the Chemical
Workers Industrial Union (CWIU) contin-
ues. As the FM went to press this week,
continuing dispute between the industry and
the CWIU threatened to spill over in a
second strike at the Mobil Refinery in Dur-
ban.

For the CWIU the settlement was greeted
with mixed feelings. The union’s Pat Horn
expressed satisfaction with the wage increase
— an across-the-board R160/month or 15%,
whichever is greater — but disappointment
that several other issues remain unresolved.

When negotiations opened, the union had
demanded R180 or 18% and management’s
opening bid was a 12.5% flat rate across the
board. Chief among the unresolved issues,
said Horn, were educational assistance for
workers’ children amounting to R50 a pri-
mary school child a year, and R100 for high
school children. Horn said both Shell and BP
agreed last year to negotiate this demand,
but at plant level rather than on an industry-
wide basis.

“But since then they have reneged on a
written undertaking on the grounds that this
would discriminate against workers without
children,” he said.

The minor amounts involved belied a major
issue that of conducting negotiations be-
tween employers and employees on a nation-
wide industry basis; and this remains a divi-
sive element in the negotiations at the Mobil
refinery.

Mobil management spokesman Barry
Housdon told the FM on Tuesday that “lots
of progress” was being made in wage talks.
But Horn said CWIU members — whom she
put at 300 out of Mobil’s total workforce of
450 — would meet this week to decide whe-
ther or not to strike.

CWIU members have already voted in
favour of a strike at the Mobil refinery over
the disputed issue of joint industry-wide
wage negotiations. And underlying their
grievances, according to Horn, was the fact
that marketing employees at Mobil were
being offered increases higher than those
being offered to refinery workers.
who claimed those who attended had no mandate, points out that NaActu has never been opposed to unity. Indeed, even Cosatu conceded that NaActu initiated last weekend's summit (only to pull out at the last moment) at the time of last June's jointly organised stayaway.

However, NaActu's national council recommended that before going to a unity summit, a national workshop must be called to develop guidelines on how unity can be built "as an organisational position that should not be varied.

Furthermore (and here's the rub) "the question of unity is a political issue in the various mainstream political spectrum that permeates the labour movement and therefore the decision of the national council of NaActu is an informed decision that has not been taken lightly." In other words, NaActu is AfriCan Union - and fears losing its only organisational base - while Cosatu has adopted the Freedom Charter.

Whether the NaActu unions (or the independents) which attended the summit will be prepared to dissolve, as required, prior to merging into Cosatu's various industry-wide unions remains to be seen. It is clear, however, that a realignment of forces is taking place in the union movement.

Another summit specifically on the issue of unity is planned for mid-year, and Cosatu is hoping that NaActu will have worked out its position by then and will attend.

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**Act of Unity (v.1.0)**

By May 2, employers and officials will receive a copy of the proposed Act of Unity. It will be framed by a working group of employers, officials, and unions appointed in consultation with Cosatu. The Act of Unity will be introduced to Congress and will be submitted to the employers and officials for approval.

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**Workers' Summit (v.1.0)**

The unions intend to hold a workers' summit to discuss the Act of Unity. The unions will also be represented by the employers, officials, and unions appointed in consultation with Cosatu. The summit will be held at the Workers' Congress of South Africa (WASA) and will be attended by representatives from all the major unions.

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**Ways of not using the Industrial Court**

The unions are considering ways of not using the Industrial Court to settle disputes. This includes the use of arbitration, conciliation, and mediation.
BMW SA this week became the first company to sign a code that ensures SA unions enjoy the same rights as their West German counterparts.

The agreement is based on the 14 principles devised by the German union IG Metall and the SA Council of the International Metalworkers' Federation (IMF) for German metal-sector companies in SA.

The most important aspects of the agreement, appended to BMW's recognition agreement with the National Union of Metalworkers of SA (Numsa), concern the right to strike and picket, and home leave.

BMW signs bold new labour code

land and security legislation

BMW industrial relations management board member Dave Kirby said most of the code's requirements were already met by the company. However, the most controversial area of negotiation had been the right to strike.

He said the company had conceded that employees involved in a strike where all dispute-resolving procedures had been followed could not be dismissed.

A previous agreement had guaranteed identical conditions of employment as those elsewhere in SA. It had now been accepted that employees involved in an "authorised" strike should not be dismissed at any stage for this action.

It had been further agreed that wages would continue to be paid. Finally, the right to picket on company premises had been written into the agreement.

IMF local secretary Brian Frederiks confirmed the agreement.
4 SATS workers sentenced to death

JOHANNESBURG — Four railway workers, who took part in the 1987 SATS strike and were found guilty of murdering four non-strikers, were sentenced to death four times each in the Rand Supreme Court yesterday.

No extenuating circumstances were found in regard to the four Wilson Matsbili, 33, Patrick Molefe, 27, Takalani David Mamphanga, 25, and George Magedza, 36.

The men were also found guilty on charges of attempted murder, kidnapping and intimidation, and were sentenced to between five and eight years of imprisonment each.

Four other railway workers were convicted of murder with extenuating circumstances.

Bongsi Sibisi, 33, David Dsahe, 30, Phineas Neshutungulwane, 35, and Mafomane Rikhotso, 30, were sentenced by Mr Justice TT Spoelstra to terms of imprisonment varying between eight and 12 years for the murder of the same four non-strikers.

Eight other employees were given suspended sentences for attempted murder, assault, kidnapping and intimidation — Sapa
Unions in bid for unity

Opening the meeting at the University of the Witwatersrand, Cosatu president Eliaj Barayi said: “The demand for workers' joint responses and joint action is getting stronger all the time.”

He said the drive for unity among rank-and-file workers had brought the meeting about and it was an important step in the consolidation of the labour movement.

This summit has the potential to end the unnecessary division and lay the basis for greater cohesion within the democratic labour movement.”

The meeting was originally called to discuss issues such as worker unity and alleged State repression, but the overriding call was for a new labour relations law.

Union representatives said it was hoped to bring the legislation which did not merely serve the interests of capitalists and the government.

The proposals will be handed to the South African Co-ordinating Committee on Labour Affairs (Saccola), employer organisations and employers by May 2.

Workers have been called on to formulate their own suggestions.

EXCLUDED

Areas which will receive attention are the sectors excluded from the Act—public sector, domestic, farm and forestry.

Union spokesmen said the submission should include the right to strike and to picket, no dismissal without a proper hearing, retrenchment to be negotiated with representative unions, recognition of majority unions and the right to sympathy strikes.

“Employers be given 30 days to respond to demands, a national dispute be declared with those who refuse to make positive progress towards meeting the demands and that national ballots be conducted on all these demands, in all industries.”
Historic summit shows way to workers' unity

LAST weekend's workers' summit defied critics' speculation that the owners were not ready to discuss their differences and seek ways to achieve unity.

The summit brought together 700 representatives from the Congress of South African Trade Unions (Cosatu), National Council of Trade Unions (Nactu) and the independent unions to map out a common strategy to defend their rights.

Although the meeting did not exhaust the issues on the agenda and no final blueprint was drawn up, the meeting represented a major step towards enabling a unified working class to defend itself against the State and big business.

The summit was called to address the most pressing problems facing the labour movement: the Labour Relations Act, increasing repression against trade unions and the need to build unity.

The summit moved history in that it transcended the differences between participating unions - while they represented their different histories, traditions and policies, the overriding objective was unity in action.

In repealing the Labour Relations Act, the summit stressed the need to reduce the rights removed by recent amendments to the Act and to criticize the denial of trade union rights to millions of farmworkers, domestic workers and public sector workers.

The opening presidential addresses set the mood for consensus and emphasized that what brought workers together was their common problems, which far outweigh their differences.

The differences stem mainly from which political programme each union follows.

Some unions adopt the Freedom Charter as the permanent programme of demands for workers, whereas others dispute the adoption of the Charter, arguing that workers need an independent programme that does not bind them to a particular political policy.

The president representing the Nactu unions present, Mzimelwa Kweleimthim, said working class unity was not as simple as just working together. The key was to build unity and not just focus on the immediate problems.

On this page City Press CONNIE MOLUSI looks at the historic workers' summit and weighs the issues.

From left: Cosatu president Elijah Barayi, independent unions representative Watson Phathee, and Nactu unions representing Longway Kweleimthim during the workers' summit.

Previous efforts such as the formation of the United Democratic Front and the National Forum, although important, tended to reinforce political sectarianism because they were a divided response to oppression.

No one, certainly, is so naive as to believe there are no differences among trade unions when there are, at times, more than three unions working together in the same industry.

Despite the differences, the attacks on trade unions have come from the same employers and affect all workers alike. The factor that should motivate workers to act jointly to defend and advance their interests is that the most important thing that emerged from the summit and its commitment to unity was that unionists have learnt to cooperate to acknowledge their differences and begin a process whereby these can be resolved.

This could not be the basis for an end to rivalry and open clashes which have claimed lives at happened during the metal industry strike.

It also makes nonsense whatever than 30 percent of the country's labour is unmanned.

Lawrence Phathee, representing the independent unions, captured this point well in his opening address.

The summit addressed the repressive character of the Act while there are millions of workers who enjoy no protection at all and are left to the mercy of their employers.

Despite their differences, unions have to accept that everyone has a right to be heard, as well as a duty to listen to the views of others.

Admittedly, it is only when people are prepared to openly debate issues that differences can be resolved or shelled in favour of programmes which attempt to solve real bread-and-butter issues.

The summit has set the foundation for better cooperation between unions at local and regional level, whereby shopstrikers with different affiliations can come together and develop a common perspective on issues affecting them.
Demands may lead to confrontation

Jubilant workers mass together joyfully for the worker summit in Johannesburg last week-end.

The workers' summit could spell confrontation between the Labour movement and employers as workers reject the Labour Relations Act and opt for an alternative means of resolving industrial disputes.

The demands of the workers' summit will be submitted to the South African Employers Coordinating Committee on Labour Affairs, Dacowlas and other employer organisations.

The demands include:
1. The right to strike and picket.
2. No dismissal without proper hearings.
3. Retrenchments should be negotiated with appropriate unions.
4. The Industrial Court has been serving as an instrument of employers, in forcing workers to choose alternative methods of dispute resolution such as arbitration and mediation.
5. Workers will embark on a country-wide campaign to drum up support for the alternative Act that will cover workers in all sectors of the economy, such as farm workers, domestic workers, forestry workers and public sector workers.
6. The Industrial Court has been serving as an instrument of employers, in forcing workers to choose alternative methods of dispute resolution such as arbitration and mediation.
7. Workers will then enter into negotiations with employers who continue to resist the demands of the workers.

May Day rallies this year will also hold the main fullying point to mobilize workers around the demands of the workers' summit.
We won't plead!

Charge sheet is too vague, say unionists facing murder rap

TWENTY-ONE members of the Paper Wood and Allied Workers' Union yesterday refused to plead to various charges, including murder. They demanded that the State give them more details relating to their cases.

The 21 are appearing in the Johannesburg Magistrate's Court on 34 counts including six allegations of murder, attempted murder, assault, kidnapping and intimidation.

The men, represented by Mr G Rautenbach, said they will pursue their application in a higher court following a ruling by the presiding magistrate, Mr D J Dafel, that they are not entitled to more details and that they should plead.

Mr Rautenbach said his clients were unable to plead and prepare their defence without fuller details about the alleged crimes.

Mrs T Rossouw, for the State, argued that the men were not entitled to further particulars as they are at the preliminary hearing. He said more detailed charges could be given at a higher court with the jurisdiction to try them.

All are charged with the murder of Mr Fyzel Japie, Mr Johannes Abraham, Mr July Mahlauru, Mr John Lesering, Mr Udhay Singh and Mr William Rosenberg in Johannesburg last June. Some of the victims were assaulted and then thrown off trains, the State alleges.

Other offences were also allegedly committed during the same period of April 19 to June 10 last year. The men will appear again on April 3.

The accused are Michael Machepa (30), Jerry Rantekoa (41), David Molebana (26), Sydney Dlamini (35), Zacharia Modise (33), Robert Mphatha (36), Semon Mandzera (29), Alex Ndaba (28), Stanford Gumbi (21), Godfrey Pooe (30), Patrick Galane (38), Lucas Malatji (33), Kenneth Mogale (23), David Koebel (31), Franklin Hadebe (37), Frank Thabakgale (30), Elias Phasha (45), Joseph Sithole (26), Norman Makhubu, Esthale Ludidid (35) and Bongaiso Mazibuko (27).
21 unionists seek details on charges.

Twenty-one members of the Paper Wood and Allied Workers' Union refused yesterday to plead to various charges, including murder.

The men appeared in the Johannesburg Magistrate's Court on 34 counts, including allegations of murder, attempted murder, assault, kidnapping and intimidation.

They asked for more details relating to the charges before pleading.

The prosecutor argued that they were not entitled to further particulars as they were at the preliminary hearing.

When the magistrate ruled they were not entitled to more details, the men indicated they would pursue their application in a higher court.

They will appear again on April 3.
NUM to propose mediation

Labour Reporter

The National Union of Mineworkers (NUM) would propose mediation to resolve a wage strike by hundreds of members at Rustenburg Refineries which had lasted for nearly two weeks, the union said yesterday.

According to the union, about 800 workers are participating on the sit-in strike. Management said about 200 out of 500 strikers were actually sitting in.

The NUM is demanding a 22 percent, across-the-board wage increase, which would raise the minimum wage to R689 a month. Management has offered a 14.5 percent raise.

The union is also putting forward other demands.
Mwasa to take part in 'worker summits'

The Argus Correspondent

JOHANNESBURG. — The Media Workers' Association of South Africa (Mwasa) has decided to take part in "worker summits", making it the 12th affiliate of the National Council of Trade Unions to contradict Nactu's decision not to participate in the union unity talks.

The first "worker summit", attended by 11 Nactu affiliates, the Congress of SA Trade Unions (Cosatu) and independent unions, was held a week ago in Johannesburg. It was called to discuss the unity of black workers, the Labour Relations Amendment Act, and Government action against anti-apartheid opposition, including unions.

Nactu, which proposed the idea of a "worker summit", pulled out shortly before the meeting.
Budget of no reward for majority, says union

More tax for less service

By Adele Baleta and Mike Siluma

Major black trade unions have stated the Budget, saying it increased the tax burden of workers while failing to address the social needs of the majority.

The biggest industrial union, the National Union of Mineworkers (NUM) said the Budget had nothing to offer to workers. It increased sales tax so that every black worker, in particular the black mineworker, will pay more to the Government.

"There is nothing which alleviates the plight of the unemployed and contrary to the Minister's claim that the Budget promotes reform, it actually promotes a decline in the standard of living of black workers."

"It is clear that the bosses and the apartheid Government will stop at nothing to ensure that workers are squeezed of every hard-earned cent to benefit the apartheid system."

The time has come for workers to seriously consider whether the Government is justified in taxing people who do not have representation in the Government," said NUM in a statement.

In its initial reaction, the National Union of Metalworkers of South Africa (Numsa) said the allocation for housing and social services was "grossly inadequate".

Numsa spokesman Dr Berne Fahnroff said the allocation for housing did not keep pace with inflation and would not resolve the 800,000 housing unit shortage.

"He said it was obvious the Government was "shifting its housing responsibility to the private sector, which cannot provide for the majority."

The current housing crisis meant that the "unemployed and rural population would be put on the rubbish heap".

"The private sector provided housing ranging from R30,000 a unit upwards, which 90 percent of Numsa members could not afford."

By increasing GST, Government was transferring the tax burden from the wealthy to the poor."

"Increases in the police and defence allocations reinforced the view that South Africa's problems could not be solved until apartheid had been abolished."

However, the white SA Confederation of Labour (Sacol) welcomed Finance Minister Mr Barend du Plessis's remarks about corruption, the exploitation of the consumer and tax evasion.

Sacol supported Mr du Plessis's comments about the pro-sanctions lobby and hoped that Government would take definite steps in this regard, particularly on the labour front.

Sacol said it realised that SA had a "unique constitutional and economic dispensation", but urged the Government to take steps to curb the expenditure of the "independent" states, which received funds from South Africa.

It regretted that GST was to be increased.

SA aid to Namibia slashed by 62 pc

Political Staff

CAPE TOWN — South Africa has slashed its financial assistance to Namibia by 62 percent with only R120 million going to the territory this year.

Last year R350 million was estimated, but only R313.8 million was eventually allocated.

"The internal parties have repeatedly expressed concern about the reduction, saying it will give Swapo an advantage in the forthcoming elections."
Nothing to offer
workers say unions

MAJOR black trade unions have slated the budget, saying it increased the tax burden of workers while failing to address the social needs of the majority.

The biggest industrial union, the National Union of Mineworkers (Num) said the budget had nothing to offer to workers. It increased sales tax so that every black worker, in particular the black mineworker, will pay more to the Government.

"There is nothing which alleviates the plight of the unemployed and contrary to the Minister's claim that the budget promotes reform, it actually promotes a decline in the standard of living of black workers."

Apartheid

"It is clear that the bosses and the apartheid government will stop at nothing to ensure that workers are squeezed of every hard-earned cent to benefit the apartheid system," said Num.

"The time has come for workers to seriously consider whether the Government is justified in taxing the people who do not have representation in the Government," said Num.

In its initial reaction, the National Union of Metalworkers of SA (Numsa) also lashed out at the budget, saying the allocation for housing and social services was "grossly inadequate."

Numsa spokesman, Dr Bernie Fanaroff, said the allocation for housing did not keep pace with inflation and would not resolve the 800 000 housing unit shortage.

Dr Fanaroff said it was obvious the Government was "shifting its housing responsibility to the private sector, which cannot provide for the majority."

The current housing crisis meant that the "unemployed and rural population would be put on the rubbish heap."

The private sector provided housing ranging from R30 000/unit upwards, which 90 percent of Numsa members could not afford.

By increasing GST, the Government was transferring the tax burden from the wealthy to the poor. "We are opposed to GST and to direct tax. Personal tax should be increased for those on the upper end of the scale and tax for those on the lower end of the scale should be decreased," said Dr Fanaroff.

Site tax was inadequate in that it aimed at spreading the tax base "so that the wealthy could have their tax reduced while shifting the burden on to the poor."

However, the white SA Confederation of Labour (Sacol) welcomed Finance Minister Mr Barend du Plessis' remarks about corruption, the exploitation of the consumer and tax evasion.

• The Black Allied Mining and Construction Workers' Union (Bamcuw) said "The increase in Sales Tax is not surprising because all capitalist societies thrive on excessive taxation of the working class to resolve their mismanagement of wealth."

"This shows that the present state does not serve the interests of the working class. If it did, all the money allocated for defence would have been used to create jobs and wealth for the majority," Bamcuw said.
Sit-in to go ahead

From MONO BADELA

JOHANNESBURG. — The "Carltonville Park Sit-in", an attempt to defy petty apartheid laws, is to go ahead this weekend, according to Elijah Barayi, president of the Congress of South African Trade Unions (Cosatu).

The sit-in was called off at the last minute last Saturday.

Barayi said he was ready to lead a batch of 50 protesters to "relax" in the "whites only" park in front of the Carltonville Civic Centre.

"We know we are risking arrest and we are prepared to pay the consequences," said Barayi.

"They must scrap the Separate Amenities Act. The white voters in Carltonville can oust the council."

There are about 87,000 African miners working on the nine mines surrounding Carltonville and each branch of the National Union of Mineworkers is to send 10 volunteers for the sit-in.

Meanwhile, three businesses have folded in the town as blacks continue to boycott white shops. These are the Carltonville bottle store, the Carltonville Hotel and the President bottle store.

Chamber of Commerce president Anneke Claassen said 98 percent of about 350 businesses canvassed had been adversely affected by the boycott and reported between 10 percent and 100 percent drops in turnover.

Twenty-three businesses said they would have to close if the boycott continued.

A Western Transvaal police spokesperson confirmed eight people had been arrested on charges of intimidation since the boycott began.

Barayi said a network had been set up to monitor arrests.
Workers given the right to strike at BMW

By CHIARA CARTER

THE right of workers to strike without fear of dismissal and to picket on company premises is recognised in an agreement signed by BMW SA this week.

In terms of the code, which has been added to the recognition agreement between BMW SA and the National Union of Metalworkers in South Africa (Numsa), the company agrees that workers have the right to strike where all dispute resolving procedures have been exhausted and guarantees that workers on a legal strike cannot be dismissed.

Previously, strikers could be dismissed after four weeks.

Based on the 14 principles drawn up by the German union IG Metall and the International Metalworkers Federation for German companies operating in South Africa, the code gives South African workers the same rights as those in West Germany.

BMW employees in the homelands will have the same rights as those employed elsewhere in the country.

The company will pay the wages of employees who are detained.

BMW board spokesperson Dave Kirby said that, apart from the right to strike, most of the 14 principles were already met by BMW, which is the first company in South Africa to sign the code.

Labour Briefs

Wine workers want more pay

ABOUT 800 workers at Stellenbosch Wine Farmers and 700 workers at Eppels Darrens joined a national strike by members of the National Union of Wine, Spirits and Allied Workers' Union this week.

A NUWSAW spokesperson said the strike follows a deadlock in wage negotiations. Workers are demanding a weekly wage increase of R45 and management has offered R28.50.

A Wine and Spirits Manufacturing Association spokesperson said the union has until the end of the week to discuss management's proposals.

Mine fire investigated

INITIAL indications are that ignited polyurethane and timber caused the fire leading to the deaths of ten Western Deep Levels miners last Thursday, Anglo-American said this week.

Most of the miners suffocated in the blaze. Further investigations are taking place.

Mwasa 'yes' to summit

THE Media Workers Association of South Africa (Mwasa) decided in principle to participate in worker summits with the Congress of South African Trade Unions and independent unions.

The Mwasa decision, taken at a National Council meeting last weekend, overturns an earlier Mwasa decision not to attend.

It makes Mwasa the twelfth National Council of Trade Unions affiliate to opt for participation in defiance of a Nactu directive.

Bid to break deadlock

THE National Union of Mineworkers has proposed mediation to break the deadlock at Rustenburg refinery, where about 80 workers have been on strike over wages for over two weeks.
not," he added.

**TGWU talks**

THE Transvaal branch of the Transport and General Workers' Union holds its annual general meeting at the Johannesburg City Hall on Sunday. The meeting starts at 9am.

**4 condemned**

FOUR black people were due to be executed in the Pretoria Central Prison this morning, according to Lawyers for Human Rights spokesman Mr Brian Currin.
KEY FACTOR

NUMSWA THE

BLACK TRADE UNIONS AND METAL INDUSTRY BOSSES SQUARE AGAIN

JOIN THE SETS

BY LEO WESER

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In their "halls of power" and "mysterious"

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last year's wage
We were unfairly dismissed, say ERPM workers

By Mike Siluma,
Labour Reporter

At least 18 employees of the East Rand Proprietary Mines (ERPM) have sought legal advice after being allegedly unfairly laid off.

**ERPM says:**

An ERPM spokesman said the mine’s manpower requirements had been substantially reduced after a rationalisation of operations because of the lower gold price.

He said 3,800 employees had been affected by the reduction in manpower, of whom 3,300 had been placed in alternative employment. All employees had been notified in early February of the measures to be taken.

He called on aggrieved employees to approach the mine’s personnel department so that corrective action could be taken.

The National Union of Mineworkers had negotiated an access agreement with ERPM. "In line with ERPM’s policy of freedom of association, the mine had allocated that union, as well as other unions, offices on the mine property."

**The workers say:**

The workers, who claimed to have worked for ERPM for periods ranging between five and 21 years, said they had been retrenched at short notice and had not been adequately compensated.

They are presently consulting lawyers after taking up the issue with the Black Sash.

One of the workers, Mr. Louis Mahangula, said his colleagues, all employed on the surface, were part of a group of about 2,000 retrenched by ERPM on March 8, 1989. They had been told that more jobs were to be made redundant.

They said they had not been allowed to organise themselves into a trade union.

Black Sash advice office supervisor, Mrs. Beulah Rollnick, said there appeared to be gross discrepancies on the workers’ pay slips, regarding tax deductions and retrenchment pay.

Unemployment cards of all the workers, except for two, showed incorrect dates of engagement. In Mr. Mahangula’s case, for instance, it was entered that he started working for ERPM in 1988, when the correct date was 1967.
Metal Industry Pay Talks Begin Today

Many demands are aimed at securing jobs and high unemployment

The Sun
March 20, 1989
Markets restricted – Numsa

By Mike Siluma, Labour Reporter

The South African economy was in the grip of a severe structural crisis which had led to an attack on the living standards of workers by employers and Government, the National Union of Metalworkers (Numsa) said at the opening of the metal industry wage talks yesterday.

In a statement to the industry's industrial council, Numsa, the biggest metal union, said most industrialists, including many in the metal industry, had not realised that the country's economic crisis could not be resolved without a political solution.

The union said the crisis had been occasioned by "an investment strike" by business since 1978, with the failure to invest in job creation having a "far more significant effect (on employment) than sanctions and divestment."

"Increasingly, investors in South Africa are choosing to invest overseas. We have recently seen the creation of a number of offshore investment vehicles by Rembrandt, Gencor, Liberty Life and we are now witnessing the struggle by Monocoro for Consolidated Gold Fields," said Numsa.

In addition, the South African economy was faced with a restricted market in that it was unable, for political reasons, to export into its logical market – Africa, while the internal market was limited by "the drastic imbalance in the allocation of wealth and resources."
Management closes NUM offices at mine

By Mike Silumane
Labour Reporter

The offices of the National Union of Mineworkers (NUM) at Anglo American's Vaal Reefs gold mine have been closed by management after the union boycotted last week's memorial service for 10 miners killed in an underground fire, a NUM spokesman said.

The spokesman said management had shut down union offices at the Orkney mine's No 8 shaft after NUM stayed away from the memorial service because union officials were refused permission to speak.

Workers gathered around the offices on learning of management's intention, but were persuaded by shaft stewards to disperse.

"The union condemns the closure of the office as . . . a low blow for workers, coming so soon after the accident. It is part of a general management campaign of repression and intimidation against the union," said the spokesman.

A mine spokesman said the union offices were closed because "union members intimidated and prevented employees from attending the memorial service."
Unions likely
to settle for
lower pay
hikes in 1989

By Mike Siluma, Labour Reporter

South Africa's black labour unions — which achieved some of the highest wage increases in the past four years — are expected to settle for increasingly lower pay rises in 1989, a wage survey by leading industrial relations consultants, Andrew Levy, Johan Piron and Associates (ALPA) has shown.

According to the ALPA survey report, the recent increase in the cost of living, including the rise in the petrol price and interest rates, was likely to pressure union negotiators to push for settlements in line with members' spiralling living costs.

On the other hand, a significant upsurge in the number of retrenchments recorded in January and February, would force management and union negotiators to weigh higher wages against the preservation of jobs.

The report says average pay settlement levels between October 1988 and February 1989 stood at 16.7 percent, down from a 1988 average of 17.3 percent. Indications were that settlement levels for 1989 would be lower than the 1988 average.

Resistance

Unions' consistent demands for a 40-hour working week appeared to meet with resistance from employers, with a reduction in hours being always offset by a reduction in pay. At least 45.5 percent of employees in companies which participated in the survey were shown to work between 44 and 45 hours/week, while 79.7 percent had a working week of 44 hours or more.

The Congress of SA Trade Unions (Cosatu) affiliated Chemical Workers' Industrial Union negotiated the highest average minimum rate of R4.30/hour.

At the other end of the scale, employers, worried about falling profit margins, were expected to place emphasis on productivity, a concept viewed with suspicion by unions.
Barring of speaker ‘a mix-up’

By Mike Siluma, Labour Reporter

The Steel and Engineering Industries Federation (Seifsa) has described as “a storm in a teacup” an incident in which the general secretary of the National Union of Metalworkers (Numsa) was briefly barred from addressing representatives of the metal industry’s wage talks.

Mr. Mayekiso, general secretary of Numsa, is facing treason charges. He was recently released on bail.

Seifsa’s executive director Mr. Brian Angus said yesterday the refusal to allow Mr. Mayekiso to speak resulted from misunderstanding.
Talks on reinstatement deadlocked

NEGOTIATIONS for the reinstatement of 17 Elite supermarket workers dismissed in December last year have reached a stalemate. The workers, members of the Commercial, Catering and Allied Workers' Union (Cewusa), were fired after not being at work on December 16.

Elite has refused to reinstate them.

Several community organisations have been contacted about the dismissals and pamphlets outlining Elite workers' grievances were widely distributed last month.

The pamphlets contained complaints by some workers about low wages, long working hours, poor working conditions and lack of job security as well as allegations of "union busting" by management.

These claims were denied by Elite management.

"A series of events led to the dismissals," said Mr F Erasmus, an attorney acting for Elite.

Erasmus said the workers were dismissed after they repeatedly refused to give an explanation for their absence.

He claimed they had agreed to accept a day's leave in October in lieu of December 16 and double pay for working on the public holiday.

The workers have denied this.

Erasmus said Elite refused to re-employ the workers because other workers had been employed to replace those dismissed.

Cewusa does not have a recognition agreement with Elite, which is a member of the Western Cape Traders' Association.

New union for Namibian teachers

NAMIBIAN teachers, long regarded as passive bystanders in the territory's struggle for independence, have formed a national union committed to playing an active political role.

The Namibian National Teachers' Union (Nantu) was launched in Windhoek earlier this month.

Among the 400 delegates were several Ovamboland teachers who walked and hiked the 1,000 kilometres to the capital.

The blue, green and red of Swapo predominated at the launch which took place on the eve of the implementation of Resolution 435.

Nantu is the first national teachers' body in the territory. Previous teachers' organisations were regional and ethnic based.

Political pressure

Resolutions emphasised that the union would play a dual role, acting as a political pressure group as well as dealing with shopfloor issues.

"Teachers as educators need to be prepared to enter a new society liberated from the traditional ways of thinking and teaching implanted by decades of colonialism," said guest speaker Paul Kalenga of the Namibian National Students Organisation (Nanso).

Kalenga said the struggle for a better education system was "an integral part of the struggle in Namibia".

Genuine political independence was a precondition for "people's education" and education would play a vital role in the process of national reconstruction after the winning political power, he said.
Joining the Cosatu 'family'

THE Garment and Allied Workers Union took their discussion on joining the Congress of South African Trade Unions to their members in great style.

And in the end, 5,000 workers at a series of colourful and emotional meetings gave a resounding “yes!” to the trade union federation.

The meetings, held over the past fortnight at several venues all over the Western Cape, were attended by workers from Gauw locals in Atlantis, Athlone, Mainland, Epping, Cape Flats, Southern Suburbs, Northern Suburbs, Elsies River, Salt River, Woodstock and Cape Town.

Yellow, red and black predominated as worker delegations marched into the meetings singing freedom songs with banners held high.

“Viva Cosatu!” “Forward to one union, one industry, one federation,” “Worker unity now!” and “Viva worker control!” the factory banners read.

Those set the tone for speaker after speaker to take the floor to support joining Cosatu amid an air of growing enthusiasm.

Workers said the victories of the past year had made them proud of their union.

“Garment workers have found their voice,” a speaker said amid a roar of approval at the Athlone meeting.

“Now the time has come for us in Gauw to join Cosatu. We want to stand together with other workers. For too long we have been divided by the bosses and the government.”

“We were supported in the Rex Transform strike by other workers. Under the umbrella of Cosatu, we will have the support of over a million workers,” said a speaker from the Salt River local.

“If we stand together as workers, we have the power to fight for a better future where we won’t suffer from poor housing, unreliable transport and inferior schools and where bosses can’t exploit us,” said an Epping worker, prompting workers to burst into singing, “There shall be houses, security and comfort.”

It was obvious that workers had all discussed joining Cosatu at their factories, said South African Municipal Workers Union general secretary John Entzien.

The proposal to affiliate to Cosatu met with enthusiasm as workers leapt to their feet to show their support.

Gauw members during the meeting at the Athlone Civic Centre

Pic: Benjie Gool
Dismissed workers restrained

By Cathy Skagg

After an urgent application launched on Monday night, Boston Dry Cleaners was granted an interim order restraining dismissed workers from going to the firm's premises and interfering with work.

The order also restrains them from damaging the factory or vehicles.

It was granted in the Rand Supreme Court by Mr Justice G Gordon.

Mr Costa Dimtriades, a partner in Boston Dry Cleaners, said the workers went on strike after demanding that Boston recognise the Transport and General Workers' Union.
Fired workers must leave

ABOUT 300 workers fired by Boston Dry Cleaners after an "illegal" strike on Tuesday were ordered by a Rand Supreme Court judge to vacate the premises in Jeppe Street, Johannesburg.

The order was sought by the dry cleaning company's director, Mr Costa Dimitria, who claimed in papers before court that the workers became "aggressive" after they had been dismissed and had refused to vacate the premises.

He sought the court order after his company's lawyer, Mr Hilton Mer, had told him that the police were reluctant to get involved in moving the workers out of the premises.

Mr Dimitria said he feared for his safety and that of his employees and his plant that was valued at about R8m.

He said his entire workforce went on a strike on Tuesday after they had told him to recognize with immediate effect, the Transport and General Workers Union as their mouthpiece.

He said he told the union officials who were in his office that it would not be possible to discuss the matter later that day but the workers went on strike.

Mr Dimitria said according to provisions contained in Section 65 of the Labour Relations Act 28 of 1956, the strike was illegal. He said he warned them to return to work and a "little more than half" of his workforce heeded the warning.

He said those who were fired soon adopted an "aggressive, threatening and confrontational attitude." He said they refused to vacate the premises after repeated requests and started singing and chanting.

He said tensions were running high and it appeared to him that a "mob hysteria was being created." He therefore feared for his safety.
ACCORD IS SIGNED

THE Banking Insurance Finance Assurance Workers' Union has signed a recognition agreement with a short-term insurance company, Auto and General.

A spokesman for Bifawu said the agreement strengthened the union's hold in the insurance industry.

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

- More than 100 employees of Boston Dry Cleaners are taking part

By LEN MASEKO

in a work/stoppages in protest against the company's refusal to recognise their union, the Transport and General Workers Union (TGWU). These employees downed tools at the company's Johannesburg outlets on Monday.

Mr Costa Dimitrades, managing director of the company, said his employees took the action after he requested the TGWU officials to postpone talks between the two parties on Monday. He had requested the union officials to arrange a meeting for later in the day, he said.

Mr Dimitrades said he had decided to fire all the 102 workers participating in the stoppage.

He said he had been prepared to negotiate a recognition agreement with the union.

TGWU official Mr Steven Motangoa said the employees were forced to abandon their sit-in strike inside the company's premises after management successfully sought a Supreme Court interdict evicting them.

- More than 200 members of the Commercial Catering and Allied Workers Union of South Africa (Cawusa) have embarked on a work stoppage at five of Marble Hall Wholesalers' outlets in the Transvaal, a spokesman for the union said yesterday.
Conduct of SAP is questioned
Vlok asked to probe police role in troubled areas

By Mike Siluma,
Labour Reporter

The Congress of South African Trade Unions (Cosatu), accusing police of doing too little to curb the activities of Inkatha-supporting "warlords" in the strife-torn Maritzburg townships, has called on the Minister of Law and Order to investigate the conduct of police in the conflict.

Cosatu, together with allied organisations, has launched a multi-pronged campaign to end the Maritzburg violence, involving big business and foreign governments with representation in South Africa.

Cosatu's plans were divulged by its general secretary, Mr. Jay Nadoo, at a media conference attended by Cosatu lawyers and officials of the restricted United Democratic Front (UDF).

Justice

Cosatu released a report by its lawyers which alleges that the police failed "to play their role adequately in the administration of justice".

Referring to the state of the Complaints' Adjudication Board, set up last September in an agreement between Cosatu and Inkatha, Mr. Nadoo said it was being hampered by the fact that Inkatha officials against whom complaints had been laid had refused to appear before the board.

Mr. Nadoo said a letter was sent to Mr. Adrian Vlok, Minister of Law and Order, expressing Cosatu's concern about the continuing violence in Maritzburg townships and the role of police.

"We have called for a high-level public investigation and have indicated that for the peace process to succeed, the restrictions on individuals, Cosatu and the UDF should be lifted," said Mr. Nadoo.

Cosatu lawyers had asked for Mr. Vlok's reply by March 15 but this had not been forthcoming.

The spokesman for the Minister, Brigadier Leon Mbelo, said he could not confirm that the letter had been received. He said it was unreasonable for the Minister's office to be expected to comment on Cosatu's "wild" allegations at short notice and without being given an opportunity to investigate them.

Cosatu lawyer, Mr. Nick Haysom, said he did not believe the conduct of the police in Maritzburg townships related only to individual policemen, but that "the attitude from the top is that Inkatha is an ally and other groups against Inkatha are seen as the enemy".

It is understood that representatives of foreign embassies in South Africa, including the British and Americans, have been briefed on the situation in Maritzburg in an effort to mobilise local and international support to end the violence which has claimed more than 1,000 lives.

General Hennue de Witt, Commissioner of Police, has ordered an investigation into the possibility that the press conference and memorandum released by Cosatu could be a breach of the restriction orders placed on Cosatu by the Minister of Law and Order last year.

General de Witt said people who had made allegations of police involvement in acts of violence and injustice in the Maritzburg area would be invited to assist the police in their investigation.

Should they refuse to disclose factual details to substantiate their claims they would be subpoenaed to produce their evidence, the statement said.
Police to investigate Cosatu Press conference

GENERAL Hennie de Witt, Commissioner of the SA Police, has ordered an investigation into whether a Press conference and a memorandum released by Cosatu yesterday breached the restriction orders placed on the trade union by the Minister of Law and Order last year.

He added, however, that all Cosatu’s allegations would be thoroughly investigated.

Cosatu accused the police of doing too little to curb the activities of Inkatha-supporting “warlords” in the strife-torn Maritzburg townships.

It released a report compiled by its lawyers, detailing the police’s alleged failure “to play their role adequately in the administration of justice”.

In a statement yesterday, General de Witt said people who had made allegations of police involvement in acts of violence and injustice in the Maritzburg area would be invited to assist the police in their investigation.

Should they refuse to disclose factual details to substantiate their claims they would be subpoenaed to produce the so-called evidence.

Cosatu has announced new plans to try to restore peace in Maritzburg in an initiative involving big business and foreign governments with representation in South Africa. — Sapa, The Argus Correspondent
Union merger steams ahead

MOVES to form one national union in the clothing and textile industries are moving along at a brisk pace.

In Cape Town last weekend the first high-level substantive talks took place between Garment and Allied Workers' Union (Gawu) and Cosatu affiliate Amalgamated Clothing and Textile Workers' Union (Actwusa) after a series of exploratory discussions which started last year.

A target date of July 1 has been set for the amalgamation and sources from both unions have described the atmosphere as the most promising it has been since the two unions were formed from a series of mergers in 1997.

There are also hopes of including leatherworkers in the national union.

The two unions in that sector, National Union of Leatherworkers and Transvaal Leather and Allied Trades Industrial Union are close to merging into one national union, but they have not yet made a firm decision either way on joining the Actwusa/Gawu talks.

Since it was formed from a merger between Garment Workers' Union (Western Province) and the Natal-based Garment Workers' Industrial Union, Gawu has been keen to affiliate to Cosatu.

But Cosatu policy is that unions seeking affiliation have to merge with the existing affiliate in their sector. Here Gawu was blocked by tensions between itself and Actwusa hanging over from the days when the Garment Workers' Union was a leading member of Tucsa (Trade Union Council of South Africa) and viewed by the more militant progressive unions as little more than a "benefit society".

Smooth over

But changes in style, content and leadership of Gawu helped smooth these over and open the way to the present merger talks.

Over the past two years Gawu has taken a far stronger position on worker issues than previously. Last year saw the first strikes in the industry for many years and members took part in the June 16 stayaway.

All Gawu locals have given a mandate for affiliation to Cosatu and the national executive committee has set up a national merger committee. This committee will implement the Gawu merger programme and work towards forming one union in the garment, textile and leather industries.

Other tasks are to:

- Set dates for meetings between the unions' national executive structures.
- Arrange joint seminars of the leadership of the unions.
- Set up a committee to draft a constitution for a new national union, and
- Investigate an agreement on matters such as finance and assets of the unions, a structure, staffing and other organisational matters.

All these will be taken to a special national congress of Gawu on April 15-16 where the merger committee will put forward its proposals on a merger with Actwusa. A merged union involving Gawu and Actwusa would have about 200,000 members, roughly comparable with the National Union of Metalworkers among Cosatu affiliates.
Unions to impact on farmers

By DICK USHER
Business Staff

TRADE unions had become a powerful political instrument and
the vulnerability of agriculture would increase considerably, says
Dr D C Cronje, group MD of Volkskas.

Dr Cronje's warning follows the recent announcement by the
Acting Minster of Manpower, Mr Elie Louw, that after nine years'
work the inquiry about working conditions of farm labourers and
domestic workers by the National Manpower Commission was not
yet complete.

It also comes in the wake of serious moves by unions from both
major federations, the Congress of South African Trade Unions
(Cosatu) and the National Council

"From the viewpoint of survival it remains important for all
agricultural industries to maintain international competitiveness.

"No industry can survive if it prices itself out of the domestic
and international markets in the long term," he said.

Farmers could no longer escape the fact that the prerequisite
for a successful farming enterprise was the ability to
manage risks efficiently and to adapt dynamically to a changing
situation.

It was eventually the competitiveness of the farmer that would
determine the extent to which they would be able to overcome
the challenges of the national and international markets.
Newspaper sellers on R700 minimum

A new wage agreement giving employees in the newspaper distribution industry in the Transvaal a minimum wage of R700 a month, has been reached between Allfed Publishing Limited and the Commercial, Catering and Allied Workers' Union of South Africa.

Mr J C Mould, managing director of Allfed Publishing, said yesterday employees would also receive an across-the-board increase of 16 percent.

A similar agreement had also been signed with the United Workers' Union of South Africa.

Mr Mould said — Sapa
Mines to prevent violence, coercion in labour disputes

Negotiations aimed at preventing violence and coercion which characterised the 1987 mines wage strike are continuing with the aim of normalising relations with the National Union of Mineworkers, says the chairman of Anglo American Gold Investment Company (Amgold), Mr J Ogilvie Thompson.

He said in his annual review of the company's activities, published yesterday, that the NUM and Amgold were concentrating on preventing the recurrence of actions by the union in the build-up to and during the strike, which had so damaged the relationship (between the company and the NUM).

Thousands of mineworkers were dismissed as a result of the strike.

Mr Ogilvie Thompson added, "Whilst the policy of these gold mines towards trade union rights for employees remains unaltered, the type of violence and coercion which took place on the mines will not be allowed to re-emerge."

"A code of conduct and an agreement for the resolution of dismissal disputes with NUM is being negotiated. It is hoped these will aid in normalising relations with NUM."

The review says that Amgold welcomed amended mines and works regulations which removed job reservation on the mines but, at the same time, some legal provisions which could "impede the advancement of black employees" had been objected to.

Mr Ogilvie Thompson also said that safety levels on Amgold mines had improved during 1988-89.

"Programmes for advancement in every aspect of risk management are continuing," he added.

The control of rock strata through backfilling in seismically active areas is one of the methods being used to improve safety on Anglo mines.
Workers seek bigger share of profits

THE Commercial Catering and Allied Workers' Union of South Africa and Pick 'n Pay resume wage talks on April 7.

The negotiations are part of a fresh bid to break the deadlock between the two parties after the two failed to reach agreement at mediation proceedings on March 13 and 14.

The wage dispute revolves around the company's offer of R130 across-the-board increase, which has been rejected by Ccawusa in favour of a R160-a-month rise.

- Wage talks between Ccawusa and Pepkor, parent company of Pep and Ackermans stores, have also reached a stalemate.

A spokesman for the union said Ccawusa had rejected Pepkor's average wage offer of R132.50 a month.

Meanwhile, Sapa reports a new wage agreement giving employees in the newspaper distribution industry in the Transvaal a minimum wage of R700 per month has been reached between Allied Publishing Limited and the Ccawusa.

Mr J C Mould, MD of Allied Publishing, yesterday said employees would also receive an across-the-board increase of 16 percent as part of the settlement.
New Inkatha call on Cosatu claims

INKATHA yesterday expressed concern over Cosatu's failure to supply it with details of a report alleging collusion between the SAP and leading Inkatha members in the Maritzburg area.

The report, released last Wednesday, said residents had lost confidence in the administration of justice because of an apparently deliberate SAP policy of obstructing the prosecution of perpetrators of violence which had cost hundreds of lives in the past year.

Inkatha said it had called on Cosatu to furnish it with full copies of all documents and the details of all information contained in the dossier.

"In the circumstances, Inkatha does not know if the allegations do, in fact, involve any of its members and whether they are accurate or not," the statement said.

It added that Inkatha was totally committed to the peace accord devised by the two organisations last year.
Minimum wage raised

JOHANNESBURG. — A new wage agreement giving employees in the newspaper distribution industry in the Transvaal a minimum wage of R700 a month has been reached between Allied Publishing Limited and the Commercial, Catering and Allied Workers’ Union of South Africa. Mr J C Mould, managing director of Allied Publishing, yesterday said employees would also receive an across-the-board increase of 16% as part of the settlement. A similar agreement had also been signed with the United Workers’ Union of South Africa, Mr Mould said.
Time for bargaining in steel industry

WAGE negotiations to set 1989 minimum standards in the wages and working conditions of the metal industry's 361 000 employees resume today.

Fourteen trade unions are engaged in the talks with the employer body, the Steel and Engineering Industries Federation (Seifsa), representing 3 500 firms.

When the parties first met on March 20, the unions tabled wage increase demands of between 17 and 98 percent, while employers offered an increase of about 10 percent for certain categories of workers.

In addition to demands for higher wages, union demands include improved social security benefits, job security and the recognition of March 21, May 1 and June 16 as paid holidays. March 21 is the anniversary of the Sharpeville and Langa shootings; May 1 is regarded by black unions as Workers' Day, while June 16 commemorates the 1976 Soweto Uprising.

Seifsa demands include the exclusion of small businesses from the scope of the negotiations, relaxing restrictions barring the employment of workers without formal qualifications in artisan jobs and removing limitations on the length of overtime.

- The National Union of Mineworkers (NUM) has refused a statement by the management of Grootvlei Mine that an impending retrenchment programme, involving 1 700 workers, had been concluded with NUM.

In a statement last week, management said the retrenchments were necessitated by the low gold price and diminishing ore reserves. Management said the terms of the retrenchment followed consultations with NUM and other employee bodies.

A spokesman for the NUM said no agreement had been reached between the union and management, and that negotiations on the matter were continuing.

The public announcement by management "undermines the process of bargaining" and the union, said NUM.

SOWETAN CORRESPONDENT

- Inkatha has denied any knowledge of allegations of collusion between its followers and police in anti-Cosatu/United Democratic Front activities in the Maritzburg conflict.

Reacting to a statement by Cosatu last week that police were siding with Inkatha-supporting "warlords" in the conflict, Inkatha said it was "most concerned about the matter, particularly in the light of the Cosatu/Inkatha peace accord, signed last October.

An Inkatha statement said Cosatu had not referred details of the allegations to Inkatha—"in the spirit of the peace agreement."

Inkatha said peace could only be attained by "negotiation and cooperation." Saying it was still "totally committed to the peace accord and to working towards peace," Inkatha called upon Cosatu to provide it with full information concerning Cosatu's allegations. More than 1 000 people have died in the conflict, which involves followers of Inkatha, Cosatu and UDF.
Cosatu launches campaign to save Indian businesses

THE Carletonville Cosatu local action committee and youths from black townships near the CP-ruled town will begin a campaign today to save Indian-owned businesses from being ruined by the crippling consumer boycott, Cosatu president Elijah Barayi said yesterday.

He said the campaign was also aimed at saving the jobs of hundreds of blacks employed by 76 Indian traders in the town.

Indian traders say some of their turnovers have crashed by about 90% during the five weeks of the boycott, aimed at white businesses.

"The fact of the matter is that most people are boycotting all businesses in the town, including those owned by Indians. This is wrong. The boycott is aimed at white-owned businesses," said Barayi.

A spokesman for the Carletonville Indian traders' interim committee, Essop Lorgat, said yesterday most Indian businessmen had been so hard-hit by the boycott that they were planning to "send home" most of their employees in a week or two.

Lorgat said at least 20 businessmen were already unable to pay rent for leased properties because of financial losses incurred as a result of the boycott, and owed at least R35 000 in rent arrears.
PORT ELIZABETH — The three-week old dispute at Nampak Corrugated here took a new turn on Tuesday when management locked out the 123 striking workers.

In a leaflet issued to the workers, all members of the Paper, Print, Wood and Allied Workers' Union (Ppwwu), management gave them until April 7 to return to work.

The dispute centres around the workers' demands for a minimum wage of R55 a week, that June 16 be recognised as a public holiday and bonus pay of R600.

The notice said workers should unconditionally accept the company's "final offer" of R31 a week or face dismissal.

They were told they could only return to the Nampak premises if they complied with the company's proposals.

In a telex to management last week, Ppwwu urged the company to look at its proposals and resolve the problems.

But Nampak's managing director, Mr JP van Rensburg, said it was a waste of time to consider the proposals as "they will not be altered".

The strikers have rejected the notice as an attempt to intimidate them into going back to work on management's terms.
THE scene has been set for a bitter labour dispute at a Bellville chicken factory after workers refused to participate in a secret ballot to determine union support at the plant.

And in a new turn on Tuesday angry Bonnybird workers demonstrated outside the factory to protest against what they term "union bashing".

The row comes less than a month after the plant, formerly part of Farmfare, came under Bokomo management as part of the restructuring of the giant Premier Food Industries (PFI).

Angry chicken factory workers protest after management allegedly told them they no longer had a union.

'Union bashing'

Workers say that since the takeover there has been a concerted attack upon the rights they won in the five years the factory has been organised by the Food and Allied Workers' Union (Fawu).

They say management has tried to confuse workers about their rights under the new company. They allege they were told that they no longer had a union, provision for full-time shop stewards was withdrawn and shop stewards were threatened and told they could not represent the union.

The workers have rejected the secret ballot as unnecessary because over 90 percent of workers are Fawu members.

At the time of the takeover, Bokomo said a recognition agreement with Fawu would have to be renegotiated at plant level and not nationally as was the case with Farmfare. No mention was made of voting to determine majority membership.

Since the announcement of the restructuring of PFI earlier this year, Farmfare has repeatedly warned that large-scale retrenchment and a deterioration in working conditions was likely.

Bonnybird group managing director Mr Leoon Shenkglucht declined to comment because he had not yet spoken to the workers or the union.
THE Chemical Workers Industrial Union has applied for a conciliation board hearing following a deadlock in wage negotiations at the Caltex refinery in Milnerton.

Workers are demanding an across the board increase of R170 or 16 percent. Management has offered R149 or 14 percent.

A meeting over the dispute took place last week.
Peace returns to Maritzburg street

MARITZBURG — Peace has returned to Maritzburg's Retief Street, scene of bloody clashes between apparent Cosatu and Inkatha supporters, according to traders and residents in the area.

They say the deployment of a mobile police unit at the corner of Berg and Retief streets a few weeks ago had improved matters dramatically.

Local reporters on a number of occasions watched "Amaqabane" (comrades) and a gang sporting Inkatha berets, ties and badges clash in Retief Street.

With gang members toting guns, knives and spears, bloody battles were fought while people watched from their balconies and rooftops.

Mr Malcolm Hoskins, who owns a panel-beating business in Retief Street, and who long campaigned for the establishment of the mobile police unit, said this week he was "very appreciative".

The traders all complained, however, that business had not yet returned.

"The people who were scared off by the violence haven't returned yet."

Police liaison officer Major Pieter Kitching said arrests had been made for various types of crime. — Sapa.
Bid to save Indian business

Own Correspondent

JOHANNESBURG. — The Carletonville Cosatu Local Action Committee and youths from black townships near the CP ruled town will today go on a campaign to save Indian-owned businesses from being ruined by the consumer boycott, Cosatu president Mr Elijah Barayi said yesterday.

Today's campaign is also aimed at saving jobs of hundreds of blacks employed by 76 Indian traders in the town.
INDUSTRIAL RELATIONS - COSATU

1989

APRIL - MAY.
Anglo closes NUM Vaal office

By DAN DHLMINI

THE closure of National Union of Mineworkers offices at Vaal Reefs by Anglo-African management last week has caused tension in the mine where 10 workers died recently.

Workers believe their offices were shut down because of their boycott of a management-organised memorial service for the 10 miners who died in an underground fire recently.

Workers said it was an act of intimidatation on the part of management because they only exercised their right to stay away from a service at which they were not granted an opportunity to air their views.

They said that instead, homeland leaders who did not know workers’ hardships, were listed as speakers.

“We will decide when to hold a day of mourning,” said one miner.

Attempts to get comment from both the management and NUM this week drew a blank.
Row as 470 workers face axe

By CONNIE MOLUSI

A STORM is brewing between the Commercial, Catering and Allied Workers Union of SA and the JD group — owners of World furniture stores.

The dispute is over the closure of 10 World furniture stores, a move which will result in the retrenchments of 470 workers — members of Cawusa.

Cawusa said: "There is general repression in the form of retrenchment, particularly from employers in the retail furniture industry."

Most decisions are based on desire for profits, without consideration for the welfare of workers."

According to the chairman of the JD group, David Susman, they reached the decision to absorb some World stores into Score furniture shops and close down 10 stores, because World was not economically viable.

"The World concept has made good economic returns impossible. World operated through salespeople going from door to door in the townships persuading householders to buy furniture."

"The result was that the cost of petrol, vehicles and people who walked out on their hire purchases, pushed the price of goods in World stores above other sister companies."

"After careful consideration of the number of jobs which would be lost by the closure of all operations at World, we reached a decision that the 2,000 people be retrained and be absorbed into Score and Pride and Price furniture shops," he said.

The company has offered to assist workers to "turn adversity into fortune" and start their own businesses by getting them into contact with organisations like the Get Ahead Foundation, Job Creation, and the Small Business Development Foundation.

Cawusa has dismissed the offers by the JD group as intending to make workers hopeful and retrenchment attractive.

The union said it would fight the retrenchments.
NEW RULES FOR PENSIONS: CALL FOR SUPPORTERS NOW

BY LEN MASSEKO

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SOWETAAN Tuesday April 4 1999
A Ppwau spokesperson said workers had dropped demands for housing and an education scheme.

Three conciliation board hearings have failed to resolve the dispute. — PEN

New hope for unemployed

DURBAN. — A job-creation scheme run by the Amalgamated Clothing and Textile Workers' Union of South Africa (Actwusa) has brought new hope to retrenched textile workers here.

Zenzeleni Clothing employs about 300 people in the industrial suburb of Jacobs. The scheme plans to expand to include a further 400 people in Ladysmith and East London.

The scheme is run by workers who negotiated a R2.5 million settlement in a retrenchment battle with the Frame clothing group.

Workers remain part of the trade union and undergo a 10-week skills development programme. — DURBANNEWS
Workers down tools over no Easter pay

By CHARA CARTER

THIRTY-ONE workers at an Athlone spice factory downed tools on Friday after being told they would not be paid for Easter Monday.

Production at the factory ceased on Monday while Food and Beverages Workers Union officials negotiated with the factory manager, Mr Niven Gihwala.

The workers, employed at Gihwala's Eastern Glam Products, claimed their employer did not discuss with them closing the factory on Easter Monday, which was not a statutory holiday.

Instead, the first they heard about pay for the holiday were deductions after they returned to work on Tuesday.

"This was the last straw," said a spokesman for the workers, who include several long-serving employees of the company.

One such worker was Margaret Swane, 50, who has worked for the company for more than 20 years.

Like all employees with the exception of drivers and office staff, she earns R59 a week.

Swans and the other workers claimed an increase which Swans described as an "unreal".

"I worked for Mr Gihwala when the factory was in Cape Town. He is a disgrace that after so many years I am only earning R59 and they aren't even pay me for a public holiday," she said.

Swans, together with several other workers, lives in a shack behind the factory.

She denied that accommodation was "unreal" and said it was the factory's mess.

The workers also alleged that their working conditions were "unreal".

They said they did not get sick pay and if they did produce doctor's certificates, these were sometimes lost.

The workers claimed that the manager, Mr Niven Gihwala, frequently swore at them and that they were sometimes hit.

Approached for comment this week, Gihwala confirmed the workers were not paid for Easter Monday. He said this was because it was not a statutory public holiday.

He said he paid workers the Department of Labour's lowest salary of R67 a week, but because they worked a 41-hour, instead of a 48-hour, week, they were paid R59.

He said that workers were indeed getting an increase in the amount.

Abusive

He said that the workers' allegations were made in the heat of the moment.

"The best workers go to the clothing factories in this area. Unfortunately we got the cut-off. That is why these differences arise.

He said charges about abusive language and he using threats referred to what happened at the time.

"They also use abusive language when speaking to me."

He said there was a high rate of theft at the factory and he would rather deal with incidents himself rather than call in the police. He said that anyone who had not once the type of workers who worked at the factory would realize how ridiculous allegations of sexual harassment were.

He said that very few of workers still lived on the premises. They had access to three toilets and hot and cold running water. These facilities had been approved by government officials.
Numsa 'ultimatum'  

By CHIARA CARTER

The second round of wage talks affecting more than 350,000 workers in the metal industry ended last week with little progress having been made and employers clashing with the giant National Union of Metalworkers of South Africa (Numsa).

Employers, led by Seifsa, stood its offer on wages and shift allowances but held out on demands for lower restrictions on management.

Seifsa is now offering an 11 percent minimum wage increase as well as a 7.5 percent increase for day-shift allowances and a 15 percent increase for night shifts.

Employers also offered to raise overtime pay by an unspecified amount on condition that the unions agree to the removal of all limits on overtime.

This is in sharp conflict with the demand for a ban on all overtime by the National Union of Metalworkers of South Africa (Numsa) which represents the majority of black workers in the industry.

Employers, wanting all small businesses to be excluded from the Industrial Council agreement, hold the present agreement to be extended if it expires before a new agreement is reached.

Alliance

They asked that unions agree not to compel plant level bargaining on issues which the present central agreement covers.

Seifsa's bargaining power was significantly reduced in last year's bitter wage battle when several employers broke ranks and reached agreement with unions at plant level.

A Numsa spokesperson said that "no significant progress" occurred during the talks which he described as "long and difficult".

He said Numsa was agreeable to the shift allowance proposal on condition that new workers were hired at new shifts were introduced rather than old workers having to take on extra work.

Numsa had also agreed to refer its proposals around job security to a sub-committee but warned that it was not prepared to sacrifice job security for wage offers.

The spokesperson said Seifsa had gone back on its promise to restructure negotiations and instead was again forming an alliance with conservative unions in the sector.

Numsa clashed with Seifsa over the union's demand that the industry's two pension funds be converted into flexible benefit schemes which would mean that workers got a lump sum when they left their jobs.

Resistance

Numsa rejected the Seifsa argument that workers would waste lump sums and have nothing left for their old age, saying that very few workers retired at 65 and that without a social security safety net or adequate state housing, unemployed workers had immediate need for this money.

A Seifsa spokesperson said that Numsa issued employers with an "ultimatum", demanding that employers make their decision about the pension funds known by the next round of negotiations on April 12.

He said that employers were not able to give such an undertaking because there was considerable resistance to the union's proposals.

After lengthy argument Seifsa agreed to refer the matter back to its members and report back on April 25.

The next round of negotiations were cancelled after Numsa said it would not attend the April 12 negotiations but instead wait for the report back.
Retrenchments at World

THE Commercial, Catering and Allied Workers Union of South Africa (Ccawusa) is to fight the retrenchment of about 470 workers from World furniture stores on the Witwatersrand.

Ten of the stores are being closed in a rationalisation move by the JD group.

A company spokesperson said the closure was necessary because the operation had not proved economically viable.

About 2,000 World employees would be reabsorbed in other JD operations including Scope and Price stores. But the retrenchment of the 470 was unavoidable, he said.
Nampak workers face dismissal

PORT ELIZABETH. — Striking Nampak workers, who were locked out of the factory premises here last week, have been given another week to return to work or face dismissal.

Nampak management this week refused to reopen negotiations with the workers — members of the Paper, Print, Wood and Allied Workers' Union — who have been on strike for over four weeks in a dispute over wages and working conditions.

A Ppawwu spokesperson said the union was seeking legal advice and might seek a Supreme Court interdict in connection with the lock out and the threat of dismissal. — PEN
From MONO BADELA

Johannesburg - The defence this week completed its argument in the treason case involving trade unionists Moses Mayekiso and four other Alexandra township community leaders.

Mr Justice P J van der Walt later announced in the Rand Supreme Court that he would give judgment on April 24, 16 months after the trial began in January 1988.

Mayekiso, 40, secretary-general of the National Union of Metalworkers, is appearing with Paul Tshabalala, 32, Richard Mdakane, 39, Obed Bapel, 38, and Mzwanele Mayekiso, 22.

They have pleaded not guilty to various charges including high treason, subversion, sedition and helping to establish alternative structures in the township of Alexandra during 1985 and 1986.

In his summary, defence counsel David Soggot SC submitted that the five were not part of the conspiracy that led to fierce rioting in the township of Alexandra during what became known as the "Alex Six-Day War".
Sappi strike continues

PORT ELIZABETH. — Talks last weekend failed to end a two-week strike by about 400 Sappi workers at Adams Mill here.

The workers who are members of the Paper, Print, Wood and Allied Workers' Union (Ppawu) are demanding overtime pay on Saturdays, paid public holidays and holiday bonuses.

A Ppawu spokesperson said workers had dropped demands for housing and an education scheme.

Three conciliation board hearings have failed to resolve the dispute. — PEN
Workers remain part of the trade union and undergo a 10-week skills development programme.

**DURBAN NEWS**

3 unions hold congresses

THREE major union congresses take place next weekend.

The unions involved are the National Union of Mineworkers (Num), the Amalgamated Clothing and Textile Workers' Union of South Africa (Actwusa) and the Garment and Allied Workers' Union (Gawu).

Num, the largest affiliate of the Congress of South African Trade Unions, is holding its annual congress in Johannesburg.

Gawu is holding a special congress in Cape Town where members will decide whether to go ahead with a proposed merger with Actwusa.

Actwusa is also having a special congress in Durban.
Workers at Score Furnishers' Sauer Street branch occupy a display window as part of their sit-in protest against retrenchments. © Picture by Bay George Mashinini.

**Employees stage a sleep-in protest**

By Adele Baiker

At least 100 employees of seven Score and World Furnishers stores on the Witwatersrand slept at their work premises on Monday to protest against the retrenchment of nearly 500 colleagues countrywide, a Commercial, Catering and Allied Workers' Union (Cawusa) spokesman said yesterday.

Joshua Doore's managing director, Mr David Sussman, said the laying off of 469 workers with effect from April 8 was due to the closure of 10 stores for geographical reasons and the shutting down of the group's door-to-door selling.

The group's restructuring of its World division — Score and World Furnishers stores — necessitated the move. The World chain's township operation became too expensive, Mr Sussman said.

Cawusa spokesman Mr Kaiser Thubedi said workers believed the move was unnecessary in view of the group's R400 million operating profit and its R50 million overall profit. He said workers were expected to sleep at their workplaces again last night.
Sunday work dispute set to continue

A LONG-RUNNING dispute between the Amalgamated Clothing and Textile Workers' Union (Actwusa) and Nettex over Sunday work seems set to continue.

The union came out of a meeting with officials of the Department of Manpower this week, claiming victory. Actwusa spokesmen said that the department had rejected a company application in terms of the Basic Conditions of Employment Act for compulsory Sunday work and granted permission for voluntary overtime only.

"Not so," said Nettex personnel manager Leon Garach. "Although we had discussions with the department about compulsory Sunday work, we applied only for a renewal of our permit for voluntary Sunday work, which we were first granted about two years ago. This had to be renewed annually and previously the union supported our application.

"This lapsed in December but we only found out in January when a union action in the Industrial Court against a company plan to introduce a system which would have involved Sunday shift work came to court. Because our exemption had lapsed we were in breach of the law and therefore we had no defence.

"Agreement was reached that we would first apply to the department for the exemption to be renewed before we carried on."

The dispute started in October 1987 during wage negotiations when Nettex management said it wanted to introduce continuous operation for economic and financial reasons.

Actwusa objections led to the appointment of an outside consultant to conduct a study paid for by the company on the social, economic and health implications of Sunday and shift work.

The survey pointed out the disadvantages on health, social and family life. This week Actwusa called the concept "inhuman".

"That's all very well," said Mr Garach. "We recognise the disadvantages and have offered to negotiate compensation with Actwusa. But for Nettex the bottom line is that we need to utilise fully existing plant and equipment to meet the demand for our products and take advantage of export opportunities.

He said the problem was to strike a balance between company interests and worker interests, neither of which could be absolute.

"Our problem is that we're very concerned the union now rejects Sunday work altogether. We'll now have to seek an exemption for compulsory Sunday work."

He said the majority of employees had agreed to voluntary Sunday work so that the plant was effectively in continuous operation while extending the system would, at a conservative estimate, create about 25 percent more jobs.
A NEW wage policy, mechanisation, the establishment of training centres for dismissed workers and the promotion of an anti-apartheid political coalition are among the issues to be debated at the annual NUM conference this month.

NUM publications said the five-day congress, due to begin in Johannesburg on April 12, would consider proposals for a three-year campaign for a "living wage".

Regional congresses in the last two months have proposed industry-wide minimum rates for each job category so as to eliminate differentials which have developed between wages paid by the different mining groups.

They have also proposed that in future nominal, rather than percentage, across-the-board increases form the basis of wage demands. This is intended to narrow the wage gap between different job categories and to facilitate an easier understanding by members of the demands.

Minimum wage proposals to be discussed range from R600 a month upwards.

The Witwatersrand region has proposed an R190 across-the-board increase.

Job security also appears to be high on the agenda, with at least two regions proposing the establishment of a technical training centre where members who have lost their jobs can improve their skills.

A resolution proposes the setting up of a commission to investigate the need for mechanisation and its relationship to job losses.
In the mid-Eighties, Cosatu steered labour directly into the political arena with a policy of boycotts and stayaways and endorsement of the ANC's Freedom Charter. However, positions in Cosatu have more recently tended towards "workerism" rather than "populism" and the emphasis had once again shifted.

"This does not mean a 'no politics' position but a change in the kind of politics that Cosatu adopts," explained Innes, whose views reflect the finding by labour consultants Levy & Prun (Current Affairs March 24), that wage bargaining was due to become tougher, but more realistic.

**Tactical shift**

Observers have detected a tactical shift in SA's largest labour federation, Cosatu, away from direct political confrontation (which is
Union wins Sunday work fight

Staff Reporter

TEXTILE unions yesterday emerged from the office of the Department of Manpower after having secured a victory for the workers in their industry against compulsory Sunday work.

Mr. Ebrahim Patel, regional secretary of the SA (Actwasa), said that 12 unionists had arranged a meeting with the department to inquire about the progress of an application by Nettex to permit Sunday work.

"They (the company) needed an exemption from the terms of the Basic Conditions of Employment Act to enable them to extend their three shifts a week to four shifts, which would mean Sunday work," Mr. Patel said.

"Yesterday the department told the union that an exemption from the Act had been granted, but only for voluntary Sunday work. Thus the union regarded it as a victory, because it implied that compulsory Sunday work was not allowed..."
Dispute still not settled

THE dispute between the Commercial, Catering and Allied Workers Union of South Africa and Pick n Pay remained unresolved yesterday.

The dispute revolves around wage increases, with the retail chain offering an across-the-board raise of R142.50 a month. Cawusa has rejected the company's offer in favour of R160 increase.

Mediation has failed to resolve the row. Now the two parties are looking to the conciliation board to mediate in the dispute.
Court order ends work sit-in

By Adele Bale

Workers involved in a sit-in at Score Furnishers stores to protest against the retrenching of at least 500 employees have been issued with a court order to leave their work premises, a union spokesman said.

A Commercial, Catering and Allied Workers Union spokesman said about 500 workers at eight Johannesburg stores, four in Pietersburg, two in Rustenburg and two in Natal slept at work for four nights last week.

He claimed police teargassed employees at Johannesburg stores, sjambokked workers in Rustenburg and arrested two at Harrismith. Police could not confirm the allegations.

Mr David Sussman, managing director of holding company Joshua Doore said only workers at Johannesburg and Germiston had been involved in the protest.

He denied union members had been teargassed and sjambokked. Lay-off of 469 workers was effective on April 8.
THE Commercial Catering and Allied Workers' Union (CCAWUA) has applied for a conciliation board following a deadlock in annual wage negotiations with Pick 'n Pay, a union spokesman said yesterday.

Mediation, which followed the union's declaration of dispute, broke down with CCAWUA demanding a R160 across-the-board monthly increase on the current average monthly minimum of R630, while the company is offering R145.

The union's bargaining unit comprises 14,763 full-time and 338 part-time workers, of whom 2,299 are members.

The company had undertaken to communicate with the government on alignment of Workers' Day and May 1, and to negotiate contracting out of parts of the Labour Relations Amendment Act, the spokesman said.

Too late for classification
THE Commercial, Catering and Allied Workers' Union (Ccomawse) has applied for the establishment of a conciliation board to deal with its wage dispute with Pick 'n Pay after private mediation failed to resolve the matter.

A union spokesman said yesterday that negotiations had reached an impasse with the company offering an across-the-board R42.50 monthly increase and the union demanding R160. P 'n P industrial relations chief Frans van der Walt said the improved benefits averaged out at R15 an employee per month.
Workers strike at six Siemens establishments

A MASSIVE 35% cut in the Post and Telecommunications (P&T) Department's digital equipment capex budget has led to a strike by workers at six Siemens establishments in a dispute over the planned retrenchment of 120 colleagues.

The action began at the affected Watelhoop plant on Wednesday and spread yesterday to Isando, Spartan, Koedoespoort, Roslyn and the company headquarters.

Siemens joint MD John Trotski put the number of strikers at about 900, while National Union of Metalworkers of SA negotiator Enoch Godongwana said 300 were involved.

Proposals made by management at talks yesterday were to be reported back to strikers this morning, Trotski said.

However, Godongwana said the company had only consulted the union and had refused to negotiate. The union felt deadlock had been reached, although Numsa was available for negotiation.

Trotski said he could not negotiate on retrenchment, but Siemens had made other compensatory offers.
Numsa strike continues

Between 900 and 1,200 members of the National Union of Metalworkers (Numsa) continued strike action at four Siemens plants on the Reef yesterday over proposed retrenchments at the Watlo, Pretoria, factory.

Workers at Rosslyn, Isando and Spartan have downed tools in sympathy with their Watlo colleagues, who stopped work late last week.

Numsa says 1,200 workers are on strike, while management puts the figure at about 900 —

Labour Reporter
NUM talks political matters at congress

By Mike Schuur, Labour Reporter

Wages, job security and the general South African political situation will be top of the agenda when the National Union of Mineworkers (NUM), South Africa's biggest labour union, holds its sixth biennial congress in Johannesburg today.

In a statement yesterday the NUM general secretary, Mr Cyril Ramaphosa, said the congress was taking place at a critical time in the struggle for change and democracy in South Africa.

"Since the (1987) strike the mining industry has intensified repression against mineworkers and has brutally suppressed basic human rights. The apartheid state has lost sense of political direction as Mr P W Botha nears his political demise," said Mr Ramaphosa.

He said in the short-term the solution to the country's political problems lay in the release of Nelson Mandela and all political prisoners and an end to the state of emergency.

This should be followed by the scrapping of all apartheid laws and the establishment of a government elected by the people.

In addition to formulating a wage policy for 1988, including demands to be presented to the Chamber of Mines, the congress will discuss issues including "repression on the mines" and changes in the Mines and Works Act Regulations, the Minerals Bill and retributions.

The 600 delegates to the congress will also deliberate on issues such as the ANC's constitutional guidelines and the formation of an anti-apartheid coalition, as well as future developments in the mining industry.

DELEGATES

Foreign delegates will include representatives of the Mineworkers' International Federation and the Mineworkers' Union of Namibia. Miners in Botswana and Zambia will also send delegates.

Resolutions from the congress are likely to have far-reaching implications both within the industry and in the giant Congress of South African Trade Unions (COSATU), of which NUM is the largest affiliate, with a claimed membership of 350,000.

Following the adoption by NUM of the Freedom Charter as political policy at its last congress in 1987, the document was subsequently accepted by COSATU and most of its affiliates as the basis of political policy.

The now-restricted United Democratic Front took the same decision later.

The congress ends on Sunday.
About 5,000 members of the Chemical Workers Industrial Union (CWIU) employed at Sasol's Secunda plants refused for the sixth day yesterday to board buses which transport them between the plants and Emhaleni township, the union said. A statement by the CWIU said the workers were refusing to use the buses in protest against a recent fare increase and "the manner in which it was effected."

"Workers are accusing Sasol management of making secret arrangements with the bus company, Eastern Bus Lines, to increase bus fares. In the past, the company has agreed to afford the union representations prior to any fare increase," said the statement.

Sasol spokesman Mr Jan Krynauw said annual increases were specified in the contract Sasol had with Eastern Bus Lines and that the union had been informed in February of the increases.
Taxpayers hit by R37bn haul

GERALD REILL

PRETORIA — The Department of Inland Revenue's latest statistical bulletin shows that R37.696bn was collected in the 1988 financial year, and underlines the huge and growing burden being carried by taxpayers.

The cost of collecting the sum — six times more than the amount collected in 1978 — was R132.4m, mostly in salaries and allowances for a staff of 6,647. In 1978 the staff complement was 3,538.

Income tax collected from individuals in 1978 was R1.9bn. By the end of the 1988 financial year this amount had soared to R12.3bn. Direct taxation (including mining and "other") in the same period increased from R4.132bn to R21.5bn.

Finance Minister Barend du Plessis estimates that direct tax collections this year will be R24.555bn.

In 1987 (latest figures available) there were 268,554 taxpayers in the R15,000-R25,000 per annum income bracket paying 12.57% of the total collection, and 89,234 in the R35,000-R40,000 bracket paying 4.34%.

At the top of the earnings ladder were 711 with incomes between R200,000 and R250,000 paying 0.03% of the total, and 995 earning more than R250,000 paying 0.05%.

In 1987, Transvaal taxpayers totalled 1,091,648 (48.69%) with taxable incomes amounting to R21.6bn.

Sasol employees boycott buses

ALAN FINE

EMPLOYEES at Sasol's Secunda plant who live at Embalenhe township have begun a bus boycott following a 15.3% increase in bus tariffs from April 1.

A Chemical Workers' Industrial Union (CWIU) spokesman said yesterday the week-old action was a protest against the increase and the manner in which it was effected.

Sasol has a contract with operator Eastern Bus Lines. The CWIU accused Sasol management of reaching a "secret" agreement with the firm, whereas it had previously invited union representatives before fare increases.

The union was to meet taxi drivers to negotiate special taxi fares to the plant.

A Sasol spokesman said the union had been informed of the planned increase on February 22. Eastern had turned down a union request for a one-month delay in implementing the increase because of the January fuel price increase.

He said the union had failed since mid-March, when this decision was conveyed to it, to raise the issue again. Instead it had called for a boycott.

The two parties met yesterday for discussions.
ESKOM plans to award R859.5m worth of major contracts between 1989 and 1994. E Eskom's Engineering Group said in a supplier communique.
The money will be spent on civil engineering projects, plant life extensions, power stations and transmission contracts and modification projects throughout SA.
The programme is based on the forecast electricity growth rate and could be altered at any time, the communique said.

The Tutuka, Lethabo, Mattimba and Kendal power stations would be completed by the end of 1983, with the last station in the current generation of thermal plants, Majuba, planned for completion in 2020, a report in Engineering Week said.

ESKOM has 2.5m potential customers in SA, with the strongest growth potential in the western and eastern Cape and Border areas. It also aims to supply electricity networks throughout southern Africa during the next 20 years.

Row over own affairs hospital

DIANNA GAMES

THE decision to make one of the Reef teaching hospitals an own affairs hospital goes against government's plans to rationalise hospital services.

This was said yesterday by Cedric de Beer of the University of the Witwatersrand Centre for the Study of Health Policy.

De Beer said government, which recently made the JO Strijdom Hospital, a white own affairs hospital, was thereby further entrenched apartheid and further fragmenting services instead of making them more cohesive to save costs.

An own affairs hospital falls under a specific house of the trancational parliament.

The hospital's superintendent, Dr Lludi Coetzee, said she would not comment on the possibility of doctors from the Wits Medical School not being allowed to work at the hospital because it was now segregated. She confirmed, however, that the majority of the doctors working at the hospital were from the school.

Government legislation dictates that teaching hospitals should fall under general affairs, and therefore students from the university might now not be able to continue to staff the hospital.

National Medical and Dental Association (Namda) spokesman Dr Max Price said he would urge the university to refuse to allow its doctors to work in the hospital because of its commitment to the desegregation of hospitals.

"If people want whites-only hospitals they must appreciate the consequences," he said.

Australian troops take up UN positions after arriving at Oshakati to monitor Swapo's withdrawal from Namibia to Angola Picture: REUTERS

MEDIATOR for lay-offs strike

SIEMENS and the National Union of Metalworkers called in a mediator last night in an attempt to end a day-old strike over impending mass lay-offs.

At least 900 workers at six locations stopped work over the planned shedding of about 130 employees.

Siemens says the lay-offs are necessary because of a 35% cut, from R385m last year to R285m this year, in the P & T digital equipment budget.

Altech, whose STC subsidiary is the other major supplier of digital equipment to P & T, said its Boekrug Factory workforce had been cut by about 30% for the same reason.

Altech group executive Jacques Selluchop said yesterday STC began

mediation months ago to let natural attrition reduce the workforce. Lay-offs were then negotiated with unions.

Siemens joint MD John Troitskie said he was "very disappointed" talks yesterday afternoon, in which the company indicated willingness to improve severance payments, had deadlocked.

He said the company could not accede to union demands that it should negotiate on the need for layoffs.

Numsa negotiator Enoch Godenwangana said Siemens's attitude to negotiating all issues related to layoffs was the key issue in dispute.

A council of the International Metalworkers' Federation secretary Brian Fredericks said Numsa's West German counterpart, I G Metall, had been asked to press Siemens's parent company into ensuring the dispute was resolved through negotiation.
Taxpayers hit by R37bn haul

PRETORIA — The Department of Inland Revenue's latest statistical bulletin shows that R37.6bn was collected in the 1988 financial year, and underlines the huge and growing burden being carried by taxpayers.

The cost of collecting the sum — six times more than the amount collected in 1970 — was R13.4bn, mostly in salaries and allowances for a staff of 6,547. In 1978 the staff complement was 3,555.

Income tax collected from individuals in 1978 was R15.0bn. By the end of the 1988 financial year this amount had soared to R123.0bn. Direct taxation (excluding mining and "other") in the same period increased from R4,132bn to R21.5bn.

Finance Minister Barend du Plessis estimates that direct tax collections this year will be R84.355bn.

In 1987 (latest figures available) there were 258,554 taxpayers in the R15,000-R20,000 per annum income bracket paying 12.57% of the total collection, and 89,224 in the R35,000-R40,000 bracket paying 4.34%.

At the top of the earning ladder were 711 with incomes between R200,000 and R250,000 paying 0.03% of the total, and 985 earning more than R250,000 paying 0.05%.

In 1987, Transvaal taxpayers totalled 1,011,648 (48.69%) with taxable incomes amounting to R21.6bn.

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He said the union had failed since mid-March, when this decision was conveyed to it, to raise the issue again. Instead it had called for a boycott.

The two parties met yesterday for discussions.
Cosatu backs peace talks

COSATU and UDF affiliates have stated their full support for the proposed peace conference to end violence in Natal, a spokesman for Cosatu said in a statement yesterday.

"We fully support and encourage those who wish to convene the conference. Our organisations have been aware of the urgent need for peace and have reached agreement on the necessity of all organisations, including Inkatha, to be part of a peace conference," he said.

He said the consulting process had not been an easy exercise on the part of the UDF affiliates because of the restrictions placed on the organisation.

"We wish all people and all concerned organisations to support the call for peace and to do all in their power to see to its success."

He said a memorandum had been sent to the convenors and to Inkatha — Sapa
Siemens and Numsa resolve 3-day strike

THE three-day strike by at least 500 Siemens workers at six locations appeared to be resolved last night after eight hours of mediation, which began on Tuesday, and nine hours of negotiations yesterday.

Siemens joint MD John Trotzkie said the National Union of Metalworkers of SA (Numsa) negotiating team had agreed to recommend to members that they accept the proposed settlement.

The settlement package included provisions that those of the 150 laid off workers with less than 10 years' service receive two weeks' pay for each year of service, while those employed for more than 10 years receive three weeks' pay for each year.

Siemens also agreed to renegotiate the existing retrenchment procedure, he said.

Numsa spokesmen could not be reached for comment.
Wage talks at Pick 'n Pay break down

By Mike Siluma,
Labour Reporter

Wage negotiations between South Africa's largest retail trade union, the Commercial, Catering and Allied Workers' Union (Cawusa) and supermarket chain Pick 'n Pay have broken down and the union has applied for a Conciliation Board hearing.

According to Cawusa, mediation broke down over the union's demand for an across-the-board monthly increase of R160 against a company offer of R122.50.

The union's demand would raise the monthly minimum pay at Pick 'n Pay to R790, as opposed to the R760 offered by management.

A union spokesman said the company could afford the increases "due to its exceptionally healthy financial position".

FUNERAL BENEFITS

Issues where agreement had been reached included improvements to bonuses and funeral benefits. In addition, the company undertook to "communicate with the Government on the alignment of Workers' Day and May 1".

The negotiations, covering 14,753 permanent and 335 part-time employees countrywide, are generally regarded as a trendsetter for the industry, with Pick 'n Pay paying the highest wages of the major retail companies.

Retrenchment-related strike action, which broke out at Siemens' Watloo, Pretoria, plant last week has spread to operations at Rosslyn, Isando and Spartan, the National Union of Metalworkers said.
Showdown looms at BP

THE Chemical Workers Industrial Union (CWIU) is gearing up for a showdown with BP SA over the company's refusal to negotiate wages and working conditions nationally.

BP last week refused to proceed with national negotiations on the grounds that a dispute with the union was not yet settled.

This dispute centres on accusations of racial discrimination. CWIU claims that BP practises race discrimination and pays white employees substantially more than their black counterparts.

This is denied by BP who say the dispute is not over race discrimination and that CWIU never mentioned this in the initial stages of the dispute.

CWU has applied for a conciliation board hearing for the dispute and the Director of Manpower is presently deciding the terms of reference of the dispute.

CWU national petroleum sector co-ordinator Martin Jansen said the union would declare another dispute with BP over its refusal to proceed with negotiations.
Crucial Num congress

By CHIARA CARTER

STRENGTHENING union structures and resisting repression is the focus of the four-day national congress of the National Union of Mineworkers (Num) at Crown Mines in Johannesburg this week.

Num, the largest affiliate of the Congress of South African Trade Unions (Cosatu), has chosen "Defend and Consolidate" as the theme for the congress.

More than 600 delegates representing about 350,000 Num members are expected to attend.

On the agenda is how to put into practice the five key tasks identified by the National Executive Committee earlier this year:

These are:
- to defend and consolidate the union at all levels,
- to form new structures and strengthen existing ones,
- to concentrate on recruitment and thus reach Num's target figure of 400,000,
- to participate in Cosatu campaigns and;
- to advance Num campaigns like the fight for a living wage and worker safety.

The emphasis on recruitment and on consolidation of existing membership and structures is essential if Num is to regain the strength it had before the 1987 strike.

It is particularly important for the union to work out a strategy to deal with retrenchment since this, if not curbed, could severely undermine the gains won by workers.

Several regional congresses have passed resolutions denouncing retrenchment threats as part of a wider policy of union bashing by mine management.

Discussion is also likely to focus on the mine safety issue, particularly in the light of the Mineral Bill's safety provisions which Num has said is like giving the keys of a liquor cabinet to an alcoholic.

Issues raised at regional congresses, including the living wage campaign, will also be discussed.

Jailed unionist Oscar Mpatla was denied permission to attend the funeral of his wife, Nelisiwe, held in Nyanga on Saturday. Trade unions worldwide have called on the government to release 79-year-old Mpatla, who is in poor health.

ADJ to fight discrimination

A NEW media worker organisation, the Association of Democratic Journalists (ADJ), was officially launched at the University of Cape Town last weekend.

About 100 media workers attended the launch, which was held over two days and culminated in a rock concert.

The ADJ, which has about 70 members in the Western Cape and about 300 nationally, will address the role played by journalists and other media workers in reflecting and shaping society.

It will also act on behalf of its members on shopfloor issues if requested.

At the inaugural congress, the ADJ resolved to focus on facilitating national co-ordination of media training schemes, to actively combat sexism, racism and heterosexism in the workplace and in the media, and to initiate discussion around the establishment of mass-controlled media, a code of ethics for journalists and a media

The organisation will concentrate on fighting press freedom, it sees as indivisibly linked with freedom and democracy.

Resolutions expressing support for the democratic movement and the progressive trade union movement were adopted.

Weekly Mail correspondent Gaye Davi was elected regional president and Visnews cameraman Jimmy Matthews was elected regional treasurer.
By OHARA CARTER

The proposed merger of the two largest clothing workers' unions in South Africa will be discussed by the Action Congress special union conference this weekend.

The merger between the 75,000-strong Amalgamated Clothing and Textile Workers' Union of South Africa (Actwasa) and the Garments and Allied Workers' Union (Gawu) which has 112,000 members, goes ahead, with the two unions in the country will be attending the conference. This week.

Gawu president John Eagles said last week that the merger and over 400 Actwasa shop stewards from around the country will be attending the congress in Johannesburg.

The merger was a culmination of weeks of intensive discussion about the merger by workers at local union meetings. The congress was convened last week.

Actwasa had moved an national congress for the merger and over 400 Actwasa shop stewards from around the country will be attending the congress in Johannesburg.

The new union would have about 215,000 members, making it the country's second largest union.

Actwasa is already affiliated to Cosatu and a number of meetings by Gawu local committees have been held in favour of the merger, making discussion that weekend more formal.

This means that workers who were previously part of the conservative textile trade union tradition have, in just under a year, moved to becoming members of the country's largest trade union federation, which is committed to militant struggle around unions such as the Labour Relations Amendment Act, the Living Wage campaign and the national strike.

It also means that the new union will have a strong voice in determining the future direction of Cosatu.

Cosatu Western Cape regional secretary Nce Henwood described the pending national merger as a "magnificent forward in the implementation of a general policy of consolidating"

"It will not only strengthen every worker but every union, all workers nationally.

Increasingly we have been having to hear the voice of garment workers fighting for their rights side by side with all the other workers at democratic trade unions.

On the ground the social forces workers are looking for and building unity around demands like wages, work control and recognition of worker elected committees.

The Actwasa Gawu merger is taking further where all clothing and textile workers can unite across unions and industry.

For Cosatu Western Cape the merger not only increases push for membership fees from 70,000 to 130,000 workers but also unites workers of the Western Cape who have long been divided by apartheid, bosses and a divided trade union movement.

"The merger has been a particularly strong impact on the Western Cape, the base of the clothing industry in South Africa. More than 54,000 people are employed in the industry in Cape Town."

The gains won by Gawu in the past year, which includes the highest ever wage package and agreement not to go on strike, show the LRA's ability to increase workers' rights in the region long regarded as among the most militantly and politically conscious.

Workers to play greater role in struggle - Omar

The transformation of Gawu which had led to the union seeking affiliation with Cosatu and the proposed merger with Actwasa had "significant implications not only within the labour movement but also on the political front.

This was said by advocate Dullah Omar, Western Cape president of the National Association of Democratic Lawyers.

"The entry of clothing workers into the political arena has the potential of bringing to an end the ethos of minority politics."

"The vast majority of Gawu Actwasa workers are classified coloured. But in recent years there leadership has been dominated by white clothing and textile workers out of the area of political struggle."

"The entry of a merged Gawu Actwasa union will therefore be of considerable importance to the local and central front."

"On the coloured front, intellectuals have come together in terms of political struggle."

"The impact of Cosatu and workers' community struggle education will challenge this domination."

"With the arrival of progressive management and workers and workers working class parties are sure to win the struggle."

"With this potential is something that is clearly on the issue of the workers and unions now have very few issues that cross these sectors."

"This is a great opportunity for the workers to unite to fight for their rights and to fight for their community."

"I am confident that the workers will play a leading role in this political struggle and I hope they will take this role very seriously."

"The perspective of living in social democracy is one that we as workers must take very seriously and the youth which must lead this struggle."

"This is indeed an exciting prospect."

Workers' congresses meet
Textile employers face strain over Act

Labour Reporter

TEXTILE industry employers are soon likely to come under severe pressure over the Labour Relations Amendment Act.

The leading union in the industry, the 75,000-member Amalgamated Clothing and Textile Workers' Union (Actwusa), will try to bring all negotiations to deadlock as a tactic to compel employers to make agreements that will bypass sections of the Act to which unions object.

This is one of the subjects that will be debated at a special union congress in Durban this weekend.

A union spokesman said the other main focus of the congress would be the proposed merger with the Garment and Allied Workers' Union (Gawu).

A July 1 deadline for the merger between Actwusa and Gawu has been provisionally set.

The merger will also be one of the main points for discussion at a special congress of the 125,000-member Gawu in Cape Town this weekend.

The proposed merger would create one national union for the clothing and textile industries.
Siemens may go to court

Siemens, plagued by strike action at six Reef undertakings, yesterday threatened to take legal action if striking members of the National Union of Metalworkers (Numsa) did not return to work.

The strike by 900 to 1,200 workers started at the Watloo, Pretoria, plant last Thursday, with workers at Isando, Rosslyn, Spartan, Koedoespoort and Johannesburg joining later, the union said Siemens' warning came after the failure of all-night mediation talks which ended yesterday.

The dispute centres on the proposed retrenchment of 138 workers from the Watloo plant, which the union said the company refused to negotiate.

Siemens' joint MD Mr Johan Trotskie said at least nine meetings had been held with the union.
Unionists seek support for Swapo

By Mike Siuma;
Labour Reporter

More than 600 delegates to the National Union of Mineworkers congress were yesterday urged by leading unionists to mobilise support for the South West Africa People’s Organisation in the run-up to Namibia’s elections.

Congress of SA Trade Unions general secretary Mr Jay Nardoo said the Government, “with open backing of its allies such as (British Premier) Mrs Margaret Thatcher and the United States, have tried to undermine the legitimacy of Swapo as the authentic representative of all Namibian people”.

Mr Nardoo said the central task of the South African union movement was to build solidarity with Swapo and the National Union of Namibian Workers.

NUM president Mr James Moluti said that while the impending independence of Namibia was an important development, Western governments “seem intent on destabilising Swapo people”.

He claimed that recent attacks by South African security forces on Swapo were “an attempt to galvanise Western support”.
THE Western Cape garment industry faces a potential crisis over the May 1 holiday.

Employer sources said the Garment and Allied Workers' Union had made demands for May Day to be a paid holiday, although it was agreed last year that June 16 would become an extra holiday instead of May 1.

The union and employers met urgently yesterday and a union spokesman said a statement might be issued.

Employers were said to be unhappy because they viewed the union moves as reneging on the original agreement.

According to sources in the industry employers offered either May 1 or June 16 as an extra paid holiday. Members had mandated the union to accept June 16.
The case of the postal worker who couldn’t read the word ‘anthropology’

GAYE DAVIS reports on the heartening case of an illiterate postal worker who was given an education rather than fired

JOHANNES BAADIES collected, sorted and distributed post at the University of Cape Town for eight years before it was discovered that he could neither read nor write.

The 46-year-old father of three had never been to school, although at some stage of his life he was taught the alphabet and how to count.

But when a university official, after complaints about Baadies’ performance, asked him to read the word ‘anthropology’, he couldn’t — and his job was on the line.

“I realised I had to get educated or go back to being a cleaner,” Baadies said.

At a disciplinary hearing, a Transport and General Workers’ Union shop steward successfully argued that Baadies, after holding the job for eight years, should be given the chance to learn to read and write rather than be dismissed or demoted.

Now, a year later, Baadies, who is Afrikaans-speaking, can read English and Afrikaans. His prospects of promotion have never been brighter.

But his newfound literacy also means he can be more effective as a shop steward in his union. In meetings with management, he will be able to take notes rather than have to try and remember everything. His report-backs to members will be more comprehensive and accurate.

A similar pattern is unfolding in Khayelitsha, Cape Town’s biggest black township.

A group of women are working together producing woven mats for sale to pay for food for their children.

They met at nutrition classes run by the Philani (Good Health) Project, where they had taken their malnourished children.

It was one thing to be told the correct foods to give their children, but another matter entirely to find the money to pay for it.

A weaving project was set up to enable them to earn. While learning how to weave the brightly coloured rag rugs was easy, selling them was not.

Few of the mothers had the English to effect a transaction, let alone the numeracy skills to work out costs and profit margins.

At their request, training began

Literacy classes at this Khayelitsha centre offer ‘survival training’

Picture: OMAR BAASGA, Anchipa

New skills in English, Xhosa and working with numbers have brought a blossoming of potential among individual women and served collectively to boost the project, says co-ordinator Cheryl Bonnet.

For UCT workers like Baadies, for the women in the weaving project, literacy training has not only empowered them as individuals but also helped strengthen their organisations.

This is the crucial difference between literacy training as an end in itself, and as a means to an end, according to literacy workers Caroline Kerfoot and Marius Clifford.

Both are organisers for the Spoken and Written English (USWE) project, which is church-funded and operates in Cape Town and Johannesburg, and has expanded to offer training in Xhosa, Afrikaans and basic maths, the name has stuck.

When the project first started, most of the learners were domestic workers desperate to learn to read and write in order to keep their jobs, conduct their own business and avoid being cheated by unscrupulous dealers.

Over pension and other payments, USWE has now expanded to offer training to people within organisations, using it as a tool for transformation of individuals and, ultimately, of their communities.

For Clifford and Kerfoot, the success of the project lies in the extent to which the learners realise the value of being able to read, write and count.

“For someone beset with the problems of bare survival, learning to read and write ranks low on the list of priorities — it’s seen as a luxury,” says Clifford.

“But when it can be shown that the skills can have immediate application, enhancing not only their own lives but those of others, the value becomes apparent.”

“Our programmes at UCT and in Khayelitsha are important because they are feeding literacy training into grassroots organisations as a means to an end.”

“Bringing literacy to individuals, on the other hand, can result in frustration because while their new-found skills might help them tackle problems such as poor working conditions and low pay, without the back-up of a union they ultimately get nowhere.”

“Our ultimate goal is equipping people to be part of the process of political change,” says Kerfoot. “In a future democracy, people will need skills to be able to think for themselves and make informed decisions so that democracy can be maintained.”
Union queries sincerity of drive for peace

By Adele Baleta

Differences between South Africa's largest trade union, the National Union of Mineworkers (NUM), and the Chamber of Mines over the elimination of violence in the mining industry have resurfaced.

In the union's annual report, presented this week at its sixth national congress, NUM secretary general Mr Cyril Ramaphosa questioned the sincerity of the Chamber's desire to eradicate violence on the mines.

The Chamber has dismissed "this allegation with contempt".

The NUM says:

If employers were serious about mine violence then a commitment had to be given and a programme adopted to deal with the migrant labour, hostel and induna systems which were the causes of violence on the mines.

While the union had repeatedly called for the abolition of these antiquated structures and systems, employers had paid only lip-service to removing them.

When the NUM decided to begin negotiations with the Chamber on violence after the 1987 miners' strike, the Chamber retreated from the negotiating table.

The Chamber's refusal to continue negotiations was clear evidence that it was bent on keeping the mine compounds as places where they could maintain their authoritarian control.

The Chamber of Mines says:

spokesman Mr Johann Liebenberg claimed the NUM allegations questioning the Chambers desire to eradicate violence were arrant nonsense.

Much of this violence appeared to be by NUM members against others.

It was only after repeated calls by the Chamber on the union to join it in discussions that the NUM responded and then, instead of lending its support to playing a meaningful role in devising a programme to reduce the violence, the union introduced the issue of migrant labour.

The Chamber said it was fully prepared to look at how its member mines might reduce their dependence on migrant labour, but pointed out that this was a separate, long term project.
FW fires first shot in
election campaign

Political Staff
MARRITZBURG — The leader of
the National Party, Mr F W de
Klerk, last night fired the opening
shot in the general election
campaign.
Wasting no time after President
Botha’s announcement last
Thursday of an election, possi-
bly on September 13, Mr de
Klerk said white domination
had to be ended but dared not be
replaced with domination of
white people by others.
He was addressing an NP din-
nner in Maritzburg.
“We stand on the eve of a gen-
eral election,” he said. “In Par-
liament this fact has had an
electrifying effect. The fight has
started. Quite soon the public
will start feeling the effect.”

Pitching the NP promotion at
English-speaking voters, he pre-
ducted that the Democratic
Party would subtly try to re-
introduce language divi-
sion as a major factor in
party politics.

He said the Conservative Party’s “partition
policy”, was impractical
because it “screamed
against the realities”.
DP policy was one-
man, one-vote in a typi-
cal federation. Voters
would reject this because
it did not provide “sufficient
security for minori-
ty groups”.
The DP was “naive in
its search for a Utopia
where everybody will be
nice”.

The NP stood for
“power sharing without
domination by one group
over another”, Mr de
Klerk said.
He said the NP was abso-
lutely committed to refor-
ming and its cabinet col-
leagues were battling in
difficult financial times
to press on with it.
Progress was quietly
being made on the black-
white negotiation front.
“Obviously there are ob-
stacles. One of these is
the game which is some-
times played in Parlia-
ment — the game of op-
posing important reform
measures for reasons
which have nothing to do
with the contents of these
measures.”

“Our country demands
of us an about-turn from
the present climate of
tension and obduracy,” he said.

Govt clamps must go
NUM told

By Mike Sulumá, Labour Reporter
The “Mass Democratic Movement”,
comprising organisations formally in
the United Democratic Front and the
Congress of South African Trade
Unions, would consider negotia-
tions with the Government only if it re-
moved restrictions on anti-apartheid
opposition.

Anti-apartheid activist Mr Murphy
Morobe said this yesterday when ad-
dressing the national congress of the
National Union of Mineworkers, in
Johannesburg.

Although some anti-apartheid organ-
isations had been seriously affected by
the emergency, opposition to apartheid
had not been crushed, he said.

After the independence of Namibia,
international attention would focus on the
struggle to dismantle apartheid in
South Africa itself. Although this was
welcome, the interest of “Imperialist
powers” such as Britain and the United
States stemmed from their desire to
preserve their economic and political
interests.

The decision of these countries to
“take the side of South Africa against
Swapo” in the recent fighting in Nami-
bia had shown that they could not be
totally trusted, said Mr Morobe.
It was in this context that the “clam-
our” for negotiations, with pressure
being put on only the African National
Congress to renounce violence, was to
be seen.
Metalworkers, Siemens reach accord

The strike involving between 900 and 1000 members of the National Union of Metalworkers at six Siemens plans in the Reef ended yesterday.Workers were striking in protest at the proposed retrenchment of 130 colleagues at the Walkie factory.

Siemens plant managing director Mr Johan Trotskie said the strike ended after the parties had agreed that workers with less than 10 years of service would receive two weeks' pay for each year of service. Those with more than 10 years' service would get three weeks' pay for each year worked.

The electronics giant also agreed to negotiate a new retrenchment procedure.—Labour Reporter.
Numsa appeals to UK BTR boss
THE National Union of Metalworkers of SA and yesterday asked UK BTR chairman Sir Owen Groom to help settle its four-year dispute with BTR Sarmcol.
Union merger on track

By GAYE DAVIS
Cape Town

MEETINGS this weekend could lead to a merger of the two major garment and textile unions under the banner of the Congress of South African Trade Unions.

In Cape Town, members of the Garment Workers' Union (Gawu) will be deciding at a special two-day congress whether to merge with the Amalgamated Clothing and Textile Workers' Union (Actwusa), a Cosatu affiliate.

In Durban, Actwusa members will be considering merging with Gawu.

A combination of Gawu's 112,000 members and Actwusa's 73,000 would rank in size in Cosatu ranks second only to the National Union of Mineworkers.

The garment and textile sector is by far the largest in the Western Cape and a merger would represent a major step forward for Cosatu.

Talks between the two unions have been underway since last year and the unions have set a target date for unity of July 1.

Actwusa was formed early in 1987 from an amalgamation of the National Union of Textile Workers (NUTW), Textile Industrial Workers' Union and the National Union of Garment Workers.

Gawu was formed late in 1987 after a merger between the Garment Workers' Union (Western Province) and the Natal-based Garment Workers' Industrial Union. It later absorbed the Eastern Cape-based South African Textile and Allied Workers' Union.

Initial merger talks under the umbrella of the South African Federation of Textile, Garment and Leatherworkers fell apart.

The talks collapsed mainly because of the NUTW's refusal to accept the Garment Workers' Union (Western Province), which it perceived as a "sweetheart" union.

Gawu subsequently underwent extensive changes in leadership and direction.

This was most clearly shown by the union's participation in last year's three-day June protest against the Labour Relations Amendment Bill. Also during 1988, members staged the first strike in the garment industry in the Western Cape for many years.

Although Gawu was eager to affiliate to the national federation, it was barred in terms of Cosatu's one industry, one union policy, which required that unions applying for affiliation had to merge with the existing Cosatu union in that sector.
Miners debate ANC blueprint for SA

The ANC's Constitutional Guidelines shape debates at the National Union of Mineworkers annual congress.

By EDDIE KOCH

The need for a coalition of anti-government groups was high on the agenda when hundreds of workers from the National Union of Mineworkers (Num), met in Johannesburg this week for the union's annual congress.

The rally, attended by some 600 worker representatives, will also devise a set of demands to be tabled at wage talks with the Chamber of Mines planned for the middle of the year. Indications are that delegates will call for far-reaching measures to revamp existing wage structures on the mines.

Num assistant general secretary Marcel Golding told Weekly Mail that the banning of the Anti-Apartheid Conference in Cape Town last year had created an urgent need for organisations fighting Nationalist Party rule to synchronise their activities.

A draft resolution tabled at the congress urges mineworkers to examine the Constitutional Guidelines drawn up last year by the African National Congress. Another calls on the Congress of South African Trade Unions to organise a rally of anti-apartheid groups this year.

On wages, a draft resolution, submitted by six of the union's most powerful branches, suggests that instead of demanding a single percentage increase in wages this year, the union should push the industry to pay a living wage to all mineworkers within three years.

"All workers must receive a good wage increase," says the draft resolution. "The gaps between the job grades must be narrowed by raising up the wages of the lower grades. Wage demands must be set in money terms and not in percentages."

Decisions taken at the congress will be an indication of whether the union plans to shy away from confrontation, as it did in last year's talks, or whether it will go for the kind of tough bargaining that resulted in the marathon miners' strike of 1987.

The key to Num's bargaining strategy will be its assessment of how well the union has recovered from the mass dismissal of members and shop stewards after the big strike.

Another novel resolution calls for the union to draw up a blueprint, within the year, that will outline a method of running the mining industry in line with the Freedom Charter principle that the wealth of South Africa should be shared by all.

Num's rally takes place in a climate of tension around allegations that the management of Anglo American has initiated a paramilitary operation on their mines to restrict union activities. Anglo rejects the claims, saying the inordinate security measures are necessary to contain violence perpetrated by Num members.

"We will be discussing plans to mount a massive membership drive in the face of management's co-ordinated campaign of repression," said Golding.

Another draft resolution deals with attacks made on union offices. "The union should always have offices where South Africa's top business offices are housed."

Other items for discussion include:

- An end to capital punishment and ways of strengthening the campaign to save the lives of those on death row
- A health and safety campaign to limit the number of serious accidents on the mines and the "increasing number of paraplegics"
- Training schemes for retrained and dismissed workers. The role of management in creating these will be debated. So will the need for the union to support co-operatives for unemployed members.

The rally is also expected to support demands made at a workers' summit in Johannesburg last month that contentious clauses in the Labour Relations Amendment Act be scrapped and to activate plans to draft an alternative labour law for South Africa.
Labour policy, education changes need

IN BRIEF

Struggle to define the line

when most management negotiates with unions

A new Labour-Liberal accord which mandates restructuring, education changes and a new accord with social partners is due to be announced today at the Labor Day celebrations. The agreement is expected to set the agenda for the upcoming federal election campaign, with parties vying for the support of education reform advocates.

The accord, which aims to address some of the long-standing issues in the education system, includes provisions for increased teacher salaries, reduced class sizes, and the introduction of technology into the classroom.

However, there is concern among some educators and parents that the accord may not go far enough in addressing the root causes of educational inequality. Many are calling for a more comprehensive approach that includes increased funding for schools in low-income areas and a focus on teacher training.

The accord is also expected to include a major overhaul of the current system of school funding, moving away from the current system of per-student funding and towards a system that allocates funds based on the needs of each school.

The details of the accord are expected to be released at the Labor Day celebrations, where it will be presented by the prime minister and education ministers from the federal and provincial governments.

In anticipation of the release of the accord, there has been a flurry of activity among groups advocating for educational reform. The opposition parties have been quick to pounce on any perceived shortcomings in the accord, with many calling for an immediate moratorium on measures that could potentially harm the quality of education.

Despite the concerns, there is a sense of optimism among many that the accord represents a step forward in the long battle to improve the quality of education in Canada. The agreement is expected to be a major talking point during the upcoming federal election campaign, with parties vying for the support of those who care about the future of education in Canada.
MR MURPHY Morobe speaking at the National congress of the National Union of Mineworkers (NUM). Mr Morobe, said in Johannesburg yesterday, Dr Seretse Khama, President of Botswana had agreed to our unity in action. They were prepared to stage a general strike to break the regime even if they have to isolate the regime from the country.

"We must maximize our leaders," in 1960 when facing the democratic movement, had been able to create the "mass democratic movement" facing the creation of necessary mass democratic forces supporting those who were facing the state of emergency conditions, for such leaders had been able to focus their forces against the regime even if they have to isolate the regime from the country.
Union to meet on protest action

The company's turnover topped R500-million and it earned an operating profit of R72 million.

"After labouring for years workers are suddenly discarded like unwanted goods in pursuit of profits at the expense of workers."

Besides creating untold misery for the 476 workers the retrenchment was also a great insult to the black community, which constituted a major market for Joshua Doore.

Cawusa has called on the community, trade unions, students, church and political organisations to support the workers' fight against retrenchments at Joshua Doore.

The company has argued that it had been necessary to reconsider their strategy in the light of a court order barring further sleep-ins.

The Commercial Catering and Allied Workers Union of South Africa will meet on Sunday to consider its next protest action against the retrenchment of 476 workers at Joshua Doore.

The meeting will discuss repression in the furniture industry as a whole, as other companies have also indicated their intention to retrench workers.

Workers embarked on a national sleep-in strike at 23 Score furniture stores last week.

A union spokesman said it had been necessary to reconsider their strategy in the light of a court order.
Strike looms as wage talks fail

By CONNIE MOLUSI

THE Commercial Catering and Allied Workers Union (Ccawusa) and Pick 'n Pay could be heading for a confrontation following a breakdown in the annual wage negotiations.

Ccawusa has applied for a Conciliation Board hearing in an effort to resolve the wage disagreement, failing which they can ballot for a strike.

After nine weeks of negotiations the union declared a dispute on March 1 which could not be settled after mediation.

The final round of the present negotiations broke down when the union demanded a R160 across the board increase effective for 12 months, whereas the company is offering a R142.50 across the board increase.

Pick 'n Pay has informed the union that this is its maximum offer for this year.

But the union has argued that because of its exceptionally healthy financial position, the company is in a strong position to meet the union's pay demand. The parties have settled other issues including:

- An improved bonus scheme.
- Improved funeral benefits.
- Alignment of Workers' Day and May 1.
- The company is to negotiate contracting out of certain sections of the Labour Relations Act.

Ccawusa's demand will raise the minimum wage at Pick 'n Pay to R790 a month.

Pick 'n Pay has argued that it is "limited in what it can pay because its major competitors in the market are paying far less".
A quarrel with the boss, a few beers ... and white Johan joins a black union

WHEN Johan Beaurain, a young white electrician, wandered into the offices of the South African Railway and Harbours Workers' Union (Sawru) during the bitter strike by black railwaymen in 1987, he could feel the anger of his fellow workers in his face. That night he sent him into a bottle-shop and asked him if he had come to an end of his life.

"I just said 'Yes' I think he realised immediately that I was serious and began speaking to the other workers in English and mentioning that it was not the policy of Sawru to discriminate on the grounds of race," Beaurain told the Weekly Mail in an interview.

As an affiliate of the Congress of South African Trade Unions (Cosatu), the railway union had always endorsed the labour federation's non-racial principles. But not many of its members really believed that a white worker on the railways would come forward to assist them.

Since Beaurain took out his membership card, a small but significant number of white workers have been making their way into the offices of progressive, mainly black trade unions and asking if they can join.

taken to more than 30 white artisans at the Volkswagen assembly plant in Uitenhage — former members of the white-dominated Ibroon Metalworkers' Union — defected to join Cosatu's National Union of Metalworkers of South Africa (Numsa).

This week, hundreds of black workers at the VW plant elected three white shop stewards to represent them in negotiations with management.

And in another development, black members of the Commercial Catering and Allied Workers' Union (Cawaus), another affiliate of Cosatu, will meet this weekend to consider industrial action at the Johannesburg Stock Exchange in support of demands for the reinstatement of white security guard who the workers say was sacked for joining their union.

The reasons for this surprising turn of traditionally conservative white workers into South Africa's militant labour movement are varied and complex.

An explanation favoured by many unionists is that the government's wage freeze, which squeezes white and black alike, has created the objective conditions for white workers to stand together with the strikes for improved wages and working conditions.

Economic self-interest was clearly one of Beaurain's reasons for joining Sawru. "The day before I had a fight with the bosses about the way they gave cut merit awards to workers, which I thought was very discriminatory," he said. "That night I went out and drank a few beers and thought to myself: 'P' let me just go and join those black guys.'"

But Beaurain says the major factor was a desire "to build a fair society for my fellow workers" that grew out of his experiences early on in life.

The young man's father, a typical Afrikaaner patriarch, began working on the railways as a labourer during the depression. He joined the Spoorbond (a conservative union for white railwaymen), worked for many years as a "louwboorman" — the overseer of a locomotive yard, and was loyal to the government of the day until he died in 1945.

Johan grew up in the Orange Free State town of Bethlehem. He did his high school and matric at the Wetzberg High School, excelled at athletics and never questioned the values that his father instilled in him.

"But my father had a great sense of fairness and morality," says Beaurain. "He would never tolerate a wrong being done to anyone and I think it's because I inherited that that I was later able to see the gap between apartheid and the way it impacts on reality."

This growing awareness of injustice was transformed into open defiance when the young man did his national service. Beaurain volunteered to become a member of South Africa's elite reconnaissance commando. But after passing the rigorous training programme, he was rejected because he had been "medically unfit".

Beaurain's mood of defiance was magnified by the indignation he felt at being treated in this way. Back on the railways he tried for five years to persuade his colleagues to respect the rights of black workers — and lost most of his friends. The feeling of isolation was another reason for joining the union when it exploded onto the scene in 1987.

"Now I feel as if I have hundreds of friends, whereas before I had almost no friends," Beaurain says.

However, his decision to join Sawru has not been without cost. "I unexpectedly became a victim of the racist policies of South African Trans-Port Services myself by being unable to attend work due to the degree of intimidation and victimisation towards me by other white workers."

Beaurain now plans to institute legal proceedings against the management of Sasol for allegedly refusing to discriminate whites for racist behaviour and failing to implement the company's commitment to racial parity.

The young electrician's spirit of defiance is unusual among the white workers, who have joined black trade unions mostly out of economic self-interest.

But the election of white shop stewards to represent black workers at VW shows that a larger process — the breakdown of racism in the workplace — can be set in motion. With the wage squeeze hurting black and white alike, there's a small, but significant trickle of white workers to black unions. One of them is Johan Beaurain.

EDDIE KOCH reports

and blacks alike, has created the objective conditions for white workers to join black unions. At the same time Cosatu and Nactu have attracted whites by demonstrating that they are more effective than unions in fighting for improved wages and working conditions.

Economic self-interest was clearly one of Beaurain's reasons for joining Sawru. "The day before I had a fight with the bosses about the way they gave cut merit awards to workers, which I thought was very discriminatory," he said. "That night I went out and drank a few beers and thought to myself: 'P' let me just go and join those black guys.'"

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Mine violence: NUM emphasises opposition

THE National Union of Mineworkers (NUM) yesterday stated its opposition to mine violence on the opening day of its biennial congress — citing its detailed proposals to, and negotiations with, Anglo American as proof of its sincerity.

But general secretary Cyril Ramaphosa said in his report the Chamber of Mines' "retreat from negotiations" on the issue called into question the chamber's own sincerity about its desire to eliminate violence.

Some 600 delegates were present at the congress at Nasrec, Johannesburg, which is due to end on Sunday.

Ramaphosa said the chamber's "about turn" on industry-wide talks, after its persistent calls for negotiations, followed the NUM making it clear that talks had to also address the need to dismantle the migrant labour, hostel and induna systems.

The chamber was clearly bent on keeping the mine compounds for maintaining authoritarian control. By entering negotiations on the NUM proposals' terms, Anglo had distanced itself from the chamber's position.

Ramaphosa said the formal scrapping of job reservation on the mines had become a farce. Government had, by implementing educational qualifications for employees wanting to obtain certificates of competency, introduced a new subtle way of excluding most blacks from such occupations. Such qualifications were not required in the past. Many uneducated white miners had gained access to these occupations.

A response from the chamber to NUM allegations on violence is awaited.
800 Anglo colliery workers down tools.

By Therese Andere

STANDERTON — Eight hundred workers at Anglo American’s New Denmark Colliery stopped work yesterday following the death of one of their colleagues on a farm at the weekend.

The man, a member of the National Union of Mineworkers (NUM), was killed when members of the union allegedly clashed with members of the United Workers’ Union of SA (Uwusa) on a farm about 6 km from the mine hostel on Saturday morning.

’CODE OF CONDUCT NEEDED’

Anglo American spokesman Mr Paul Clothier confirmed that the “unlawful” work stoppage was connected with the employee’s death.

A NUM spokesman said the workers downed tools after alleged members of Uwusa attacked NUM members on Saturday, killing one.

The spokesman said such violence could only be ended through a code of conduct between NUM and Anglo, as well as the dismantling of the migrant labour system and its ethnically-based compounds.

Mr Clothier said police had arrested two mine employees in connection with the incident.

About 40 percent of the mine’s work force refused to work yesterday.

However, Mr Clothier said representatives of employees had given the undertaking that they would return to work today.
Union in dispute with OK Bazaars

The Argus Correspondent

JOHANNESBURG — The Commercial, Catering and Allied Workers' Union (Ccawusa) has declared a wage dispute with OK Bazaars after seven weeks of talks.

A Ccawusa spokesman said the dispute, affecting about 9,000 workers, centred on a number of issues, including wages.

The union was demanding an across-the-board increase of R205 a month, against a company offer of R79.

"The union is aiming at significantly improving the present minimum wage of R500 a month."

The dispute would be referred to mediation.

OK management was not available for comment.

600 DOWN TOOLS

About 600 Ccawusa members yesterday downed tools at Edworks' stores in the PWV area over wages, the recognition of May 1 as a holiday and improvements to bonuses.

Workers were also protesting against the company's alleged refusal to recognise the union at its Bophuthatswana stores.

Edworks group managing director Mr Stewart Dodo said the union had rejected a company offer of individual increases of R100, which would have raised the minimum rate to R220.

He could not comment on behalf of the Bophuthatswana stores as they were jointly owned with a Bophuthatswana-based company, Yabeng.
Workers down tools after colleague killed

STANDERTON - About 800 workers at Anglo American's New Denmark Colliery stopped work after the death of one of their colleagues on a farm.

The man, a member of the National Union of Mineworkers (NUM), was killed at the weekend when members of the union allegedly clashed with members of the United Workers Union of SA (UWUSA).

A NUM spokesman said that such violence could be ended only through a code of conduct between NUM and Anglo, as well as the dismantling of the migrant labour system and its ethnically based compounds.

TWO ARRESTED

Police have arrested two mine employees after the incident.

Following the death, about 40 percent of the mine's workforce refused to work yesterday.

Anglo American spokesman Mr Paul Clothier said representatives of employees had undertaken to return to work today.
NUM to ask for 100 percent wage increase

By Mike Siluma, Labour Reporter

The National Union of Mineworkers (NUM), fresh from its sixth national congress, said yesterday it would demand an average increase of 100 percent on the minimum wage for its nearly 200 000 members employed at Chamber of Mines' gold and coal mines.

Announcing the decision, NUM general secretary Mr Cyril Ramaphosa said this year the union would demand a national minimum wage of R600 a month for underground workers and R543 a month for their surface counterparts.

CASH, NOT PERCENTAGES

The union's demands, to be submitted to the chamber this week, would deal with cash, and not percentage increases as in previous years.

Wage demands would exclude benefits such as food, accommodation and medical care.

"We resolved that the gap in payments between various categories be reduced drastically," said Mr Ramaphosa, adding that NUM, although mindful of the low gold price, would enter into talks with the Chamber with the aim of achieving a "living wage" for members.

Although Mr Ramaphosa would not discuss percentages, the NUM demand, if acceded to, would double the minimum pay for some categories of workers, including those working underground in gold mines at a monthly minimum rate of R306.

Other resolutions were:
- To start debate within the union on guidelines on how the mining industry should be run, culminating in a "blueprint" dealing with issues including production, technology, housing, health and safety, worker control, and the development of new mines.
- To intensify the campaign against "repression" by mine management and the State.

SUPPORT SWAPO

- To give political and maternal support to SWAPO.
- To support the formation of an anti-apartheid coalition.

NUM also resolved to, in co-operation with other anti-apartheid groups and unions, start discussions on a new constitutional dispensation, centring on the African National Congress's constitutional proposals.

The union would also send delegations to the American, British and West German governments, to "highlight the brutality of the apartheid regime", these countries being the "main Western supporters" of South Africa.

NUM claimed the current wage strike at Rustenburg Platinum Refineries had severely affected production and led to the cancellation of overseas contracts worth R14 million. A refinery spokesman disputed this, saying production had been maintained.
NUM seeks a 95% hike on minimum rates

THE NUM said yesterday it would enter the 1988 wage negotiations with the Chamber of Mines with demands for a R600 monthly minimum wage for underground miners and R543 for surface workers.

These demands, devised at the NUM congress which ended on Saturday, represent a 95% increase on the minimum chamber rates for gold mines and more on collieries.

However, the R600 represented a lower percentage increase on actual wages paid. It is 55% above the minimum underground rate at Anglo American, the group with the highest minimum pay scales.

Substantial differentials on wage scales have developed between the six major mining groups during the last few years.

The demand for grade eight underground employees, the top grade negotiated for by the NUM, is R1,257, about 37% above the minimum chamber rate.

The congress resolved the mining industry "must make progress towards paying a living wage to all by 1991." It also called for a national minimum wage for the industry to reduce the differentials between mining groups and further aimed to reduce skill differentials.

NUM general secretary Cyril Ramaphosa, re-elected at the congress along with the rest of the union executive, said the pay proposals "came close" to what the NUM saw as representing a living wage.

Asked about the ability of marginal mines to pay, Ramaphosa said the earnings of the super-performing mines in each group should be used to subsidise wage at those which were struggling.

However, it had to be accepted that some mines were reaching the end of their lives.
Union plans top-level tour

A three-person NUM delegation plans to visit the US, UK and West Germany in the next few weeks and hopes to meet the heads of state.

NUM general secretary Cyril Ramaphosa said yesterday the union's congress had decided last week that George Bush, Margaret Thatcher and Helmut Kohl should be presented with a complete set of apartheid statutes so as to expose them as supporting a regime whose laws subjugate the majority of South Africans.

Other congress resolutions included expressions of support for the creation of an anti-apartheid political coalition led by Cosatu and the UDF, for Swapo, and for intensive discussions by the NUM and other parts of the "mass democratic movement" on a new constitutional dispensation for SA based on the ANC's constitutional guidelines.
OK workers in wage dispute

By Mike Saluma, Labour Reporter

The Commercial, Catering and Allied Workers' Union (Ccawusa) has declared a wage dispute with OK Bazaars after seven weeks of talks, the union said yesterday.

A Ccawusa spokesman said the dispute, affecting about 9,000 workers, centred on a number of issues, including wages.

The union was demanding an across-the-board increase of R205 a month, against a company offer of R79.

The dispute will go to mediation.

OK management was unavailable for comment.

About 600 Ccawusa members yesterday downed tools at Edworks' stores in the PWV area over wages, the recognition of May 1 as a holiday and improvements to bonuses. Workers were also protesting against the company's alleged refusal to recognise the union at its Bophuthatswana stores.

Edworks' group managing director, Mr Stewart Dodo, confirming a "stoppage" by Ccawusa members, said the union had rejected a company offer of individual increases of R100, which would bring the minimum rate to R230. He said he could not comment on behalf of the Bophuthatswana stores.
Union to send 3 oversea

Johannesburg — The National Union of Mineworkers is to send three of its members to London, Washington and Bonn to present a "compendium of apartheid legislation" to Mrs Margaret Thatcher, President George Bush and Chancellor Helmut Kohl, the union's secretary-general, Mr Cyril Ramaphosa, said yesterday.

The union aimed to indicate to the leaders why workers were involved in the struggle. — Sapa
NUMSA shuns strike for fear of lawsuit

NUMSA is refusing to intervene in a strike by more than 500 employees at Haggie Rand's Jupiter plant because management refuses to undertake not to sue the union for loss of production. Union spokesman Enoch Godongwana said yesterday the union had asked for the undertaking as protection from an amendment to the Labour Relations Act last year.

Union members had been on strike since last Thursday in protest against the dismissal of their shop steward committee chairman. The strike was spontaneous and normal procedures had not been followed.

Numsa officials were reluctant to step in to resolve the matter as they feared their involvement could expose the union to litigation.
Union merger on way

CAPE TOWN — A merger which would result in one national union with about 200,000 members in the clothing and textile industry was unanimously endorsed by two special union congresses.

"Garment and Allied Workers' Union (Gawu) general secretary Des Sampson said yesterday his union's congress at the weekend had also unanimously endorsed affiliation to SA's largest union federation, Cosatu.

The merger would bring Gawu together with the 85,000-member Amalgamated Clothing and Textile Workers (Actwusa).

Sampson said the merger, now scheduled for the second half of 1999, would significantly improve the quality of life for workers in the sector and defend and advance their social and political interests.

The congress had decided to seek a national living wage for the industry and Gawu would continue its campaign for a national industrial council for the industry as the only way this could be achieved.

Sampson said "in spite of last year's quite substantial wage increases, our members find they are getting poorer as a result of inflation and high taxes."

Because it was a political and an economic question, members had resolved to take their fight for a living wage into the community and to campaign against employers and the state.

The union would undertake an education programme at all levels and structures on the political situation based on the Freedom Charter and constitutional guidelines issued last year by the ANC.

Discuss

Gawu had noted Actwusa's reservations about the Freedom Charter and had resolved to discuss the document in greater detail.

Sampson said "We want to look at Actwusa's position and for our members to have the benefit of full discussion on the issue." — Sapa
Charges laid

THE national director of Lawyers for Human Rights, Brian Currim, last night laid several charges against city councillors who voted in favour of closing facilities in Boksburg to non-white people.

Mr Currim said the two policemen on duty at the Boksburg police station were "taken aback when they understood the nature of the charges but took down my statement and said it would be handed to the captain tomorrow.

At a news conference earlier yesterday in Pretoria, Mr Currim said the charges would be of subversion, in terms of the Internal Security Act of 1982 — Sapa.

600 are on strike

OVER 600 workers at Edworks outlets in Johannesburg and the Free State yesterday went on a legal strike over wages and the refusal by the company to recognise their union — Ceawusa.
NUM wants 100 pc

THE National Union of Mineworkers (NUM), fresh from its sixth national congress, said yesterday that it would demand a national minimum wage of R600 a month for underground workers and R543 for their surface counterparts. The union's demands, to be submitted to the chamber this week, would deal with cash, and not percentage increases as in previous years.

Wage demands would exclude benefits such as food, accommodation and medical care.

Announcing the decision, NUM general secretary, Mr Cyril Ramaphosa said this year the union...
Yes to double pay, no to apartheid

Resolutions taken at the sixth National Union of Metalworkers Congress, which ended this week, are that the union will continue to support and demand the National Union of Metalworkers' struggle for a better living for workers who are currently being exploited by both the white and black employers. The union also demands that the government immediately repeal the anti-apartheid laws and regulations that are currently in effect.

The union has been working closely with other workers' organizations and trade unions around the country to build a strong and united front against the apartheid regime. The union's members have been active in peaceful protests, strikes, and other forms of direct action to demand their rights and to fight against the injustices of apartheid.

The union also calls for the immediate release of all political prisoners and the end of the state of emergency that has been in effect for too long. The union's members are determined to continue the struggle for a better life for all South Africans, and they are calling on all workers to join them in this fight for justice and equality.

End of resolution.
Wage demand 'high'

ABOUT 30 percent of South Africa's gold production could stop if the Chamber of Mines had to accede to the National Union of Mineworkers' present wage demands, reports SABC Radio News.

The NUM is seeking an average wage increase of 55 percent in this year's negotiations with the mining industry.

SABC's labour correspondent reports this could also mean a 30 percent loss in jobs on the country's gold mines.

At present, working costs at six of the 32 gold mines exceeds the current gold price of 385 dollars or R977 an ounce. Another 13 would join this group if NUM's 55 percent wage demands were met.

The NUM demand represents, however, an initial position in this year's ongoing negotiation with the Chamber of Mines. — Sapa
The OK retail chain and the Ceavusa have agreed on a mutually acceptable mediator to handle the dispute which has arisen between them over this year's wage negotiations.

The parties will meet again later this month in an effort to reach a settlement, the chain said.

In addition to its pay demands, the union is demanding a wide range of other benefits, including an increase in staff discount from the present 12% to 25%.

— Sapa
The National Union of Mineworkers is to demand a national minimum wage for all miners, even those who are virtually free enterprise employers, at a meeting this week.

"With our better organised workers, we have achieved something amazing," said the union's general secretary, who added that the union would fight to keep up the standard of living for all miners.

"We have to organise our members into better protected and paid positions in the industry," he said. "We cannot allow the employers to exploit our members any longer."

The union has been negotiating with the employers for several months on the issue of a national minimum wage, but so far no agreement has been reached.

"We have been fighting for a decent living wage for our members," said the union's president. "We will not accept anything less than what we believe is fair and just."
We’re in dispute, says OK Bazaars

OK Bazaars has confirmed that it is in dispute with the Commercial, Catering and Allied Workers’ Union (CCWUSA) over wages.

A company statement said the parties had agreed on a mediator and would meet later this month in an attempt to reach settlement. The company was willing to improve its offer of increases of between 11.6 and 15.8 percent, in return for a moderation of the union’s demands. CCWUSA is demanding an across-the-board increase of R205 a month, plus improvements to staff benefits. About 9,000 workers are affected.
Union a ‘threat to SA’

Crime Reporter

REVOLUTIONARY forces are aiming to overthrow South Africa's present 'democratic, free market system' through their involvement in legitimate political organisations, the Deputy Minister of Law and Order said.

Speaking at yesterday's opening of the new R2,2-million Bellville South police station, Mr Leon Wessels made veiled references to the United Democratic Front and Cosatu as being 'terrorist organisations'.

"Let us not forget that the ANC has declared 'mass action for people's power' as its theme for 1969 and in doing so they keep the revolutionary climate at an unhealthy high level," he said.

Cosatu said of Mr Wessels's statement that it was "ridiculous and that it will be seen as such by people throughout the country"..."Cosatu has always been run on democratic lines and has always been willing to discuss the democratic nature of its policies in any forum," a spokesman for the trade union said last night.

Mr Wessels also said there was a campaign to portray the police as people "who had become power-drunk" to prevent their fulfilling their task of securing internal security in the country.

He said that such accusations showed a lack of understanding of the concept of national security.
From MONO BADELA
THE National Union of Mineworkers (Num), Cosatu's largest affiliate, is this week submitting demands for a minimum wage increase of almost 100 percent for its over 200 000 members employed at Chamber of Mines' gold and coal mines.

And, in a change of strategy, the demands will be presented in the form of cash not percentages.

Speaking at a press conference after the end of the union's sixth national congress, Num general secretary Cyril Ramaphosa said the union was demanding a national minimum of R600 a month for underground workers and R534 for their surface counterparts.

The demands exclude benefits like food, accommodation and medical care.

Ramaphosa also announced that the union would soon be sending a three-man delegation to the main capitals of the Western world in a mission to spotlight apartheid laws and repression in South Africa.

The delegation, which will include a top Num official, will seek meetings with the heads of state in Britain, the United States and West Germany, and will seek support from miners' leaders in these countries.

The decision follows discussion about the South African political crisis and its repercussions on the industry at the congress, which was attended by about 600 delegates representing nearly 400 000 black miners from 16 regions.

Ramaphosa said the congress had decided that George Bush, Margaret Thatcher and Helmut Kohl should personally be presented with a complete set of apartheid laws to expose them as supporting a regime whose laws oppress the majority of South Africans.

The three leaders will also be presented with statistics of those detained, arrested and charged under the statutes and the penalties (excluding executions) meted out during the past 10 years.

In a move which will have a major influence on other organisations in the country, the Num congress adopted the ANC's constitutional guidelines.

Delegates at this year's congress resolved that the Freedom Charter should be incorporated into Num's constitution as an annexure.

Num was the first trade union in Cosatu to adopt the Freedom Charter in February 1987.

Delegates reiterated Num's belief that South Africa's "apartheid constitution" was not aimed to protect the interests and basic human rights of the majority of South Africans.

In supporting the resolution, delegates stated that apartheid and capitalism could be crushed if a re-structuring process of the state based on the Freedom Charter could begin now.

It would provide a firm basis for national reconciliation and co-operation between the different communities.

It was resolved that Num would establish local structures where miners would begin discussing the proposed guidelines and solicit participation from other Cosatu affiliates.

Another resolution adopted called for the establishment of an anti-apartheid coalition to "expose the weaknesses of the ruling class and the deepening crisis the government finds itself in.

Num feels Cosatu and the restricted United Democratic Front (UDF) should form the core of this anti-apartheid coalition.

Other resolutions dealt with political education for the workers, detention without trial, political prisoners and capital punishment.

Other resolutions discussed were safety on the mines, the Living Wage campaign, expanding Num's membership and opposition to retrenchment.
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Phone link to unity

THE special congress of the Garment and Allied Workers' Union (Gawu) was an historic occasion not only for clothing workers but all workers and South Africa as a whole.

Garment workers to shape their destiny

The result of this economic mismanagement was widespread unemployment, a steep rise in the cost of living and 'labor poverty in a land of plenty', Mullard said. The state was afraid of worker unity.

This was evident in the government's reluctance to meet the Labour Relations Amendment Act (LRAA), which established independent trade unions and other organizations and progressive, 27/7/89.

Garment and Allied Workers' Union shop stewards from Springs said: "There will be no labor in South Africa before workers are organized. A woman's place is in her trade union and federation." Mullard said.

The congress was called to discuss affiliation to Cosatu, the proposed merger with Amcu and Gawu policies to a fiery speech. Amcu vice-president Bert Pitts called for greater worker unity.

"We have to form and shape policies in our union. We must run our union, employ officials and control the finances."

"This is the only way democracy will be achieved. Our only power is our labour," he said.

Garment and Allied Workers' Union treasurer Ellen Buschle said at an Amcu congress held at the same time in Durban.

"Reports in this special supplement by CHIARA CARTER Pictures by BENNY GOOL"

TWO landmark trade union congresses held in Durban and Cape Town last weekend gave the go-ahead for the formation of a new clothing workers' union.

Both the 75,000-strong Amalgamated Clothing and Textile Workers' Union of South Africa (Actuwa) and the Garment and Allied Workers' Union (Gawu), which has 112,000 members, unanimously decided to proceed with the merger unconditionally.

The New Union, which will be the second largest Cosatu affiliate, will have its inaugural congress early in the second half of this year.

July 1 was originally set as the merger date but the Gawu congress requested that the decision to allow members to discuss the merger at all levels and in the mergers of both unions, which used to be better known, a chance for mass discussion.

After a telephone link up between the two congresses on Sunday evening, Actuwa agreed to the postpone.

Substantial progress was made in talks between the two unions earlier this year but two obstacles - policy and structure - remained.

"Affiliate to Cosatu"

The unexpected acceptance of the merger means that these last stumbling blocks to unity have been removed.

The Actuwa resolution about merger said: "The merger will create a powerful new union able to defend and advance the interests and social and political well-being of workers in the industry."

Gawu general secretary Desmond Sampson said that the merger would "significantly improve the quality of life of clothing workers and create a powerful new union to defend and advance the economic, social and political quality of workers lives."

"The merger will be a major step towards the goal of our union for the industry and maximum unity of the working class," said Sampson.

The Gawu congress also unanimously resolved to affiliate to the Congress of South African Trade Unions (Cosatu).

Sampson said that this decision was greeted with "great jubilation and enthusiasm" by the delegates.

On Sunday the congress debated the union's future direction.

The congress resolved to campaign for national wage negotiations, to broaden the living wage campaign and to begin a political education programme.

Protea Toyota

Best wishes to GAWU on their Special Congress

THE Garment and Allied Workers' Union (Gawu) and the Amalgamated Clothing and Textile Workers' Union of South Africa (Actwasa) at special congresses last weekend committed themselves unconditionally to a merger early in the second half of this year.

The congresses said no differences could be allowed to stand in the way of worker unity in the industry.

The two unions will have about 200,000 members and will be the second largest in the country.

It will be part of the Congress of South African Trade Unions (COSATU).

Actwasa is already a COSATU affiliate and last weekend the Gawu congress unanimously voted for affiliation to the federation.

Resolved

The formation of the new union will be a major step forward for workers in South Africa.

But the road to merger has not been an easy one nor has it happened overnight.

It has been three years since garment unions, including the Garment Workers Union (GWU), descended from the conservative Trade Union Council of South Africa (Tusca), after the federal system failed to pass a resolution condemning the death in detention of conhecious Neil Aggett.

The decision was the first call in the coffin of the already dying Tusca which closed its doors the year after.

After leaving Tusca, unions in the garment textile and clothing industry started making the first moves towards an industry-based federation.

In November 1986, a year after the formation of COSATU, the South African Federation of Textile Garment and Domestic Workerc's Union (SAFTGUW) was born.

It comprised of GWU (the Garment Workers Industrial Union or GWIU), the National Union of Clothing Workers (NUCW), the Textile Workers Industrial Union (TWIU), the National Union of Textile Workers (NUTW).

The National Union of Textile Workers, Actwasa's predecessor, was already part of COSATU.

In November 1987 the NUTW and the TWIU merged to form the National Clothing Workers Union (NLCW).

A month later, GWU and GWIU merged to form Gawu with a membership of 102,000.

At the inaugural congress, the amended rules voting for one union in the industry were adopted by the majority of delegates.

From the start Actwasa adopted the militant stance towards employers, wanting major gains for its members.

Meanwhile, Gawu was undergoing a transformation.

The conservative approach of the 60-odd dispersed, union structures were demoralised and employers were contacted with a militant method.

The result was a wave of strikes and picketing.

It became clear that the union had swept its 60-year history of being a non-aggressive organisation and was drawing closer to progressive trade unions in COSATU.

At Gawu's inaugural congress in 1987, the union vowed to seek observation or sit-ins with COSATU.

This in itself was another step towards unity with workers in other sectors.

Action

Underwriting Cosatu, the country's largest trade union federation, is the principle of worker unity.

This is based on the belief that workers should stand together and act as a common army.
Unions to overcome legacy of conflict

THE Amalgamated Clothing and Textile Workers' Union of South Africa (Achwuza) and the Garment and Allied Workers' Union (Gawu) are to take closely in the period before the merger to overcome the legacy of conflict between the two unions.

In a statement released after the Achwuza national congress in Durban last weekend, Achwuza regional secretary (Natal), John Eagles, said there was a "firm commitment from both unions to merge."

The members of both unions were "wholeheartedly behind this decision."

Eagles said it was important for both unions to work together in the period leading up to the inaugural congress to ensure broad support for the merger and to address the differences which might be causing tears amongst the two unions.

"While the two unions might have different traditions, traditions and policies, it is essential that we overcome these issues so we can realise a true unity of workers in the industry," he said.

Powerful union

Over 300 Achwuza delegates at the congress unanimously approved the merger.

Over 300 delegates at the congress unanimously approved the merger.

The congress agreed to a Gawu proposal that the date for the merger, which was originally scheduled for July 1, be delayed until later this year, provided that it be held earlier than September 1.

Delegates to the congress endorsed a resolution which declared their belief that the merger would create a powerful new union capable of exercising and advancing the economic and social interests of workers in South Africa.

Such a merger would bring closer the goal of one union, one industry and "worker unity," said the resolution.

The congress was also addressed by John Hudson and Clayda Brown from the Amalgamated Clothing and Textile Workers' Union. Achwuza's senior union in America, Hudson and Brown spoke about the problems facing American unions and the building of links between American and South African workers.

The congress also passed a resolution on political policy but this was not released to the press.
Clothing workers to fight poverty

The fight by Gwau for a living wage will this year be waged not only in factories but also in the wider community. And the campaign will extend beyond wage increases to include demands for affordable houses and rent, medical care, food and other basic needs.

This was decided by delegates of the Gwau congress who also resolved to meet heavy taxes and address the high rates of inflation and cost of living.

The campaign is to be fought against both employers and the state. Gwau general secretary Desmond Sampson said workers were suffering because of the government's economic policies.

The substantial wage increases won last year had been eroded by inflation, the rate in the cost of living and the heavy taxes.

The causes of this poverty extend beyond the factory gate. Apartheid and oppression by bosses are realities we can't ignore. We can't wage this war alone. We need the support of the broader community.

Gwau will also be actively campaigning for a national clothing industrial council.

The formation of such a council would end the companies' belief they can evade wages and working conditions in different regions because all workers would be paid the same minimum wage.

The congress also resolved to discuss in the union and Cosatu the recommendations of the workers' summit earlier this year.

The union's political policy will be the focal point of all members.

The programme is aimed at building maximum unity between all members.

Delegates noted that Gwau's existing political policy was stated in 'factions' which needed 'greater clarity' and that Cosatu had adopted a more comprehensive political policy which included the Freedom Charter as a 'guarantee'.

In addition to Cosatu's political policy and the strategy outlined at last year's congress, the programme will also include discussions about the ANC's Constitutions and Independence released last year.

Political policy was one of the areas of difference between Gwau and Actwusa.

Cape Clothing Manufacturers Association secretary Mr. H. McCurrie, told employers would have been "very surprised" if the mergers hadn't "dwindled".

He could not comment on the union's intentions to broaden the Living Wage campaign until the union spelled out to employers what the meeting. Employers were, however, prepared to examine the question of a national industrial council for the industry.

Peace role for Actwusa

THE Amalgamated Clothing and Textile Workers' Union of South Africa (Actwusa) plans to play a leading role in peace initiatives in Natal.

A resolution at the union's congress in Durban called on the union, the largest Cosatu affiliate in the region, to be a catalyst for peace in the area.

Actwusa Western Cape regional secretary Ziba Hoost Pat awesome of the union's members had felt the impact of the violence, according to the union. The union was also obliged to strive to restore peace, he said.

Actwusa was the first union to push for peace talks with the Nationalist Congress Party on the basis of a peace plan that it had endorsed three years ago.

The congress also had a detailed discussion about the Labour Relations Amendment Act (LRA) and the recommendations of the Workers' Summit.

The congress resolved to demand that all employers in the textile industry agree to bypass controversial clauses of the LRA. Should there be no progress on these issues, the union may go for deadlock with employers and refer national union.

The decision to fight the LRA is especially important for Actwusa, whose members have a mixed history. This year there have been several "violent" strikes by Actwusa members and several employers have resorted to violent means.

In a move which will have far-reaching repercussions, the union will also ask employers to agree to compulsory arbitration in disputes, effectively bypassing the industrial court.

Actwusa and several other unions have recently been sharply critical of the court, which they say favours employers.

Should Actwusa and other unions succeed, it could reduce the court to dealing largely with "sweetheart" unions.

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"AMICABLE" talks aimed at ending a week-old strike by at least 1200 employees were held yesterday evening between Haggie Rand management, worker and Numsa representatives.

A Numsa official said further talks this morning would cover union and company proposals. Haggie Rand MD John Milburn said earlier yesterday the company was prepared to undertake that, if the union became involved in the strike, Haggie would not, in this case, use its right to sue for production losses.

A union spokesman said this offer was acceptable. However, it is understood the question of authorisation for union meetings was now the main obstacle to a settlement.
Mines wait for NUM demands

Labour Reporter

The Chamber of Mines would not comment on the National Union of Mineworkers' 1983 'wage demands until these had been formally submitted by the union,' a chamber spokesman said yesterday.

The union's demands, announced to the media on Monday, include a new minimum rate of R600 a month for underground miners and R547 for surface workers. If granted, the proposed rates would double the minimum wage for some of the lowest-paid workers. NUM said the demands would be presented this week.
Excitement at the Gawu special congress held last weekend. See special supplement

Gawu heads for Mayday showdown

THE Garment and Allied Workers' Union (Gawu) is heading for a showdown with employers over the issue of workers taking off Mayday.

Gawu is seeking an undertaking from employers that they will refrain from taking action against the union if agreement over Mayday is not reached at clothing factories in the Western Cape.

In terms of the industrial council agreement, workers do not have May 1 as a paid holiday but the matter is open to negotiation at plant level.

Employers warned Gawu that they reserved the right to take action should they consider the union to have breached the industrial council agreement.

Such action could include suing the union for loss of production.

But Gawu regional secretary Lionel October said the union had no intention of breaking the agreement.
Dispute for mediation

The Food and Allied Workers Union and the management of Ruto Mills will go to mediation on Sunday to resolve a wage dispute involving more than 800 workers.

A FAWU spokesperson said yesterday that both parties agreed that a settlement be mediated after workers were locked out a week ago. The lockout followed a go-slow strike over demands for better wages.

Lutheran 2nd April 1987
Strike action shuts four Edworks shops

FOUR Edworks Group stores were closed yesterday as a strike by workers over "wages" entered its fourth day, the Commercial Catering and Allied Workers' Union said.

It said about 600 strikers picketed many of the 80 Edworks stores, in the Witwatersrand, the Orange Vaal and Pietersburg.

The four stores closed were Edworks and Koko in Market Street, Johannesburg, Edworks in Pietersburg and another group branch in the northern Transvaal.

Edworks Group MD Stuart 'Dodo' confirmed the four stores had been closed as a result of the pickets. However, he was unable to say how many of his branches had been affected by the strike.
Haggie eight-day strike ends

The eight-day strike at Haggie Rand's Jupiter plant in Johannesburg was settled yesterday.

The main feature of the settlement was that agreement procedures for holding National Union of Metalworkers of SA (Numsa) meetings in departments will be made easier.

Disciplinary proceedings against shop steward Moses Mogodi will, however, continue.

The strike began on April 12 and spread to at least 1,200 workers after Mogodi was suspended for calling what the company considered an unauthorised meeting.

Numsa said it was agreed that disciplinary action "would be brought against strikers and, if the union were unhappy with the outcome of disciplinary action against Mogodi, his case would go to arbitration."

Haggie will withdraw its urgent Industrial Court application if postponed from Tuesday to today, if strikers return this morning.
PIs on abduction charge

Johannesburg — Charges of abduction — and possibly of theft and assault — are to be brought against a detective agency here whose personnel allegedly abducted, held for 25 hours, and interrogated the central figure in this week's Haggie Rand strike.

Shop steward Mr Moses Mogodi said that he had been "arrested" at his Soweto home at 2am on Monday. His room was searched and many union documents taken. He was eventually released at 3am on Tuesday.

He now fears returning home as he was warned that if he disclosed these events to anyone he would "be prosecuted or shot."

Some of the five people who detained him identified themselves as municipal policemen, and he spent the first hour at the Dube municipal police barracks.

However, Mr Mogodi said that two of the detectives involved are the head and an employee of the agency.

Mr Mogodi said that the agency head told him that the agency had been retained by Haggie to investigate the shooting, during the six-week Haggie strike last year, of the then-personnel officer, Mr Tom Kekana. Mr Mogodi was accused of having organised the shooting, which he denied.

However, Haggie managing director Mr John Milburn flatly denied any company involvement "It is not our way. I am very disturbed to hear what occurred."
200,000 workers give thumbs up to merger

A merger between two major garment and textile unions under the Congress of South African Trade Unions (Cosatu) banner is on track. Special congresses last weekend of the two unions resulted in both organisations unanimously endorsing the move.

The target date for the merger— involving the Garment and Allied Workers' Union (Gawu) and the Amalgamated Clothing and Textile Workers' Union (Actwusa) — has been moved from July 1 to later in the year.

Gawu has 112,000 members and Actwusa 85,000.

At its congress in Cape Town, Gawu delegates voted unanimously in favour of affiliation to Cosatu. Actwusa is already an affiliate.

Gawu general secretary Des Sampson said this week Gawu intended running an education programme involving all levels and structures in the union on South Africa's political situation.

The programme would be based on the Freedom Charter and constitutional proposals issued last year by the African National Congress.

The union would also launch a campaign for a national living wage for the garment industry and the establishment of a national industrial council.

By Gaye Davis

21-27/4/89.
minimum wages will henceforth be negotiated “in money terms” since it is difficult for workers to understand percentage increases. Those earning above the minimum “must get a guaranteed rand increase (of) at least the difference between the new minimum and the present minimum for their grade”.

Ramaphosa added “We want a commitment from the chamber to pay a ‘living wage’ by 1991.” A “living wage” was not defined but this year’s demands, if met, “came close,” he said.

NUM’s drive for a national minimum comes at a time when industry sources are predicting separate negotiations in future for richer or poorer marginal mines. They say it was pointed out to the union last year that a number of mines were in dire straits and would have to close but for State assistance to keep them going. Wage demands of the current order might just be the death knell to the marginals and lead to massive retrenchments. The chamber’s 14 marginal mines, furthermore, account for only 13% of production but employ about 20% of the total workforce. This has serious implications for NUM membership, which the union hopes to build to 400,000 by 1991, from its current 240,000 paid-up level.

According to one mining source “At the current gold price and rand/dollar exchange rate, it appears as though at least 12 of the 33 operating gold mines are producing gold at working costs in excess of their revenue. If this trend continues for the rest of the year, then quite obviously these mines will have to consider drastic steps to reduce working costs.”

“The NUM’s very substantial demands must be seen against this light.” Already this year there have been 10,000 retrenchments, mainly in the Gencor group, and, it is pointed out, many companies have been “downsizing” through natural attrition.

According to Chamber of Mines figures, 1988 showed a record working revenue of R18,8bn. However, total profits before tax (R5,98bn) were down 1,6% on 1987, which in turn was 14,6% lower than in 1986. Wages and salaries (R5,7bn) last year accounted for 31% of working costs of R11,8bn.

Whereas revenue in 1988 was up 9,7% (1,9% in 1987), costs went up by 17,7% (18,1%). Dividend payments at R2,2bn were down by 3,6% in 1988, having fallen 9,4% in 1987. All this occurred when the gold price was on average higher than it’s been so far this year. Realistically, therefore, the chamber will be hard pressed to grant wage rises of more than a few points higher than the official inflation rate.

Ramaphosa, of course, opposes the arguments for closing marginal mines and maintains that the marginal mines should be boosted up by the super-performers.” For example, he claimed, in the same way that the mines purchase machinery “from a single pool, there is no reason why wage costs cannot be dealt with in a similar manner.” Shareholders will, of course, think differently.

The union proposes various other ways of dealing with the problem of marginal mines and retrenchments. For instance, negotiating a scheme whereby the union could take over those mines and run them on a co-operative basis, and shorter working periods where a longer period of “home time” between contracts is negotiated, as has been done in one case.

**Table: RAISING THE MINIMUM**

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Source: NUM

*In a*
INVESTMENT/BUSINESS

Silence from Cape company

WHAT a wonderful bird is the fax machine.
Not only does it dispense information at a remarkable rate, it can also swallow it quite efficiently.

A daily newspaper is always trying to strike a balance between several conflicting factors: the need to publish news as swiftly as possible has to be offset against the need to give both sides of a story, if possible.

For this, the good old telephone is generally most useful. Something happens, you get one version of a story from one source and then call the other side to get their version.

Even if the other side doesn’t want to talk about it, you still come away with a comforting feeling that they’ve been given their chance.

Recently, members of the Food and Allied Workers’ Union (Fawu) working for Bonnie Bird at Bellville were unsettled by what they said was a management plan to ballot workers to establish Fawu’s representivity.

Workers claimed this was a waste of time and were worried about further implications for company policy because, as a result of a corporate deal, Bokomo had acquired half of what was formerly Premier Food Industry’s broiler division and had taken over management.

It seemed like one of those cases where there had possibly been mistakes in interpretation of intention or a breakdown in communication of some sort and the necessary enquiries were made at Bokomo. Because, if a change of management did herald a change of industrial relations policy, it could have implications for employees and company productivity.

Claims were that Bokomo wanted existing national agreements between Premier and Fawu to be renegotiated at plant level when they expired.

Fawu’s policy has been to work towards national agreements and national negotiations (ask SAB) and see any move away from this as a retrograde step and one would expect members to defend gains they had made.

Not to put too fine a point on it, if the claims were true it’s possible that negotiations between Bokomo and Fawu might become somewhat fraught in coming months.

If they aren’t true then there are misunderstandings — which can often be more harmful to good relationships than the hard truth.

MD of Bokomo’s poultry division, Rudolph Koen, would not talk about it on the telephone, but asked for questions to be sent via the fax machine which was duly done. And nearly a month later, the silence still hangs over us.

Perhaps the company perception is that its internal communications are so good that they will swiftly and efficiently clear up any misunderstandings.

Perhaps the moon is made of green cheese.
The National Union of Mineworkers' 6th biennial congress last week called for discussions on the ANC's constitutional guidelines and the formation of an anti-apartheid coalition to unify opposition to apartheid. Following is a report by labour reporter CONNIE MOLUSI.

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**Abolish Apartheid**

The National Union of Mineworkers, at its sixth biennial congress, called for the formation of a broad anti-apartheid coalition to hasten the abolition of apartheid.

The Congress of South African Trade Unions and the United Democratic Front will form the core of the coalition, because of their ideological commitment.

Former UDF executive member, Murphy Morobe said, “The most urgent task is to build an effective anti-apartheid coalition, made up of all of us, presently making up the South African equation of struggles.

“Between these forces should run a unifying perspective which appreciates the specific and immediate grievances of these forces.

“The objective of this coalition would be to maximum unity and action against apartheid and broaden our base and place more forces, living under our influence, to engage them in action on specific issues,” Morobe said.

The NUM called on the mass democratic movement to discuss the ANC constitutional proposal, with a view to shaping a democratic constitutional dispensation in South Africa.

Morobe, addressing the congress said, “The present struggle is aimed at shaping the future, the ANC's constitutional guidelines should be discussed and debated, because in them lies the future of South Africa.”

The NUM will form local structures where mineworkers will start discussing the ANC constitutional guidelines. A recommendation will be submitted to Congress to solicit participation from other Cosatu affiliates.

This could give the ANC guidelines, to adopt the guidelines, at the basis of a future South Africa. The NUM is one of the largest Cosatu affiliate, its adoption of the Freedom Charter in 1987 saw other Cosatu affiliates following suit.

The NUM said, “The present South African constitution is not aimed to protect the interests and basic human rights of the majority of South Africans.”

The NUM believes that “Apartheid and capitalism can only be crushed if restructuring processes of the state based on the Freedom Charter can begin now, aimed at achieving a non-racial society and thereby providing a base for national reconciliation between different communities.”

Typical depopulation politics, which characterised the earlier years of the ANC, NUM will send a delegation of three members to Britain, USA and West Germany to present a memorandum on opposition to these governments.

The memorandum will contain a set of apartheid statutes, statistics of those detained and charged under these statutes and the penalties - including the executions - for the last 10 years.

This seems a retreat into a depopulation politics, where demonstrators were sent to the British government to persuade them to intervene on behalf of black people against discriminatory legislation.

NUM general secretary Cyril Ramaphosa said, “Our action is aimed at indicating to those countries which are South Africa's major trade partners why workers were involved in an economic and political struggle. And show them that their continued support for apartheid was subjugating the interests and aspirations of the oppressed majority.”

The NUM called for a minimum wage in the mining industry of R543 a month for surface workers and R660 for underground workers, excluding any payment for food, accommodation and medical care.

The NUM has decided to negotiate minimum wages in money terms instead of percentages. The reason for the shift from percentage demands to money is because the percentage demands increasingly widened the wage gap between workers in the lower grades and those in higher grades.

The union, still reeling from the effects of the 1987 strike, adopted a more cautious approach on its wage demands. The cautious approach is underscored by the fact that the union has given the Chamber of Mines until 1993 to pay a living wage and a national minimum wage in the industry.

The NUM's demand for a minimum wage of R600 for underground workers could mean an almost 100 percent increase in some instances, as the present minimum for underground workers is R80.

The NUM will draw up a blueprint for future developments in the mining industry in accordance with the Freedom Charter, which represents the union's minimum demands.

The proposed blueprint will deal with mineral production, new technology, miners' housing, control of the industry by workers, labour requirements of the industry, development of new mines.

The union has resolved to form an anti-repression committee to resist repression on the mines.

The NUM has argued that “The starting point in addressing violence on the mines, is to scrap the migrant labour system.”

Johan Liebenberg, senior general manager for the Chamber of Mines, in response to the NUM, said the crisis would “cost the chamber more than R100 million in increased costs.”

“Costs have to be accepted that overcoming problems associated with the migrant labour system could take years and only achieve partial solutions. There were also thousands of black employees who would prefer to leave their families in their home environments,” said Liebenberg.

NOM leader Cyril Ramaphosa... foreign governments have to be shown why we are struggling against apartheid.
No arrests made after three years

Mine murders: possible leads in inquiry report?

POSSIBLE leads to solve the murders of four team leaders at Anglo American's Western Holdings mine near Welkom almost three years ago are contained in an inquiry report by advocate (now Acting Judge) Dan Bregman.

Four team leaders were "executed" during the weekend of July 12-13 1986 — three of them in front of 2 000 miners in a sports arena on the Sunday night and the fourth on the Saturday night in front of "many people".

Police confirmed the week nobody had been charged with the murders. Four men were detained and questioned by police about a year after the murders. All four were released for lack of evidence.

The 23-page Bregman report was based on more than 66 hours of recorded evidence under oath during a 13-day inquiry three weeks after the murders, and on hundreds of documents.

The report said names of participants in the assaults, revenge attacks and witnesses to it during the week preceding the murders were known to management.

Evidence of "inflammatory and intimidating threats", linked to specific shaft stewards, were accepted by Bregman. He also heard evidence from one of the people "who, in fact, escaped when placed on a table that was planned as his execution block".

Bregman's brief by agreement between management and the NUM, was only to investigate whether the dismissals by management of four NUM shaft stewards, because of their role in conflict at No 6 shaft the week before the murders, were justified.

Bregman found the four dismissed shaft stewards "clearly planned and co-ordinated" a sit-down protest underground on July 7 1986.

The kitchen boycott, broken by a group of team leaders, led to assaults and revenge assaults between NUM supporters and workers opposed to the protest actions.

The report said the conflict at No 6 shaft during the week could not be separated from the weekend murders.

Police have confirmed a copy of the report was included in the two murder dossiers, but not the full transcript of the inquiry.

They declined to say whether the four men detained for questioning were the same men dismissed by Anglo.

Business Day attempts to obtain the recordings on which Bregman's report was based, or a transcript of it from Anglo, failed. An Anglo spokesman said she had been unable to track it down.

A list of questions about the murders arising from the report and a summary of events made by Anglo, have been put to Anglo and the NUM by Business Day.
is closer to the truth than that of the state.

"My task is and has been to assess the evidence put before me and on that evidence only to decide whether the state has proven the guilt of the accused on the charge of subversion, alternatively sedition, beyond a reasonable doubt.

"In my view," the judge said, "the state has not."

Earlier, he said the five saw apartheid as wrong and unacceptable and tried to propagate their right as citizens of a democracy to have a vote and participate in some way in the electoral process leading to the appointment of a government.

"The accused were involved in the trade union movement and adhered to socialist ideals," the judge said.

"There is no direct evidence involving the accused or the AAC in the planning or execution of the unrest, attacks on the police, resignation of town councillors or the establishment of people's courts," Mr Justice Van der Walt said.

"Nor is there any evidence that the AAC was set up as an alternative structure to replace the town council."

The judge said there was also no evidence that the five planned or executed or had a part in any attempt to substitute something of their own making to uphold law and order to displace the police.
MORE than 680 Food and Allied Workers Union members who had been locked out by Ruto Mills in Pretoria West are due to report for work this morning following an agreement which was reached at the weekend.

According to a Fawu spokesman, a settlement was mediated in Johannesburg on Sunday. Both parties agreed on an average wage increase of R24,70 across the board to be paid retrospectively from January 3, this year.
Killing charge — nine appear

NINE members of the National Union of Mineworkers, who allegedly strangled a colleague who defied a call to go on strike two years ago, appeared on a charge of murder in the Pretoria Supreme Court yesterday.

The accused are Mr. Moses Nyakane (32), Mr. Phillip Moloi (27), Mr. Mthembule Mogashoa (32), Mr. Zibani Sigala (30), Mr. Mpho Mashiloane (29), Mr. Piet Mahlangu (27), Mr. Esau Vilakazi (37), Mr. Thabo Lethuoa (50) and Mr. Elvis Bongani Mubi (23).

The nine men, all employees at the Blinkpan Coal Mine in Middelburg, have pleaded not guilty to a charge of murder before Mr. Justice van Dyk, sitting with two assessors.

Assaulted

The State alleges that the nine assaulted and strangled Mr. Joseph Mthimunye, a bus driver, with two coat hangers in his room at the Blinkpan Coal Mine hostel on or about August 11, 1987.

According to the charge sheet members of NUM were instigated at a meeting chaired by Mr. Nyakane, one of the accused, on August 9, 1987 not to go to work the following day. The employees were also warned that they would be killed if they did not heed the call to go on strike.

Mr. Mthimunye, who was not a member of NUM, reported for duty from 6pm to 6am on August 10. Mr. Judas Magagula yesterday told the court that he and two other colleagues were in Mr. Mthimunye's room at about seven in the morning on August 11 when a group of about ten people including one of the accused, Mr. Mogashoa, came into the room.
A spokesman for Pick 'n Pay said the agreement was reached by the two parties on the third day of their negotiations. In a Press statement he spelt out the details of the agreement:

"An across-the-board increase of R146.87 per month for 12 months, effective and backdated to March 1990 until February 1991, for all full-time employees in the represented group."
Judge urges care on charges

GIVEN the spectrum of politics in our society — from black to white and far left to far right — a charge of treason should be carefully considered and reconsidered before being brought, Mr Justice van der Walt said yesterday.

He was delivering his judgement in the Rand Supreme Court, acquitting unionist Moses Mayekiso and four others on charges of treason and alternative charges of subversion and sedition.

"It is a matter for comment and concern that so much energy and time was spent in the course of this trial on evidence made necessary and relevant by the charge of treason which has proved abortive.

"Treason is a crime in a very special category where the ideas and political aspirations of those charged are part of the issue," said Mr Justice van der Walt.

He referred to statements in the

Press at the time of the alleged crime, attributed to Mayekiso, which formed part of the State’s evidence.

He said the State had built up a persuasive case on these that might indicate a subversive intent and possible furtherance of certain events in the township.

Conditions

The judge added, however, that, taking conditions in Alexandra at the time into account and the Alexandra Action Committee’s desire for political support, their evidence could not be rejected and might reasonably possibly be true.

He noted in particular Mayekiso’s meetings with Alexandra’s administrator Steve Burger and other local authorities.

"This in my view refutes any suggestion of a subversive intent."

The judge said a strong case had been made against Paul Tshabalala concerning his participation in the people’s court at 31 7th Ave.

He added, however, that the single witness who testified on this was extremely poor and, while the court did not think Tshabalala had been completely truthful, his evidence that he had only mediated on domestic problems could reasonably be true.

The judge described the minutes of AAC meetings from its inception in February 1986 until its demise, with the arrest of four of the five in June that year, as the "most important part of the defence’s evidence."

"Despite a faint suggestion by the State that it is not genuine, I’m satisfied on the evidence before the court that it is," he said.
Judge acquits five union men of treason

NATIONAL Union of Metal Workers general secretary Moses Mayekiso and four co-acquited walked out of the Rand Supreme Court free men yesterday after they were found not guilty of treason and alternative charges of subversion and sedition.

Union members and officials who packed the court broke into song and danced when Mr Justice P J van der Walt acquitted the five.

Mayekiso, 48, his brother Mzwanele, 24, Paul Tshabalala, 32, Richard Msakane, 31, and Obed Bapela, 31, were alleged to have conspired with civic and youth organisations in Alexandra to seize control of the township and render it ungovernable in 1985 and the first half of 1986.

All five were executive members of the Alexandra Action Committee (AAC), which was formed in February 1986 and dissolved after Mayekiso's arrest in June that year.

During the trial, which began in October 1987, the State also attempted to prove the five and the AAC were involved in the formation of organs of people's power, people's courts, consumer and rent boycotts and campaigns against police and town councillors.

Mr Justice van der Walt found that, on the evidence before him, none of the alternative charges had been proved.

Dropped

The State dropped the main charge of treason on resuming the trial for argument on April 3, when they conceded they had not been able to prove it beyond reasonable doubt.

"In the final instance, sitting as a judge in this trial, I have no knowledge whatsoever of what actually took place in Alexandra during the first half of 1986," the judge said.

"The only knowledge I have since gathered was that from subjective evidence of a few of the many thousands of residents of Alexandra. The picture may be correct or completely different from the true facts."

Earlier, he said the five saw apartheid as wrong and unacceptable and tried to propagate their right as citizens of a democracy to have a vote and participate in some way in the electoral process leading to the appointment of a government.

The accused were involved in the trade union movement and adhered to socialist ideals.

"There is no direct evidence involving the accused or the AAC in the planning or execution of the unrest, attacks on the police, resignation of town councillors, establishment of people's courts," he said.

See Page 2
Pick 'n Pay, union agree on conditions

By Mike Slumma, Labour Reporter

Pick 'n Pay and the Commercial, Catering and Allied Workers' Union have agreed on wages and working conditions for 1989 after three days of conciliation board hearings, the company said yesterday.

Full-time workers in the company's employ prior to the agreement will receive individual increases of R146.67 a month, backdated to March 1, 1989, and effective until February 1990. Other issues agreed upon were:

- A new monthly minimum rate of R750, up from R630, and improvements to the bonus scheme.
- A 44 percent increase in the funeral benefit scheme pay-out.
- That employees be entitled to observe March 21 (Sharpeville Day) on a no-work, no-pay, no-penalty basis.
- Discussions on issues such as working hour patterns, productivity, the recognition of traditional doctors and healers, and job-security for detainees, will be held from June.
UNIONISTS were told that in view of this week's significant wage agreement the company expected co-operation on productivity, work flexibility and courtesy to customers, Pick 'n Pay's Frans van der Walt said yesterday.

Pick 'n Pay and the Commercial, Catering and Allied Workers' Union (Cawusa) had reached agreement on a R53m wage package for the year from March 1, the union announced yesterday.

The agreement is likely to put pressure on other retailers to match the increases. The OK Bazaars is about to enter mediation with Cawusa with its latest offer of a R79 across-the-board increase, against the union's R205 demand.

The R146.87 a month across-the-board settlement, which followed six days of mediation and conciliation proceedings, represents an average 19.9% increase for the more than 14,600 permanent and 8,000 casual staff members.

Cawusa spokesman said union efforts since 1985 had improved real wages at Pick 'n Pay by 123%. However, this was from an extremely low base.

The agreement also provided for a R750 minimum wage, an improved bonus scheme and funeral benefit, and company commitment to negotiate contracting out of the Labour Relations Amendment Act and to communicate with government on the alignment of Workers' Day and May 1.
EDWORKS Stores yesterday filed an urgent interdict in the Rand Supreme Court against the Commercial Catering and Allied Workers Union (Ccawusa) requesting the strike by an estimated 1 000 of its workforce be declared unlawful.

Edworks Group MD Stewart Dodo said the application was filed at 2pm yesterday and Ccawusa's senior official Salim Vally confirmed court action had been taken against his union.

An estimated 80 Edworks stores in the PWV area, Bophuthatswana and the northern Transvaal have been affected by the strike. Ccawusa is demanding a minimum wage of R530 a month and an across-the-board hike of R125.

The hearing has been postponed until Friday, during which time Ccawusa has agreed its members will not interfere with or intimidate any of Edworks' employees or any temporary staff or any customers, distributors, or other persons entering the company premises.
new wages

JOHANNESBURG — After three months of negotiations, a wage agreement has finally been concluded between Ccawusa and Pick 'n Pay, a Ccawusa spokesman confirmed yesterday.

The agreement involved:
- An across-the-board wage increase of R146.57 a month, effective from March 1 this year for 12 months.
- A company minimum wage of R750 a month.
- An improved bonus scheme.
- Improved funeral benefits.
- The company to communicate with the government on the alignment of Workers' Day and May 1.

The company to negotiate contracting out of certain sections of the Labour Relations Amendment Act.

A total of R43.7 million was involved, the spokesman said — Sapa
Acquittal of trade unionists acclaimed

THE acquittal of trade unionist Mr Moses Mayekiso and four co-accused on treason and alternative charges yesterday received widespread acclaim from human-rights lawyers, trade unionists and the US government.

Welcoming the judgment as a "victory for the human-rights cause," Lawyers for Human Rights (LHR) director of research and education Mr Peter Mothle said: "We need more such judgements to vindicate the impartial image of our judiciary."

The acquittal of the five former members of the Alexandra Action Committee (AAC) proved that the activities of most community leaders were aimed at peacefully bringing about justice and a non-racial democracy, Mr Mothle said.

Congress of SA Trade Unions vice-president Mr Chris Dhlamini said the judgment supported Cosatu's position to build democratic structures representing the interests of "people on the ground."

UCT administrative law expert Professor Hugh Corder, noting that he based his comment on press reports, said Mr Justice P J van der Walt's judgment would be welcomed by human-rights lawyers.

The US State Department said it was heartened by the verdict in the Mayekiso case, adding that the activities of the former trialists were "an important element in the struggle for a non-violent end" to the system of apartheid.
Johannesburg — Unionists were told that in view of this week's significant wage agreement the company expected co-operation on productivity, work flexibility and courtesy to customers, Pick 'n Pay's Frans van der Walt said yesterday.

Pick 'n Pay and the Commercial, Catering and Allied Workers' Union (Ccwusa) had reached agreement on a R43m wage package for the year from March 1, the union announced yesterday.

The agreement is likely to put pressure on other retailers to match the increases. The OK Bazaars is about to enter mediation with Ccwusa with its latest offer of a R79 across-the-board increase, against the union's R203 demand.

The R346.87 a month across-the-board settlement, which followed six days of mediation and conciliation proceedings, represents an average 19.9% increase for the more than 14 600 permanent and 8 000 casual staff members.

A Ccwusa spokesman said union efforts since 1985 had improved real wages at Pick 'n Pay by 123%. However, this was from an extremely low base.

"While the increases are a significant improvement, the road to a living wage for all P 'n P workers is still a long one," he said.

The agreement also provided for a R750 minimum wage, an improved bonus scheme and funeral benefit, and company commitment to negotiate contracting out of the Labour Relations Amendment Act.

Adcock earnings up 37%
Rift in metal industry far from healed

By Mike Siluma, Labour Reporter

Disagreements between metal industry unions and employers on wages, new jobs and security remain despite a third round of talks between the parties this week.

A major hurdle was cleared when employers agreed to a demand that the industry's pension fund be converted into a provident fund, but the National Union of Metalworkers (Numsa) reported little progress elsewhere.

Mr Brian Angus, director of the Steel and Engineering Industries Federation (Seifsa), said it had agreed in principle to the conversion of the Metal Industries Group Pension Fund to a "flexible benefit fund", allowing for lump sum payments on workers' withdrawal.

The offer was conditional upon satisfactory negotiations on the details of the conversion and agreement on all other matters in the current talks.

Seifsa made offers on the sick pay fund and shift allowances.

A Numsa statement yesterday attacked a proposal that small companies should be exempted from minimum standards negotiated during the talks.

Any concessions on pay by Numsa depended on Seifsa conceding to demands regarding job security and employment creation.

The talks resume on May 16.
It's all a lie,
says Femme
editor Jordan

By Paula Fray

The up-market glossy magazine, Femme, is not being wound up or facing provisional liquidation, the editor, Susie Jordan, said yesterday.

Mrs Jordan was commenting on a court order for the provisional winding up of Fashion Publishers (Pty) Ltd, trading as Femme, which was granted in the Rand Supreme Court on Tuesday.

The application was by Citylab (Pty) Ltd for R12,375 owed on an account incurred in 1986. The order is returnable on May 30.

The present owners of Femme, Emme Publications (Pty) Ltd, will be taking legal advice, company director Mr L. Coetzee said. He emphasised that no summons had been served on the magazine.

Ms Jordan said she was unaware of the court action until contacted by The Star. She said she would also be taking legal action.

"The whole situation is damaging and libellous to the magazine and to me. The story, as far as I am concerned, is untrue," she said.

Strikers prevent
from demonstrating

Two busloads of Rustenburg Platinum Refinery workers were allegedly stopped from staging a peaceful demonstration — to draw attention to their demands and their willingness to negotiate — at Johannesburg Consolidated Investments (JCI) head offices yesterday.

A National Union of Mineworkers statement said that after earlier negotiations with police, workers were allowed to proceed from the NUM offices to JCI's headquarters, but were then prevented from alighting from the buses.

At 56 days the RPR strike is "The longest-running in the history of mining in South Africa," according to the NUM — and it is continuing, with 547 workers at loggerheads with the management at Rustenburg Platinum Refineries.

OFFER SHOULD BE RETROSPECTIVE

The RPR strike began after the refinery's management refused to meet the workers' wage demands, the NUM said.

In an effort to reach a settlement, the union proposed that the company's 14.5 percent offer be paid retrospective to January 1 of this year. Contained within the proposal were the following demands:

- Six-months' maternity leave for women workers.
- Lower job categories to get two additional days annual leave.
- Higher job categories to get one additional day annual leave.
- June 16 is declared a paid public holiday.
- The mine's management has refused to meet any of these proposals, however, the union claims.

NUM said RPR workers had undergone hardships during the strike, often sleeping outdoors.

Their food supplies were allegedly severed by JCI management on a number of occasions and they had to go without food for several days.

Refinery workers reported to the plant everyday but did not work, NUM said. Management had said it would institute a lockout if workers left the premises — Sapa.
Group to seek release of Mpetha

By CHARL DE VILLIERS

A SENIOR British trade unionist, a city attorney and officials of the Food and Allied Workers' Union (Fawu) yesterday met to discuss humanitarian care for jailed trade unionist and diabetic Mr Oscar Mpetha. 79.

Lawyer Mr Hymie Bernardt, who has been professionally associated with Mr Mpetha for almost 40 years, said yesterday that he had held a "long session" with Mr Tony Shaw, of the Trades Union Congress's (TUC) international secretary, and delegates from Fawu's head office.

The union had agreed to establish an ad hoc committee which would identify Mr Mpetha's needs upon his release and calculate the costs, which would be paid by the TUC, he said.

A renewed application for Mr Mpetha's release would be submitted once the committee had finalised its arrangements, he said.

Full-time nurse

Mr Bernardt noted that the Appellate Division had considered Mr Mpetha's compulsory five-year jail sentence under the former Terrorism Act to be "wholly inappropriate".

Fawu president Mr Chris Dlamini earlier this week said: "We'll be looking at appointing a full-time nurse, procuring Mr Mpetha a car and driver and building him a home."

The committee would consist of 10 union delegates, representatives from the Congress of SA Trade Unions, community organisations, lawyers and National Medical and Dental Association doctors, he added.

Mr Mpetha, who is serving the fourth year of his jail term, has been hospitalised for about three years.

International pressure for Mr Mpetha's release rose sharply this year, with both British Prime Minister Mrs Margaret Thatcher and the British Anti-Apartheid Movement calling for freeing of the former trade unionist and Western Cape ANC leader.
JOHANNESBURG — The abhorrence of apartheid shared by the Congress of South African Trade Unions, the United Democratic Front and its affiliates and Inkatha constituted the basis for an end to violence in Natal.

This was said yesterday by the UDF and Cosatu at a press conference here when the two organisations stated that, although they shared a political position which differed from that of Inkatha, they were prepared to hold a peace conference that included the Zulu movement.

The UDF's publicity secretary, Mr. Murphy Morobe, said the three organisations' conception of how peace could be achieved had moved much closer than before.

The statement came as the police unrest report announced that five people have died violently in Mpopoma, Natal.

Mr. Morobe said the continuing violence in the greater Maritzburg area alone had claimed more than 1,200 lives since the beginning of last year and charged that police had "not always acted with circumspection" in the area.

Mr. Jay Naidoo, Cosatu's general secretary, said police collusion had resulted in an escalation of the violence.

It was in the material interests of the state, Mr. Naidoo said, to orchestrate the warlords in the area to use violence against Cosatu and the UDF in order to disrupt them.

"It would seem to us that when we are on the verge of a major political initiative to break through the cycle of violence the apartheid state has moved systematically to undermine the political process that we are engaged in," the joint UDF/Cosatu statement released at the conference said.

The Minister of Law and Order, Mr. Adriaan Vlok's recent "iron-fisted approach to ending the violence" statement was of particular concern. It appeared as if the government did not learn from its mistakes.

Cosatu had warned in 1987 that the deployment of Special Police Forces in the area would "inevitably lead to greater violence".

"This is precisely what happened," the police are today discrediting," Cosatu said.

Condemnation of the police was not to be confused with the UDF's recognition of a need for a police force in the area to maintain peace. However, "the actions of the police must be in keeping with the interests of the people — in this case peace," Mr. Morobe said.

Cosatu and the UDF were prepared to attend a preparatory meeting with Inkatha and the conveners of the proposed peace conference to remove obstacles to its initiation.

The idea of prominent people acting as conveners and the involvement of Inkatha, Cosatu, the UDF and its affiliates and other influential organisations would mean that any agreement reached would carry great weight and influence, the statement said.

While the conference alone would not ensure peace, the UDF and Cosatu saw it as the launching of the process.

Today's police unrest report said four men were stabbed to death and four wounded when a group of people attacked homes in the area.

Police used tear smoke and birdshot to disperse the attackers and arrested 194 people.

In another incident in the same area, a black woman was injured when a group stoned a home — Sapa
Forex fears put multimillion-rand Mobil pull-out talk under scrutiny

CAPE TOWN — Multi-million-rand international buy-out deals look like coming under much closer official scrutiny.

The Finance Department is wary of the hole such sales might leave on the foreign exchange kitty.

Deputy Finance Minister Org Marais said last night his department would eventually have to sanction any prospective purchase — by Genco or any other SA buyer — of Mobil interests.

He added, as far as he was aware, no official approach had yet been received either from Genco or Mobil.

Marais said this could merely mean a deal had not advanced far enough for the parties to approach authorities with proposals for the transfer of funds.

Mobil's assets in SA are conservatively put at R900m.

There is speculation Genco will buy them at bargain basement prices.

Mobil executives in SA and the US have remained uncontactable on the oil giant's probable withdrawal from SA.

No statement has been made by either party confirming or denying negotiations were taking place Genco's officials declined comment yesterday.

Considerable political pressure has been exerted on Mobil to disinvest but this is now generally regarded as being a minor element behind current moves.

The main reason is economic, oil industry sources said because of removal of the double taxation agreement between the US and SA two years ago.

Under the so-called Rangel Amendment Mobil — or any US company in SA — must pay US taxes on its SA profits as though they were income earned in the US.

This is believed to have placed an unacceptable burden on Mobil's earnings from this country.

ALAN FINE reports if Mobil does disinvest it will anger trade unions.

Chemical Workers' Industrial Union general secretary Rod Crompton said yesterday withdrawal would demonstrated what he called a consistent attitude of duplicity.

He added the union, to which several hundred of the 2 800 Mobil employees in SA belong, had no notice of the move. He had faxed a letter to the company requesting urgent clarification.

He said the union had tried since July 1987 to negotiate with Mobil an agreement to protect employees' interests in the event of a pull-out. Mobil had refused.

Talks for the consistently restated refusal had no intention of disinvesting.

"When Mobil's contingency plan for investment was leaked to the media in August they repeated this," Crompton said.

The CWTU's disinvest proposal, apart from another 58 subsidiaries of multinationals, seeks assurances on continued employment, earnings, benefits, fund rights and other matters for workers in the event of withdrawal.

Crompton said rumours of Mobil's probable disinvestment had been circulating for some time but he had heard no similar talk about any other US companies.

CHRIS CAIRNCROSS

Forex fears in Mobil talk of a pull-out

Crompton said his union would consider what to do over the next few days.

Genco energy division executive director Bernard Smith issued a flat no comment. Other Genco personnel said Smith was the only person authorised to comment.

Adrian Botha, director of the American Chamber of Commerce in SA (Amcham) of which Mobil is a member, said he had been unable to get confirmation of the move.

"If true, it is obviously very disappointing," he added.

Botha said the Rangel Amendment had increased substantially the costs of operating in SA.

He added that, while the disinvestment drive at national level in the US had for now, petered out, it remained fairly intense at state and local level.

Botha said that some time but he had heard no similar talk about any other US companies.
Court bid by Edworks to stop strike

Edworks has made an urgent application in the Rand Supreme Court requesting that a strike by members of the Commercial, Catering and Allied Workers' Union (Ccawusa) be declared illegal.

More than 1,000 Ccawusa members at Edworks, Dodos, Pick-a-Pair, Koko, Marcello Shoes and RE Pashley have been on strike since April 17.

Edworks and the union have agreed to postpone the hearing to tomorrow — Sapa.
Police put paid to refinery wages demonstration

POLICE put a quick clamp on trade unionists arriving in Johannesburg yesterday for a demonstration.

The Rustenburg Refineries workers were kept aboard two buses before they could carry a wages dispute to JCI headquarters.

The NUM members had travelled from Rustenburg to press demands.

SIPHO NGCIBO only to be met by the SAP and traffic police before they could alight.

A police spokesman said he knew nothing about an arrangement.

The dispute between Rustenburg Refineries, a JCI subsidiary, and about 560 workers began in February.

The NUM wants inter alia a 14.5% wage rise offer paid retrospectively to January 1 and six months' maternity leave for women workers.
"We cannot afford to live."

That was the message from unions this week as consumers reeled under the news of a rise in the price of maize and bread — both staple foods.

The increase raised the price of white bread by five cents to 90 cents and that of brown bread by seven cents to 76 cents.

A Cosatu pamphlet distributed in the Western Cape this week said workers were celebrating May Day at a time when they faced "many attacks on their standard of living and the majority of people were living in poverty."

National Council of Trade Unions vice-president Patricia De Lille said the increases meant workers were faced with a desperate situation.

"It means we cannot afford to compromise at wage negotiations. We have to demand wages that we can live on," she said.

A Garment and Allied Workers' Union spokesperson said the increases represented an attack on the Living Wage campaign and workers would have to take the increases into account when formulating wage demands at negotiations.

The price spiral began with a 10 percent fuel hike in January this year, followed by a second increase earlier this month.

The rise in fuel costs led to a spate of increases in the price of consumer goods and transport.

In Cape Town bus fares are to go up this week by an average of 10 cents a ride.

The increase from 12 to 13 percent in general sales tax in the budget was another blow for consumers.
Altron firms hit by strikes

Two Altron subsidiaries, Lascon Lighting and Standard Telephones and Cables, have been hit by strikes over labour law and retrenchments which are carbon copies of other such actions in the past two weeks.

National Union of Metalworkers of SA (Numsa) officials have refused to intervene to resolve a wildcat strike until they get from Altron's Lascon Lighting an undertaking waiving its right to sue for lost earnings.

This is a repetition of the circumstances of the eight-day strike at Haggie Rand where settlement was delayed for several days until last Thursday.

Altron group executive Jacques Sellschop said yesterday 500 employees had been on an unlawful strike since Monday demanding that two members of management be removed from participation in disciplinary decision-making.

He said management was in communication with unions leaders to discuss their request for an undertaking from Lascon that the company waive its rights in terms of section 79(2) of the Labour Relations Act.

Numsa spokesman confirmed the union's stand on the issue.

The section, introduced last year, empowers companies to sue unions for lost earnings sustained in unlawful strikes.

Its most controversial feature is that it reverses the normal burden of proof by imposing the assumption that such action is sanctioned by the union unless this is proved otherwise.

At STC in Boksburg, about 200 Numsa members went on strike yesterday morning in protest against 100 lay-offs to be carried out next week.

Sellschop said workers were demanding higher severance payments for those to be retrenched.

The lay-offs were necessitated largely by the R500m cutback in spending on telecommunications equipment by the Department of Posts and Telecommunications.

Two weeks ago, STC's main competitor in the field, Siemens, suffered a three-day strike over lay-offs carried out for the same reason.

The strike was resolved after an improved retrenchment package was agreed upon.

Numsa spokesmen said earlier they were unaware of the strike and could not be reached for comment in the afternoon.
The general secretary of the National Union of Metalworkers and former treason trialist, Mr Moses Mayekiso, yesterday called on more than 1,000 students at the University of the Witwatersrand to ensure that universities became accountable to and take the side of the working class in the South African conflict.

Mr Mayekiso said May Day was important for all those "fighting for freedom from... apartheid."

Moses goes home to Alexandra - Page 10.
May Day

THE Johannesburg branch of the Commercial Catering and Allied Workers' Union is to focus on retrenchments at its May Day rally on Monday. The rally begins at 10am at 142 Kerk Street, Johannesburg.
THOUSANDS of workers are expected to attend May Day rallies throughout the country on Monday.

Some of the meetings are organised jointly by the Congress of South African Trade Unions (Cosatu) and National Council of Trade Unions (Nactu).

A Cosatu spokesman said they were experiencing problems in getting certain venues because of the state of emergency.

Rallies organised by the two federations will take place at Duncan Village Community Hall,

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**By LEN MASEKO**

East London (9am), Sakhile Hall, Standerton (9am) and Dan Qafe Stadium, Port Elizabeth (9am).

Nactu rallies are scheduled to take place at Regina Mundi, Soweto, YMCA Hall, Beatrice Street, Durban, Roman Catholic Church, Thabong, Welkom (10am), St Francis Hall, Langa, Cape Town (10am).

Leeuwenstein Roman Catholic Church Hall, Marble Hall (Sunday, 2pm), Hamziklabe Hall, Potchefstroom (9am), Sizakancane Hotel, Emadam (9am), KwaTuli, Witbank (10am), Lebowakgomo Showgrounds (10am) and NGK, KwaTuli, Witbank (10am), Lebowakgomo Showgrounds (10am) and NGK, Sharpeville (9am).

Meanwhile four Nactu affiliates will hold a May Day rally at Nasrec, Crown Mines at 10am.

The four will announce their amalgamation at the meeting. The unions are Black Electronics and Electrical Workers' Union, United African Motor and Allied Workers' Union, Electrical and Allied Workers' Union of South Africa and Engineering and Allied Workers' Union of SA.
Curtains down on the treason dress rehearsal

The judge condemned the state for bringing treason charges without sufficient consideration. His verdict may precipitate any state attempts at a general crackdown on trade unions.

By HUGH WATSON

ANY hope the state may have had of using the Mayekiso trial as a dress rehearsal for a general crackdown on trade union activity was dashed when the state fell flat on Monday at the Union of Metal-workers (Numsa) general secretary and his four co-accused.

Mayekiso, 40, his brother Maweni, 24, Paul Themies, 41, Mathane, 31, and Obid Bepete, 31, were found not guilty of treason and alternative charges of subversion and sedition by Mr Justice Pieter van der Walt in the Rand Supreme Court on Monday.

The judge found the state had not proved any of the charges against the five.

After almost one and a half years of the state's case the judge found that, after a thorough examination of the evidence, it had not proved its case against the five and asked only for a compensation to the state on the charges.

Concluding his judgement, Justice van der Walt established the state's case against bringing treason charges against the accused without evidence and without sufficient consideration.

"It is a misuse of power and in the interests of the state for so much energy to be spent in the course of this trial on evidence necessary and relevant by the charge of treason which has proved abortive," he said.

"Treason is an offence of a very special category where ideas and political inspirations of those charged are part of the case against them."

"This is a very strange and complex society, of ours, and the spectrum of politics of our country. The trial was a waste of energy, and the government was not proved to have proved its case.

"The charges against the five came out of their activism in Alexandra during 1972 and the first half of 1975."

"The only known case which has since gained was from the substantive evidence of a few of the many thousands of residents of Alexandra. This process may be correct or completely different from the facts.

In this court, only the accused knew exactly what had happened and whether there was no other way to the facts."

"This is the court, only the accused knew what had happened and whether there was another way to the facts."

"The evidence against the five was as weak as the evidence presented by the state and it was insufficient to bring these charges.

"The state has not proved its case against the five."

A policeman sets up posters outside the court.

Judge in this trial, I have no knowledge whatsoever of what actually happened in Alexandra during the first half of 1975.

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A portrait of Mayekiso as a unionist.

A profile of MOSES MAYEKISO by one of his closest union colleagues, Bill Haslam of the National Union of Metal-workers of SA.

A NEW shop steward appeared at the meetings of the Toyota warehouse. His name is Moses Mayekiso. Quiet and unassuming, he was elected secretary of the nearby "Shopstewards' Committee of the Metal and Allied Workers Union." Over the next three months, Mayekiso marshalled his wounded organisation under the factory roof. His shop stewards committee won back the strike of 1973.

This experience, of slow, painful learning, and few gains, was to serve him as a lesson: he needed to learn the skills and the attitudes of a trade union activist, to be able to cope with the demands of his job. He was given the job of training workers in the factory, and was elected to the "Shopstewards" committee of the Metal and Allied Workers Union.

Moses was dismissed from Toyota in 1973 after an internal dispute, left the company, and was appointed to the Union at the beginning of 1980.

In 1980, Moses joined the Union of Metal-workers of South Africa (UMSA), and in 1981, he was elected to the leadership of the Metal and Allied Workers Union in South Africa. At the time, Moses had a factory in the factory.

Moses held meetings in the local union office in Kalkheuwel, having meetings with workers from the local union, and talking to them about the union. Moses then went on to become a member of the MASA executive, and later became the Union's national secretary, dedicated himself to a solution to the South African problem "the kind of socialism that doesn't exist elsewhere."

They then went on to see the township they had left behind. And later they ended the day with a party at the offices of the Substitute umpires, Theresia, Thompson and Hayman, in Braamfontein.

"We had heard about shop stewards' meetings, and Moses had started to build up a local branch. Moses and Moses began to build up a local union in Kalkheuwel. His full-time union work was re-commencing, and he was now a full-time member of the Union."

"There is evidence that the accused and the ACC were present at meetings, as a form of protest against the conditions in the factory, and not against the union itself."

"The judge found that the ACC had not proved its case against the ACC and the ACC did not prove its case against the ACC."

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Moses Mayekiso arrives at his door for the first time in three years.

"Through we are no longer in Sun City (Kwazulu Natal), we are in a much bigger jail now," Mayekiso said.

One after the other, the four men redefined themselves to the structure and principles for which they had been incarcerated.

At a press conference later in the offices of the National Union of Metal-workers of South Africa, Mayekiso,

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The other four: The Alex accused the media ignored

Mayekiso the unionist

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The second strike of the South African Teachers Union in 1988

The third strike of the South African Teachers Union in 1988

The fourth strike of the South African Teachers Union in 1988
Nunsa demands holiday swap

The correspondence

Nunsa demands holiday swap

The next meeting will be held on May 16. The agenda will include discussion of the proposed changes to the sick fund plan. The proposed changes include an increase in the contributions to the fund. The proposed changes will be submitted to the job evaluation committee for approval.
Ccawusa in wrangle with Trador

CP Correspondent

The dismissal for theft and incompetence of two Ccawusa members from Trador Supermarket in King William's Town, has been seen by the union as trying to frustrate the workers' demands for a living wage, the union claims.

Local spokesman for the Commercial Catering and Allied Workers' Union in the area, Mike Mnikula, said Gladile Baula and Judith Ndwalaza had been accused of either theft or incompetence, and of misappropriating receipts involving R170, and then dismissed.

Trador management refuted the union's argument that the two had insufficient training.

This week, the King William's Town branch of the union was preparing to declare a dispute with management.

Meanwhile, Ccawusa members at World and Score Furnishers have reported that some fellow workers have been retrenched.

The retrenchment drive by World Furnishers is going to continue until 1991 and will involve a substantial number of workers.

Workers at the 31 branches of World Furnishers throughout the country recently staged a sit-in protest to voice their opposition to the retrenchment drive.

At King William's Town branches of Score stores, notices appeared saying that workers were prohibited from associating with the sit-in and that such action was deemed unfair labour practice. The notice added that protesters would be hale for prosecution.

The local branch of the union feels that the retrenchment is a concerted effort by this group to frustrate their demands for an across-the-board increase of R250 per month — Veritas.
Apartheid is to blame

NOW

15 May 1989

For Strijdom – Cosatu

Joanette van Rensburg (now) General Secretary of the Congress of South Africa from Union looks over many more秋 than the board.

Strijdom before his arrest.
DURBAN — The central committee of Inkatha resolved at the weekend to call on the leaders of the UDF, Cosatu and the ANC mission-in-exile to meet Inkatha president Chief Mangosuthu Buthelezi to establish a joint initiative for peace in KwaZulu/Natal.

The envisaged talks would be at a mutually acceptable venue "so that the political organisations directly involved in the violence which is now hindering the liberation struggle can democratically establish a joint initiative and joint priorities in the pursuit of peace in the KwaZulu/Natal region," a statement from Chief Buthelezi's office said.
May Day celebrated

Cosatu urges workers to rebuild their organisations

Workers celebrating May Day across the country yesterday were urged by Cosatu general-secretary Mr. Jay Naidoo to rebuild and strengthen their trade unions, workers' organisations, and civic organisations. No major incidents were reported locally.

While no major incidents were reported locally, the International Workers' holiday in several other countries across the world was marked by arrests and clashes between police and marchers.

**Songs and slogans**

Mr. Naidoo called for the Labour movement and other sectors of the community to be made at a May Day celebration attended by more than 10,000 workers at Witwatersrand University. Crowds sang freedom songs and chanted ANC slogans. A convoy of police kept a low profile outside.

Mr. Naidoo said his call was made in the light of Mr. Moses Mayekiso's recent acquittal in the Rand Supreme Court of treason charges.

"Treason charges against Comrade Moses Mayekiso and others were not aimed at only jailing him but to criminalise the process of organising and mobilising the people against apartheid," Mr. Naidoo said.

The meeting was moved to Witwatersrand University because a planned open-air meeting at Soweto's Orlando Stadium was prohibited.

Mr. Mayekiso himself was given a rousing welcome by 1,600 Swapo supporters celebrating the holiday at a rally in Katutura outside Windhoek.

Mr. Mayekiso publicly denounced UN approval of SA army action against Swapo guerrillas and denounced the organisation's order the "South African murderers" back to their bases.

**MAY DAY DRAMA**

These workers performed a short dramatic sketch at a May Day rally in the Athlone Stadium yesterday.

In Harare, President Robert Mugabe said his government would introduce collective bargaining on wages this year rather than fixing rises by decree. But the new system of determining pay rises, which will depend on company profits, would be strictly within government guidelines.

Peaceful and upbeat May Day celebrations in Moscow yesterday focused on reform in the Soviet Union. But in Czechoslovakia, police detained dozens of marchers demanding change, and East German sources said several disorders were arrested.

In Communist Poland, police and demonstrators clashed in Wroclaw and Gdansk. Warsaw was the scene of a jubilant march by the newly legalised Solidarity free trade union federation and a more subdued official celebration.

On the holiday's 100th anniversary, police battled militants in South Korea, West Berlin and Turkey, and workers in the Philippines threatened a general strike.

In Pakistan, the government marked the day by lifting its ban on allowing trade unions to be formed by workers at the state broadcast service and Pakistan International Airlines.

Spanish socialists and communists marched together through Madrid, presenting a common front against the government for the first time in seven years.

In China, which traditionally does not celebrate May Day, the fervour found in other communist countries, the Communist Party issued speeches and editorials urging workers not to give in to forces of social instability.

**Red banners fly**

Moscow's Red Square was packed for the world's premier May Day observance, and banners flowed in the spring breeze under a clear sky.

In West Germany, more than 600,000 people turned out for peaceable trade union-sponsored May Day rallies. But in West Berlin, rock hurling leftists protested limited stores, damaged cars, and clashed with police, who detained 15 people.

**Worker Power**

Thousands of workers yesterday gathered at the Athlone Stadium to celebrate May Day. The activities, which were diverse as poetry readings to soccer games, were loudly cheered by Cosatu affiliate members.
MORE than 3,000 workers yesterday condemned apartheid and voiced their opposition to the Labour Relations Amendment Act during a May Day rally at the George Thabe Stadium in Sharpeville.

Addressing the enthusiastic crowd amidst police presence, the general secretary of Cosatu, Mr Jay Nadoo, said workers must pledge solidarity in the fight against apartheid. He said South African workers must also unite in their fight against violence in Pietermaritzburg, the Labour Relations Act, unfair dismissals, retrenchments and strive for a living wage.

Chanted

The meeting, punctuated by chanting of workers’ songs and shouting of “Viva the workers’ struggle” was also called upon to support the release of ANC leader, Mr Nelson Mandela, and other political prisoners, the unbanning of all organisations such as the United Democratic Front and the lifting of the state of emergency.

Police maintained a low-profile as they watched proceedings from a distance while a speaker after speaker from most of Cosatu affiliates expressed their great concern over the plight of black people in South Africa.

Mandela said May Day was an important day for workers worldwide.

Workers were also called upon to observe the Sharpeville March 21, Soweto June 16, May 1 and August 9 as public holidays and to clamour for health and decent education in South Africa.

Most of the Vaal Triangle townships remained tense but calm as police patrolled the streets while in some townships football associations ignored the May Day rally and continued their activities by featuring soccer matches outside the George Thabe Stadium in the area.

Meanwhile, outside the Orlando Stadium, where a May Day rally was banned by a Johannesburg Magistrate, workers stood around to see whether any of their leaders arrived — but in vain.

In another May Day development, a new trade union, comprising affiliates of the National Council of Trade Unions (Nactu) in the metal industry, was launched at a rally held at Nasrec, near Soweto.

The rally was attended by more than 500 workers who came from all over the country.

The new union, called the Metal Workers’ Union of South Africa, is an amalgamation of a number of Nactu affiliates, among them the Black Electronics and Electrical Workers’ Union.

Mr Mahlomola Skosana, second assistant general secretary of Nactu, called on all Nactu affiliates in the metal industry to join the new union.
A SENIOR British trade unionist, an attorney and officials of the Food and Allied Workers union yesterday met to discuss humanitarian care for jailed trade unionist and diabetic, Oscar Mpetha (79)

Lawyer Mr Hymie Bernardt, who has been professionally associated with Mpetha for almost 40 years said yesterday he had held a “long session” with Mr Tony Shaw, of the Trades Union Congress' (TUC) international secretariat, and delegates from Fawu's head office.
Naidoo speaks of May Day resistance campaign

COSATU general secretary Jay Naidoo yesterday asked the labour movement and other sectors of the community to rebuild street committees and student and civic organisations.

Addressing more than 2000 workers at a May Day celebration at Wits University, Naidoo said his request came in the light of the acquittal by the Rand Supreme Court of Moses Mayekiso and others on treason charges.

He said the charges were aimed not only at injuring Mayekiso but at criminalising the mobilisation and organisation of people against apartheid.

The meeting was moved to Wits because a planned open-air meeting at Soweto's Orlando Stadium was prohibited. It was characterised by the singing of freedom songs and ANC slogans.

A police convoy kept a low profile outside.

Naidoo said employers and government were trying to destroy the country's labour movement through the Labour Relations Act.

"The capitalists and the government are trying to destroy our unions by uniting around the Labour Relations Act, which is an extremely repressive piece of legislation," he said.

Witwatersrand Attorney-General Klaus von Lieres last night denied that the prosecution had any ulterior motive in charging Moses Mayekiso. The prosecution had concerned itself with facts, not political philosophy.

*See Page 4*
Court told of 'terror'

DURBAN. — Mpophomeni, a township near Howick, has become the target of a reign of terror by vigilantes and the South African Police in the past two months, residents claimed in a court application.

The application was brought by residents, clergymen and the National Union of Metalworkers of South Africa (Numsa).

In papers, residents told of allegedly unprovoked and brutal beatings and shootings by police who allegedly attacked residents attempting to fight off rampaging armed mobs from nearby KwaShifa.
Cosatu waging tough battle on labour laws

By DICK USHER
Labour Reporter

UNION demands on bitterly contested amendments to labour legislation are being collected in a process which could lead to the declaration of a national dispute.

The process is being led by the Congress of South African Trade Unions (Cosatu), acting on resolutions from the union summit meeting in Johannesburg during March.

Demands were due to be put to employers yesterday and the Federated Chamber of Industries scheduled a meeting today to discuss the expected demands, but it is understood these have not been received.

Cosatu general secretary Mr Jay Naidoo was at meetings all day yesterday and was not available for comment.

At the workers' summit it was decided that all demands about the Labour Relations Amendment Act (LRRA), promulgated on September 30 last year, should be collated into a set of demands to be presented to employers and employer bodies in May.

The Johannesburg summit involved Cosatu unions, some affiliates from the National Council of Trade Unions (Nactu) and 17 independent unions.

It proposed that demands around the legislation should be submitted by May 2 to employers and their organisations, who would be given 30 days to respond.

After 30 days a national dispute would be declared, followed by ballots which could lead to national industrial action.

With the 60-day "cooling off" period required after a dispute had been declared, this would place national action around the anniversary of the promulgation of the LRRA.

Demands would include:

- The right to strike and to picket,
- No dismissal without proper hearings,
- Retrenchments to be negotiated and to "address the 'life' (last in, first out) system",
- Recognition of majority unions,
- The right to sympathy strikes, and,
- Any other demands put forward by Cosatu and Nactu in previous negotiations.

Referendum for PE on open pools

Argus Bureau

PORT ELIZABETH – The city's conservative element has forced a referendum on open municipal swimming pools.

White ratepayers will go to the polls on May 24 to decide on the issue. At a public meeting last night a call for a referendum was supported by 67 of about 300 people who attended the meeting in the Feather Market Hall.

According to the municipal ordinance by which the meeting was called, only 26 registered municipal voters present needed to support the call for a referendum to make it obligatory.

A total of 74 people voted for Port Elizabeth Advice Office chairman Mrs Judy Chalmers' proposal that the opening of all swimming pools to people of all races, colours and creeds be supported.

But 28 people voted that all pools in white group areas be reserved for the exclusive use of whites.
Union bid to block Mobil pullout

By Mike Shuma
Labour Reporter

Legal action by the Chemical Workers' Industrial Union (CWIU) to prevent the sale of Mobil's South African assets to Gencor would not be heard by the Industrial Court until next Tuesday, the union said.

The union lodged an urgent application in the court at the weekend after Mobil Oil's public acknowledgment that it would sell its southern African assets to Gencor. It asked the court to restrain Mobil from going ahead with the sale until Mobil had agreed to negotiate the union's conditions.

Despite statements by Mobil that present policies and existing agreements would not be affected by the sale, the CWIU said it was taking legal action to protect members' interests.

Mobil had as recently as February refused to negotiate a disinvestment procedure with the union, insisting it did not plan to leave SA.

The CWIU demanded that any proceeds from Mobil's possible links with South Africa after the sale should go into a trust nominated by the union.
White miners agree to a 13.5 pc rise

White miners agreed yesterday to a wage increase slightly below South Africa's 14 percent inflation and well down on their original 20 percent demand.

The Chamber of Mines, representing the six major gold mining companies, agreed on a 13.5 percent rise with the Council of Mining Unions (CMU) for 1989/90. It took effect from this May, the chamber said.

The CMU, representing 28,000 miners, mostly whites, settled last year for 12 percent.

The chamber is also negotiating with the National Union of Mineworkers (NUM), which demands increases of up to 9.6 percent for its 140,000 members.

The NUM annual pay settlement normally takes effect in July after negotiations regarded by analysts as the most crucial in South Africa's industrial relations calendar. The NUM won rises of between 13 and 16.5 percent last year. — Reuters.
Talks deadlock

AFTER two months of wage negotiations, including two days of mediation, Ccawusa and OK Bazaars are in deadlock over a wage increase for 1989.

In a statement yesterday the union said Ccawusa was demanding a R160 across the board increase, effective from April 7, 1989 for 12 months.

The union said OK Bazaars was offering R85 across the board increase or a 12 percent increase.

The union is also demanding May 1 as a paid commemoration day, a guaranteed annual bonus and that a company minimum wage of R660 per month be introduced.

The statement said the company minimum wage was presently R400 per month and union members with more than 12 months service had a minimum wage of R500 per month.

The statement said it had been pointed out to the company that even R660 per month was below most living level estimates.

The union has also informed the company that the present trend in low increases paid by OK Bazaars must stop and union members were expecting a substantial improvement to wages this year, the statement said.

The parties have agreed to go to a conciliation board hearing on May 25-26.

Currently OK has 297 outlets employing a total of 25,204 employees, out of which approximately 22,000 are non-managerial staff. — Sapa
Disinvestment: Union to fight Mobil in court

Staff Reporter

THE Industrial Court has been urgently called to compel Mobil SA to negotiate a disinvestment agreement with the Chemical Workers' Industrial Union (CWIU).

The move follows the company's "consistent refusal" since 1987 to negotiate on disinvestment procedures and the job security of 650 union members at Mobil plants in the country, CWIU general secretary Mr Rod Crompton said yesterday.

The giant United States multinational disclosed the planned sale last week of its local assets to the Gencor mining group — drawing angry union charges that the company had lied about its disinvestment plans.

Explaining the grounds for last Friday's court action, Mr Crompton said Mobil had reneged on a written undertaking to consult with the union once it considered disinvesting.

This followed press leaks in New York last year revealing Mobil's intention to withdraw its South African operation — despite regular assurances to the contrary, Mr Crompton said.

After union representations earlier this year, Mobil had indicated it did not intend disinvesting, thereby seeing no need to negotiate a disinvestment agreement, he said.

Cape Times reporting, comment and pictures in the Cape Times
NUM urged to change plans. Deputy Minister of Economic Affairs and Technology George Bartlett has appealed to the National Union of Mineworkers (NUM) not to proceed with the planned strike. He said the NUM had appointed an extra 300 safety officers, and 160 had already been recruited. Bartlett said the NUM should accept the appointment of the Safety Commissioner, who he said was prepared to deal with the safety concerns raised by the NUM. He appealed to everyone involved to handle the changes which would result from the strike.
Union wants Mob. sale stopped

JOHANNESBURG — Representatives of Mobil Oil SA and the Chemical Workers' Industrial Union (CWU) are due to meet on Monday for negotiations over Mobil's withdrawal from SA, a day ahead of the resumption of the union's urgent court application.

The CWU has asked the Industrial Court to halt Mobil's sale to Gencor pending negotiation of the union's disinvestment demands first submitted to the company in July, 1987.

Mobil industrial relations manager Mr. Jacques Franken said the meeting was seen as the possible consequences of Mobil's decision to sell its interests in Southern Africa. He agreed this meant the sale at a low price, and certain union rights such as for 12 months' notice, would therefore fall away.

It appears Mobil will give no guarantees regarding employees' future job security under the new owners.

Regarding union demands for severance payments, Mr. Franken said the sale would not disturb the employer/employee relationship. All that had occurred was a book entry transferring shares from one owner to another.

Other CWU demands include a guarantee that future employment conditions be no less favourable.
Trade unions, concerns over prejudication

Trade unions concern over prejudication
Louw warning to workers

FREE Market Foundation director Leon Louw has warned workers against opposing the privatisation process.

His alert came at a seminar on Wednesay at Sandton when unionists said privatisation would lead to lay-offs and greater monopolisation of the economy by big business.

NUM national organiser Gwede Mantashi said privatisation would destroy prospects of "self-determination among the oppressed" by encouraging the swallowing up of small businesses by large ones.

He added it would also discourage the building of workers' co-operatives and strong hawkers' organisations.

Louw said research for his organisation showed SA had R360bn worth of public assets capable of being sold to the private sector.

He added the entire shareholdings of privatised assets should be distributed among employees or the population. This would prevent large corpora-

ations from increasing their stake in the economy and substantially increasing the stake of blacks.

Louw said ownership of state-owned houses should be handed over to their occupants.

The seminar on privatisation and deregulation was organised by the hawkers' organisation Achub.

Achub president Laurence Masvunda said his organisation was fighting for the right of traders to earn a living. Members would simply ignore the laws and regulations standing in their way until these were scrapped.

Federale Volksbeleggings GM Anton Rooi, seconded to the Department of Administration and Privatisation, said privatisation and deregulation could represent a fundamental break with apartheid.

• See Page 6
Teargas scatters strike groups

POLICE used teargas and were repeatedly called in to break up a demonstration and sit-in by about 100 striking construction workers in Johannesburg city centre on two days this week.

Witwatersrand police spokesman Lt-Col Franz Malherbe confirmed police had used teargas to disperse Group Five workers.

"Apparently, about 100 workers refused to leave the sites after they had been paid off. The police gave them five minutes to disperse. They refused and police sprayed three cans of teargas at them," said Malherbe.

The first police action against the strikers, part of a construction workforce building two high-rise structures in Pritchard Street, took place at about 10am on Tuesday when workers staged a sit-in at the site.

The second police action was on Wednesday when police broke up a placard demonstration.

The workers, all members of the Construction, Building and Allied Workers' Union, are involved in a pay dispute with Group Five. Under a court order they are not supposed to be at the construction sites.

A Group Five official refused to comment.
Interdict granted against Numsa

ALTRON's Standard Telephones and Cables (STC) was granted an urgent interim interdict in the Industrial Court on Wednesday against two trade unions and more than 600 employees in regard to the week-old retrenchment strike.

And, as the 11-day-old strike by 500 employees at Altron's Lasecon Lighting continued the metal sector wildcard strike wave on the Reef spread to another three companies.

In each case, the National Union of Metalworkers of SA (Numsa) has refused to intervene unless it receives an undertaking from the company to waive its right to sue for damages in the event where the undertaking was made. The strike ended yesterday.

The court order declared the conduct of Numsa and the Electrical and Allied Workers' Union to be unfair.

It also declared the conduct of the more than 600 employees to be unfair and restrained "any one or more of them" from threatening the safety or property of STC employees, or creating a disturbance, and from engaging in any unprocedural or unfair industrial action.

Numsa legal officer Ruth Edmonds said no evidence had been led alleging threatening behaviour by strikers.

She said the order against the two unions, "makes no sense" as it did not specify the alleged unfair conduct or say what they should do. Parts of the order against the other respondents were also unclear, she said.

Altron spokesmen could not be reached for comment.

Numsa regional official Tony Kgobe said unionists had visited the Lasecon plant on Tuesday offering to intervene once they had received the undertaking.

He said he had been refused and Altron had refused to have its industrial relations dealt with by lawyers against making such an undertaking.

The action is in support of demands that two management members be relieved of duties to conduct disciplinary hearings.

Kgobe said strikes involving some 200 workers had begun earlier this week at Champagne Lighting, Thorn Lighting and Cogiplast.


gRANTED

Actions were related to retrenchment in the first case and dismissals at the other two.

In each case, Numsa had requested the undertaking. It had only been granted at Cogiplast. Although Kgobe said talks ended on Wednesday night without resolution, a management spokesman said employees had returned to work yesterday.

A Champagne Lighting spokesman said the "small problem" may be resolved today while Thorn could not be reached for comment.
Police clash with SAB strikers

WILDCAT strikes by about 1,600 employees of two Altron subsidiaries — the National Union of Metalworkers of SA (Numsa) and the National Union of Metalworkers of SA (Namuva) — have ramified into a showdown with the company's management over the company's decision to close an Alrode plant, scene of a two-and-a-half-week-old strike by 600 workers.

The size of the strike at Altron's Standard Telephones and Cables (STC) in Boksburg, which began on Thursday, quadrupled yesterday to involve 600 workers.

The company has filed an urgent application to be heard in the Pretoria Industrial Court this morning, considering its options. Employees were demanding two members of management cease their involvement in disciplinary cases.

A Numsa spokesman said he understood workers were demanding management consider alternatives to retrenchments implemented after a 30% cutback in Post Office spending on telecommunications equipment.

They were also seeking better severance payments.

An ultimatum by management at Lascon Lighting in Johannesburg to its 560 employees to end their week-old strike by noon passed without response. Management and shop stewards were meeting late last night.

Altron human resources executive Hugh Donovan said the company was considering its options. Employees were demanding two members of management cease their involvement in disciplinary cases.

He said both subsidiaries had refused to waive their rights to sue for damages after receiving legal advice that this would be inappropriate.

SAB and the Food and Allied Workers' Union (Fawu) gave differing explanations of the clash between strikers and police and the events which led up to it.

A police spokesman said the matter would be covered in today's current report.

An SAB spokesman said the company was forced to call the police when about 30 strikers armed with pipes, bricks, sjamboks and kettles attacked individuals and property. The strike began after the dismissal of four colleagues who had allegedly refused to obey instructions.

However, Fawu assistant general secretary Mike Madlala said the workers had been attacked by police while passively sitting outside the plant gates. They were expressing a desire to return to work, he said.

Some had responded to this attack by throwing stones. Three had been arrested and a member of others injured, he said.

He said the Alrode plant had had a number of disruptions in the past 12 months, as members had responded to unfair dismissals and unilateral changes to working conditions.

The SAB spokesman said the disruptions were due to "a radical core group who appear to have no interest in the work agenda and must therefore be operating to a set of ulterior motives."
Mobil, CWIU to meet for discussions on disinvestment

Representatives of Mobil Oil SA and the Chemical Workers' Industrial Union (CWIU) are due to meet on Monday for negotiations over Mobil's withdrawal from SA, a day ahead of the resumption of the union's urgent court application.

There are strong indications there will be differences between them over the breadth of the agenda, given Mobil's view that the sale of its local assets to Gencor is a fait accompli.

CWIU general secretary Rod Crompton said yesterday the entire CWIU package of disinvestment demands remained at issue.

The CWIU has asked the industrial court to halt the sale pending negotiation of the union's disinvestment demands first submitted to the company, and 35 other multinationals, in July 1987.

Mobil industrial relations manager Jacques Franken said yesterday the meeting would discuss "the possible consequences of the decision by its ultimate foreign parent company to dispose of its interests in southern Africa."

He noted that this meant Mobil considered the sale a fait accompli, and that certain union demands such as for 12 months' notice of the intention to disinvest should fall away.

Guarantees

"We are prepared to listen to everything and negotiate whatever is negotiable," he added.

It seems Mobil will also resist giving, or be unable to give, any guarantees regarding employees' future job security under the management of the new owners.

On demands for severance payments, Franken said the sale would not disturb the employer/employee relationship. All that had occurred was a book entry transferring shares from one owner to another.

Franken, commenting on CWIU accusations that Mobil had lied and acted duplicitously in making previous assurances regarding its future in SA, said such accusations were unfounded. He had always made such statements in good faith.

CWIU official Pat Horn said this week many CWIU members employed by multinationals, particularly petroleum companies, were extremely worried that disinvestment announcements may be sprung on them soon.

The union said management was aware of these fears and that, at Sasref, management had this week issued special reassuring briefs.
Mobil, CWIU to meet for discussions on disinvestment

ALAN FINE

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She said management was aware of these fears and that, at Sopref, management had this week issued special reassuring briefs.
Members of the Chemical Workers' Industrial Union demonstrate outside Mobil House in central Cape Town at lunchtime yesterday in protest at the company's decision to withdraw from South Africa without first negotiating with the union.

Mobil's not No 1 with union

Mobil employees have started a series of actions against the company in protest against its decision to withdraw from South Africa.

Members of the Chemical Workers' Industrial Union in Cape Town, Durban and Johannesburg have taken part in the protests aimed at pressuring the company to negotiate conditions of withdrawal with employees.

In Cape Town yesterday, about 30 shop stewards from the union held a 30-minute placard demonstration outside Mobil's South African headquarters in the city. In Johannesburg there was a similar demonstration.

A union spokesman said that further actions were contemplated depending on the outcome of a meeting scheduled for Monday between the union and management.

The union said workers at the refinery in Durban had instituted an overtime ban.

A Mobil spokesman said no action had taken place, but a workers' meeting was to be held soon.

On Monday, the union and Mobil are to discuss union demands on disinvestment, including guarantees of job security and severance pay.

The union has also entered an urgent court application to halt Mobil's sale to Gencor, pending negotiation of disinvestment demands.
After Mobil withdraws from SA...

Mobil's sudden decision to withdraw from South Africa will have widespread repercussions. It immediately increases the pressure against the continued presence of Caltex and Shell. Caltex is now the only U.S.-owned oil company remaining in South Africa, while Shell is under quite serious pressure in the Netherlands.

Will they be forced to the decision that returns from doing business in South Africa aren't worth the hassle?

Beyond this, with Gencor snapping up the assets, it's another step in the accumulation of the nation's wealth in fewer and fewer hands.

The Chemical Workers' Industrial Union (CWIU) is somewhat suspicious of the Mobil move and will be meeting management on Monday to discuss the withdrawal, followed by a court action on Tuesday which will seek to halt it.

The union has been pressing multinationals for national negotiations on disinvestment, with not much success.

Companies refused to consider one bargaining forum and when the CWIU sought to declare disputes, the Minister of Manpower refused to appoint a conciliation board to hear them.

Since then they've had agreements with several companies to negotiate individually, but a union spokesman said progress had been slow.

Meanwhile, spokesmen for the union movement point out that the Mobil withdrawal, a result of international pressure against doing business with South Africa, must raise questions about how the South African economy will cope with any further withdrawals.

While the effects of disinvestment might not yet be severe, an already struggling economy needs all the help it can get — which doesn't include disinvestment and non-investment.

Leaving aside any questions of morality, one can't help suspecting that the Botha government learnt the same lesson in Nambia as the Johnson administration learnt in Vietnam — you can't run a foreign war and reform at home simultaneously.

You simply don't have the money.

Union spokesmen argue that, as the economic crisis deepens, it is increasingly clear that the reform programme seeks merely to deracialise the economy and cannot resolve the crisis because it does not address the basic structural problems.

In the end reform addresses only the material needs of about 30 percent of the population in the industrialised sector, leaving the other 70 percent to struggle along as best they can.

In which case the state's repression, engendered by the fight against its policies, and the state's reform programme are not competing strategies but the same strategy, they argue.

Leaving the question still hanging: Is doing business with South Africa worth the hassle?
Union signs new agreement for worker pensions

Labour Reporter

THE Paper Printing Wood and Allied Workers Union this week signed an agreement with Nampak converting their pension fund into a provident fund.

Workers will have the option of transferring pension fund money into a provident fund which will provide workers with improved benefits, lump sum payment on resignation and the ability to exert some control over their money.

The fund will be controlled by 12 trustees from the company and the union.

THE Supreme Court this week ruled the Ceowusa strike at Edworks illegal, but expressed reservations about stopping the strike until an appeal by the union is heard within 10 days.

In another development Edworks' management agreed to meet the union in an effort to resolve the strike.

THE Banking Insurance and Assurances Workers Union signed a recognition agreement with Santam Bank Ltd this week.

STANDARD Telephones and Cables was granted an interim order in the Industrial Court declaring the strike by more than 600 workers unfair.
Lascon, Altron strikes end

Employees at two Johannesburg metal sector companies hit by strikes last week have returned to work, 80 at another have been dismissed, and disputes continued at two more.

Nearly 500 members of the National Union of Metalworkers of SA (Numsa) at Lascon Lighting, Johannesburg, instructed by the Rand Supreme Court on Friday to continue their unlawful two-week strike, obeyed the order and returned to work yesterday, Altron executive Jacques Sellieschop said.

Sellieschop said worker representatives had been invited to discuss grievances with management. The strike supported demands that two management members at Champagne Lighting, had ended

Meanwhile, Numsa regional organiser Tony Kgobe said the 80 strong shift at Complast — on strike over a dismissal — had been dismissed MD Howard Greenspan declined to comment.

Kgobe said another retrenchment strike, previously rejected management’s offer to selectively re-employ most of 200 dismissed last week, yesterday suspended for 14 days by order during a strike over a dismissal.
Privatisation – good or bad for SA?

By Jovial Rantao and Matshube

A seminar held last week under the auspices of the African Council of Hawkers and Informal Businesses at Miederfontein, outside Johannesburg, revealed sharp differences emerged between trade unionists and members of the private sector on whether privatisation and deregulation were a solution to the country’s economic and political woes.

Speaking on “An exchange of views on deregulation and privatisation – trade unions and the private sector”, unionists expressed hostility towards privatisation and deregulation while the private sector was enthusiastic about these.

The trade union’s view

National Union of Mineworkers national organiser Mr Gwede Mantash said privatisation was a remedy to capitalist ills and was aimed at improving the quality of life for only 40 percent of the population to the exclusion of the majority of South African society.

He said profit maximisation was the primary motive for privatisation. “Profits know no safety, profits have no regard for the welfare of the workers or job security. Those interested in profits do not care whether people have jobs or not,” he said.

“South Africa is today in the process of privatising national roads, hospitals, education etc. One does not require any intelligence to realise that this will have serious social effects on us.”

“What happens to the taxes that the workers pay? Shouldn’t they be utilised to build infrastructure or developing our houses, subsidising education for our children or the supply of electricity? Shouldn’t the State subsidise medical care and hospitals?” Mr Mantash asked.

It was because of the greed for profit that the Government chose to privatise its assets.

Mr Mantash said that, to the workers, privatisation meant retrenchments and no pay increases for those retained.

The private sector says

Free Market Foundation executive director Mr Leon Louw said trade unions should support deregulation and privatisation. He told delegates that apartheid was an exercise in “ethnic socialism” involving huge deployment of State resources and massive Government bureaucracy.

Mr Louw said “Privatisation and deregulation are building blocks of greater individual freedom towards economic and political democracy.”

Ms Louise Tager, a professor of law at the University of the Witwatersrand, said State control through regulations stifled economic development and growth. She said new jobs could not be created and existing ones were in jeopardy.

Professor Tager said she viewed small businesses as the real source of job creation. Deregulation would open doors for those who were previously excluded by discriminatory legislation.

Federale Volksbeleggings general manager Mr A Roodt said privatisation and deregulation could be what the workers needed to break apartheid.
457 respondents pack Johannesburg court

By Cathy Stagg

There were scenes of chaos at the Rand Supreme Court on Friday when Mr Justice N M MacArthur had to deal with 457 individuals, each cited as a respondent in an urgent interdict launched by their employer.

The large crowd of workers, most dressed in blue dust coats, arrived at the Rand Supreme Court at lunch time.

Each person had to go through a security check to enter the building.

The crowd flowed upstairs to court 4C, which was soon packed. Even the area normally occupied by the clerk and orderlies was full.

It became clear the case could not be heard in the small room so the crowd was moved to a large ground floor court where there were still not enough seats and people stood shoulder to shoulder in the aisles.

From time to time someone would address the crowd.

The urgent application was brought by Lascon Lightning against the National Union of Metal Workers of SA (Numsa) and the individual workers.

The judge asked who was in court representing the union. A red-haired woman could be seen bobbing up and down at the back of the packed standing area.

The judge asked her to come forward. But Ms Ruth Edmonds said she was there only to observe, not represent the workers.

They did not have a lawyer.

“I am not going to be an easy task,” the judge said.

He was told there was no one willing to speak on behalf of everyone else, although there was a delegation of six. The judge picked out one of them and told him to go to the witness box.

INTIMIDATION

“Where is the witness box?” the man asked and the sea of people parted so he could make his way there.

Speaking through an interpreter, Mr Enoch Mtshule said they were told to come to court but did not know why and had not read the papers.

Mr B. Doctor, who appeared for the applicants, said all previous negotiations had taken place in English. He asked for an interim interdict to restrain the workers from intimidating others and declaring the strike unlawful.

Another spokesman, Mr Peter Ngwenya, disputed that they had intimidated anyone. The judge said in that case, the interdict could not harm them.

In reply to questions he said they had worked normally since Monday because management refused to let them speak to the newly appointed chief executive, Mr Sutton.

The judge said the dispute could not be resolved that day and that the workers had to file papers setting out their side of the dispute.

The workers refuse to deal with the group human relations manager and want to speak only to the chief executive.

The judge advised the workers to approach the union or an attorney to represent them.

The interim interdict was granted and the matter postponed until May 23.
Six electronics plants hit by workers' strike

Labour Report

Nearly 1,500 members of the National Union of Metalworkers (Numsa) are on strike at six electronics plants in the Transvaal and the Cape over issues centreing on retrenchments and disciplinary action.

The Industrial Court is expected to make its decision known today on an application brought by one of the companies affected, Standard Telephone and Cables, in an effort to end an eight-day strike at its Boksburg plant. Numsa, the Electrical and Allied Workers' Trade Union, and about 600 workers have been cited as respondents.

A Numsa spokesman said the union would not intervene to end the Boksburg strike unless the company waived its right to sue the union for damages.

The strike was sparked by the company's intention to retrench between 200 and 300 workers as a result of cutbacks in orders from the Post Office.

In addition to the STC workers, Numsa members at Lascon Lighting continued a strike which began on Thursday last week. Numsa refused to intervene for fear of being held liable for damages.

Several hundred workers are on strike at four Aberdare Cables plants in Port Elizabeth and Rosslyn in solidarity with a shop steward who has been suspended with pay for alleged poor workmanship.
Interdict on 457 strikers
}

dence on their behalf.

The interdict further ordered the
457 employees not to interfere with
or intimidate other employees, cus-
tomers or distributors, from ob-
structing the normal operation of
business, and from damaging the ap-
plicant's property.

In delivering the order, Mr Justice
MacArthur said, while it was not his
job to give advice to the company, it
may be propitious for the CEE, a Mr
Sutton, to take "short cuts" in the
normal grievance procedure and get
involved in the dispute as employees
were requesting.

Workers went on strike on April 24,

ALTRON'S Laskoon Lighting was
granted an urgent interim interdict
in the Rand Supreme Court on Friday
ordering 457 employees, cited indi-
vidually as respondents, to end their
unlawful two-week-old strike at the
plant.

The National Union of Metalwork-
ers of SA (Numsa) was also cited, but
no relief was sought against it and it
did not oppose the application.

Numsa has distanced itself from
the strike following a management
refusal to undertake that the union
would not be sued for lost earnings
sustained in the strike.

The remaining respondents were
not represented by legal representa-
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In another strike, some 200
Numsa members at Thorn Lighting
in Johannesburg were dismissed
after going on strike last Tuesday.

However a company spokesman
said management had offered condi-
tional re-engagement.

Talks were continuing.

He said management was consi-
dering whether to make an undertak-
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terms of section 79(2) of the Labour
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The remaining respondents were not represented by legal representatives, and four "delegates" gave evidence on their behalf.

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Workers went on strike on April 24 demanding that two members of management be relieved of responsibilities to conduct disciplinary inquiries.

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However, a company spokesman said management had offered conditional re-engagement.

Talks were continuing.

He said management was considering whether to make an undertaking to Numsa not to sue the union in terms of section 79(2) of the Labour Relations Act.
Union ‘empty-handed’ after Mobil meeting

THE Chemical Workers' Industrial Union (CWIU) yesterday returned empty-handed from a day of talks in Durban with Mobil management on the pending sale of the company to Gencor.

The union is now basing its hopes on its application to the Industrial Court for an order halting the sale pending negotiations with the union. The case resumes in Pretoria today.

General secretary Rod Crompton described the meeting as a “farce” with the company refusing to negotiate the terms of disinvestment.

He said the only undertaking Mobil had given was that the union could exercise its rights under the law if Mobil attempted to change workers’ conditions of employment.

“This is no undertaking at all. The union will exercise (in court) what few rights it has,” he said.

Crompton said Mobil had refused to disclose any information on the nature of the deal, and referred the CWIU to Mobil in the US. The union would approach Mobil headquarters, he added.

Crompton said Mobil negotiators had denied any prior knowledge of the deal — which he described as corporate camouflage rather than disinvestment. But, he said, it was impossible for a major deal like this to be made with an SA buyer without Mobil's local management knowing anything about it.

Mobil spokesmen could not be reached for comment.

The CWIU demands include job and wage guarantees, disclosure of information on the sale, severance payments...
Workers take Mobil to court

DURBAN. — The Chemical Workers’ Industrial Union (CWIU) “will be exercising its rights” in the Industrial Courts today when its application for an interdict against Mobil SA is set down for a hearing, it said after a meeting here yesterday to discuss the company’s disinvestment plans.

A statement by CWIU said the only undertaking that Mobil would give was that the union could exercise its rights under the law if Mobil attempts to change workers’ conditions of employment.

The union claimed that Mobil’s negotiators denied they had any prior knowledge of the disinvestment plans.

It said Mobil refused to disclose information about the disinvestment.
SAB workers strike over sacking

ABOUT 700 members of the Food and Allied Workers' Union have downed tools at two South African Breweries' plants in Alrode, Alberton, in protest against the dismissal of four of their colleagues.

A spokesman for SAB yesterday confirmed the work stoppage, saying the four workers were dismissed after refusing to follow instructions at the workplace.

Refused

He said the four also refused to appear before the disciplinary hearing set up to resolve the dispute.

The company was using temporary labour to sustain normal production, the SAB spokesman said. A date for talks between Fawu and management has not yet been set.

Fawu spokesman could not be reached for comment yesterday.

- The Banking, Insurance and Assurance Workers' Union (Bifawa) has entered into a procedural recognition agreement with the Santam Bank, a spokesman for the union said.

Negotiate

A Bifawa official, Mr Alfie Moja, said the agreement would enable the union to negotiate — among other things — grievance and retrenchment procedures.

The two parties are expected to start wage talks soon.
Union and Mobil clash today

By Mike Siluma
Labour Reporter

The Chemical Workers’ Industrial Union (CWIU) will today go ahead with its attempt in the Industrial Court to halt the sale of Mobil’s South African assets.

Talks between the parties ended unsuccessfully yesterday.

The union said the only undertaking by Mobil, which was unsatisfactory to the union, was that the union was free to exercise its rights under the law if workers’ employment conditions were changed.

The CWIU said Mobil representatives had refused to disclose information on the nature of the disinvestment, referring the union’s queries to the company’s headquarters in the United States.

Attempts to get comment from Mobil’s head office in Cape Town were unsuccessful.

The union has asked the Industrial Court to restrain Mobil from going ahead with the sale until the company agrees to negotiate the union’s conditions for disinvestment.
Union sets conditions for Mobil

Labour Reporter
The urgent Industrial Court hearing in which the Chemical Workers Industrial Union (CWIU) is asking the court to stop the sale of Mobil's South African assets was yesterday postponed to May 24.

A union spokesman said the case was postponed after Mobil lawyers undertook to secure the provision of full information to the union about the proposed pull-out.

PRECONDITIONS
Mobil lawyers are to report back to the court on May 24.

The union has asked the court to restrain Mobil from going ahead with the sale until Mobil agrees to negotiate the union's preconditions for disinvestment.

A meeting between the union and Mobil ended unsuccessfully on Monday.
Cosatu takes up fight for women’s rights

By SIZA KOOMA

In South Africa more than half a million women work as domestics. Most of them are paid R70 a month. Women farmworkers are paid less than domestics. A tomato farm in the Northern Transvaal pays the women and children who work there in tomatoes. Other cotton and citrus farms in Lebowa pay their women workers less than R1 a day.

To fight these terrible wages, the report says, the South African Domestic Workers Union was launched and the Food and Allied Workers Union started a union for farmworkers.

It says that although there are labour laws to protect workers, women are always given a bad deal. A law passed in 1981 to stop differences between minimum wages for men and women who do the same work, is often not adhered to by employers.

The living wage campaign, it says, cannot succeed without women taking part in it.

Women must take up issues that are important to them in the workplace and put their demands to the bosses. They should also work alongside men in union structures.

Children

The women regard a living wage as a wage which makes it possible for a person to provide for her children as well as herself.

They say women do not need wages to buy fashionable clothing, as is commonly believed.

“A study recently revealed that one out of three women is a breadwinner. Women therefore need a living wage to pay for food, housing, clothing, education, transport and leisure,” the report says.

Some married women get little or no money from their husbands and sometimes both their combined salaries are not enough to cover the costs of running a home,” the report says.

There were grounds on which women, most of them in low-paid jobs, should be given fair remuneration, it says.
10 percent increase for Sats workers

Pretoria Correspondent

About 180,000 South African Transport Services workers are to get a 10 percent general increase from July 1.

The increase—interpreted as "an election sweetener"—is expected to incite other public-sector groups to push for their demands to be met.

Sats workers got a 12 percent increase eight months ago, while public servants received 15 percent from January 1.

BETTER DEAL

But in spite of this increase, the backlog in public-service salaries, compared with those in the private sector, was at least 20 percent, a Public Servants Association spokesman said.

This, coupled with the Sats increase, meant the Government could not expect other public servants not to urge for a better deal for themselves as well.

He said all employers, including the Government, would have to look at market trends and the high inflation rate and, if realistic, see that salary increases were needed.
Mobil pullout: CWIU urgent application postponed

THE Industrial Court yesterday postponed until May 24 the Chemical Workers' Industrial Union's (CWIU) urgent application for the sale of Mobil Southern Africa to be suspended pending negotiations with the union.

Court deputy president Pierre Roax, sitting with president Daan Ehlers, said the second postponement (the court initially sat on April 28) was made "with some reluctance".

The most persuasive factor in this decision was an undertaking by Mobil SA's counsel to seek instructions from the principal in order to provide the union with information about the pending sale to Gencor to try allay disquiet among union members, he said.

The CWIU has also asked that the court declare Mobil's alleged failure to negotiate the terms of disinvestment, and to disclose information, an unfair labour practice, and to order the company to negotiate.

Jeremy Gauntlett SC, for Mobil SA, earlier pointed out CWIU's real target was the US-based Mobil Corporation, which, while cited as a respondent, had not had papers served on it and was not represented in court.

Commitment

He said Mobil SA was the equivalent of "a pound of cheese which has been sold".

Senior management, with the possible exception of MD Bob Angel, had not known of the sale any sooner than had the union.

He said Mobil SA was as much the victim of the sale as the union. Angel had made a commitment that existing conditions of employment would remain unchanged, and no more could be asked of the local subsidiary.

Paul Benjamin, for the CWIU, said the Mobil SA negotiating team at Monday's meeting between the two had been headed by industrial relations manager Jacques Franken, who had repeatedly stressed his ignorance of the situation. This was evidence, he said, of the absence of serious negotiation by the company.

CWIU general secretary Rod Crompton described the meeting as a "farce". In an affidavit filed yesterday backing Mobil's request for a postponement, Franken said there were substantial and fundamental disputes of fact in Crompton's version of the meeting.
Union prepares to strike against Mobil

The Argus Correspondent

JOHANNESBURG — The Chemical Workers' Industrial Union is to hold a ballot to prepare for a national strike to force Mobil to negotiate its preconditions for disinvestment before the sale of South African assets to Gencor.

This follows a postponement of an urgent Industrial Court application on Tuesday.

The union has asked the court to halt the sale until Mobil negotiates the union's terms for disinvestment.

The hearing has been postponed, for the second time in two weeks, to May 24.

At Tuesday's hearing Mobil's attorneys undertook to see that Mobil provided the union with full information about the sale.

The company maintained that its local management did not know about the proposed sale until it was announced publicly.

In a strongly worded statement the union said Mobil refused to negotiate and had reneged on previous commitments.

The company's agreement to meet the union on Monday had been "an attempt to stall and undermine the court proceedings already under way."

R170-m fraud alleged:
SA man sought

The Argus Correspondent

JOHANNESBURG — An arrest warrant has been issued for a former chemical and explosives magnate allegedly involved in a R170-million foreign exchange fraud.

He is Mr Oliver Hill, 50, who left South Africa for Britain two years ago after his chemical industries empire collapsed. He is believed to have applied for American citizenship.

Mr Hill is wanted for allegedly transferring funds outside South Africa by using front companies. The charges on which he is wanted include forex violations involving explosives factories and Eskom shares.
Union couple 'learnt combat work'

From MONO BADELA

JOHANNESBURG —

Former Lansdowne resident Lucienne Abrahams, 28, stood in the dock at the Johannesburg regional court this week to hear a "comrade" testify against her.

Abrahams and her common-law husband, Gerald Nyembe, 32, of Soweto, have pleaded not guilty to charges of terrorism and furthering the aims of the African National Congress (ANC).

The mystery state witness told the court he had met Abrahams at ANC camps in Angola and at a house in Lusaka, where she was known as "Julie".

Abrahams is a former organiser of the Media Workers' Association of South Africa who later worked with her husband for the Paper, Wood and Allied Workers Union.

This week magistrate Mr PB Luyt accepted an application by the state prosecutor, Mr PH van Staden, that the hearing be held in camera.

Van Staden said the names of the two state witnesses, both alleged former members of Umkhonto we Sizwe, needed to be protected as "anything could happen to them and their homes, as well as those of their friends".

The state alleges in a seven-page indictment that Nyembe and Abrahams left South Africa between January 1986 and March 1986 to join the ANC and to receive military training in Angola.

The state also alleges that Abrahams, on the instructions of the ANC, illegally entered South Africa via Botswana between October and November 1987.

She had not seen her husband since early 1988, when he was detained by police in the Transvaal.

A year passed before she saw her husband again, this time in the dock when they appeared together in the Johannesburg regional court in February.

The mystery state witness, "Mr X", told the court that Abrahams and Nyembe had attended several camps in Angola, where they were trained in military combat work.
MANAGEMENT of Thorn Lighting is considering whether to agree to a demand by the National Union of Metalworkers of South Africa (Numsa) that they give an undertaking not to sue the union for loss of production resulting from a wildcat strike by Numsa members. Two hundred workers were dismissed after going on strike last week and management is presently discussing these re-employment.

Numsa has refused to intervene in the matter unless management gives the undertaking. Numsa has asked for a similar undertaking from Altron where 457 workers have been on a wildcat strike for more than two weeks at Altron's Lascon Lighting. Altron was last week granted an interdict in the Rand Supreme Court ordering the workers to end their strike. Numsa was cited as a co-respondent in the application.
CWIU members in a lunchtime demonstration outside Mobil's Cape Town offices

**Oil firms under fire**

MULTINATIONAL companies operating in South Africa are under increased pressure to disinvest following last week's bombshell announcement of Mobil's impending pullout.

Top on the list of companies rumoured to be on the verge of following Mobil is Caltex, which faces the same double taxation burden as Mobil.

But Caltex spokesperson Roy Wright said the rumours were "absolutely unfounded".

While Mobil's departure would place "renewed pressure on shareholders", the company had no intention of leaving, said Wright.

He said that since there was no intention to disinvest, there was no need for the company to agree to demands by the Chemical Workers' Industrial Union (CWIU) to negotiate the terms of disinvestment.

Mobil, prior to news of its impending sale to Gencor, took the same stance with CWIU.

Meanwhile, Shell came under renewed pressure this week with the release of a report which alleges close links between the company and apartheid, and the planned disruption by anti-apartheid activists of the company's AGM today in the Hague and London.

A church report entitled "Shell Shock" was released in London and the Anti-Apartheid Movement planned to attend the Shell AGM.

Dr Beyers Naude was expected to urge disinvestment at the Dutch AGM.

Five of Royal Shell's pumps were sabotaged in the Netherlands this week in a further attempt to increase pressure on the company.

Shell SA chairperson John Kilroe said the company "was determined to continue its fight to maintain its South African operations" and reiterated Shell's view that it was opposed to apartheid and disinvestment.

Kilroe said the presence of foreign companies with an "enlightened" attitude was important to ensure change in South Africa.

He said the withdrawal of more than 550 companies in the past two years had not succeeded in toppling the government but had led to the loss of between 8 000 and 10 000 jobs.

CWIU general secretary Rod Crompton described talks with Mobil management held in Durban on Monday as a "farce".

No details of the pending sale of Mobil SA were disclosed at the meeting and CWIU rejected mobil management's claim that they knew nothing about the proposed sale.

But on Tuesday, Mobil lawyers gave CWIU an undertaking to provide the union with information regarding the sale.

An urgent court application by the union for the sale to be halted until the company negotiated the terms of its disinvestment with the union was postponed until May 24.

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**Strike ballot for Actwusa**

A STRIKE ballot will be conducted next week at Hexco in Worcester following final deadlock between management and the Amalgamated Clothing and Textile Workers' Union of South Africa (Actwusa).

The dispute.

**Note:** The text appears to be a mix of newspaper articles, some possibly cut from the page, and parts of the page are not clearly legible. The section about the CWIU and Mobil is more readable, while the section about the Actwusa strike is cut off and partially obscured. The information provided seems to be a mix of different articles or sections from the newspaper.
Syndicate vies with Gencor in bid for Mobil

The Mobil saga has taken an unusual turn with a syndicate of prominent Durban businessmen attempting to outbid Gencor for Mobil's assets in South Africa.

Mr Mangalpersaid Hariram, spokesman for the group, said it had R150 million at its disposal provided by the four syndicate members and a possible further R150 million from another businessman.

He said the initial plan was to raise Gencor's offer by at least five per cent — Sapa.

Mike Siluma reports that following the postponement of its urgent Industrial Court application on Tuesday, the Chemical Workers Industrial Union yesterday said it would hold a ballot to prepare for a national strike against Mobil.

The strike would be to force Mobil to negotiate with the CWIU preconditions for disinvestment prior to the sale of the company's assets.

At Tuesday's hearing, Mobil's attorneys undertook to see to it that Mobil provided the union with full information pertaining to the sale. The company says its local management did not know about the proposed sale until it was announced publicly more than a week ago.

The CWIU claims Mobil is refusing to negotiate.
Thorn Lighting employees dismissed by the company last week.

By LEN MASEKO

ABOUT 220 employees of Thorn Lighting's Indubia branch have been fired by the company after participating in a work stoppage.

The workers, all members of the National Union of Metalworkers of South Africa (Numsa), were protesting against the dismissal of a union member by Thorn management.

The company's managing director, Mr Rudi van Eck, has declined to comment.

Numsa members have accused the company of failing to attend to their grievances which, they said, included a demand for the recognition of the union.

"One would have thought that Thorn, as a British company, subscribed to the Sullivan Code," a spokesman for the dismissed employees said.

In a letter to the employees, Thorn management said the Numsa members had breached their conditions of employment by participating in the stoppage. The letter said their employment was terminated as from May 3.

- About 250 members of the South African Chemical Workers' Union (Sacwu) have been on a wage strike at Plascon's Alberton factory since Monday this week, a spokesman for the union said.

Sacwu members demanded an across-the-board increase of R200 a month while management offered rises ranging from R115 to R148 a month.

The Sacwu spokesman said a conciliation board had failed to resolve the dispute between the two parties last month. Sacwu members then decided to conduct strike ballots, whose outcome favoured industrial action to force management to accede to employees' demands.
Inkatha proposes date for Natal talks

Own Correspondent

ULUNDI — Chief Mangosuthu Buthelezi has suggested to the leaders of the United Democratic Front and Cosatu that a meeting be held between himself and themselves at Ulundi on May 20 to discuss the violence in Natal.

Speaking in the KwaZulu Legislative Assembly yesterday, Chief Buthelezi referred to a letter from the UDF and Cosatu leaders this week proposing an urgent meeting of the heads of the three organisations at a mutually acceptable venue.

In the letter, dated May 9, the leaders, Mr Archie Gumede, a president of the UDF, Mr Murphy Morobe, publicity secretary of the organisation, Mr Elijah Barayi, president of Cosatu, and Mr Jay Naidoo, general secretary of Cosatu thanked Chief Buthelezi for his letter of April 29 and copies of the resolutions of a meeting of the Inkatha central committee held on that day.

"We remain of the view that we share common ground. We have no objections in principle to your proposals," they write.

"The need for a successful peace initiative is now absolutely critical."

The leaders suggest that the purpose of the initial meeting should include the full motivation of the various proposals of the parties concerned on a face-to-face basis.

It will also be necessary to discuss how the ANC and other organisations will be involved in the initiative, they state.

The leaders will also have to discuss and find solutions to the practical and logistical problems of any joint meeting between the ANC, UDF, Cosatu and Inkatha that might be agreed upon, the UDF and Cosatu spokesmen point out.
International flavour to Numsa congress

By LEN MASEKO

The National Union of Metalworkers of South Africa is to hold its second national congress in Germiston next week. The four-day congress, which starts on May 21, will focus on various issues including the union's political direction, the living wage campaign and collective bargaining under the sphere of the controversial Labour Relations Amendment Act.

Numsa's general secretary, Mr Moses Mayekiso, said, "This congress comes at a time when workers, the working class in particular, are generally faced with severe attacks, repression, oppression and exploitation from the bosses and the apartheid regime."

The congress will also formulate resolutions to be sent to the conference of the union's mother body, the Congress of South African Trade Unions, and the International Metalworkers Federation later this year.

Among organisations expected to send representatives to the meeting are (British) Trade Union Council, IGMetal, National Council of Trade Unions and the Norwegian Metalworkers' Union.

About 750 Numsa delegates and 300 observers are expected to attend the meeting, which will be held at Gosforth Park.
The squeeze on Mobil Union to put the pressure on Mobil Oil.

The negotiations between management and the union have been tense, with both sides staking their positions firmly. The union, represented by the Industrial Union, is demanding better wages and conditions for its members, while Mobil Oil is eager to maintain its profitability in the face of global economic uncertainty.

The most recent negotiations have been particularly challenging, with both sides refusing to budge on key issues. The union is pressing for increased benefits and improved working conditions, while Mobil Oil is focusing on cost-cutting measures to remain competitive.

As negotiations continue, the pressure on both sides is mounting. The union is determined to secure a fair deal for its members, while Mobil Oil is under pressure to maintain its profitability. The outcome of these negotiations will have significant implications for both the union and the company, and will be closely watched by industry observers.
Numsa supporters to stage demo at tyre firm

LONDON — Supporters of the National Union of Metalworkers of South Africa (Numsa) will stage a demonstration at the annual general meeting of the Birmingham Tyre and Rubber Company today.

Shareholders among the protesters will be asking why the company has not agreed to independent arbitration to settle the four-year dispute between the company and Numsa members at BTR’s Särmcot plant.

The dispute began four years ago when the company sacked almost 1,000 workers from the Särmcot plant. — The Star Bureau.
Union agrees to talk, strike ends

A WILDCAT strike by about 1 000 workers at Altron's Standard Tele- phone Cables (STC) ended yesterday after the strikers' union agreed to mediate in a dispute over the company's plans to retrench about 200 workers.

The National Union of Metalworkers (Numsa) had previously refused to involve itself in the affair unless management waived its rights under the Labour Relations Amendment Act to sue the organisation for lost production during the strike.

On Wednesday the industrial court urged all parties involved in the strike to play a role in ending the dispute. STC agreed to suspend its application for an order that the strike be declared unlawful while the union agreed to enter into negotiations.

"We felt that we had gone on record as saying that we had nothing to do with the strike and that the court accepted this," said Numsa organiser Alfred Widdington. "This will give us protection if management tries to sue for damages during the strike, and for this reason we felt we were able to intervene."

Companies hit by a series of spontaneous strikes in metal and electronic factories on the Witwatersrand over the past fortnight have found it difficult to resolve the disputes because of the union's reluctance to become involved.

STC's public relations officer, Jacques Seilschop, was not available for comment yesterday.

See also Page 10
Union may strike over Mobil pull-out

By EDDIE KOCH

WORKERS at Mobil Oil SA are planning legal strike action over the company's refusal to negotiate the terms of its disinvestment from South Africa, says a representative of the Chemical Workers' Industrial Union (CWIU).

CWIU general secretary Rod Crompton told the Weekly Mail last week that the union was planning to hold a ballot among workers at Mobil's refinery in Durban, and that this could lead to a nationwide strike in the company.

Mobil has about 2,000 workers at the refinery and depots around the country.

An application by the union for an interdict against the oil giant and CWIU on Monday this week made little headway. The union said after the meeting that the company's agreement to talk had amounted to nothing more than an attempt to stall and undermine the court proceedings already under way.

"They persisted in their denial of any prior or even current knowledge of disinvestment process. They refused to give any guarantees to the union beyond a commitment to uphold their legal responsibilities not to change existing conditions of employment," said a CWIU press release.

The union said Mobil employees had staged demonstrations in Mobil plants and outside Mobil offices in Durban, Cape Town and Johannesburg. "In view of Mobil's intransigent position, the union will now take steps to protect the interests of our members," it said.

The Department of Manpower failed to appoint a conciliation board after the CWIU declared a dispute last year with a number of multinationals which had refused to negotiate the terms of a possible pull-out from South Africa. The lack of conciliation gives the union the right to begin legal strike proceedings.

Meanwhile the CWIU has welcomed the industrial court's directive that Mobil's lawyers attempt to obtain more information concerning the sale. However, the union expressed disappointment that its application for an urgent interdict to suspend the sale had been postponed.

The CWIU announced that it had agreed to a request from a meeting with a syndicate of black businessmen in Durban who are making a bid to take over Mobil by offering five percent more than the Gencor offer.
New-car market still vulnerable — Naamsa

Passenger vehicle sales are steadily declining

MARC HASENFUSS

NEW passenger vehicle sales for April 1989 (18 657) showed a 1.4% decrease compared with April last year (18 622), according to Naamsa figures released yesterday.

This is the fourth month in succession that the monthly vehicle sales figures have shown a year-on-year decline against the corresponding month in 1988.

The total vehicle sales during the four-month period January to April 1989 totalled 114 722, almost 3% lower than the 118 065 recorded during the same period last year, the Naamsa figures showed.

New passenger vehicle sales were 7.6% lower than March (20 482), while light commercial vehicle sales (9 237) increased 6.5% over April 1988 (8 672), but showed a 12.8% decline compared to the previous month.

Heavy commercial vehicle sales (657) dropped 22% compared with the 843 units sold during March, and 14% against April last year (768).

Naamsa director Nico Vermuelen said with the exception of heavy truck and bus sales, new vehicle sales for April were in line with industry expectations.

Vermuelen said local component shortages and the consequent inability of manufacturers to complete vehicles had contributed to the sharp decline in April sales of heavy trucks and buses.

Although the high level of outstanding orders and strong demand by the corporate fleet and car rental sectors should serve to underpin new car sales in the short term, the new-car market remained vulnerable to any sharp slowdown in the general economic activity, he said.

Vermuelen reported a definite slowdown in new order intake during the first four months of 1989 compared to the last quarter of 1988.

"The recent imposition of tighter hire purchase restrictions, the further increase in interest rates, the rising tax burden and the upward revision of company car fringe benefit tax scales (effective June 1 1989) reinforced the industry's expectations of deteriorating prospects in the medium to longer term."

The impact of government's latest package of fiscal and monetary measures designed to cool the economy would be felt by the motor industry during the second half of 1989, resulting in lower demand for and sales of new motor vehicles generally, Vermuelen said.

Current Naamsa new vehicle sales projections provided for a modest decline of between 5% and 8% for passenger and light commercial vehicle sales respectively, with medium and heavy commercial vehicles remaining at the same level as last year.

In the light of increasingly negative fundamentals, Vermuelen believed the industry's sales forecasts could be revised downwards during the months ahead.
Mobil's troubled waters

Labour Letter/Aran fine

Dennis (2/12)
ABOUT 7 500 man-days were lost this week in a rash of strikes and lock-outs at eight metal-sector firms in the Germiston/Alrode area, the National Union of Metal-workers of SA (Numsa) said.

In the same area, a wage strike and lock-out at Plascon led to a clash between strikers and police yesterday.

Among the largest metal firms involved were Scaw Metals, Hall & Longmore, GEC Switchgear and Genrec, a spokesman for Numsa's Katlehong office said.

Issues in dispute included retrenchments, dismissals and other grievances.

He said the strike at Scaw had been called off pending an appeal against the dismissal of a union activist.

In each case the union followed its routine in wildcat strikes and asked for management undertakings waiving its right to sue for lost earnings.

Intervene

In only one of the eight cases was the undertaking given. However, the union, which appeared to have modified its tactics, intervened in most of the actions.

A Numsa official said the union was attempting to establish guidelines whereby it would intervene in those cases where no undertaking was given but where circumstances dictated the union could not be held liable for instigating the strike.

About 300 SA Chemical Workers' Union (Sacwu) members employed at Plascon, who embarked on a sit-in on Monday, were locked out of the plant yesterday, a Nactu spokesman said.

She said the workers were later beaten up by police and two were arrested.

A police report said a group of blacks went to a footbridge above the R77 highway at Katlehong, Germiston, and began throwing stones and other objects at passing vehicles.

"When police requests to disperse were ignored, quirts were used to disperse them and two men were arrested. No injuries or damage were reported to the police."

Plascon could not be contacted.
WASHINGTON — Mobil Oil Corporation had no plans to negotiate with the Chemical Worker's Industrial Union about the sale of its Southern African assets to Genor, chairman Mr Allen Murray told the company's annual shareholder meeting this week.

Pressed by a representative of the pro-dissinvestment Interfaith Centre on Corporate Responsibility (ICCR), Mr Murray replied: "You ask us whether we intend to negotiate the terms of this agreement (with the CWIU). Not that I know of!"

ICCR's Ms Donna Katz called this "an inadequate and paternalistic approach" and accused the company of "stonewalling with its own workers."

Ironically, shareholders overwhelmingly defeated two church-backed resolutions, one calling on the company to withdraw from South Africa, the other asking its to cease sales to the SAP and the SADF.

The CWIU yesterday briefed the representatives of the syndicate which has made a counter offer to buy Mobil SA, CWIU general secretary Mr Rod Crompton said.

Mr Mangalpersaid Harram, who represents the syndicate, is expected to leave for the US tomorrow to seek a meeting with the Mobil.

Mr Compton informed Mr Harram that the union was still trying to negotiate a fair disinvestment procedure with Mobil.
Miners Seek Rise Jobs at Risk — but
MININGMEN SEEK RISE

JOBS AT RISK, BUT
DISINVESTMENT, sanctions, privatisation and deregulation are probably four of the most difficult issues facing trade unions.

A seminar, attended by unionists and members of the private sector, addressed two of the problems. The seminar was on an exchange of views on deregulation and privatisation — trade unions and private sector.

Black trade unions are generally opposed to privatisation and deregulation. Their rationale is that taxes paid by workers should go to health care, housing and education. They also fear retrenchments as a result of privatisation and drastic employee share schemes.

National Union of Mineworkers national organiser Gwede Mantashe said: "Profit maximisation is the primary motive for government organisation geared up for privatisation."

"When Eskom started on the privatisation route in 1986-88, its first move was to reduce its workforce from 60,000 to 60,000. In 1988 it came up with a retrenchment programme affecting 6,700 jobs."

"It will result in an increase in the rate of unemployment which is already too high."

Mr Mantashe used Eskom as an example of what happened when a nationalised production organisation was privatised. "When one looks at the primary motive for the establishment of the South African Railways, the main motive was to ensure the transport of coal."

"When the programme for privatisation was introduced, the motive was to ensure the transport of passengers."

"It is, therefore, not surprising that the motive of the government organisation was different to that of the private organisation."

"It is, therefore, not surprising that the motive of the government organisation was different to that of the private organisation."

"The Government is that it insists on sticking its fingers into the lives of everyone. The Government wants to provide housing for blacks, it wants to run the transport, it wants to regulate where I work, it wants to determine where I live and what I eat."

"Privatisation and deregulation could, in my view, be a fundamental break with apartheid. They are the building blocks of greater individual freedom towards an economic and political ideology."
Numsa calls on BTR to stay in SA

LONDON — The SA metalworkers union, Numsa, has appealed to UK shareholders not to disinvest from the UK multinational BTR, but to use the leverage they have to force change at its SA subsidiary BTR-Dunlop.

This dramatic call, which runs contrary to the Anti-Apartheid Movement’s policy demanding the disinvestment by UK pension funds from all SA-linked companies, came on the occasion of BTR’s AGM.

It was made by Numsa members Bonga Mchunu and Dumuzo Mhanywa, who were in London to try and solve the long-running labour dispute at BTR-Dunlop’s Sarmcol plant at Mpophomeni, near Howick in Natal. In May 1985, just under 1,000 workers were dismissed at the plant following differences with the union.

Numsa says management refused to negotiate the union. BTR says the sackings followed coercive strike action and intimidation. The battle for reinstatement of the workers is still going on in the courts.

The two Numsa officials, along with a support committee composed of sympathetic British unions and protest shareholders, said they had attempted to raise the issue at the AGM but had been given the brush-off by chairman Sir Owen Green.

They further alleged that Green had broken the spirit, if not the letter, of the UK Companies Act by evading most questions on SA. He had also allegedly misled in non-voting “heaves” to occupy the front rows and keep the protesters at bay.

A BTR spokesman dismissed the latter claim as “utterly contemptuous.”

One observer said it was clear BTR had not wanted a re-run of the previous day’s chaos at the Shell AGM, where anti-apartheid protesters noisy interrupted the proceedings, shouting down shareholders.

The BTR spokesman said there had been some disturbance. He added Green had reaffirmed his company’s commitment to maintaining its presence in SA, where it holds a 55% stake in BTR-Dunlop.

The Numsa officials said they would not stop fighting to have the sacked workers reinstated, in spite of the decision by certain UK pension funds to consider selling their BTR shares to show disapproval.

The two Numsa officials said they did not see any contradiction between their calls for UK shareholders to stick with BTR and the wider argument for disinvestment from SA. They said disinvestment should be “targeted” and “selective” and not used as a blunt instrument.
Strike by Mobil workers would be 'undesirable'

ANY industrial action by the Chemical Workers' Industrial Union (CWIU) against Mobil would be unfair, unnecessary and detrimental to their good relationship, Mobil industrial relations manager Jaques Franken said at the weekend.

He was responding to the CWIU's decision to conduct strike ballots on Mobil's failure to negotiate the terms of its disinvestment from SA.

Franken said action would be undesirable because the union had taken the matter to the Industrial Court, employees had been given assurances on employment conditions and the operations of the company could be severely affected, as could employees themselves.

Mobil last week issued a special memo to staff to reassure them, "with the full knowledge and support of (the purchasers) Gencor", that their conditions of employment would remain unaltered.

The memo said all existing staff benefits would remain in force.

It also assured employees that they would continue to be employed by the same company, and that the change of ultimate shareholders from Mobil Oil Corporation to Gencor would not interfere with the employer/employee relationship.

MANDY JEAN WOODS reports that Mobil Corporation in the US has declined to discuss the offer by a syndicate of black and Indian businessmen in Durban to buy Mobil SA.

Mobil relations director Barry Hart said yesterday Mobil in the US had told Mobil SA that syndicate spokesman Mangalpersaid Hariram had made contact on behalf of his clients.

The corporation had responded by saying "one of our affiliated corporations and Gencor have reached an agreement. Thus it would not be appropriate for any Mobil company to enter into discussions with Hariram or anyone else".
Call for West German system for workers

A WEST German-style system of worker participation in the management of business enterprises in a future SA has been called for by Cosatu's Amalgamated Clothing and Textile Workers Union (Actwusa).

The latest Actwusa Worker News said the proposals formed part of a resolution which was passed at a recent union congress to encourage debate on a "worker charter."

The resolution said while the Freedom Charter was an historic document raising many fundamental issues, it was "no substitute for clearly spelt out protections of minimum worker rights which ought to be included in any genuinely democratic constitution for SA."

It said worker participation in the management of enterprises should be set out in law. It proposed that in publicly owned enterprises at least half the management board should be elected by the workforce.

It was less specific regarding numbers in the case of private firms, but said delegates elected by workers should sit on management boards and be entitled to attend all management meetings where decisions affecting workers were made.

Another point regarded as an important facet of a worker charter was that all social welfare funds, such as those for unemployment insurance and workers' compensation, should be controlled by the trade union movement.

Also, no laws governing conditions of work should be made without prior negotiation with the union movement.

The proposals encompassed the right to strike, including strikers' right to protection from dismissal and to pocket money. They also covered matters such as freedom of association, recognition of majority unions in plants and protection from unfair dismissal.
Protagonists under pressure

Blacks to back negotiations?

By Mike Siluma, Labour Reporter

The black union movement is likely to support possible negotiations between the Government and representative black groups — negotiations which could result from international peace moves in southern Africa — while white workers can be expected to resist such talks.

This view was expressed by Professor Duncan Innes of the University of the Witwatersrand in a newly launched information service for business.

Named The Innes Labour Brief, it has been set up by him and industrial relations consultant Mr Steuart Pennington.

Professor Innes said a combination of forces within and outside South Africa was forcing the main protagonists in the South African political conflict to the negotiating table.

White unions were unlikely to welcome a new policy direction leading to negotiations between the Government and black organisations like the ANC, he said. They were likely to resort to strikes and other actions to prevent such negotiations.

Professor Innes predicted that black worker groupings, such as the Congress of SA Trade Unions, the National Council of Trade Unions and the Inkatha-linked United Workers’ Union of SA, would support genuine negotiations about the future of South Africa.

This support would, however, be subject to whether or not unions felt they and their political allies would get a fair deal in any negotiations.

The Innes Labour Brief authors will provide information on issues including political developments in the unions and union campaigns, union responses to government and employer initiatives, as well as international developments.
MORE than 200 workers selling its South African
embarked on a work stoppage at about nine of
Mobil’s Transvaal. The announcement
depots yesterday, evoked anger among
protest against the CWIU members, who
multinational company’s had been demanding an
refusal to negotiate a agreement with the
disinvestment package multinational to protect
with them.
employees’ interests in
The Chemical Work-

case it decided to divest
er’s Industrial Union.
The CWIU said
(yesterday). "They (work-
ents workers, said in a ers) are demanding that
statement that members
were protesting against
Mobil’s failure to honour
a commitment to
negotiate the issue. agreement be reached
"Mobil recently an-
prior to the company’s
nounced that it was pull-out."
Mobil workers strike ahead of ballot

MOBIL employees at nine Transvaal depots went on strike yesterday, preempting the Chemical Workers' Industrial Union (CWIU) plan for a nationwide strike ballot later this week.

The union said workers were protesting against Mobil's failure to honour its commitment to negotiate with them when disinvestment became an issue.

The 240 members were demanding that genuine negotiations on CWIU proposals, submitted in 1986, take place and, that Mobil's final pullout be delayed until agreement was reached.

The CWIU said workers believed Mobil had, in repeating assurances that it had no intention of disinvesting, "deliberately lied to them about its intentions."

Mobil industrial relations manager Jacques Franken confirmed there were sit-ins at a number of distribution depots: Contingency plans had been put into operation to minimise disruptions to supplies.

He said management had held talks with shop stewards yesterday and had repeated its willingness to discuss disinvestment issues with them.

"Franken" said, "Mobil had proposed a meeting for tomorrow to allow shop stewards from the different regions to attend."

He said he had always acted in good faith when giving the assurances of the company's intentions to remain in SA.
MOBIL HEARING POSTPONED

JOHANNESBURG. The urgent Industrial Court hearing in which the Chemical Workers' Industrial Union (CWIU) is asking the court to stop the sale of Mobil's South African assets was yesterday postponed to May 24.

A union spokesman said the case was postponed after Mobil lawyers undertook to secure the provision of full information to the union about the proposed pull-out.

The union has asked the court to restrain Mobil from going ahead with the sale until Mobil agrees to negotiate the union's preconditions for disinvestment.

A meeting between the union and Mobil ended unsuccessfully on Monday. — Sapa
Mobil strike spreads to Eastern Cape

By Mike Shuma
Labour Reporter

The disinvestment strike by members of the Chemical Workers Industrial Union (CWIU) at Mobil plants yesterday spread to the Eastern Cape as workers there joined a three-day stoppage by colleagues at depots in the Transvaal and the Free State.

And as Natal workers held a strike ballot, the CWIU called for a meeting with representatives of Mobil Corporation in the United States.

CWIU said Mobil's local management undertook to convey this demand to the company's US headquarters.

Workers at nine Mobil distribution depots in the Transvaal struck on Monday in an attempt to persuade the company to negotiate its withdrawal from South Africa.

DISCUSS

A CWIU spokesman said before any meeting was held with local management, management would have to say whether it was willing to discuss the union's terms for disinvestment.

Mobil spokesman, Mr Jacques Franken, said the industrial action was unnecessary in the light of management's expressed willingness to talk.

The union said 350 workers were on strike in the Cape. About 500 would take part in Natal if the ballot result was positive.

Mr Franken said the industrial action had not had an effect on operations owing to contingency plans put into operation by management.

- Annual wage talks between the National Union of Mine-workers and the Chamber of Mines, affecting about 500,000 black workers, will commence tomorrow.
Slow progress in Seifsa pay talks

The fourth round of wage talks between metal industry unions and employers in the Steel and Engineering Industries Federation (Seifsa), were held yesterday with 'very slow progress' being made.

The National Union of Metalworkers said after the talks that Seifsa had raised its offer to a minimum of R3.50 an hour for labourers and increases of 38c and 39c an hour for some categories of workers.

For artisans Seifsa offered a minimum of R8.24 an hour, plus an individual increase of 95c an hour.

Labour Reporter
Slow progress at Seifsa pay talks

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For artisans Seifsa offered a minimum of R3.24 an hour, plus an individual increase of 95c an hour. — Labour Reporter.
Police use batons to scatter strikers

By DICK USHER
Labour Reporter

POLICE used batons and dogs to disperse a gathering of strikers, with placards outside the Renown plant in Maitland today. The strike of fresh meat workers began today. Workers said they had to gather in the street when they found the factory gates locked when they arrived at work. Police arrived and gave them five minutes to disperse.

They said alternative space offered to them by management was not suitable.

A management representative negotiated an extension of the deadline to disperse to afford further time for discussions with the strikers.

A space normally used for parking was offered for their use during the strike but this was also rejected.

Police then acted to disperse them.

A spokesman for the Food and Allied Workers Union (Fawu) said Renown's actions were regarded as a lock-out which was in violation of their agreement which stipulated there would be no lock-outs during a legal strike.

WAGE DISPUTE

He said the strike was over a wage dispute.

Workers had demanded a R150 a-week minimum wage against which Renown had offered R140 a-week on the current minimum of R110 a-week.

After a dispute was declared, a conciliation board was appointed at which the company offer was increased to R120 a-week, but other conditions such as the implementation dates were withdrawn.

The spokesman said that in a telex to Fawu today Renown had increased the offer to R126 a-week.
SAP

THE strike by Mobil employees at one of the

THE Strike Spreads

ed in Friday's Sawetan.
Moses Mayekiso opens congress

FREED general secretary Gosforth, in Germiston of the National Union of Metalworkers of South Africa, Mr. Moses Mayekiso noted that the case of the 744 delegates last night standing ovation when he African Youth Congress, told workers that his acquittal was a "workers victory" because it was as he was guest speaker at them that stood trial for the first NUMSA congress waging the struggle against apartheid in Nasrec in Johannesburg in 1987. Mr. Mokaba is detained in opening of the second Pietersburg under congress of NUMSA at emergency regulations.
Mine bosses v. 500 000

By MIKE SILUMA, Labor Reporter

South Africa's most watched labour negotiations begin today when the country's biggest trade union meets one of the largest employers of black labour, the Chamber of Mines, to negotiate wage increases for about 500 000 workers.

Because of the crucial role of gold in the country's economy, the outcome of the talks affect more than just the workers and the mining houses.

Following its ninth biennial congress last month, the NUM pledged to seek wage increases in monetary, and not percentage, terms. It would demand a uniform minimum wage of R600/month for underground miners and R543 for their surface colleagues.

Although the union declined to discuss percentages, some workers would, in terms of this policy, have their pay increased by up to 100 percent.

Speaking after the NUM congress, general-secretary, Mr Cyril Ramaphosa, said the demands were part of a programme to "drastically reduce" the pay gap between various categories of workers and to achieve a "living wage" in the industry by 1991.

NUM is also expected to seek improvements in working conditions.

This position is likely to be strenuously resisted by the Chamber, which has already argued that in real terms, the wages of semi-skilled and unskilled workers in the industry have risen astronomically over the past 15 years.

According to the Chamber, any drastic increase in miners' wages would place in jeopardy at least 15 marginal mines presently struggling to keep their heads above water because of the low gold price, the high cost of production (including labour) and low grade ore.

In turn, this would imperil thousands of jobs in an industry where at least 17 000 jobs have been made redundant in the past 17 months.

In the light of the above, it is possible that the Chamber will ask for separate talks to accommodate the marginal mines, while offering higher increases for non-marginal mines.

Such a proposal would run counter to the union's stated aim of bringing the wages of members across the industry into line.

Mr Ramaphosa has even suggested considering a system whereby profitable mines in a particular mining house would subsidise marginal mines in the same group.

From the NUM point of view differentiated minimum rates in each category would have the effect of dividing membership, with the union accepting a higher increase for some workers and less for others.

According to the union, membership affected by the talks is spread out as follows across the mining houses:

- Anglo American (111 030)
- Gencor (48 110)
- Rand Mines (18 618)
- Gold Fields (24 676)
- Anglovaal (4 107)
- JCI (4 269)

Meanwhile, the chamber is still locked in separate pay negotiation with the mainly white Council of Mining Unions. A Chamber spokesman said a second conciliation board meeting between the two would be held on Monday.
'Very low police profile in strike'

Labour Reporter

It was reported in error in the City Late edition of The Argus yesterday that police with dogs and batons scattered strikers at the Renown factory in Maitland.

This was corrected in the Final edition, which reported that there was no police action.

Police spokesman Lieutenant Attie Laubscher said today, "Police were present but kept a very low profile. There were no arrests and no action was taken."

Continuing

Mr Tjaart Minnaar, human resources manager of Renown, said the wage strike by Food and Allied Workers' Union members was continuing without incident.

He said 52 percent of the workforce had voted in favour of the strike.

Fawu had demanded a 46 percent increase on the minimum wage and the company was offering increases ranging between 18 and 52 percent.

The parties had negotiated on wages and conditions for 15 weeks and had twice gone to mediation on outstanding issues.
The wage negotiations between the National Union of Metalworkers of SA and the Steel and Engineering Industries Federation of SA were postponed to May 30 after the two parties reached a deadlock this week.

Numsa said in a statement yesterday that although it made wide-ranging concessions during Tuesday's negotiations, it was extremely disappointed that the federation refused to meet its demands.

The union said it reduced its wage demands to 80 cents an hour or 23 percent, whichever is greater, while the employers made a final offer of 16.9 percent for labourers and 17 percent for artisans.

"We are extremely disappointed with their attitude. We were looking forward to an agreement, but the chance of this seems remote," the union said.
STRIKE BALLOT AT MOBIL

ABOUT 300 workers at Mobil Oil in Durban embarked on a strike ballot yesterday as the disinvestment strike by members of the Chemical Workers' Industrial Union spread to the Eastern Cape. Eastern Cape workers on Tuesday joined a three-day strike by workers at nine Mobil distribution depots in the Transvaal.

A spokesman for CWIU said yesterday that a strike ballot at Mobil in Durban was scheduled to start yesterday. If positive, the ballot would mean that the 300 workers would join their 350 Mobil workers on strike in the Cape, Transvaal and Orange Free State.
Anglo black wages higher than GFSA

ANGLO American black wage levels are higher, and its attitudes to union organisation policies historically freer, than those at mines administered by GFSA, in which ComGold holds a 38% interest.

As part of its defence against the failed Mincor takeover bid, ComGold criticised Anglo's black staffing policies and accused it of deriving profits from apartheid.

Minimum wages in the lower job categories at Anglo mines are up to 25% higher than the same grades at GFSA. At Anglo most black miners fall into these grades.

Anglo confirmed wage statistics supplied by the NUM GFSA was unable to do so, or to comment on other matters, by the time of going to press.

NUM national organiser Gwede Mantashe said yesterday union organising rights at Anglo mines had deteriorated markedly since the 1987 wage strike — a matter documented in the NUM's controversial report on repression released this year.

However, he said previous to that the union officials had enjoyed at most mining groups, apart from GFSA, open access rights for organising purposes. They were also entitled to operate union offices next to hostels.

The NUM claims a total of 111,000 members at Anglo. Membership at GFSA had only recently begun to climb and had now reached 24,000, he said.

Both Mantashe and Anglo said Anglo's freer attitude to allowing organisers to enter hostels for organising purposes explained the NUM's vastly quicker progress at Anglo, although Mantashe repeated the.

From Page 1

Higher wages

NUM had had difficulties since 1987.

Neither would comment on whether progress had been made towards normalising the relationship in the past two months' "Code of Conduct" talks.

Mantashe said GFSA, in contrast to such groups as Anglo and Gencor, allowed access by union organisers only once the union had achieved majority membership in bargaining units.

Office accommodation was granted at GFSA only temporarily and in special circumstances, for example earlier this year when due to an increase in subscriptions each member had to sign a new stop order form.

He said a dispute had arisen in this period when NUM activists at West Driefontein had used the temporary office for organising purposes. Management had closed the office and threatened disciplinary action against offenders, he said.
Union rejects 'mean' offer

CHANCES of an agreement between employers and workers in the metal sector look "remote" according to the National Union of Metalworkers of South Africa (Numsa).

The union said progress at the fourth round of annual industrial council negotiations earlier this week was "very slow".

Employer body Sefsa offered a basic increase of 13 percent for all grades which Numsa rejected as being below the inflation rate and "mean in the extreme when profits are so spectacular".

Unions again clashed with Sefsa over its insistence that small companies be excluded from the main agreement.
WORKERS' rights need to be guaranteed in a post-apartheid South Africa, says Actuursed regional secretary Ebrahim Patel.

And, as a first step in this direction, Actusurses at its annual congress last month adopted a resolution on a workers' charter.

The charter is intended to en

- Workers should be free to join unions of their choice.
- Just as employers are saying safeguards for privacy, property, workers are saying safeguards for their rights.
- "It is important to remember that this is not a blueprint for socialism but the blueprint for a new worker state as socialism.
- The resolution was adopted in the constitution before workers gave it their full support.
- "One can't elect a government on a blank cheque.
- Black is an unheard human movement.
- Only 10.5% of the constitution has been translated into law, a mere fraction of the original.
- Workers must have the right to strike and to be able to participate fully in all aspects of the new movement.
- The Garment and Allied Workers' Union at its special congress last month decided to discuss both the constitutional guarantees and the Freedom Charter at all levels of the union.
- "A worker's charter, while serving as the union's political policy, is intended at a starting-point for discussion in Cosatu.
- Paul says the formulation of workers' demands as essential if workers are to participate in the constitutional debate.
- The charter did not fundamentally clash with the Freedom Charter which Actusurses has not adopted, he said.
- "It is not possible to see the Freedom Charter as the bottom-line of demands if workers are to participate in the constitutional debate.
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Worker unity on Numsa agenda

From MONO BADELA
JOHANNESBURG.
— A wide range of
issues will be dis-
cussed at the second
national congress of
the National Union of
Metalworkers of South
Africa (Numsa), being
held at Gosforth Park,
Germiston.

The four-day congress,
which ends on Sunday,
will focus largely on the
union’s political direc-
tion, the Living Wage
campaign and collective
bargaining within the
context of the
controversial Labour
Relations Amendment
Act.

The main speech is to be
delivered by veteran trade
unionist and African Na-
tional Congress leader,
Harry Gwala, who was re-
leased from Robben Island
last year.

The chief of the Interna-
tional Metalworkers Fed-
eration, Herman Rabhan,
will be one of the guest
speakers.

Attacks

The theme of the congress is: “Forward to
Working-Class Democracy,
Unite, Mobilise for
Socialism.”

Numsa general secretary
Moses Mayekiso, elected
while in detention in 1987,
said the congress came at a
time when workers were
faced with severe attacks,
repression and exploitation
from bosses and the gov-
ernment.

The political policy of
Numsa will be formulated
at the congress, where
delegates will discuss is-
suces such as the “process
of political settlement.”

Also on the agenda will
be issues such as political
prisoners and detaine,
vioence, working-class
unity, the rebuilding of
democratic structures,
collective bargaining,
sanctions and disinvest-
ment, deregulation and
privatisation, and small
businesses.

The congress will formu-
late resolutions which will
be sent to the biannual na-
tional congress of the
Congress of South African
Trade Unions (Cosatu).
The resolutions will also
be sent to the International
Metalworkers Federation
later this year.

About 750 Numsa dele-
gates and 300 observers,
including overseas repre-
sentatives, are expected to
attend the congress.

Among the organisations
to send representatives are
the British Trade Union
Council, the Swedish
Metalworkers Union, IG
Metal from West Ger-
many, Cosatu, the Norwe-
gian Metal Workers Union
and the National Council
of Trade Unions.
Court issues ‘directive’ against Mobil strikers

THE Industrial Court yesterday issued a "directive" against the Chemical Industrial Workers' Union (CWIU) to end the strike by union members at 15 Mobil depots.

Court vice-president Pierre Roux directed if the strike did not cease within 24 hours, the court would hear argument tomorrow on why urgent interim relief should not be granted to Mobil.

A union spokesman said it was unprecedented for the court to issue a directive in such circumstances.

The CWIU has said about 350 workers were on strike against Mobil's failure to negotiate the terms of its disinvestment.

A Mobil spokesman said the company urged employees to co-operate. He put the number of workers involved at 240.
The National Union of Mineworkers and the Chamber of Mines began wage negotiations involving about 500,000 workers yesterday.

At its sixth congress at Nasrec last month, the union pledged to seek wage increases in monetary and not percentage terms.
Mining talks

'constructive'

By Mike Siluma, Labour Reporter

The first round of annual wage negotiations between the National Union of Mineworkers (NUM) and the Chamber of Mines was held in Johannesburg yesterday, with the union demanding monthly minimum increases of R543 and R600 for surface and underground miners respectively.

A chamber spokesman described the talks as "constructive" but would not elaborate.

The parties are to meet again next Thursday.

This year the NUM's demands are tabled in cash terms because, according to the union, members had difficulty understanding increases in percentage terms.

Other NUM demands are that:
- June 16 and March 21 be recognised as paid holidays.
- All workers be entitled to 60 days' holiday leave, 52 days paid.
- Underground workers be given at least 90 days annual leave on full pay.
- Improvements be made to workers' holiday leave allowances and contracts of employment.
- Hours of work be set at 80 hours a fortnight.

Although the union negotiates for its claimed 210,000 membership on chamber mines, the results of negotiations are usually made applicable to all black miners.
Gains all round

This week's metal industry wage talks seemed set to end in deadlock which, in a sense, would be good news for employer association Seifsa. In addition, the unions, particularly the Cosatu-affiliated National Union of Metal Workers of SA (Numsa), which represents most workers in the sector, are showing little enthusiasm for strike action — again welcome news for employers.

But the unions are not losers, either. There has been a palpable swing away from confrontation over wages to negotiating new agreements in the areas of pension funds, job creation and job security. And this represents a long-term defensive strategy, destined to be resolved by paperwork and to lead to better deals for union members.

Numsa's demand of 44.8% (compared to Seifsa's offer of 11.3% on average) was expected to be moderated at this week's talks. The union's national organiser, Alistair Smith, told the PM Numsa was likely to lower its demand "depending on Seifsa's movement on the issues of the funds and jobs."

Seifsa communications head Hendrik van der Heever welcomed Smith's comments — "considering that Numsa has so far been inflexible on its minimum wage demand of R5 an hour" (an increase of 65% for labourers). Van der Heever says Seifsa has already made two offers. The federation also agreed in principle to Numsa's demand for the existing pension fund to be converted to a flexible benefit fund, which would entitle workers to choose between pension or provi-
Over 5 000 on strike as wave of militancy sweeps SA

By MUSA ZONDI and EDDIE KOCH

MORE than 5 000 workers were involved in work stoppages and strikes this week, as a spate of militancy surged through factories across the country.

The strike wave coincided with the start of a new round of wage talks in the mining industry, and there were indications this week that negotiations in the metal industry — which last year led to a strike by 70 000 workers — are heading for deadlock.

Major strikes in progress this week included:

- A legal stoppage by 1 500 members of the South African Chemical Workers Union (Sacwa) at seven Placon plants around the country.

The union is demanding a wage hike of R300 a month across the board.

On May 11 workers at Placon’s Taranaqua plant in Alberton were locked out after staging a sit-in on company premises.

- A strike by about 1 200 members of the National Union of Farmworkers (NUF) at the Zebediya Citrus Estates in the Northern Transvaal.

- A stoppage by more than 500 members of the Food and Allied Workers Union (Fawa) at South African Breweries.

- A strike by more than 1 000 workers at the Mondi paper mill in Durban, which began last week.

- Three strike actions by National Union of Metalworkers of South Africa (Numsa) members.

- About 300 workers have been on strike at Thorn Lighting near Johannesburg for three weeks.

- About 500 workers at Genrec on the East Rand have staged a series of stoppages.

"At Cinéplast in Denver, about 50 workers are on strike.

Union sources also say tension is mounting at the Standard Telephone Cables (STC) plant near Boksburg, which was hit by a strike by 1 000 workers last week.

- A lawful strike by about 600 workers at 80 branches of the Edworks shoe chain, which went into its fourth week this week.

Cawusa is involved in a series of wage disputes with other leading chain stores.

- A stoppage by Chemical Workers’ Industrial Union members at 15 Mobil petrol depots in the Transvaal and Eastern Cape this week over the company’s plans to disinvest without consulting workers.

Another 400 workers at the Mobil refinery in Durban are poised to join the action.

- A lawful strike by some 700 members of the National Union of Mineworkers (NUM) at Rustenburg Platinum Refineries Workers, who have been locked in a wage dispute with management for nearly three months, yesterday agreed in talks with management to resume work next Monday.

The 200 000-strong NUM began annual wage talks with the Chamber of Mines yesterday.

Annual wage talks in the metal industry appear to heading for deadlock. On Tuesday Numsa reduced its wage demands to a minimum increase of 26.5 percent, while employers made a final offer of 15.9 percent.


Mobil strike: 400 more may join

ABOUT 400 workers at 15 Mobil depots in the Transvaal and Eastern Cape stopped work this week in protest against the multinational's decision to disinvest from South Africa without negotiating with their union.

Mobil acknowledged the strike had caused some of its stations to run out of petrol on Wednesday, but said it was confident the situation would return to normal.

Chemical Workers' Industrial Union (CWIU) general secretary Rod Crompton said the union was yesterday counting a ballot at the Mobil Refinery in Durban, where another 400 workers could join the strike before the end of the week.

The Durban workers are currently refusing to work overtime in protest against the company's reluctance to negotiate the terms of its sell-out to Gencor.

Meanwhile an industrial court hearing in Cape Town on Wednesday urged the strikers to return to work. Court president Pierre Roux said that if the strike did not end within 24 hours, he would allow the company to file an application in court today for the strike to be declared unlawful.

Roux also directed the workers to "refrain from interfering unfairly with the company's normal business activities".

Crompton said the CWIU had not been able to send its legal team to the court hearing, as it had not been informed that proceedings would take place. "We will contest Mobil's application if it takes place on Friday."

However, the union was planning to send a team to conduct negotiations with Mobil in Johannesburg, and it was possible that the outcome of the talks would make the court application unnecessary, he added.
Mobil, union plan to meet

REPRESENTATIVES of Mobil Oil SA and the Chemical Workers' Industrial Union (CWIU) have scheduled a meeting for today to discuss union demands and concerns related to the sale of the company to Gencor.

Strikes at 18 Mobil depots continued yesterday and a CWIU spokesman said their course, and possible action by Durban refinery employees, would be determined by the outcome of the meeting today.

The union plans to oppose an application for an interim interdict by Mobil, if it goes ahead, which is set down for hearing in the Industrial Court later today.

A CWIU spokesman said the meeting became possible after discussions with management revealed it was possible there were areas where progress could be made.

A Mobil spokesman confirmed the planned meeting. He said 99% of delivery backlogs caused by the strike had been remedied.
High drama as Mobil ponders

BY CONNIE MOLUSI

THE Chemical Workers’ Industrial Union strike at Transvaal, Eastern Cape and Free State Mobil depots has left many filling stations dry throughout the country.

However, in dramatic last-minute developments, the union decided to suspend the nationwide strike after Mobil made certain commitments and gave some information to the union.

This week 97 percent of workers at the Durban refinery voted in favour of the strike.

The strike is suspended until midnight on Wednesday, with the undertaking that Mobil South Africa will canvass urgently with Mobil Corporation in the United States to meet the union’s demands.

The union is protesting against Mobil’s refusal to negotiate a fair disinvestment procedure and the fact that the company has withheld information on its pull-out plans despite various inquiries from the union.

The union said Mobil lied when it rebuffed previous attempts to negotiate a disinvestment procedure – by insisting that the company had no plans to pull out.

The union is demanding a year’s notice of Mobil’s withdrawal and employee benefits.

The union says the belief that disinvestment hurts black workers most is a self-fulfilling prophecy because of the way in which deals have been structured.

Local management can look forward to debt-free shares and profitable companies at bargain prices.

However, workers experience a refusal to recognise the union, a change for the worse in working conditions and no job security.

The union has discounted the view that its opposition to the Mobil withdrawal contravenes the disinvestment policies of Cosatu.

“Our campaign is aimed at exposing manoeuvrings of multinationals to maintain a foothold in SA.”
Bus union pay talks in dispute

By CONNIE MOLUSI

- A JOINT negotiating committee of the Transport and Allied Workers Union and the Transport and General Workers Union have declared a dispute at Highveld Busliners.
- Tractor Cash and Carry and the Commercial and Catering Workers Union of South Africa have reached a wage agreement.
- DOGS were set on 1 200 members of the National Union of Farmworkers on a 16-day strike at the Zebeduela Citrus Estates.
- 1 500 members of the South African Chemical Workers Union are on a legal strike at seven Plescon plants across the country.
- A work stoppage by 500 members of the Food and Allied Workers Union at the South African Brewers’ Arode plant continued this week.
Mobil, union still talking

MOBIL and Chemical Workers' Industrial Union (CWIU) representatives were last night still locked in negotiations aimed at ending their disinvestment dispute.

A source said Mobil's latest offer stood at a once-off "compensation" payout of R1 340 for each employee. The union was pressing for an improvement on that offer.

Sapa reports CWIU official Pat Horn said the union had agreed to extend the suspension of strike action for another week and postpone its Industrial Court application for the deal to be halted.
Union suspends Mobila strike

THE Chemical Workers' Industrial Union has suspended a week-long strike by members at 16 Mobil installations in the Transvaal and the Cape after an out-of-court agreement with management.

The strike was meant to induce Mobil to negotiate with the union workers' pre-conditions for disinvestment, following the American oil company's decision to sell off its southern African assets.

A CWTU statement said out-of-court discussions on Friday between the union and management — just before Mobil's industrial court application to halt the strike was heard — had led to the suspension of the strike until midnight on Wednesday.

The suspension of the strike followed "significant progress" made in talks between the parties on Friday morning. In that meeting some of the information sought by the union had been provided by management, although the agreement of sale had been withheld.

"Mobil has agreed that the suspension of strike action in the Transvaal and Eastern Cape will not preclude the union recommencing strike action," said the union, adding that without such an undertaking, resumption of the strike "would have been illegal under apartheid law."

In terms of the agreement, Mobil also undertook to "urgently canvass" its parent company on the union's demand for a meeting with the company's New York head office, and the union's claim for compensation, the CWIU said.

Local management is to report back to the union this evening after a meeting in London, scheduled for last weekend.
Two trade unionists on death row have been granted a reprieve by President Botha. National Union of Mineworkers members, Tylacovuyo Mgedeni had his death sentence commuted to 20-years imprisonment and Commercial Union of South Africa member, Mazzile William Mntombela's sentence was commuted to 25-years imprisonment. The two men's reprieve was confirmed by a spokesman for the Department of Justice. Meanwhile Lawyers for Human Rights said in a statement issued in Pretoria seven condemned prisoners received notices of their execution scheduled for next week. Three of them, Opia Josias Mbonane, Sibusiso Senile Mosuku and Anto Koen, are due to be hanged on May 24. Mbonane and Mosuku were convicted and sentenced for the necklace murder of a Soshanguve policeman in February 1986. The national director of Lawyers for Human Rights, Mr Brian Currim, said initial investigations indicated that the two men had exhausted all their legal remedies but their attorneys were reviewing their case. Anton Koen was convicted and sentenced in June 1988 for murder on an elderly Port Elizabeth woman. "He too has exhausted all his remedies and it would appear that execution is inevitable," Mr Currim said. Four other men, Simon Mbathe, Abraham Mngomezulu, Patrick Mmosi and James Henry Cohen, are scheduled to be executed on May 25. Cohen was sentenced to death on charges of murder and robbery in September 1988. "Although he was granted leave to appeal, he refuses legal representation and has expressed the wish to be executed," Mr Currim said.
Mayekiso optimistic at second national congress

"GIANT LEAP' FOR NUMSA

THE National Union of Metalworkers of South Africa yesterday wrapped up their second national congress keeping intact the values of worker power.

In what the union's general secretary Moses Mavekiso called "a giant leap for worker control," delegates from 744 regions tabled resolutions with officials abstaining from all deliberation.

"This is a significant success that not a single official participated in the debates," Mavekiso said.

"We have always believed that workers must make their own resolutions without interference from officials," he said.

"Crisis"

The congress made a clear statement on the need to strengthen the organization and unity of the working class. Speakers emphasized the need to resist a concerted attack by the state and capitalists on the trade union movement.

The present political situation was analysed in the resolutions and was touched on by all the speakers. Of this debate, Mavekiso said: "NUMSA has committed itself to the unifying of the working class in its struggle for a socialist South Africa." Addressing questions from journalists, Mayekiso urged views to be put on the table.

Daniel Dube was elected as president of NUMSA at the union's second national congress which ended yesterday.

NUMSA:
- From page 1
- or other role model for socialism
- NUMSA was however committed to the Freedom Charter, not as an absolute, but as a starting point "towards maximum democracy," he said.

A brief overview of resolutions passed were presented at the end of the four day congress as:

Introductions to Congress Resolutions - an analysis of the present situation was adopted as an introduction to all resolutions.

- Mr Harry Gwala was honoured as the Honorary President of NUMSA.
- NUMSA newspaper - the congress resolved to start a union newspaper.
- The process of political settlement - the congress indicated its strong opposition to any negotiations with the Nationalist Government before basic conditions of political freedom are established.
- Violence - NUMSA resolved to take a number of actions in regard to violence of vigilantes and violence during strikes.
- Working class unity - the congress agreed that there should be a timetable to strengthen co-operation with Nactu and other independent unions. To continue towards one trade union one federation.

Strydom hopes for clemency

SMILING before the Pretoria Supreme Court yesterday, Hendrik Stander denounced the fight for his life in the Pretoria Supreme Court today.

On November 8 last year Strydom was sentenced to 21 months in prison, where he prayed and meditated for three days, he claimed.
THE establishment of a Labour Appeal Court under the Labour Relations Amendment Act did not necessarily preclude the Supreme Court's right to review Industrial Court judgments.

That was the finding of a Pretoria Supreme Court judge, who overturned a Pretoria Industrial Court (IC) unfair labour practice ruling against Foskor Ltd on Friday.

The new Labour Appeal Court delivered its first judgment on May 16, overruling an unfair labour practice finding against Ergo, handed down in November 1988 by the IC in a case brought by the NUM.

Mr Justice Eloff upheld Foskor's application for review with costs.

The NUM, which represented 30 dismissed workers from Foskor's Phalaborwa plant in the northern Transvaal, submitted that the Supreme Court did not have the jurisdiction to review the IC's decision.

This right, it contended, was invest-

ADELE BALETA

ed exclusively in the Labour Appeal Court (LAC).

The NUM submitted that with the establishment of the LAC, the Supreme Court’s jurisdiction to review IC proceedings had been ousted by necessary implication.

Communication

The 39 NUM members were dismissed in October last year for alleged breach of their service contracts with Foskor by refusing to take part in Foskor’s “internal communication forum”.

The forum was established to act as a channel of communication between management and workers.

The workers were fired after they failed to take part in electing employee representatives to the forum.

On January 20 1989, the Pretoria IC ruled that the company had acted unfairly, and ordered Foskor to restate the workers on terms and conditions no less favourable than before their dismissal.
The Chemical Workers' Industrial Union (CWIU) had suspended its strike action against Mobil's sale to Gencor until midnight on Wednesday, following "certain guarantees by Mobil, the union said at the weekend."

It said significant progress had been achieved in the course of negotiations with Mobil at a meeting held in Johannesburg on Friday.

"Guarantees given by Mobil have resulted in the union agreeing to suspend the strike until Wednesday, May 24. Mobil has also agreed that the suspension of strike action in the Transvaal and eastern Cape will not preclude the union recommencing strike action."

Mobil (SA) had also undertaken to canvass urgently with Mobil Corporation the union's demand for a meeting with Mobil Corporation (US) and the claim for compensation.

A Mobil spokesman said the meeting had been extremely positive.

The CWIU said: "Union members have agreed to suspend strike action in expectation that Mobil will deliver." This agreement was reached in talks pre-empting an Industrial Court hearing on Friday in which Mobil was to apply for an interdict against the strike.
CWIU suspends Mobil strike after agreement

By Mike Sillums, Labour Reporter

The Chemical Workers' Industrial Union (CWIU) has suspended a week-long strike by members at 16 Mobil installations in the Transvaal and the Cape after an out-of-court agreement with management.

The strike was meant to induce Mobil to negotiate with the union workers' pre-conditions for disinvestment, following the American oil company's decision to sell off its southern African assets.

A CWIU statement said out-of-court discussions on Friday between the union and management — just before Mobil's Industrial Court application to halt the strike was heard — had led to the suspension of the strike until midnight on Wednesday.

'SIGNIFICANT PROGRESS'

The suspension of the strike followed "significant progress" made in talks between the parties on Friday morning. In that meeting some of the information sought by the union had been provided by management.

"Mobil has agreed that the suspension of strike action in the Transvaal and Eastern Cape will not preclude the union recommencing strike action," said the union, adding that without such an undertaking, resumption of the strike "would have been illegal under apartheid law".

In terms of the agreement, Mobil also undertook to "urgently canvass" its parent company over the union's demand for a meeting with the company's New York head office, and the union's claim for compensation, the CWIU said.

Local management is to report back to the union this evening after a meeting in London.
Some among the more than 700 delegates to the National Union of Metalworkers congress held in Germiston at the weekend.

<< Picture by Herbert Mabuza.>>

Numsa wants SADF and police confined

By Mike Siluma, Labour Reporter

South Africa's second biggest industrial union, the National Union of Metalworkers (Numsa), has called for the creation of "basic political conditions", including the confinement of the army and the police to barracks, before genuine negotiations between the Government and apartheid forces can take place.

The call was among resolutions taken by 735 delegates to the 160,000-strong union's second biennial congress, held in Germiston at the weekend.

Re-elected general secretary Mr Moses Mayekiso told reporters after the congress that delegates had "indicated strong opposition to any negotiations with the Nationalist regime before basic conditions of political freedom are established".

These conditions were:

- The confinement of the South African Defence Force and the police to barracks.
- The lifting of the state of emergency and the suspension of all security legislation.

Other officials re-elected are Mr Daniel Dube (president) and Mr Percy Thomas (second vice-president). Mr Maxwell Xulu becomes first vice-president and former Robben Island political prisoner and ANC leader, Mr Harry Gwala, honorary president.
Staff Reporters

The threat of unemployment looms over 300,000 workers on 18 gold mines as the sliding gold price begins to knock out our marginal mines.

This figure represents 60 percent of gold miners employed in the country and 40 percent of the total mine labour force.

The two mines at immediate risk are Rand Mines' Durban Roodepoort Deep (DRD) and East Rand Proprietary Mine (ERPM), two of SA's oldest mines, which together provide 20,000 jobs.

The Government expects today to receive an expert report on possible assistance to save ERPM and DRD.

The Deputy Minister of Finance, Dr Org Marais, said today the expert group had worked all weekend to complete the report.

The fate of the country's 16 marginal mines was highlighted last week when the gold price fell to its lowest level in nearly three years.

In Hong Kong today bullion opened at $364. Last year's average price for gold was just over $430. If the slump continues, the country could not only see the closure of numerous marginal mines, but also a loss in foreign exchange earnings to the tune of over $1 billion (about R2.7 billion), which could force another round of austerity measures.

Rand Deep and ERPM called for assistance last week, as Rand Mines suspended their listings on the Johannesburg and the London stock exchanges. If this assistance is not forthcoming, the mines will close.

Local economy

The mines have been hard hit by the drop in the gold price and by a strong rise in working costs, caused partly by inflation and partly by more difficult mining conditions as both mines grow older and have to go deeper.

The two mines spend about R60 million every month, much of which goes to sustaining the economy of their local areas.

The higher working costs of the mines are also likely to lead to increased confrontation between the mining houses and the powerful National Union of Mineworkers (NUM), which last month pushed for a doubling of the minimum wage in some job categories on the mines.

NUM press officer Mr Jerry Majatrach said Rand Mines had not directly informed workers of the situation. He said management's decision would be challenged at both mines.

Mr Majatrach acknowledged that the mines had been established since 1894, and had probably reached their last days, but said management should transfer its interests to other industries within SA and secure jobs there.
The fate of the country's 18 marginal mines was highlighted last week when the gold price fell to its lowest level in nearly three years.

In Hong Kong today bullion opened at $364. Last year's average price for gold was just over $420. If the slump continues, the country could not only see the closure of numerous marginal mines, but also a loss in foreign exchange earnings to the tune of over $1 billion (about R1.7 billion), which could force another round of austerity measures.

Durban Deep and ERPM called for assistance last week, as Rand Mines suspended their listings on the Johannesburg and the London stock exchanges. If this assistance is not forthcoming, the mines will close.

**Local economy**

The mines have been hard hit by the drop in the gold price and by strong rises in working costs, caused partly by inflation and partly by more difficult mining conditions as both mines grow older and have to go deeper.

The two mines spend about R50 million every month, much of which goes to sustaining the economy of their local areas.

The higher working costs of the mines are also likely to lead to increased confrontation between the mining houses and the powerful National Union of Mineworkers (NUM), which last month pushed for a doubling of the minimum wage in some job categories on the mines.

NUM press officer Mr Jerry Majatradi said Rand Mines had not directly informed workers of the situation. He said management's decision would be challenged at both mines.

Mr Majatradi acknowledged that the mines had been established since 1884, and had probably reached their last days, but said management should transfer its interests to other industries within SA and secure jobs there.

He said the NUM was opposed to retrenchment in principle, but said Rand Mines' aggressive approach to retrenchment at its mines over the past few years had eroded some of the union's power to oppose it.

"Since 1986, ERPM, a major employer in the Boksburg area, cut its labour force from 18,000 to 11,000. Figures from Durban Deep, near Roodepoort, show they have reduced their labour force by 25 percent since 1987."

### 'Starvation wages'

Mr Majatradi said that given workers were earning a minimum wage of R260 a month, it was unlikely that a doubling of their wages to R540 would cripple the industry.

"The announcement by the Chamber of Mines of the possible closure of the 18 mines is obviously an attempt on their part to pressure workers to accept starvation wages in the face of annual wage negotiations."

But Chamber of Mines general manager Mr Johann Liebenberg said that, if granted, the NUM's recent wage demand for a 110 percent increase in wages would mean that 75 percent of mines operating in the industry would be wiped out.

He said drastic steps would have to be taken to decrease the working costs of mines, many of which were now costing far more than the value of their ore.

Dr Marais disclosed that he would be investigating the position of all marginal mines. He had asked the Chamber of Mines to prepare a report on their long and short-term prospects.

The solution for the ERPM and Durban Deep crisis would have to take into consideration the position of all marginal mines.

"We can't help them in such a way that we give all to them and leave nothing for others."

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*See Page 14.*
Police disperse strikers

POLICE yesterday dispersed a demonstration outside the Johannesburg headquarters of Mobil, a spokesman from the Chemical Workers Industrial Union said.

He said the demonstration was to "protest Mobil's refusal to negotiate a fair disinvestment procedure with the union."

Police liaison officer, Lieutenant-Colonel F. Malherbe, said there was "no disruption from the police side."

He said police on the scene had asked for reinforcements — by the time the reinforcements arrived, the demonstration had already left the scene on their own.
Mr Jackie Masuku, Miss Ellen Ngoobo, Mr Wesley Maluleke, Mrs Vicky Majozzi and Mrs Poppy Gezani who started a hunger strike today.

6 Ccawusa workers go on hunger strike

SIX Ccawusa workers have embarked on a hunger strike to highlight "starvation" wages which are allegedly paid by Edworks.

This is in addition to a legal strike that has lasted 36 days. About 800 workers at 80 Edworks stores are on strike for better wages.

Workers' demands include an across-the-board increase of R125 a month backdated to July 1, 1988. The company is offering R105 from July 1989.

The agreement is to cover workers in Bophuthatswana. Management says this would jeopardise trading rights and antagonise the homeland government.

A statement issued by the Edworks support committee, says: "The hunger strike will initially involve three Edworks workers, a union official and a support committee member. The strike will be indefinite and more workers are expected to participate."

A spokesman for Edworks, Mr Deon van Wyk, said the company would issue a Press statement later.
**Police disperse Mobil HQ demo**

Johannesburg. — Police yesterday dispersed a demonstration outside the headquarters here of Mobil, a spokesman from the Chemical Workers' Industrial Union said.

He said the demonstration was to "protest Mobil's refusal to negotiate a fair disinvestment procedure with the union".

Police liaison officer Lieutenant-Colonel F. Malherbe said there was "no disruption from the police side".

He said police on the scene had asked for reinforcements — by the time the reinforcements arrived, the demonstrators had already left the scene on their own accord.

Union workers from factories across the Witwatersrand displayed placards with the slogans "Down with Corporate Camouflage", "Dissolve on our terms" and others.

The spokesman for the union said that about 20 minutes after the start of the demonstrations, police arrived and "without warning used dogs to disperse the workers."

"Police then followed the dispersing protesters and chased them up the streets," he said.

"The union condemns in the strongest terms this totally unnecessary police action against the peaceful voicing of protest." — Sapa

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**Divorce papers led to couple's fatal shooting**

Durban. — Divorce papers which should have been cancelled, but were instead served on Mr. Ben Delport on Saturday, apparently led to the tragedy in which he and his wife died early on Sunday, sources said.

The bodies of Mr. Delport, 41, who had been the caretaker at the Merryvale Training Centre in Mangold Park, and his wife, Mrs. Marieta Delport, 37, were found in a bedroom of their home in Audrey Street shortly after midnight.

Both had died of gunshot wounds. A pistol was found nearby.

The couple's 16-year-old daughter, Marise, had allegedly narrowly escaped death when she broke free from her father's hold after a heated argument following the death of Mrs. Delport.

She fled from the house and ran for help to a neighbouring house.
Wage hunger strike: man taken to hospital

ONE of the six Ccawusa members who are on hunger strike in protest against "starvation wages" paid by the Edworks Group collapsed yesterday, the third day of the hunger strike, and was taken to hospital for treatment. Ccawusa announced yesterday.

According to Ccawusa, Wesley Maluleke, 26, of the group's Pietersburg branch, collapsed at the union's offices in Johannesburg at about 2pm yesterday and was taken to Hillbrow Hospital where he was given a glucose solution.

Ccawusa immediately issued a statement, saying the Edworks Group was to blame for Maluleke's deteriorating state of health and warned that the company would be held responsible if any harm was caused to the hunger strikers.

Meanwhile, Edworks Group MD Stewart Dodo has said allegations by Ccawusa that its employees in Newcastle, Cape Town and the PWV area were being paid minimum salaries of R190, R340 and R415 a month were without foundation.

In response, Ccawusa said it had workers' pay slips as evidence.
Union's case against Mobil sale continues.

By Mike Siluma, Labour Reporter

The disinvestment court case in which the Chemical Workers' Industrial Union (CWIU) is seeking to halt the sale of Mobil assets in South Africa resumes in Pretoria today.

The CWIU wants the Industrial Court to restrain Mobil from pulling out until it has agreed to negotiate on the union's members' preconditions for disinvestment.

CWIU general secretary Mr Rod Crompton said the company had asked for a meeting to present new proposals to the union. The parties would probably meet today.

Mr Crompton said a strike at Mobil plants, suspended on Friday last week, would be resumed if the union could not reach a satisfactory solution with Mobil.

Six Commercial, Catering and Allied Workers' Union members enter the third day of a hunger strike today, following a wage dispute with Edworks management.

The six were evicted from an Edworks store in Johannesburg on Monday, but are continuing the strike at union offices according to Ccawusa.
Municipal police in wage dispute

ABOUT 400 Dobsonville municipal policemen yesterday embarked on a brief work stoppage in protest against the local council's failure to increase their salaries.

The policemen called off the stoppage after the municipality promised to raise their pay by 15 percent next Tuesday, a spokesman for the council employees said.

Both the town clerk, Mr Alec Conn, and mayor Mr Steve Nkatsi were not available for comment yesterday.

- Six members of the Commercial Catering and Allied Workers' Union of South Africa (Ccawusa) continued with their fast yesterday, in protest against Edworks management's refusal to accede to their wage demands.

The six, one a Ccawusa official and five Edworks employees, have embarked on a hunger strike to highlight "starvation" wages allegedly paid by the retail company.

Edworks management yesterday refuted allegations that they were paying "starvation" wages, saying their minimum wage offer represented a 25 percent increase.

"The company believes the strikers have been misled into believing that their strike is lawful, despite the Supreme Court order to the contrary," Edworks management said.

The company obtained a Supreme Court order on Monday, restraining the six hunger strikers from staging a sit-in outside an Edworks outlet in Johannesburg.
Mobil strike suspended for yet another 24 hours

THE resumption of the strike at Mobil by members of the Chemical Workers' Industrial Union (CWIU) was suspended yesterday for another 24 hours after "a hard but reasonably fruitful day of negotiations."

Mobil and CWIU representatives said the talks, over matters related to the US-based parent company's divestment exercise, could continue into the early hours of this morning.

The main point at issue at the meeting in Pretoria was the amount, and distribution, of compensation payments to be made by the departing company to employees. Mobil earlier countered the CWIU's demand of one month's pay a year of service with an offer of two weeks pay for each employee.

The union rejected the offer but then, according to a Mobil spokesman, both sides revised their positions. Neither Mobil nor the CWIU were willing to divulge their latest proposals.

A week-long strike at 16 distribution depots, with Durban refinery workers threatening to join in, was initially suspended on Friday until midnight last night by a mutually agreed Industrial Court order.

The CWIU's urgent Industrial Court application for the sale of Mobil SA to Gencor to be halted pending the completion of negotiations was adjourned until today. Papers filed before the court relating to the agreement of sale show that, although Gencor is entitled to use the name Mobil for the next five years, the purchaser will not pay any royalties to the Mobil Corporation.

They also show there is no provision for the transfer of new technology from the Mobil Corporation to Gencor from the time the sale goes through, scheduled for July 1.
Cawusa, Tradorgroth (Wor) agreement

The Commercial, Catering and Allied Workers' Union (Cawusa) has reached an agreement with the Tradorgroth group, guaranteeing individual increases of R150/month for more than 1,500 workers, a union spokesman said.

HOLIDAY

The agreement included the recognition of March 21 (Sharpeville Day) as a paid holiday, and that the company would no longer employ casual workers. No workers would be required to work overtime.

Negotiations on a provident fund, parenting rights, and a housing scheme are to take place over the next 12 months.
Edworks strikers vow not to eat

By Mike Siluma, Labour Reporter

Six members of the Commercial, Catering and Allied Workers' Union (Ccawusa), on strike over wages since Monday, have vowed not to eat until Edworks management "changes its attitude".

At a press conference at the union's offices yesterday, Ccawusa official and one of the hunger strikers, Mr Jackie Masuku, said management had withdrawn wage offers it made during previous talks.

Mr Masuku said the union was demanding individual increases of R125 a month and that the wage agreement reached be extended to Edworks stores in Bophuthatswana. He added that the lowest-paid Edworks employee in Johannesburg earned R415 a month, while his counterparts in Cape Town and Newcastle were paid R340 and R190 respectively.

Edworks' managing director, Mr Stewart Dodo, rejected the figures given by the union, saying employees in the areas mentioned earned more.

He said the company had withdrawn its offer to the union because the union had failed to arrive at a pre-arranged meeting. "The company does not believe the resolution of the wage dispute can be effectively undertaken through the medium of the press, and therefore has no further comment to make at this stage," said Mr Dodo, maintaining that only 200 workers were on strike.
Numsa congress urged to discuss proposals

From MONO BADELA
GERMISTON. — Veteran trade unionist and ANC leader, Harry Gwala, was elected honorary life president of the National Union of Metalworkers of South Africa (Numsa) at the union's biennial national congress held here.

The decision was "a symbol of the unity of the workers' struggle in South Africa", said Numsa general secretary Moses Mayekiso at the close of the four-day congress.

Daniel Dube was re-elected as president of Numsa, with Maxwell Xulu elected first vice-president, Percy Thomas second vice-president and Mayekiso re-elected unopposed as general secretary.

The congress made a clear statement on the need to strengthen the organisation and unity of the working class.

Speakers at the congress emphasised the need to "resist a concerted attack by the state and capital" on the trade union movement.

Cosatu assistant general secretary Sydney Mafumadi urged more than 700 delegates to discuss and debate the ANC's constitutional proposals.

He said all structures of the mass democratic movement were being urged to discuss the proposals "as part of the struggle to end political and economic oppression".

Mafumadi also urged the labour movement to support the Namibian people and their unions, and called for the formation of Namibian Solidarity committees throughout the country.

The congress also committed the union to action against the Labour Relations Amendment Act through maximum co-operation with the Congress of South African Trade Unions (Cosatu), the National Council of Trade Unions (Nactu) and other independent trade unions.

The congress affirmed Numsa's opposition to any form of intimidation with the government at a point of political settlement before basic conditions of political freedom are established.

The congress also resolved to take whatever steps possible to end the "reign of violence" against the working class and progressive organisations.

The use of police by management to deal with strikes was described by delegates as "management violence".
Labour

Strike deal offer from national textile union

By DICK USHER
Labour Reporter

THE major union in the textile industry will exempt employers who meet its demands about the Labour Relations Amendment Act from a possible national strike.

Mr John Copelyn, general secretary of the 74 000-member Amalgamated Clothing and Textile Workers’ Union (Actwusa) gave this undertaking at a briefing of textile employers in Cape Town yesterday.

The briefing was one of a series planned by Actwusa, an affiliate of the Congress of South African Trade Unions (Cosatu), to inform employers about the union’s basic demands around the Act and the reasons for them.

Mr Copelyn said Actwusa had taken this almost unprecedented step in the hope that after negotiation employers could reach “substantive compliance” with the union’s demands.

He said acceptable agreements covering about 19 000 Actwusa members had already been reached.

The union demands that employers:

- Guarantee fair disciplinary procedures for all workers,
- Give minimum protections against arbitrary retrenchment,
- Negotiate minimum dispute procedures which would include arbitration for disputes of right and protection against selective dismissal of strikers,
- Renounce the right under the Labour Relations Amendment Act to sue unions for damages resulting from industrial action,
- Negotiate all changes in collective conditions of employment with the majority union,
- Undertake, when operating in homelands, not to use relevant legislation to refuse recognition to a majority union, and
- Support union efforts to extend union rights and facilities to workers presently excluded.

Mr Copelyn said the union movement’s objections to the changes to labour law contained in the Amendment Act were that, based primarily on employer opinion, they rolled back gains made by workers in the past 10 years.

SUE UNIONS

They made it possible to sue unions for financial losses resulting from industrial action, allowed employers to retrench at will, excluded from fair and agreed disciplinary procedures employees with less than six months’ service, set up a long series of required procedures for legal strikes, and created legal procedures which, if applied fully, negated any possibility of a swift dispute resolution.

He said these were sticks with which to beat the union movement and encouraged irresponsible actions rather than promoting responsibility.

RESPONSIBILITY

“We have a joint responsibility to promote negotiation as an approach to solving problems,” said Mr Copelyn.

Meanwhile, employer bodies and employers in other industries will be served with similar demands by Cosatu affiliates, some National Council of Trade Union affiliates and some independent unions later this month for negotiation.

If negotiations deadlock strike ballots are likely during July.

The result and employer responses will go to a Cosatu national congress in July.

This will be followed by another worker’s summit which will assess the ballots and coordinate strategy for a national strike around the beginning of September.
OK WAGE TALKS TODAY

A CONCILIATION board hearing to resolve the dispute between the Commercial Catering and Allied Workers' Union of South Africa and OK Bazaars starts today.

The dispute revolves around OK management's offer of R85 a month, which has been rejected by the union in favour of an across-the-board hike of R160 a month.

The union has proposed that management raise the current minimum pay of R500 to R660 a month for Ccawusa members who have worked for the retail chain for more than 12 months. (409)

Ccawusa is also demanding recognition of May 1 as a paid holiday and a guaranteed annual bonus.

Meanwhile Ccawusa has declared a dispute with Checkers over wage increases.

The dispute between Ccawusa and the company revolves around the union's demand for an across-the-board hike of R202 a month.

A Ccawusa spokesman said Checkers management had started with a low offer of R65 a month.

Other Ccawusa demands include recognition of May 1 as a paid holiday; 13th cheque, an extra week's annual leave; a R700 minimum wage and a staff discount of 15 percent.

Pick 'n Pay has reached a wage settlement with Ccawusa for an across-the-board wage increase of R146.87 a month, raising the minimum paid by the supermarket group to R750. The two parties, in addition, have agreed on improved bonus and funeral benefits.
ALAN FINE
SA's black unions
debate divides
Worker Charter.
NUM sticks to its minimum wage demand

By Mike Siluma, Labour Reporter

The second round of the 1989 wage talks between the National Union of Mineworkers (NUM) and the Chamber of Mines was held yesterday, with the union sticking to its demand of a national monthly minimum wage of R543 for surface workers and R600 for underground workers.

Although the union negotiates specifically for its 210,000 members on Chamber-affiliated mines, minima negotiated with the union are usually made applicable to all black miners, numbering about 500,000.

NUM spokesman Mr Jerry Majatladi said the union wanted workers doing the same job in each category to be paid the same. At the moment the various mining houses paid different wages for each grade.

The union’s motivation for the wage demand was that black mineworkers’ wages were “at the bottom of the wage ladder in SA”.

“Compared to other industries, wages paid for grade 1 are far below. For example, at Toyota the minimum wage is R1,008/month, at Pick ’n Pay R750, in the steel and engineering sector R685 and at Eskom R654. While the average wage for grade 1 in manufacturing is R625, the minimum rates for blacks in the mining industry are as low as R385 and R278/month,” said Mr Majatladi.

The NUM wanted the mining industry to “move from the bottom of the wage ladder to the middle”, as a first step towards a “living wage” in the industry. The union’s demands for 1989 were in line with current minimum rates paid in other industries.

Chamber spokesman, Mr Peter Bunkell, described yesterday’s talks as “constructive”, but declined to comment further. The parties would meet again in the next week or two, he said. The Chamber has offered an 11 percent rise.

● More than 10,000 mineworkers in the Witbank area this week held daily demonstrations demanding that the Chamber make its offer in cash, and not percentage terms, according to the union.
WORKERS on hunger strike over starvation wage.
Cosatu makes urgent peace call to Inkatha

By CARMEL RICKARD

Durban

A WEEK of stalemate over Natal peace talks has been punctuated by two significant developments: an attack on the home of a leading member of the Congress of South African Trade Unions and a supreme court order barring police from harassing or threatening the people of Mppompani, a township outside Howick.

Despite a last-minute effort by Cosatu and affiliates of the United Democratic Front, talks scheduled for last Saturday were aborted. Inkatha leader Mangosuthu Buthelezi, remaining adamant that any first meeting must take place in Ulundi, not in a neutral venue as Cosatu and the UDF prefer, vowed that the talks would be called off.

Buthelezi said this week he had been uninterested in offers to provide a neutral venue for talks but that he had turned them all down.

Buthelezi appealed to everyone, not directly involved, to "back off" and leave Cosatu, the UDF and Inkatha to sort out how to get together. He apparently remains optimistic about the prospects for talks.

Cosatu believes the attack on the family of Jabu Ndlovu, a key union and community leader in Umhlali, this week could provoke a crisis.

On Sunday night his home was attacked and burned. A teacher, who attempted to flee, was slashed in the face. Her husband, unionist Jabu Ndlovu, was killed; so was his daughter. A second daughter and a nephew were badly burned. Jabu Ndlovu himself is in a critical condition.

Following the attack, Cosatu lawyers are investigating allegations concerning the involvement of certain individuals, including one who featured in a Cosatu dossier on police complicity in Umhlali violence.

Cosatu warned that this and other attacks could escalate the violence in Pietermaritzburg "into a vicious circle of retaliation" and added, "Cosatu affliates in Natal have made it clear that things have now gone too far and that if steps are not taken urgently they are prepared to take action."

An official statement urged "all influential organisations to use their good offices to ensure that meaningful steps are taken to end the violence in Natal" and said it was more urgent than ever for an independent commission of inquiry to be set up to investigate the violence in Natal.

Cosatu categorised the other development of the week — the confirmation by the supreme court of an order against the South African Police preventing them from harassing or threatening the people of Mppompani.

A number of members of the community had brought the action, claiming "a virtual reign of terror" by police. They also claimed police helped vigilantes from neighbouring areas when they attacked the community.

Police conceded to the order and agreed to pay the costs of the application, but without admitting liability.
Police clash with 200 city strikers

Staff Reporter

POLICE yesterday baton-charged about 200 striking workers outside a Maatland meat factory, arresting a man and injuring about 20 others, a Food and Allied Workers Union (FAWU) spokesman said yesterday.

Police spokesman Colonel Steve van Rooyen last night said that workers armed with sticks or knobkierries resisted, hitting and "slightly injuring" four policemen in the fracas.

Workers, gathered outside the locked factory gate, ignored a five-minute warning to disperse, telling the police they worked at the factory. They demanded to be let in, FAWU spokesman Mr George Xashimba said.

Trying to avoid the baton charge, some workers stumbled, suffering grazes and bruises when trampled by fleeing colleagues, while others were beaten by the pursuing policemen.

Twenty injured workers were treated in hospital afterwards, a spokesman for the Congress of South African Trade Unions (Cosatu) said.

A 60-year-old man was arrested and will appear today in the Cape Town Magistrate's Court on charges of assault and attending an illegal gathering, an attorney confirmed last night.

Criticising the police action, FAWU and Cosatu said "The strike is fast becoming a political issue, with the intransigence of the Renown management and the intervention of the police. This confrontation could have been avoided had the Renown management not locked striking workers out."

Disputing the claim that workers were locked out, Renown spokesman Mr Tjaart Minnaar earlier this week said workers were barred from the premises for "health reasons."

"Regretting" the incident, Mr Minnaar said police had taken action "without the company's knowledge."

"The company had negotiated at length with both the police and the union to try and ensure that no such incident would take place," he added.

Saying police had acted in terms of the Internal Security Act, Colonel Van Rooyen said "Police would not have intervened unless called on to do so."
Edworks strike to continue

CCA WUSA has pledged to continue its strike action against Edworks and the hunger strike of five Edworks workers and a union official after management withdrew all offers made during negotiations with the union since they began in August last year.

At a Press conference yesterday, union official and hunger-striker Mr. Jackie Masuku said management's decision, which was communicated to the union on Tuesday night, "makes us resolve to continue.

He said management had withdrawn all offers because of the failure of workers to return to work on Tuesday after an ultimatum by management.

Masuku said management should not only reinstate offers, but also agree to "withdraw threats to workers who were striking peacefully."

He said the Edworks strike was one of the most peaceful strikes in the country — with no violence and no detentions.

The strike action had affected 800 workers in 80 Transvaal stores. Seven Edworks stores, which include Pick 'n Pair and Coco, had closed down, Masuku said.

The issues of the strike involved a demand by the union of a R125 across-the-board increase backdated to July 1, 1988. Edworks management offered R105 to be backdated to July 1, 1988.

The minimum wage for workers in the Johannesburg area was R450, management's increase would raise it to R520.
Killer’s appeal dismissed

BLOEMFONTEIN — The Appeal Court here has dismissed the appeal of Nicolaas Roos — no address given — against the death sentence he received for the murder of Mr Vincent Afrika at Steenberg, Cape, on September 6, 1962.

Mobil strike suspended

JOHANNESBURG — A strike by the Chemical Workers' Industrial Union has been suspended for a week after offers from Mobil.

Reports by Staff Reporters, Own Correspondent, Saba New and UPI.
Bail for striking meat worker

A man who was arrested when police dispersed about 200 striking meat workers this week has been released on R50 bail after a brief appearance in the Cape Town Magistrate's Court.

No charges were put to Mr William Ngxowa, 60, yesterday and he was warned to appear in court on June 12, an attorney yesterday said.

A worker injured during the police baton charge on Thursday was yesterday still in hospital, a Food and Allied Workers Union (Fawu) spokesman said.

By late yesterday no further incidents had been reported.

Company human resources manager Mr Tjaart Theron yesterday confirmed that "constructive" talks had been held.
Mobil workers clash with police at demo

Members of the Chemical Workers' Industrial Union (CWIU) demonstrating in front of Mobil's Johannesburg city offices.

ABOVE: 40 Chemical Workers' Industrial Union (CWIU) shop stewards clashed with police yesterday during a half-hour placard demonstration outside Mobil's Johannesburg city offices.

The singing and chanting demonstrators, employees of a range of chemical sector multinational companies, were demanding that Mobil negotiate the terms of its disinvestment from SA with the union.

Police used a dog to try to disperse the gathering after about 20 minutes.

After talks between police and a Mobil management representative, demonstrators moved from the pavement and to the forecourt of the Plein Street building.

An SAP spokesman said an official account of the incident would probably be included in today's unrest report.

Meanwhile, Gencor energy division executive director Bernard Smith said yesterday he did not envisage any rationalisation programmes once ownership of Mobil Southern Africa passed into its hands on July 1.

"With our involvement in projects like Mossgas we will be creating jobs rather than destroying them, and Mobil employees will enjoy the advantages of Gencor's expansion," he said.

Feedback

Smith said he would not get involved in the CWIU/Mobil dispute at this stage, but was prepared to give this assurance on employees' job security and repeat that Gencor intended maintaining the status quo regarding other conditions of employment.

A CWIU spokesman said the union was expecting possibly last night, feedback from a London meeting between representatives of Mobil SA and its parent company, at which union proposals were to be discussed.
FEAR grips a mining town as its livelihood threatens to collapse.

By CHARIS PERKINS
and MANDLA TYALA

BOKSBURG, the CP town which took a defiant backward step last year and declared itself "whites only", could become a ghost town.

East Rand Proprietary Mines — the town's biggest source of income — is in danger of closing because of the plummeting gold price. This means 11,000 mineworkers could lose their jobs.

It could also mean that many town businesses and industries, already crippled by a consumer boycott, could collapse.

This week, the Government rejected a request by ERPM and Durban Roodepoort Deep mine for financial assistance to prevent their closure.

Rand Mines, owners of ERPM and DRD, had said earlier they could not keep the mines going without Government support.

A Rand Mines' spokesman said yesterday the Department of Finance was not in favor of Government support for just the two mines.

It was studying the situation at all the marginal mines.

He said: "But the situation at ERPM and DRD is too urgent. We can't wait for a Commission. We are assessing the position and talking to the unions. It is too early to talk about which door is closed."

The Cosatu-affiliated National Union of Mineworkers, which represents early 50,000 members at the two mines, said it would press for redeployment of workers at related industries in the Rand Mines group.

Crisis

The NUM said its members were even prepared to work reduced hours — up to five hours a day — if there was a way to keep the mines open. As a last resort, it would negotiate decent, replacement packages.

It blamed the Government for "short-sighted policies which do not inspire confidence" and said mine management should have foreseen the crisis.

This week, locals spoke of how the white mining community's hopes and dreams were turning to ashes as it faced a future fraught with uncertainty and upheaval.

Mr Otto Horvath, 53, a winding engine driver, said: "We have little hope for mining in the future. It will be a struggle to keep the town going."

Mrs Nella de Beer, 37, said her biggest worry was that her two school-going children, Hendrik, 11, and Bart, 9, would not be able to complete the school year. "Actually, I don't know what we will do if ERPM closed down. We have five children to feed," she said.

Mr Andre Olivier, a CP supporter and a miner for six years, is hanging on at ERPM to see what happens. But he said the uncertainty was killing him and he was scared he would not get another job.

Mr Andre Swart said he had to operate the mine's lifts but resigned a month ago to look for another job.

His father — who worked for ERPM for 15 years — was transferred to Thabazimba in the north-eastern Transvaal. "My mother cried when she had to leave," he said.

"I have seen a lot of women crying recently."

UNCERTAIN FUTURE ... Andre Olivier with his wife Emma and children Gert, 5, Rene, 3, and one-month-old Renthia. Picture: MARGOT WILLIAMS.
Mobil faces a huge bill

MOBIL is making concessions, which could cost it hundreds of thousands of rands to the Chemical Workers Industrial Union.

The CWIU has demanded that Mobil agree to its proposals on disinvesting companies or face a resumption of strikes were suspended for the second time on Friday. On May 15, 240 employees at nine Mobil installations in the Transvaal stopped work. By May 17, the strike had spread to 16 installations and involved between 800 and 1,500 workers.

Workers are protesting against Mobil's failure to negotiate with them when disinvestment became an issue. They demand that negotiations on the CWIU proposals on disinvestment submitted in 1987 take place and that agreement be reached before Mobil quits.

The proposals include a demand that Mobil make adequate provision for workers in the form of severance pay, social security, pension, provident and trust funds. In addition, the social wealth embodied in the SA company — assets or proceeds of sale — must remain the property of the people as plant, profits or a fund.

The strike was suspended last Friday after negotiations. Mobil gave numerous guarantees at a meeting, which the union described as positive.

Mobil also agreed to talk to Mobil Corporation in America about setting up a meeting with representatives of the US multinational. This was one of the CWIU requests when workers first went on strike.

Talks with the union are continuing. Items on the agenda to be settled are the question of severance pay, a trust fund for the workers and outstanding information on the agreement of sale between Mobil and Genor.

Mobil spokesperson Pat Horn says "Mobil will have to settle outstanding requirements over the course of next week, otherwise the union will have to resort to strike action."

Mobil employs about 2,800 workers in SA.

Mobil could well give in to the union's demands because the concessions it has made indicate that it is desperately trying to avoid a bitter dispute on the eve of its departure.

The multinational has always stressed that it would not sell out in SA. In its most recent report, chairman George Racine said Mobil was committed to maintaining its operations here.

"Walking away from SA and its problems may make some people feel good but we cannot accept that we should walk away from an active role that promotes change — and thereby surrender to those who are trying to hold back the process of change and those who are trying to push us into a future of violence and disorder."

"Mobil will not disinvest from SA, because it is obvious that this will not benefit SA, any of its peoples, Mobil's employees or its shareholders."

"We know that the freedoms that Mobil has created within its own organisation after 87 years in this country are an effective reply to the indefensible ideologies that exist within SA at large — and to those who would have us leave."
GENCOR had tried to structure its gold mines to weather a low gold price scenario, and there were no plans to shut down any of its marginal mines, senior consulting engineer Kobus Olivier said at the weekend.

A number of Gencor-administered mines, including West Rand Cons, Stilfontein, Bracken and Marievale fall into the "marginal" category.

"Our policy is to try to run our mines profitably. When necessary, we scale down operations," said Olivier. Gencor has laid off nearly 10,000 miners since the beginning of 1988.

He believed Gencor had been succeeding in its efforts to maintain its mines' profitability. But, he added: "We are watching the situation, particularly the gold price. We don't expect to be able to rely on the exchange rate or government assistance."

The NUM declined to comment on the situation facing ERPM and Durban Roodepoort Deep until it had received communication from management. Last week a NUM spokesman said the union saw no point in subsidising mines which had reached the end of their natural lives.

However, they expected management to anticipate such eventualities well in advance, and to ensure that employees of mines forced to close down could be relocated to other mines.

Council of Mining Union spokesmen were unavailable for comment. However, director Ben Nicholson said last week mines which could no longer operate profitably should be mothballed.
OFFICIALS of the Food and Allied Workers Union (FAWU) yesterday held wage talks with management at Renown Fresh Meat in Maitland, where about 180 workers embarked on a strike on May 17.

A wage dispute involving 250 workers at the African Products plants in Bellville and Maitland is set for mediation later this week, a FAWU spokesman added.

FAWU members at Jungle Oats and Renown Food Products, both in Maitland, yesterday staged sympathy stoppages, the spokesman said.
Textile workers strike into 12th day

A LEGAL strike involving more than 1 000 workers at the Worcester-based Hextex textile mill yesterday entered its 12th day, an Amalgamated Clothing and Textile Workers' Union of SA (Actwusa) spokesman said yesterday.

Workers are demanding a 50c weekly bonus for each year of service to be implemented after the first year of employment, said Actwusa regional secretary Mr Ibrahim Patel.

The company, a Barlow Rand subsidiary, was offering a 25c weekly bonus to be implemented after four years' service, he added.

He said workers only qualified for a lump sum weekly bonus after 20 years' service.

Workers met daily on the factory premises to conduct "cultural and educational" programmes and the company had allowed picketing.

Hextex general manager Mr R D Clapperton could not be reached for comment.
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Hextex general manager Mr. R D Clapperton could not be reached for comment.
3 000 on strike at Everite

BETWEEN 2 200 and 3 000 members of the Construction and Allied Workers' Union yesterday went on strike at Everite plants in the Transvaal, the Cape and Natal in support of a wage demand.

A Cawu spokesman said 3 000 workers are on strike after 98 percent voted for industrial action in support of a R1.03 an hour across-the-board increase. The strike decision followed the “exhaustion of all negotiation procedures, including a conciliation board.”

Support

The spokesman said other unions affiliated to the Congress of SA Trade Unions, as well as community organisations had pledged support for the strikers.

According to an Everite spokesman, 2 200 workers were on strike at plants in Brackenfell, Durban, Kliprivier and Port Elizabeth.

The company believed its final offer to be fair and “entirely compatible with the average wage increase of 17 percent awarded by the manufacturing sector”.

The Edworks group is to ask the Supreme Court today to enforce an earlier ruling which rendered a strike by hundreds of employees illegal, according to a Commercial, Catering and Allied Workers' Union spokesman.
Everite employees go on strike

By Mike Shuma, Labour Reporter

Between 2,200 and 3,000 members of the Construction and Allied Workers' Union (Cawu) yesterday went on strike at Everite plants in the Transvaal, the Cape and Natal.

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The spokesman said other unions affiliated to the Congress of SA Trade Unions, as well as community organisations, had pledged support for the strikers.

According to an Everite spokesman, 2,200 workers were on strike at plants in Brackenfell, Durban, Kliprivier and Port Elizabeth.

He said management had unilaterally effected its final wage offer of between 50c and 75c an hour, the new minimum rate being R3.35 an hour.

The company believed its final offer to be fair and "compatible with the average wage increase of 17 percent awarded by the manufacturing sector."

The Edworks group is to ask the Supreme Court today to enforce an earlier ruling which rendered a strike by hundreds of employees illegal, according to a Commercial, Catering and Allied Workers' Union spokesman.

He said the hunger strike by six union members in support of a wage claim against the company was continuing.
Kreef: Man in court

A BELLEVILLE man, Mr Johan Fourie, 32, appeared in Cape Town Magistrate's Court yesterday in connection with, allegedly, illegally receiving 230 crayfish and possessing 212 undersized crayfish tails. The hearing was adjourned to June 15.

Cawusa wins Pep talk

JOHANNESBURG: After four months of negotiations with Pep Stores Ltd, Cawusa has won an across-the-board increase of R133.50 a month for its members at Pep, Ackermans and associated warehouses, branch secretary of Cawusa Mr K M Thibedi said yesterday.