INDUSTRIAL RELATIONS - COSATU

1989 - June - July
13.5% hike for mineworkers

THE Chamber of Mines and the Council of Mining Unions (CMU), which represents 27,000 mostly white skilled miners and artisans, reached agreement on Tuesday on a 13.5% increase for all employees represented by the CMU, a chamber spokesman said.

However, ERPM and Durban Roodepoort Deep, the two loss-making mines facing possible closure if government relief is not granted, were excluded from the agreement and will be subject to separate negotiations.

Other marginal mines which gave lower increases than the more profitable mines in 1987 had agreed to "come into line" with the terms of the 1989 agreement.

The 1989 CMU settlement is higher than the 12% agreed on in 1988. Settlements between the chamber and the mainly black National Union of Mineworkers (NUM) have, on a percentage basis, traditionally been above the CMU level. The employer offer to the NUM stands at 11%, while the union demands from 37% to 108%.
COSATU's 70,000-strong Amalgamated Clothing and Textile Workers' Union of SA (Actwusa) has launched a major initiative to renegotiate its recognition agreements to bypass the Labour Relations Act (LRA).

The Amalgamated Clothing and Textile Workers' Union of SA (Numsa) has embarked on a similar process in the tyre and rubber industrial council.

These moves come as Cosatu, Nactu and a group of independent unions finalise their strategies for a national campaign against the Act.

Actwusa Natal regional secretary John Eagles said on Tuesday the union had briefed employers in the four major regions -- Johannesburg, Durban, the eastern and Western Cape -- on the union's attitude to the Act.

This is to be followed soon by letters of demand to each employer with which the union deals, proposing amendments to their recognition agreements.

He said this strategy was based on scepticism that talks between the union federations and Saccola would be resolved satisfactorily. Actwusa proposals would include the right to strike without fear of dismissal.
The divide between employer and union wage proposals narrowed significantly at the fifth round of metal industry wage negotiations in Germiston on Tuesday, a Seifsa spokesman said yesterday.

The spokesman said Numsa reduced its wage demand to 29% across-the-board. Numsa's previous proposal ranged up to 26.5%. The demand of the Naciu parties to the council was reduced to 46% from 65.5%.

The Confederation of Metal and Building Unions made no further concessions.

And, in response to a request from the National Union of Metalworkers of SA (Numsa), Seifsa has undertaken to make representations to Inkatha, Cosatu and the state in an attempt to bring an end to the Natal violence.
Edworks strike finally ends

The six-week "starvation wage" Edworks strike — which had resulted in the closure of at least seven of the company's stores and caused a nine-day hunger-strike protest by some workers — had ended, Edworks Group MD Stewart Dodo said yesterday.

He said the strike ended on Tuesday after an agreement between the company and the Commercial Catering and Allied Workers Union (Cawusa).

The union had accepted the company's initial offer of a minimum monthly rate of R520 and R105 and an across-the-board increase back-dated to July 1 last year.

The union had been pressing for R125 "across-the-board" salary hikes, accusing the Edworks Group of paying minimum "starvation wages" of as little as R190 a month in areas such as New Castle, R520 in Pietermaritzburg and R415 in Johannesburg.

Dodo said: "The company and the union have reached an agreement at which the union agreed to withdraw its appeal against the Supreme Court decision that the strike, started by its members on April 17, was unlawful."

The company wanted to place on record that it believed the strike was most damaging to those who participated.
Gawu to campaign for shop stewards

THE Garment and Allied Workers' Union (Gawu) is to strengthen shop steward committees in all factories as part of a campaign against victimisation of shop stewards.

The move is in response to what a Gawu spokesperson described as a serious problem with victimisation at several Cape Town factories.

"Management is moving systematically in certain areas to try to punish actions which are part of shop stewards' duties," he said.

More than 500 people attended a meeting in Ellies River last month to protest the dismissal of a shop steward from Shareen Knitwear.

The case is due to be heard by the Industrial Council this month.

Gawu is holding a series of meetings with all shop stewards to set up shop steward committees in every factory. This would prevent shop stewards from being isolated by management.

Gawu will also be campaigning for shop steward rights at plant level.

Cape Clothing Manufacturers' Association secretary Mr CE McCarthy said the association was "mystified" by the campaign.

"Any allegations of a systematic anti-shop steward campaign by employers were absolute nonsense," he said.
Edworks settlement

SETTLEMENT has been reached in the long-standing wage dispute between Edworks and workers belonging to the Commercial, Catering and Allied Workers' Union of South Africa (Cawusa).

On Tuesday Cawusa accepted management's offer of a maximum wage of R220 a month effective from July last year and a R105 across the board for this year.

Cawusa agreed to withdraw its application against the Supreme Court decision that the strike by Edworks employees which began in mid-April was unlawful.

Talks to continue

The final details of an agreement between Mobil SA and the Chemical Workers Industrial Union over the terms of Mobil's impending disinvestment are still being discussed between the two parties.

A CWIU spokesperson said "substantial progress" had been made in talks so far.

Matters still outstanding include the full disclosure of details surrounding the sale to Chemcor and the establishment of a R4 million trust fund.

Mobil has agreed on service pay and given an undertaking there will be no reductions for a year after the Chemcor takeover.

CWIU members last month suspended a strike pending the outcome of discussions with Mobil.

Sadwu snubbed

The Minister of Manpower has refused to meet with a delegation from the South African Domestic Workers' Union (Sadwu) over the extension of labour legislation to cover domestic workers and farmworkers.

Sadwu has collected thousands of signatures for a petition demanding domestic workers be covered by the Labour Relations Act.

On Thursday, the petition will be presented to regional offices of the Department of Manpower by Sadwu representatives.

Workers return

About 1 000 workers at Mobil's Merenskloof mill in Na-"..."
Edworks settlement

Settlement has been reached in the long-standing wage dispute between Edworks and workers belonging to the Commercial, Catering and Allied Workers' Union of South Africa (Cowusa).

On Tuesday Cowusa accepted management's offer of a minimum wage of R520 a month effective from July last year and a R105 across the board increase.

Cowusa agreed to withdraw its appeal against the Supreme Court decision that the strike by Edworks employees which began in mid April was unlawful.

Talks to continue

The final details of an agreement between Mobil SA and the Chemical Workers Industrial Union over the terms of Mobil's impending disinvestment are still being discussed between the two parties.

A CWIU spokesperson said "substantial progress" had been made in talks so far.

Matters still outstanding include the full disclosure of details surrounding the sale to Sasol and the establishment of a R5 million trust fund.

Mobil has agreed to service pay and given an undertaking that it will be no reductions in remuneration for a year after the Sasol takeover.

CWIU members last month suspended a strike pending the outcome of discussions with Mobil.

Sadwu snubbed

The Minister of Manpower has refused to meet with a delegation from the South African Domestic Workers' Union (Sadwu) over the extension of Labour legislation to cover domestic workers and farmworkers.

Sadwu has collected thousands of signatures for a petition demanding domestic workers be covered by the Labour Relations Act.

On Thursday, the petitions will be presented to regional offices of the Department of Manpower by Sadwu representatives.

Workers return

About 1 000 workers at Mood's Merchants mall in Natal returned to work this week pending further negotiations between the Paper, Print Wood and Allied Workers' Union and management over the implementation of a wage increase.

The workers had been on strike for a week. — NEW AFRICAN
AFTER 33 YEARS, STRIKES HAVE CHANGED AT HEX TEX

SPIRITS are continuing to run high among strikers at the Hex Tex factory in Worcester as the strike, one of the most significant ever in the Boland, entered its third week.

A steward said the more than 900 strikers, members of the Amalgamated Clothing and Textile Workers' Union of South Africa (Actwusa), were determined to continue the struggle.

"We are still united and will not give up our battle," she said.

The workers are demanding an annual service bonus of 50 cents a week from the first year of service.

Regional secretary Ebrahim Patel said no meetings between the union and management had taken place since the strike began.

Patel said workers received a memo saying the company was prepared to pay a bonus from the first year of service but was still holding out for 25 cents.

The strike is the first to take place at the factory, one of two major employers in Worcester, since 1956.

Christine Ross is one of several strikers who was working at the factory in 1956.

"After all these years of service I deserve a bonus. We want to have that 50 cents," she said.

Workers said they were encouraged by the support they were receiving from the community in Worcester.

Several organisations have given money and food to the strikers.

A solidarity church service was held on Tuesday night.

On Saturday there will be a big walk from the factory to the AME church hall where workers will stage a play they have been practising during the strike.
Wave of industrial unrest sweeps Western Cape

A nation-wide strike affecting the National Transport Workers' Union (NTWU) in the Western Cape province has swept much of the country...
Metal industry unions reduce wage demands

Employers and trade unions in the metal industry narrowed their differences in the fifth round of wage negotiations held this week, the Steel and Engineering Industries Federation of South Africa (Seifsa) said in a statement.

According to Seifsa, negotiation parties agreed to meet again on June 13, giving employers time to reconsider their final offer in the light of concessions made by the unions.

On May 16 employers presented their final offers on increases — 15.9 percent for labourers and 13 percent for artisans.

The National Union of Metalworkers of South Africa reduced its demand to a 20 percent across the board increase for all wage categories while the Engineering and Allied Workers’ Union and the Electrical and Allied Workers Trade Union of South Africa (Eawtu) reduced their demands to 65.5 percent for labourers and 46 percent for artisans.

The Confederation of Metal and Building Unions’ demands of 16.9 percent for labourers and 17 percent for artisans remained unchanged.
Red Cross strike: officials due to arrive in SA today

Staff Reporter

A six-man delegation of the International Red Cross was due to arrive in South Africa today for a four-day visit to look at problems in the local branch.

Their visit comes after recent developments within the Southern Transvaal region of the Red Cross, which resulted in the dismissal of Mr Bongani Khumalo, assistant regional director. The dismissal has resulted in 37 workers in the region going on strike for more than four weeks.

The workers' demands include the unconditional re-instatement of Khumalo, recognition of their union, the National Education, Health and Allied Workers' Union, the reimbursement of 80 percent of their salaries deducted while on strike and an assurance that no workers would be victimised when they returned to work.

A source in the Henri Dunant Coalition (HDC) — a union of volunteers, members and employees of the SARCH — said that while in the country, the delegation from the United Kingdom, West Germany, Sweden and Sierra Leone would acquaint itself with questions related to the mandate of the International Red Cross and the adherence by the national society of the ideals of that movement.

The source said the delegation would meet the leadership of the SARC at national level and in the southern Transvaal.
Edworks in agreement

The Commercial, Catering and Allied Workers' Union of South Africa (Cawusa) and Edworks Ltd announced that they have reached an agreement over court action and salary increases.

The union has agreed to withdraw its appeal against a Supreme Court decision that a strike, commenced on April 17, was unlawful. It has accepted Edworks' offer of a minimum rate of R520 from July 1, 1989.
A challenge to join up unions

By MOKGADI PELA

WHEN the 110 member-strong Metal and Electrical Workers Union of South Africa was launched in Johannes burg at the weekend, labour expert Mandla Seleloane cut through the euphoria and challenged the new union.

He urged the two unions to bridge the gap between itself and the National Union of Metalworkers of SA.

"Both unions have a common interest in South Africa. We are further committed to having one federation, one union," Mr. Seleloane said.

Mandla Seleloane, who was guest speaker at Mr. Seleloane's launch congress of 110 members, said Metalworkers and NUMSA should be ready to talk seriously about the need to join forces.

Practical

"We encourage NUMSA and Metalworkers to come together in the fight against the capitalist exploitative system under which we live," he said.

He warned that the two unions need to make compromises if they are to overcome internal conflicts.

Mandla Seleloane said the two unions would have to agree on a compromise if they are to become one union.

Three figures in the debate

Mandla Seleloane always been a work towards maximum unity of workers and this is endorsed by the ongoing unity drive of NUMSA.

Cindy Mokoena, who is the union's national assistant secretary, in his address to members of the International Metalworkers Federation, (South African Coordinating Committee) said the two unions need to work together.

He said the two unions need to work together because both unions have presented their merger to the members.

Cindy Mokoena also said the two unions have presented their merger to the members.

Engaged

"We want to make sure that the merger will not be affected by the ongoing negotiations," he said.

He said the two unions have presented their merger to the members.

Strength

"We want to make sure that the merger will not be affected by the ongoing negotiations," he said.

He said the two unions have presented their merger to the members.

Task

Cindy Mokoena said the two unions have presented their merger to the members.

He said the two unions have presented their merger to the members.

Moses Mokoena

"We want to make sure that the merger will not be affected by the ongoing negotiations," he said.

He said the two unions have presented their merger to the members.

"We want to make sure that the merger will not be affected by the ongoing negotiations," he said.

He said the two unions have presented their merger to the members.
Red Cross 6 flies in to see problems

A SIX-MAN delegation of the International Red Cross is to arrive in South Africa today for a four-day visit to look at problems in the local movement.

Their visit comes in the wake of recent developments within the Southern Transvaal region of the Red Cross which resulted in the dismissal of Mr Bongani Khumalo, assistant regional director.

As a result of the dismissal 37 workers of the region have been on a strike for more than four weeks.

The workers' demands include: unconditional reinstatement of Khumalo, recognition of their union, the National Education, Health and Allied Workers' Union (Nehawu), the reimbursement of 80 percent of their salaries deducted while on strike and an assurance that no worker would be victimised when they return to work.

A source in the Henri Dunant Coalition (HDC) — a union of volunteers, members and employees of the

By NKOPANE MAKOBANE

SARCH — said that while in the country, the delegation from the United Kingdom, West Germany, Sweden and Sierra Leone, will acquaint themselves with questions related to the mandate of the International Red Cross and the Red Crescent Movement and the adherance by the national society of the ideals of that movement.

The source said the delegation will meet with the leadership of the SARG at national level and in the Southern Transvaal region.
Cosatu plans peace protest as violence in Natal rises

BY CARMEL RICKARD, Durban

WITH the death of leading Pietermaritzburg unionist Jabu Ndlouy yesterday, the crisis in Natal's townships has taken a serious turn for the worse and widespread protest in the city is expected next week.

Officials of the Congress of South African Trade Unions yesterday said that in the face of continuing attacks on their members, and the inability of the police, the army and the courts to halt the killings or provide protection to township residents, members of the Pietermaritzburg community would observe June 5 to 7 as a period of "peaceful protest action".

During the attack on Ndlouy's home 10 days ago, her husband and child were killed. She died of her injuries yesterday morning.

Ndlouy was a key figure in the National Union of Metalworkers of South Africa and a prominent campaigner for an end to the violence.

The funeral of her husband and child did not go ahead last weekend because of anonymous threats to the Impendle chief in whose area the ceremony would have taken place. Instead it took place in Mountain Rise during the week.

Announcing Ndlouy's death yesterday, Cosatu criticised the minister of law and order for not taking steps against those believed to be responsible, while (obscuring) the unacceptable conduct of his police force and "warlords" by making false allegations against Cosatu and the UDF.

Cosatu described the situation as "intolerable" and said the continued killings and the alleged misconduct of the police in handling the violence had "finally frustrated the people of Pietermaritzburg to the extent that they believe some effective protest has to be made to bring home to everyone that violence must stop."

The planned action will be aimed at protesting against the killing of Ndlouy and others. It is also intended to back a call for alleged police misconduct to stop and for an independent commission of inquiry into the role of the police in the city.

Protesters are also calling for "warlords" to be jailed, the right to bury the dead without fear of restrictions and the lifting of restrictions on exiles to ensure their safety.

Cosatu has advised their counterparts in Britain, many of whom know Ndlouy, of the planned protest, and has asked them to take action in support of local peace calls.

Cosatu said they had once more contacted Inkhatha President Mangosuthu Buthelezi appealing that he agree to join in renewed negotiations for a peace conference and an effective peace process.

Previous attempts at organising peace talks were wrecked after Buthelezi insisted they had to take place in his headquarters in Ulundi while Cosatu and the UDF said it should be at a neutral venue.

"The constituencies of Cosatu/UDF and Inkhatha have to be drawn into this process and that is why a neutral venue is needed," union officials added.

Unrest monitoring groups have detected a rise in the violence in the weeks since the talks were called off.
Embassy protesters in court

TWO Pretoria activists who took refuge in the British embassy earlier this year to protest against restrictions imposed on them under the Emergency have been charged with contravening their restriction orders.

Congress of South African Trade Unions' Northern Transvaal secretary Donse Khumalo was charged with 129 contraventions of the regulations in the Pretoria Regional Court this week. The maximum penalty for a contravention is 10 years' imprisonment or a R20 000 fine.

The other activist, who was charged separately in the same court, is Construction and Allied Workers' Union administrator Grace Dube.

Khumalo and Dube were among six people who took refuge in the British Embassy earlier this year to protest against restriction orders served on them after their release from detention. At the time, they said they intended to defy the restrictions.

The magistrate, W.A.J. van Zyl, yesterday turned down Khumalo's bail application.

Captain Hendrick Britz of the Northern Transvaal security police, testified that Khumalo was restricted to his Mamelodi home between 6am and 6pm and had to report at the local police station twice a day.

Since his involvement in the embassy protest on March 29, Khumalo had failed to report to the police, Britz said, and on several occasions when police went to his house and workplace, he was not available.

Britz told the court that the Khumalo had a passport and many contacts outside the country. "If he is granted bail, he could leave the country with or without a passport and could also go to one of the embassies to seek political asylum, in which case the South African government and those embassies could be embarrassed."

The case was postponed to August 30 for hearing while the case against Dube was postponed until today.

Meanwhile five restricted Soweto Students' Congress activists, Paul Thembeka Chauke, Norman Raboshoge, Solomon Dulamo, Blessing Nkosi and Norman Makaboke, and another activist, Joel Lettepe, were detained this week in a pre-dawn raid, and are currently being held under the emergency regulations, according to their lawyers.
By Sue Valentine

The five-member delegation of the International Red Cross and Red Crescent landed in Johannesburg yesterday — and within hours met representatives of the Southern Transvaal Regional Council of the South African Red Cross (SARC)

The leader of the visiting delegation, Mr Tom Buruku, who is head of the Africa department of the League of Red Cross and Red Crescent Societies, said they would also be talking to staff in the region and organisation volunteers.

This, he said, included members of the Henry Dunant Coalition (HDC), which is led by Mr Bongani Khumalo, who was fired from his position as assistant regional director in the Southern Transvaal last bag.

"We have not come here to solve problems. They will be solved by people in the SARC. This is a fact-finding mission. We've come to express our concern and anxiety at what has been happening," said Mr Buruku.

He added that the delegation had not been invited to South Africa by any particular group within the SARC.

"When a member of the family of the Red Cross has problems, we are in constant touch," Mr Buruku said the group had not come to discuss the expulsion of Mr Khumalo and recognition of their union — the National Education, Health and Allied Workers Union (Nehawu) — as they were distressed at the use of what appeared to be scab labour.

A member of the HDC who picketed Red Cross House during the talks last night, said employees of Supervision Services had been seen cleaning the building on Tuesday. A new typist had also been working at the desk of one of the strikers.

"It remains to be seen if these measures are temporary or permanent," he said.
Natal trade unionist dies after arson attack

JOHANNESBURG — Mrs Jabu Ndlovu, a senior shop steward of the National Union of Metalworkers of South Africa, died yesterday from burns received during an arson attack on her home in the Maritzburg area on May 21.

Mrs Ndlovu's husband and daughter died while another daughter, aged 13, and a 20-year-old nephew received serious burns when the house was burnt to the ground.

Cosatu said the deaths represented "a further tragic and forceful statement on the need to end the killings in Natal."

About 1300 people have been killed in fighting between Inkatha and Cosatu and United Democratic Front supporters in the Maritzburg area alone — Sapa.
Labour giants send demands

By LEN MASEKO

THE country's two biggest labour federations yesterday submitted letters to major employer associations and government departments demanding the scrapping of controversial clauses in the Labour Relations Act.

Nactu (National Council of Trade Unions) and Cosatu (Congress of South African Trade Unions) said in a joint statement that they would declare a dispute with these parties "if there is no indication of progress towards meeting these demands by June 30."

The federations, which represent more than one million workers nationwide, said the letters were aimed at securing "the democratic rights of workers which are violated by the LRA."

A "letter of demand" was also submitted to the South African Consultative Committee on Labour Affairs (Sacola)

"We expect negotiations to take place with employers at a national level in a joint national forum of trade unions and employer associations," the two said.

Cosatu and Nactu "demand—among other things—the right to strike, and to engage in sympathy strikes, the right to picket and that the provisions of the labour legislation be extended to domestic workers and employees in the public and farming sectors.

The federations have called on the churches and the community to support the campaign against the legislation. The two are to hold a second workers' summit on August 5 and 6, to discuss further action against the law.

The first workers' summit, involving the two federations and several independent unions, was held in March this year.

Meanwhile the South African Domestic Workers' Union yesterday reiterated its demand that domestic workers be included in the provisions of the labour legislation.
Cosatu man held for defying clamp

By LEN MASEKO

AN OFFICIAL of the Congress of South African Trade Unions was arrested yesterday morning for allegedly breaking his restriction orders.

Mr Donnie Khumalo, Cosatu's (Northern Transvaal regional) secretary, appeared in court yesterday and was remanded in custody until August 30, according to Cosatu.

The Cosatu official was one of the hunger strikers who escaped from detention and sought refuge in the British Embassy in Pretoria about two months ago. He had immediately slapped with restriction orders of the restriction orders.
COMPETITION
Top Street Seller
SOWEAN

Help us find
Top Seller

Edwors Strike Ends
Final pay offer made

SEIFSA made its final offer of 15.9% for labourers and 13% for artisans to trade unions in the metal industry this week.

SEIFSA reports that the bargaining showed steady progress and the divide between the offer and some of the unions' demands narrowed.

The National Union of Metalworkers (NUMSA) has reduced its demand to 20% across the board for all wage categories. Three other unions are asking for 65.5% for labourers and 46.5% for artisans.

The parties will meet again on June 18.
Wage, food strike ends after month of picketing

By CONNIE MOLUSI

THE MONTH-LONG Edworks wage dispute – involving a hunger strike to support demands for a living wage by the Commercial, Catering and Allied Workers' Union (Ccawusa) – ended this week.

Edworks' managing director Stewart Dodo said the union had accepted the company's minimum offer of R520 a month and an R105 across-the-board increase.

Initially the strike took the form of pickets but, when these were not persuasive enough, five workers and one union official started a hunger strike.

It was the first time that such a collective bargaining strategy had been used by a union in a dispute.

The strike was characterised by pickets outside Edworks stores, resulting in the closure of seven shops.

The union pointed out that the strike was peaceful but that strikers had been subjected to rightwing intimidation – including actions by managerial staff members at Edworks.

A spokesman for the union, Jackie Masuku, said the strike revolved around economic issues as well as "matters of principle".

He said the strikers had remained disciplined despite provocative action by Edworks, which issued cameras to staff members to photograph picketing workers.

"The strike has been extremely peaceful. The company has not suffered any damage to property, yet it threatens pending disciplinary action against workers."

"This implies a threat to the rights and freedom of workers – such as the right to picket – which the company sought to prohibit by resorting to court action," Masuku said.

The hunger strike was symbolic of the part of the union and was aimed at getting public attention.

The union said the tactic had been adopted because of the long lists of workers the company intended to dismiss. This called for increased pressure on the company, a representative said.

An independent arbitrator has been appointed to investigate whether workers intimidated customers or staff during the picketing.

The company has also agreed to extend the negotiated wage to workers in Bophuthatswana – a landmark victory for workers, in an area where union rights have so far been denied.

Dodo said the company welcomed the settlement as the basis for a return to normal. However, the strike had been most damaging to those who participated, he added.
Hundreds facing resignation deadline

By DICK USHER
Labour Reporter

HUNDREDS of provincial employees face a deadline today — they have been asked to resign to allow their re-employment by recently created black local authorities.

The South African Municipal Workers Union (Samwu) has accused the Cape Provincial Administration (CPA) of “high-handed basskap” action in “demanding” the resignations without consultation.

A Samwu spokesman said today at least 1,000 workers involved were refusing to sign their resignations.

He said they feared that by resigning they would lose benefits such as pensions and medical aid.

A Samwu statement said the CPA had refused to meet the union to discuss the status of each worker, job security, wages, conditions of service and related matters.

POSSIBLE CRISIS

The statement said appeals for a meeting were attempts to avert a possible services crisis in black townships.

Many of the workers had previously been employed by the Cape Town City Council and had been transferred to the Bantu Affairs Department, later the Bantu Affairs Administration Board, and then to the CPA.

Although they had been transferred without consultation, this was the first time they had been asked to resign to formalise a change of employer.

CPA officials in the community services division connected with the moves were at a meeting.

The Samwu spokesman said he understood the meeting was about the position of the workers.

“We are waiting to hear the outcome before we decide on further steps,” he said.
Samancor workers get R10-m bonus

Finance Staff
Samancor's 10,000 employees are receiving a bonus of over R10 million in the wake of expected good results for the financial year to end-June, it was reported today.

No employee will receive less than R1,000.

However, the bonus scheme, details of which will not be released, is expected to run foul with unions, who could see it as an infringement on wage negotiations.

The two unions concerned, NUM and Numsa, have not yet commented on the payout, which was announced to employees yesterday.

Samancor is in line for good results, judging from the interim figures, for the second half of 1988, which showed profits up 20 percent up on the previous interim period.
Freegold sets priorities for capital projects

The control of both operating costs and capital expenditure, whilst receiving management's day-to-day attention, is a cause for considerable concern, says Freegold chairman Peter Gush in his annual review.

Turning to exploration, he said that as a result of continually escalating costs, and the likelihood of a static or lower rand gold price prevailing for the coming year, it had become necessary to “prioritise” capital in order that those revenue-generating projects nearing completion were given first call upon available funds.

It would not be possible therefore to continue with less important projects and for the time being these would be discontinued.

All projects currently on stand-by, however, had been left in such a way that work could recommence as soon as an improvement in the gold price took place, he said.

Referring to the deferred exploitation of the farms Jonkersrust and Du Preez Lager, Mr Gush said it was important that the government realised the necessity to relax the provisions of “ring fencing” to enhance the viability of some new mining projects.

REALISM

Following the 1987 miners strike, a new realism was evident during the 1988 wage negotiations.

In contrast to its approach to the 1987 wage negotiations, the National Union of Mineworkers had accepted a wage increase of between 13 percent and 16.5 percent “without recourse to any of the dispute-settling machinery provided for in legislation,” Mr Gush said.

Commenting on the removal of the “scheduled person” definition from the statute book, he pointed out that management was still dissatisfied with the number of provisions within the Mines and Works Act that could be used to impede the advancement of black employees.---Sapa.
CPA denies forcing workers to quit

By DICK USHER
Labour Reporter

THE Cape Provincial Administration has denied union claims that provincial workers faced a deadline to resign to effect their employment by local authorities.

The administration was reacting to claims by the South African Municipal Workers' Union (Samwu) that it had demanded resignations by June 3 without consulting the workers, and had refused to meet the union.

Mr J J Vermaak, executive director, general provincial services, said the employees were transferred to the CPA when the Western Cape Development Board was abolished in 1986, but continued to perform services for the black town committees.

Mr Vermaak said the acceptance of an offer of employment would mean they would need to leave the provincial administration. But none had been given a deadline or asked to resign from the CPA.

He said the administration could not, in terms of the Public Service Act, recognise unions such as Samwu, but had at no time refused to discuss the matter with representatives of the workers. It had on record acknowledgement from Samwu for what it had been doing.
Anti-violence work stoppage starts quietly

DURBAN — Union-backed calls for a mass work stoppage to protest against black-on-black violence in Natal have received a lukewarm response, independent monitors said yesterday.

They said the three-day stoppage in Maritzburg, supported by the Congress of South African Trade Unions, had a patchy start on Monday and tailed off on its second day.

A survey of local firms yesterday showed about 27% of industrial workers and 17% of commercial employees observed the stoppage.

The call for the protest was made shortly after Mrs. Jabu Ndlovu, a key figure in the National Union of Metalworkers of South Africa, died in hospital last Thursday. Her home had been attacked about 10 days before her death.

Shop stewards were "incensed" at the continuing violence and members of the community felt that pressure had to be brought on business to do something to end the violence. — Sapa-Reuter

US moves to ban

[Image of a stamp with "US moves to ban" and a drawing of a hand and a gun]
Unions square up on Labour Act

Employers are facing a formidable programme of joint action against the Labour Relations Amendment Act by South Africa's two largest trade union federations and several independent unions.

The Congress of South African Trade Unions (Cosatu), the National Council of Trade Unions (Nactu) and the independent unions, have joined hands to square up to employers and the government almost a year to the day after almost 2-million workers took part in the biggest and most expensive stayaway in South Africa's history to protest the draft version of the LRAA.

The unions want employers to negotiate with them in a joint national forum of trade unions and employer associations.

Last week they submitted letters to all the major employer associations and government departments demanding that controversial clauses of the LRAA be scrapped, workers' rights be entrenched and labour legislation be extended to cover domestic workers and farmworkers.

Should there be no indication of progress towards meeting these demands by the end of the month, the unions have said they will consider themselves in dispute with the main employer bodies in the country.

A joint statement issued by Cosatu general secretary Jay Nadowa and Nactu general secretary Pridi Cwana said the letters were aimed at "securing the democratic rights of workers".

"Failing changes in the Act, we are saying that all employers must bind themselves to recognise the fundamental rights of workers, regardless of the provisions of the Act.

The demands tabled stem from the workers' summit in February this year.

They include majority union recognition, acknowledgement that workers have the right to strike and picket, and agreement to negotiate re-entrances."
Numsa holds out
THE National Union of Metalworkers of South Africa (Numsa) has strongly rejected the latest wage offer by motor industry employers.
The decision by the joint shopstewards council last weekend follows the third round of annual wage negotiations with the SA Motor Industry Employers' Association and the SA Vehicle Body and Repairers Association in the industrial council.
The negotiations affect more than 150,000 workers, ranging from pump attendants to workshop assistants.
Numsa is demanding a minimum rate of pay of R4.50 an hour. Rates currently start from R1.24 an hour.
Employers have offered to increase the minimum rate by 12.5 percent but want certain categories of workers excluded and pump attendants to get only a 5 percent increase.
Negotiations are continuing.
Health relief
Gawu plans unique centre

By CHIARA CARTER

As garment workers gear up this month for the industry’s annual Living Wage campaign, a unique plan for a Workers’ Health Centre has been submitted to employers.

Gawu has already submitted proposals to employers for changes in the sick fund and maternity benefits as part of its annual negotiations.

Included in the proposals drawn up by a sub-committee is the plan for a Workers’ Health Centre (WHC), which would be formed in four stages over a period of five years.

As a starting-point, the committee recommended that existing health services be extended to the dependents of sick fund contributors.

The scheme provides for a mobile doctor to operate from consulting rooms in residential areas. The doctor’s services would later be supplemented by a mobile clinic operating from a kombi.

This will be followed by opening workers’ health centres in several residential areas.

In addition to the services of a doctor and nurse, the scheme makes provision for specialist services at several centres.

The committee has also recommended that the existing sick leave be scrapped in favour of the provisions of the Basic Employment Act.

This would mean workers could take a maximum of 30 days paid sick leave over a period of 36 months.

Gawu has also asked for a maternity leave payment of 25 percent of wages for a period of six months.

There is also a proposal for a national sick leave fund.

The union will be trying to get May 1, June 16 and March 21 as paid holidays.

The Living Wage campaign is a prelude to annual wage negotiations between the 112 000 strong Garment and Allied Workers’ Union (Gawu) and clothing employers’ associations.

Negotiations in the Western Cape are due to begin at the end of next month.

Gawu kicks off its campaign this month with discussions around the programme of action in all locals and factories.

This will be followed by a rally at the Goodwood showgrounds next month at which the proposals coming out of national wage seminars will be submitted to workers for a mandate.

ILKs on transfer

A Samwu spokesperson said “high-handed bank-up action” would plunge township municipal services into a crisis similar to that experienced in Soweto last year.

He said the union had suggested the ultimatum be suspended pending the meeting with the CPA on June 21.

Samwu went the CPA and Ikapa to negotiate workers’ status, job security, wages, conditions of service and other related matters.

The union is not recognised by the CPA.
Union talks critical

WAGE negotiations between the National Union of Metalworkers and motor industry employers, affecting about 150,000 workers, have reached a critical stage, the union said.

Numsa spokesman Mr Les Kettle said employer bodies involved in the talks are the SA Motor Industry Employers' Association and the SA Vehicle Body and Repairs' Association.

He said the union was demanding a minimum wage of R4,50 an hour for workers at filling stations, vehicle repair workshops and component manufacturing and engineering establishments.

After two rounds of talks, employers were offering a 12.5 percent increase on existing rates. This excluded certain categories of workers, including clerical employees, shop assistants and sales people.

The parties met again on June 9 in Johannesburg.
MOTOR INDUSTRY

Union strikes hard bargain

The motor industry is under pressure from trade union officials to agree to industry-wide bargaining on conditions and wages.

Companies, which have negotiated separately in the past, are uncertain how to respond. Some have expressed outright opposition to the move, while others are willing to discuss it with unions.

The central bargaining system is the idea of the Cosatu-affiliated National Union of Metalworkers (Numsa), which represents most of the motor industry's 20,000 black workers, out of a total workforce of 37,000.

Companies currently negotiate individual plant agreements with workers – with the exception of Volkswagen, Delta and Samcor's Port Elizabeth plant, which negotiate through the Eastern Cape industrial council.

Numsa's Len Kettleedas says there's a need for industry-wide acceptance of certain basic conditions. He agrees some issues can be settled at plant level, but says there must be national agreement on conditions of employment and minimum wage rates.

Initial approaches on the issue have taken place between Numsa and the Automobile Manufacturers Employers' Organisation (Ameo), representing employers. However, companies are undecided how to proceed. Some want Ameo to continue negotiating on their behalf, while others prefer to talk direct to Numsa themselves. Still others don't even want to discuss the issue.

"There seem to be two basic views," says an industry source. "One is that if you sit down with the union to discuss the proposals, you are already in a de facto negotiating position. Alternatively, it is argued that we must be seen to be reasonable and so must sit down on an exploratory basis."

Ameo members won't give details of discussions with Numsa, because they say the matter is so sensitive at the moment. Ameo chairman Theo van den Bergh, who is Toyota's group director of personnel and industrial relations, confirms merely that Numsa has asked for centralised negotiations.

Worrying the industry, however, is the fact that time is running out. Numsa's current agreements with employers expire at the end of this month and the union wants the new round of bargaining to be centralised.

Some industry officials accuse the union of giving them too little time to consider the issue. They say Numsa put its proposals to them for the first time only a few weeks ago. They say it is impossible to set up the structures and procedures required in so little time. Kettleedas, although Numsa itself first mooted the idea as a medium-term proposal, insists there has been sufficient time to discuss it.

Initial industry opposition to the idea of centralised bargaining is based on two main points that it will be inflationary and cumbersome.

There are already considerable differences in wage rates offered by individual companies (see graph). Basic starting rates range from R4.50/hour to R5.88/hour, with similar differences at other grades.

Industry officials fear that, in a centralised situation, Numsa will use current highest industry rates as a starting point for new minimums. In fact, the union has already told Ameo it wants a minimum starting rate of R6.58 from July. "We can't afford that sort of increase," says an industry official.

Companies say the new system would introduce two-tier negotiations. Once it had negotiated industry-wide minimum rates and conditions of employment, there would be nothing to stop Numsa going to individuals and negotiating improvements.

"Most companies want to bargain at plant level because they are then in better control of their own destiny," says an industry source. "They don't want to become involved in the centralised issue. For instance, a dispute at Mercedes-Benz could lead to an industry-wide strike. The current situation defuses conflict at industry level and moves it to plant level."

Industry officials say Numsa has chosen this year to press for industry-wide demands because of last year's improvement in companies' profits, estimated at up to R500m. However, they point out that such profits must be offset against huge losses of previous years and that the industry is being forced to invest heavily to meet the requirements of the new local content programme.

"The impression is that the industry had a good year last year and is ripe for plucking. In fact, the industry did make a lot of money. But it now has to spend a lot on other things," says one official. "We're not as cash-rich as we've made out to be."

"We can't afford that sort of increase," says a director of a major manufacturer. He adds that motor industry workers already enjoy among the best wages and conditions of employment in South Africa.

Numsa's national shop stewards council is due to meet in Johannesburg on Friday to discuss the industry's initial response to its proposals. By then, there may be a little more consensus among employers than there appears to be at present. Ultimately, there seems to be growing acceptance of the fact that Numsa will probably have its way.

"Some companies may stay out initially, but others will agree to centralised bargaining," says an industry official. "My guess is that we will probably end up with a two-tier system of bargaining."

MEDICAL AID

Doctoring the bill

Failure by medical aid societies and doctors to agree on payments is threatening to delay renewal of the Medical Schemes Act.

At present, doctors who charge the Representative Association of Medical Schemes (Rams) tariff of R17.50 enjoy guaranteed payment direct from the patient's medical scheme. Rams and the Medical Association of South Africa (Massa) agreed in principle at the end of last
Envoy told: act on Emergency

MEMBERS of the South African Chemical Workers Union were plagued by incidents of violence last week, including one where a white worker allegedly pointed a firearm at factory workers and threatened to “blow their heads off”.

Three other union members were shot in separate incidents.

A white worker at Beecham Pharmaceuticals in Wynberg allegedly pointed a firearm at Sacwu members and threatened to shoot them, said the union’s general secretary, Humphrey Ntaba.

The incident took place last week after an inquiry had been held into allegations that a non-union member had been intimidated by a Sacwu shop steward. The company refused to take disciplinary action against the man and workers downed tools in protest. On Tuesday this week they went back to work after the company apologised, Ntaba said.

Dr GL Faber, chief executive of Beecham, said he had no knowledge of the incident and no complaint from the union had been received.

The other three incidents involved striking workers from Flucon plants on the East Rand.

On Sunday union member Themba Kubheka was seriously injured after being shot by people who had been travelling in the same taxi as him.

The shooting was preceded by attacks on two union members last Wednesday. Joseph Kubheka and Lucas Maseko were asleep late last Wednesday night when shots were fired into their Kettlehong homes.

Terranova general manager G Stead denied union claims there had been threats of dismissal against strikers. He said strikers might have been responsible for a series of petrol bomb attacks on the homes of non-strikers.

A Sacwu member in Sasolburg, Zebulon Rantoe, received an out-of-court settlement of R6 000 for assaults he incurred while in detention two years ago.
Court interdict as Ccawusa strife erupts into brawl

By EDDIE KOCH

SIMMERING tension within the Commercial Catering and Allied Workers' Union (Ccawusa) erupted into violence last weekend.

The Hotel and Restaurant Workers' Union (Harwu) yesterday announced it was applying for an urgent interdict to restrain members of the so-called "Kganare wing" from assaulting its members.

Harwu's decision to seek court protection was sparked by an assault on its secretary, Edwin Masia, allegedly by members of the Kganare branch of Ccawusa outside a Johannesburg hotel on the night of May 27.

General secretary Papp Sipho Kganare denied Harwu's claim that the assault was a result of ideological conflict in the union, Masia and a Ccawusa organizer had been involved in a drunken brawl over a woman, he said.

Over the past two years, Ccawusa has split into three groupings, the so-called Kganare wing, the Mlwa wing and Harwu. The Kganare wing and Harwu, which had merged in 1987, split earlier this year after a series of organizational disputes.

Harwu says the assault took place against a background of tension between it and Kganare's wing of Ccawusa. Early this year Harwu decided to operate independently of Ccawusa until the split between Mlwa and Kganare had been resolved.

Late last month, says Harwu, eight of its officials and shop stewards were threatened with knives and other weapons when they went to the offices of Kganare's Ccawusa in Johannesburg to recover funds and equipment they claim belonged to the hotel union.

Harwu has laid charges of assault against two officials of Kganare's branch of Ccawusa and plans to file an application for an urgent interdict to protect its members from further violence in the supreme court today.

"In the past, we have had experiences of death threats made at that local (of Ccawusa). These death threats have disrupted general meetings called to discuss the problems in the union, and disrupted wage negotiations, setting worker against worker," says Harwu in its papers.

Kganare said Harwu had provoked the incident at the Ccawusa offices by arriving on the premises at a time when they knew hotel workers who had defected from Harwu would be holding a general meeting. He added the hotel union has no proof that Ccawusa was in possession of Harwu property and funds.

"We warned them that they would be provocative. But our organizers intervened to calm things down and no-one was injured in the incident," said Kganare.
 Threat to ‘blow workers’ heads off

A CONGRESS of South African Trade Unions’ delegation yesterday delivered a letter of protest to the British government at its embassy in Pretoria over the State of Emergency and restriction of activists.

In the letter, the delegation — representing Cosatu’s Northern Transvaal region — accused the British government of “loudly talking about the resolution of the South African problems” but of not having the “interest of the oppressed masses of South Africa at heart”.

It highlighted the plight of Cosatu’s Northern Transvaal regional secretary, Donse Khumalo, who was charged last week in a Pretoria court with contravening his restriction order. He was refused bail and is due to appear in court on August 30.

Grace Dube, an official of Cosatu’s Construction and Allied Workers’ Union, and SA Youth Congress executive member Ignatius Jacobs have been charged with the same offence.

Early this year, Khumalo, Dube, Jacobs and three other restricted people sought refuge in the British embassy in Pretoria to highlight the issue of restrictions.

Drawing attention to the charges against Khumalo, Dube and Jacobs, the letter of protest said “Many activists who were released and restricted in sequel to the hunger strike have been redetained, or otherwise live under a cloud of insecurity and uncertainty with death a constant companion.”

“We strongly believe that anybody who is having the interest of the oppressed masses of South Africa at heart should address himself to the question of an end to the State of Emergency, the unbanning of banned organisations and individuals, the unconditional release of Donse Khumalo, Grace Dube, Ignatius Jacobs and all other political prisoners and detainees.”

The letter further challenged the British government to put pressure on its South African counterpart to lift the emergency.

“Your government is in a position to pressurise the racist Pretoria regime to address the South African problems. We challenge your government to do so or stand condemned as an accomplice to crimes against humanity.”
MOTOR INDUSTRY

Union strikes hard bargain

The motor industry is under pressure from trade union officials to agree to industry-wide bargaining on conditions and wages.

Companies, which have negotiated separately in the past, are uncertain how to respond. Some have expressed outright opposition to the move, while others are willing to discuss it with unions.

The centralised bargaining system is the idea of the Cosatu-affiliated National Union of Metalworkers (Numsa), which represents most of the motor industry's 20,000 black workers, out of a total workforce of 37,000.

Companies currently negotiate individual plant agreements with workers — with the exception of Volkswagen, Delta and Samcor's Port Elizabeth engine plant, which negotiate through the Eastern Cape industrial council.

Numsa's Les Kettledas says there's a need for industry-wide acceptance of certain basic conditions. He agrees some issues can be settled at plant level, but says there must be a national agreement on conditions of employment and minimum wage rates.

Initial approaches on the issue have taken place between Numsa and the Automobile Manufacturers Employers' Organisation (Ameo), representing employers. However, companies are undecided how to proceed.

Some want Ameo to continue negotiating on their behalf, while others prefer to talk directly to Numsa themselves. Still others don't even want to discuss the issue.

"There seem to be two basic views," says an industry source. "One is that if you sit down with the union to discuss the proposals, you are already in de facto negotiating position. Alternatively, it is argued that we must be seen to be reasonable and so must sit down on an exploratory basis."

Ameo members won't give details of discussions with Numsa, because they say the matter is so sensitive at the moment. Ameo chairman Theo van den Bergh, who is Toyota's group director of personnel and industrial relations, confirms merely that Numsa has asked for centralised negotiations.

"Worrying the industry, however, is the fact that time is running out. Numsa's current agreements with employers expire at the end of this month and the union wants the new round of bargaining to be centralised.

Some industry officials accuse the union of giving them too little time to consider the issue. They say Numsa has proposed to them for the first time only a few weeks ago. They say it is impossible to set up the structures and procedures required in so little time. Kettledas, although Numsa itself first mooted the idea as a medium-term target, insists there has been sufficient time to discuss it.

Initial industry opposition to the idea of centralised bargaining is based on two main points: that it will be inflationary and cumbersome.

There are already considerable differences in wage rates offered by individual companies (see graph). Basic starting rates range from R4.50/hour to R5.48/hour, with similar differences at other grades.

Industry officials fear that, in a centralised situation, Numsa will use current highest industry rates as a starting point for new minimums. In fact, the union has already told Ameo it wants a minimum starting rate of R6.58 from July. "We can't afford that sort of increase," says an industry official.

Companies also complain the new system would introduce two-tier negotiations. Once it has negotiated industry-wide minimum rates and conditions of employment, there would be nothing to stop Numsa going to individual plants and negotiating improvements.

"Most companies want to bargain at plant level because they are seen to be in a better control of their own destiny," says an industry source. "They don't want to become involved in the centralised issue. For instance, a dispute at Mercedes-Benz could lead to an industry-wide strike. The current situation defuses conflict at industry level and moves it to plant level."

Industry officials say Numsa has chosen this year to press for industry-wide demands because of last year's improvement in companies' profits, estimated at up to R500m. However, they point out that such profits must be offset against huge losses of previous years and that the industry is being forced to invest heavily to meet the requirements of the new local content programme.

"The impression is that the industry had a good year last year and is ripe for plucking. In fact, the industry did make a lot of money. But it now has to spend a lot on other things," says a director of a major manufacturer. "We're not as cash-flush as we're made out to be."

He adds that motor industry workers already enjoy among the best wages and conditions of employment in SA manufacturing.

Numsa's national shop stewards council is due to meet in Johannesburg on Friday to discuss the industry's initial response to its proposals. By then, there may be a little more consensus among employers than there appears to be at present. Ultimately, there seems to be growing acceptance of the fact that Numsa will probably have its way — eventually.

"Some companies may stay out initially, but others will agree to centralised bargaining," says an industry official. "My guess is that we will probably end up with a two-tier system of bargaining."

MEDICAL AID

Doctoring the bill

Failure by medical aid societies and doctors to agree on payment is threatening to delay reform of the Medical Schemes Act.

At present, doctors who charge the Representative Association of Medical Schemes (Rams) tariff of R17.50 enjoy guaranteed payment direct from the patient's medical scheme.

Rams and the Medical Association of SA (Masa) agreed in principle at the end of last
Cosatu sends letter to British Govt

A DELEGATION of Cosatu's Northern Transvaal branch has delivered an open letter to the British Government following the detention of its regional secretary, Mr Donsie Khumalo and the reimposition of the state of emergency.

The six-member delegation handed the letter, addressed to the British Government, to an embassy official who only identified himself as Mr Curtley, "a member of the foreign office." "Your Government is in a position to pressurise the racist Pretoria regime to address the South African problems," the letter said.

After Curtley would not allow the delegation to enter the embassy grounds in Arcadia, the First Secretary, Mr Allan Lewis, invited one member of the delegation to officially hand the letter over and to receive a receipt which was requested by Cosatu.

The delegation, however, declined the invitation and waited for 40 minutes outside the embassy gates.

Following Khumalo's detention and "hunger strike earlier this year, he was again arrested on June 1."
Workers at Stellenbosch University join Durr protest

He said: "The principles of freedom of speech and peaceful protest are recognized by Nusas as fundamental human rights. The University Council ban has gone against the Nusas constitution, under which Nusas registered as a campus organisation."

"Miss Durr had no mandate from Nusas to represent it at the disciplinary meeting. She was there in her personal capacity and it is unfair that she has been penalised."

SRC secretary Mr Tjaart van der Walt said Miss Durr's expulsion was unfair because, as leader of Nusas, she had to accept responsibility for the actions of the organisation.

Mr Rudolf Vorster, chairman of the head student committee, said Miss Durr's expulsion was unfair. He would support a motion to investigate the incident.

Tygerberg campus SRC member, Mr Dane Folscher, refused to be associated with the nature of the protest.

SRC president Mr Pierre van der Spuy said the protests should be seen in the context of recent events on campus. He said he would support the motion if the university council brought it to an arbitrator before June.

The vote was five in favour of Mr Behr's motion and seven against, with three abstentions.
A Cosatu delegation yesterday handed a petition to the British Government over the re-detention of three office-bearers who were among four detainees who sought asylum in the British Embassy earlier this year.

The petition follows the detention last week of Mr Donsie Khumalo, northern Transvaal regional secretary of Cosatu, Ms Grace Dube and Mr Ignatius Jacobs, who were re-arrested on various charges, including having contravened restriction orders issued in terms of the emergency.

Yesterday, the delegation was refused admittance to the grounds of the British Embassy in Pretoria because, said the First Secretary, "under the circumstances it would be a bit difficult to have all six (of your delegation) in the embassy".

He said that one member of the delegation would be welcome and offered to arrange an appointment at which the issue could be discussed.

The petition said that Cosatu noted "with disgust" the attitude of the British government to the South African situation and challenged Britain to pressurise the South African Government.
Strike at Cera Oil continues

A strike by 130 members of the Chemical Workers' Industrial Union (CWIU) at Cera Oil in Benoni entered its third day yesterday, with workers demanding the company agree to industry-wide bargaining.

The union said the parties were also in dispute over wages and working conditions, as well as the company's refusal to participate in the chemical industry's provident fund, set up by the union.

Cera Oil managing director Mr Kevin Chomse confirmed the strike. He said CWIU had rejected the company's final offer of a R125-a-month pay increase.
Pressure grows to urge US firms to leave SA

The withdrawal of Mobil and Goodyear, which were among the biggest American companies remaining in South Africa, is not likely to deter trade unions which see economic pressure as necessary to end apartheid, writes Labour Reporter MIKE SILUMA. Rather, unions can be expected to explore ways of making the campaign more effective.

The decision by American tyre manufacturer Goodyear to withdraw from South Africa is likely to increase pressure on major black unions which support disinvestment to give direction to the practical implementation of the policy.

Goodyear's decision, involving the sale of its multinational's South African assets to Anglovaal subsidiary Consol, comes just weeks after another major American company, Mobil, announced it was leaving.

Indications are that more American companies are likely to leave. According to the director of the American Chamber of Commerce, Mr. Adrian Botha, 196 US companies have left South Africa since 1983, with 130 remaining.

Besides Mobil and Goodyear, which respectively employed 2,700 and 2,400 people, the list of American companies which have disinvested includes General Motors, IBM, Ford and Kodak.

Said Mr Botha: "In rands and cents, it has become too expensive to do business in South Africa — if you take into account the high level of South Africa corporate tax, the high surcharge on imports, the Regional Services Council levy, double taxation (in South Africa and the US) and the social responsibility programmes."

Negotiations

He said it would be naive not to expect more US companies to return home.

Mobil is at present locked in negotiations with the Chemical Workers' Industrial Union (CWIU) on aspects of the company's pullout.

The CWIU, with other Congress of South Africa Trade Unions (Cosatu) affiliates, supports disinvestment and sanctions as an important component of the anti-apartheid campaign.

But since 1987, when the number of disinvesting companies peaked, Cosatu and the CWIU have demanded that disinvesting companies do so on terms laid down by their employees.

A major criticism of the way the sanctions and disinvestment drive was carried out was that "the organised working class in South Africa" did not have any control over it.

Flowing from this, the CWIU - the union with the largest membership in the employ of multinationals — drew up demands for a "fair disinvestment procedure" to be followed by companies leaving South Africa.

Among these were that departing companies give a year's notice and full information, including details of the sale of assets and resultant proceeds, to allow for "bona fide" negotiations.

Guarantees

Also, workers should receive a month's pay for each year of service, with loans to workers being written off. The departing company should also make a lump-sum payment to a pension or provident fund for each worker until retirement age.

In case of "partial disinvestment", such as the Mobil and Goodyear sell-out, the new owner would have to guarantee the continuation of existing conditions of employment, including the maintenance of a provident fund, staffing levels and recognition of the CWIU.

Despite these guidelines, virtually all disinvesting companies have done so unilaterally, with the unions only learning about the decision after the fact.

This, however, is unlikely to lead to a withdrawal of black union support for economic pressure to end apartheid.

Internal political conditions, such as the state of emergency restrictions on Cosatu and the denial of political rights to blacks, militate against a change in union policy on sanctions and disinvestment.

Rather, it can be expected that debate within the unions on how to make the policy work will intensify.
NUM wage rise rejected as talks stall

By Sue Valentini

Wage negotiations between the National Union of Mineworkers (NUM) and the Chamber of Mines have been adjourned until next week after the Chamber's rejection of NUM wage proposals.

NUM press officer, Mr Gerry Majalladi said the NUM was demanding a minimum wage of R543 a month for surface workers on gold and coal mines and R600 for underground workers.

He said in yesterday's talks the Chamber had refused to negotiate a national minimum wage or commit itself to moving towards one.

The Chamber had also insisted on negotiating wage increases in terms of percentages and not in rands and cents as demanded by the union.

The Chamber is offering an 11 per cent increase in wages.

This, said Mr Majalladi, would not come anywhere close to meeting the minimum wage demanded. At present surface workers on gold mines earn R278 per month and underground workers R346.

He added there were six separate wage scales on gold mines and five different ones on coal mines, while for white miners there was a single scale.

The NUM had decided these distinctions perpetuated inequalities.

The Chamber of Mines position would be discussed by NUM members, said Mr Majalladi, he follow-up meeting with the Chamber is due on Wednesday afternoon.
Miners launch new union

By LEN MASEKO

A GROUP of former members of the National Union of Mineworkers have launched a new union that will recruit its members from the mining industry.

The union is to be called the Mine Workers' Union of Southern Africa (Mwusa), and its founders aim to recruit more than 50,000 members within the next six months.

Mwusa's acting general secretary, Mr. Ishmael Ramonvatsi, said the union was formed by "disgruntled" NUM members who felt the Cosatu-affiliate had all but forgotten about thousands of miners dismissed during the 1987 wage strike.

He said some of the dismissed miners were deported to places such as Lesotho after the strike. "Most of those workers are still battling to return to South Africa to look for jobs, but they are not being allowed back to the country because the Government seems to have blacklisted them," he said.

The immediate task facing the union was to negotiate with mine companies to reinstate the dismissed workers, Mr. Ramonvatsi said. The union would focus on some 9,000 miners thought to have lost their jobs in the aftermath of the industrial action.

Acting general secretary Ishmael Ramonyatsi.

The union aims among other things to:
- To recruit and unite into "a single labour union" all workers employed in the mining industry in the country.
- To negotiate for better wages, health and safety, and terms of conditions of employment through collective bargaining and other lawful means, and
- To establish contact with other unions for example, the "unpoliticised" trade unions in the country and abroad.

Mr. Ramonvatsi said, "We will not be supporting any political party or ideology in the country."

Of the relationship between the Num and Mwusa he said: "We will seek a close working relationship and cooperation with other mine unions including the Num."
Workers' protest over expulsion, bans

Workers join protest

BY MARUOS BOSCH

The United was the last thing the workers saw. The strike, which started on Wednesday night, was called by the workers after they were informed that some of their colleagues had been arrested. The workers were demanding better working conditions and an end to the exploitation of workers. The police were mayorly deployed to control the workers' protest.

On the campus of the University of the Witwatersrand, students were protesting against the expulsion of some of their colleagues. The students were demanding that the university reverse its decision and that the expelled students be reinstated.

The students' protest was part of a larger movement across the country, where students were calling for better working conditions and an end to the exploitation of workers.

Labour renews protest

LAST year's three-day stayaway in June has left an indelible impression on employers, apart from costing the economy an estimated R500-million.

The protest was launched against the Labour Relations Amendment Act (LRAA) and caused much resentment among employers who were unhappy at having to bear the brunt of industrial action.

Now employers are faced with another dilemma - a national dispute over Coasa, Nactu and several independent unions have sent a letter to the SA Co-ordinating Committee on Labour Affairs (Sacola). It reasserts their opposition to the LRRA and a demand for the establishment of the 'democratic rights of all South African workers irrespective of race, sex, or marital status'.

It said: 'If within 30 days you refuse to meet and make positive progress towards meeting these demands then we will be compelled to consider ourselves in a national dispute with yourselves.'

The demands include:

1. The right of all workers to form and belong to unions of their choice.
2. All employers excluded from the LRRA, including farmworkers, domestic, forestry and public-sector workers, must be covered by the law.
3. The scrapping of all sections of labour legislation that undermine the right to job security. A democratic trade union movement free of racism and minority union rights must be established.
4. The entrenchment of the right to strike and to engage in sympathy strikes, the right to picket, no dismissal without fair and valid reasons and without following a fair procedure. Employers must be bound to recognise and bargain with majority unions.
5. Retrenchment should be negotiated with representative unions. No employer should use the legislation of any homeland to refuse recognition of a union which has majority representation.
New union not a threat - NUM

By LEN MASEKO

THE National Union of Mineworkers has distanced itself from the new mining union formed by its former members.

The Num said in a statement that founders of the union, Mineworkers' Union of Southern Africa (Mwusa), were "dissidents" known for "the divisive role they played while members of the union" in the Free State.

"On occasion dissidents — dismissed union organisers or members — have attempted to set up rival groups. They will never pose any threat to the National Union of Mineworkers," the Num said.

Protect

The Num — supporting Cosatu's resolution of "one national-union — in one each sector of industry" — was the only organisation which "can truly protect workers' rights," the union said.

Mwusa was launched by a group of former Num members in Welkom a fortnight ago, and its founders aim to recruit more than 50,000 members within the next six months.

Mwusa officials said the union was formed by "disgruntled" Num members who felt Cosatu-affiliate had all but forgotten about thousands of mineworkers dismissed during the 1987 wage strike.

Interests

The Num said other groups could only serve the interests of individuals, bosses and the Government.

Mwusa's interim executive members are Mr S N Motseki (president), Mr T V Mokhothu (vice-president), Mr Ishmael Ramonyatsi (general secretary) and Mr Cham Malefane (national treasurer).
Protest at death of shop-steward

By Mike Slim

A Union spokesman said workers had also held lunchtime demonstrations and asked management to help end the fighting in the Natal townships, which has claimed nearly 2000 lives.

Numsa shop steward Mrs Jaba Ndlovu, her husband and her daughter were killed in an attack on their home at Imbali, Maritzburg.

Other demands by workers included an independent inquiry into the role of the police in the conflict, the arrest of “warlords”, and the right to hold funerals without restrictions.

Numsa also said yesterday it had been threatened with the controversial “damages clause” of the new Labour Relations Act by an East Rand company, Alfred Teves Technologies.

The clause makes it possible for employers to sue unions for damages arising from industrial action.
Cosatu urges regions to be vigilant

By Jo-Anne Collinge

The national office of the Congress of South African Trade Unions has warned all its regions and affiliates to “be vigilant and take necessary security precautions”.

The warning follows a spate of physical attacks on Cosatu workers by unknown persons and a series of official actions against the organisation and some of its affiliates in recent weeks.

In a statement released yesterday, Cosatu said that, at the time of writing, “the regional offices of Cosatu in the eastern Cape were being turned inside out by the security police” and that the administrator for the region, Ms Immalde Bailey, was being held by police.

Asked to comment on the raid, the Police Division of Public Relations in Pretoria responded: “We consider the visiting of premises to be a routine police duty.”

Cosatu said that yesterday’s search of the offices was the latest in a number of State actions. Others included:

- The detentions of the vice-chairman and secretary of the Cosatu local committee in Queens-town.
- Four other raids on eastern Cape offices of Cosatu in the past month.
Chemical union to fight group areas

By Mike Siluma, Labour Reporter

The Chemical Workers’ Industrial Union (CWIU) is to launch a campaign to oppose the Group Areas Act and to intensify labour’s battle against the Labour Relations Amendment Act.

These are some of the resolutions taken by the union at its national congress held at the weekend in Johannesburg.

A CWIU statement said the Labour Act had been identified as “the spearhead of the major attack on unions by capital and the state”.

Congress “reaffirmed the urgent need to unify organised workers and to step up efforts to establish one union in the chemical industry and one national federation”.

According to the statement, workers were “gravely concerned about not only the housing crisis, but the use made by employers and the state of the housing issue as a political tool to debilitate the struggle”.

Delegates also called on union structures to “debate the issue of a negotiated (political) settlement as a matter of urgency”, and to give support to Goodyear and Mobil workers in their struggle for a “fair disinvestment procedure”.
Chemical union to fight group areas

By Mike Siluma, Labour Reporter

The Chemical Workers' Industrial Union (CWIU) is to launch a campaign to oppose the Group Areas Act and to intensify labour's battle against the Labour Relations Amendment Act.

These are some of the resolutions taken by the union at its national congress held at the weekend in Johannesburg.

A CWIU statement said the Labour Act had been identified as "the spearhead of the major attack on unions by capital and the state".

Congress "reaffirmed the urgent need to unify organised workers and to step up efforts to establish one union in the chemical industry and one national federation".

According to the statement, workers were "gravely concerned about not only the housing crisis, but the use made by employers and the state of the housing issue as a political tool to debilitate the struggle".

Delegates also called on union structures to "debate the issue of a negotiated (political) settlement as a matter of urgency", and to give support to Goodyear and Mobil workers in their struggle for a "fair disinvestment procedure".
Cosatu urges regions to be vigilant

By Jo-Anne Collinge

The national office of the Congress of South African Trade Unions has warned all its regions and affiliates to “be vigilant and take necessary security precautions”.

The warning follows a spate of physical attacks on Cosatu workers by unknown persons and a series of official actions against the organisation and some of its affiliates in recent weeks.

In a statement released yesterday, Cosatu said that, at the time of writing, “the regional offices of Cosatu in the eastern Cape were being turned inside out by the security police” and that the administrator for the region, Ms Immalde Bailey, was being held by police.

Asked to comment on the raid, the Police Division of Public Relations in Pretoria responded: “We consider the visiting of premises to be a routine police duty.”

Cosatu said that yesterday’s search of the offices was the latest in a number of State actions. Others included:

• The detentions of the vice-chairman and secretary of the Cosatu local committee in Queens-town.
• Four other raids on eastern Cape offices of Cosatu in the past month.
Mine wage talks resume tomorrow

By Mike Stema,
Labour Reporter

Wage negotiations between the National Union of Mineworkers and the Chamber of Mines will resume tomorrow with only a slim chance of a settlement being reached before the traditional implementation date of July 1.

Although the NUM negotiates for its 210 000 members on Chamber mines, an agreement with employers would affect up to 600 000 black employees on Chamber-affiliated mines.

The union has, for the first time, demanded the establishment of a minimum rate for the industry In terms of the NUM’s claim, the lowest-paid surface worker on gold and coal mines would be paid R543 a month and his underground counterpart R600.

NUM spokesman Mr Jerry Majatladi said that despite two previous meetings between the parties, actual negotiations on the wage claim had yet to begin.

The NUM, which has tabled pay demands in monetary not percentage terms, has rejected the Chamber’s offer of individual increases. The Chamber has rejected NUM’s minimum wage demand.

Mr Majatladi said percentage increases would perpetuate and increase differences in pay for workers doing the same job at different mines. He said workers also experienced difficulty understanding increases in percentage terms.

The decision to demand a national minimum rate was taken by our national congress as part of our wage policy. Procedurally, the decision can only be changed by a special congress, not the negotiators,” he added.

Other demands include:
- Recognising June 16 and March 21 as paid holidays
- Giving workers 60 days’ holiday leave, 32 paid
- 90 days annual leave on full pay for underground workers
- Improved holiday—leave allowances and employment contracts
- Hours of work be set at 80 hours a fortnight

Chamber of Mines spokesmen were unavailable for comment at the time of going to press.

Starkfontein escanee gives
THE National Union of Metalworkers of South Africa has targeted Barlow Rand subsidiaries for a series of 60-day work stoppages, starting today.

Barlow Rand said today it had received no letter of notice of the action, which is expected to affect its Box, Metal Box and Barlow Manufacturing subsidiaries.

Mr Billard Bell, the union's national secretary, said the strike action was aimed at forcing the companies to accept a central bargaining system.

The dispute essentially revolves around four major Barlow companies, Metal Box, Barlow Manufacturing, Barlow Box and Barlow Metal Box and Barlow Manufacturing companies.

The dispute essentially revolves around four major Barlow companies, Metal Box, Barlow Manufacturing, Barlow Box and Barlow Metal Box and Barlow Manufacturing companies.
New labour act under spotlight

Staff Reporter

The first joint discussion on country-wide trade union demands on the controversial Labour Relations Amendment Act takes place this week when the SA Employers' Consultative Committee on Labour Affairs (Saccola) meets in Johannesburg.

Saccola secretary Mrs Frieda Dowie said the meeting on Friday would be the first by the employers' body since the Congress of South African Trade Unions (Cosatu) and the National Council of Trade Unions (Nactu) submitted their demands in a letter on June 1.

The letter to Saccola was compiled in the wake of the March workers' summit, where 700 delegates from Cosatu, Nactu and several independent unions resolved to draft an alternative Labour Relations Act to be submitted to employers.

Expecting a joint response from Saccola, the union federations threatened to declare a national dispute with the committee unless it made "positive progress" to meeting their demands in 30 days.
150,000 stranded by strike

PUTCO's Durban North operations ground to a halt as about 900 workers, including 550 bus drivers, withdrew their labour yesterday demanding the dismissal of a white employee who allegedly assaulted his black colleague.

The strike by members of the Transport and General Workers' Union affected the whole company in Natal, including engineering, administration and operations department, said Putco's operations executive, Mr. Ashley Milanese.

The action stranded more than 150,000 passengers travelling from north of Durban.

A TGWU shop steward said that the workers were demanding the dismissal of the white employee.
Strike marathon looms as 8 000 OK workers ballot

A STRIKE ballot among at least 8 000 workers at more than 100 branches of the OK Bazaars could herald the start of industrial action similar to the marathon OK strike in 1987 — the longest in the retail trade.

Wage negotiations between the Commercial Catering and Allied Workers Union (Ccwu) and the OK Bazaars management, which began at the beginning of March, deadlock last Friday with Ccwu demanding an increase of R135 across-the-board. The company’s final offer was R100. In a letter to the union, OK personnel director Keith Hartshorne said the company would not increase its offer despite the proposed ballot.

The minimum wage at the OK is R300 a month for workers with more than 12 months’ service. At the end of March 1989 the OK’s profits were R249.5-million, according to the company’s industrial relations consultant, Gavin Brown. This marks a R3.4-million increase from last year. He said the union’s demand would cost the company R25.2-million.

A union representative said the present minimums were hundreds of rands below most living level estimates. He added that for the 1988 financial year the turnover at the OK increased by 21 percent to R3 121-million, profit before tax increased 40 percent to R38-million while realized profit increased to a staggering R218.7-million. Directors earned more than R10 000 a month each.

In 1987 11 000 Ccwu members from 137 OK outlets went on a 10-week strike — at that stage the longest ever outside of the mining industry and the longest in the retail trade. Meanwhile, significant gains were made by unions during negotiations in the metal industry on Tuesday, when the employers’ federation improved its offers on wages and employment conditions.

This was the sixth session of annual negotiations between the National Union of Metal workers of South Africa (Numsa), three National Council of Trade Unions (Natcu) affiliates and unions of the Confederation of Metal and Building Unions (CMBU) and the Steel and Engineering Industries Federation of South Africa (Seisa), the employer body.

Seisa increased its offer on minimum wages to R3.36 an hour with a minimum across-the-board increase of 54 cents an hour. The employer federation also complied with union demands for an adequate notice period for retrenchments and consultation on factory closures.

Severance pay and retrenchment procedures — as well as the conditions of employment of temporary labour — will be discussed in separate negotiations.

The offer for Workers’ Day (instead of May Day) and June 16 to be paid holidays is seen as a major breakthrough by Numsa. However, in a press release, Numsa and Seisa had refused to abandon the six-months probation period for new employees agreeing only to reduce it to three months.
Cosatu slates attacks on MDM

THE Congress of South African Trade Unions this week hit out at the reimposition of the state of emergency and what it termed "consistent attacks" on the mass democratic movement, including the federation and its affiliates.

Cosatu general secretary Jay Naidoo condemned the restrictions placed on Cosatu, the United Democratic Front and 31 other organisations.

He said the restrictions placed on more than 500 individuals were "turning our communities into huge prisons".

"The government is digging deeper into the trenches of emergency rule in a futile bid to reverse the march of history," he said.

Cosatu has compiled a list of attacks on the federation in the past fortnight. These include:

- The detention of the Eastern Cape regional administrator, Immacle Bailey, last week.
- The detention of the Cosatu vice-chairperson and local secretary in Queenstown.
- The arrest of the three detainees who occupied the British embassy earlier this year to protest their restrictions, on a charge of breaking their restriction orders.
- An attack by unknown people on the house of the Northern Natal regional secretary, Sipho Cele.
- The petrol bombing of two union organisers' houses in the Northern Cape.
- Repeated raids on the Eastern Cape Cosatu offices.
- Burglaries at five Cosatu offices.

A building housing the Johannesburg offices of the National Council of Trade Unions and several organisations affiliated to the Azanian Peoples' Organisation was raided by security police last week.

A Media Workers' Association of South Africa organiser was arrested on a charge of possession of banned literature during the raid.
Unionists live in fear after deaths, attacks

By EDDIE KOCH

TRADE union offices and officials around the country have been subjected to a spate of police raids and right-wing attacks in the past fortnight.

The Congress of South African Trade Unions (Cosatu) reports that an organiser for its domestic workers union, MP Khosa, was fatally stabbed in the head by a municipal supervisor in Vryheid, Natal. The supervisor has not been suspended even though he has been charged for the killing, says Cosatu information officer Neil Coleman.

On the morning of June 6 the home of Cosatu's secretary for northern Natal, Sipho Cele, was shot at by unknown gunmen.

"The windows of his house were shattered but he, his wife and baby daughter escaped injury," says Coleman. "The attacks follow the death two weeks ago of National Union of Metalworkers shop steward Jabu Ndlovu after her house near Petermaritzburg was torched by right-wing assassins and her 13-year-old daughter shot dead."

"Cosatu offices in the Eastern Cape have been repeatedly raided and are constantly under surveillance," added Coleman. "These attacks have been directed by the security police four times in the past two weeks."

A representative for police headquarters in Pretoria declined to comment on the alleged raids. "We consider the visiting of places to be routine police duty and we do not comment on such matters," said a Liaison Officer.

Lawyers have managed to put a halt to repeated raids on the Labour Federation's Northern Cape branch, says Cosatu. "But since then there have been burglaries in five different union offices. Money, T-shirts and documents have been taken."

More than 70 Cosatu members are being held under emergency regulations, including people who had been detained, released and detained again, "Restrainers live in fear for their lives as they are attacked and harassed," he says.

Gwala sjambokked, say lawyers

By CARMEL RICKARD

VETERAN African National Congress politician Harry Gwala is to sue the police following claims that he was sjambokked while leaving a funeral this week.

Gwala, 70, who cannot move his arms or legs from motor neuron disease, is restricted and may not be quoted on the incident.

However, his version, communicated through his lawyer and family representatives, is that he was attending the heavily restricted funeral of prominent Natal trade unionist Jabu Ndlovu on Monday.

As the crowd left the cemetery, some of the mourners were singing and police used sjamboks to disperse them.

Gwala's representatives said he did not flee with the other mourners, as he felt he had done nothing wrong.

Academy FOR THE I AND

- Base Bookkeeping
- PC Comfort
- Word Process
- Spreadsheet
- Financial M

Courses as

Tel (011) 721
college at
cows, job
Many firms will close: police ready

Soweto Day to be marked nationwide

By Stan Hlophe

Tens of thousands of workers on the Reef and elsewhere in South Africa will commemorate the 15th anniversary of the June 16 Soweto uprising tomorrow. Demonstrations have been arranged overseas to mark the anniversary, known to many as Soweto Day.

Political bodies, trade unions and youth organisations have called for it to be observed with dignity, restraint and respect, and prayer services are planned nationwide.

Many employers with a union presence among black staff have agreed to recognise tomorrow as a paid holiday. A number of businesses, especially those catering for black customers, have announced they will close.

"Spokesmen for organised commerce and industry could not be reached for comment but employers', without agreements with employees are expected to adopt a "no-work, no-pay" attitude," as they have done in the past.

"Putco confirmed it would be its policy tomorrow. Spokesman Mr Roy Ditchfield said Putco hoped its drivers would "act reasonably" depending on the atmosphere of the day, but a spokesman for the South African Transport Services said taxi services would "run normally" and Miss Terry Mphahlele, for the South African Black Taxi Association, said its offices would be closed. However, it was at the discretion of individual taxi drivers and owners whether to operate.

The Soweto Divisonal Commissioner, Brigadier J J Viktor, said "We don't plan anything. The other side does it. My men will go on with their normal crime prevention. However, if people break the law we will act."

White House march

Sapa reports that police said they would mount a huge security operation in the strife-torn Natal townships.

Natal has been torn by unremitting fighting between supporters of the United Democratic Front (UDF) and Inkatha. The violence has claimed over 1 000 lives in the past three years.

From Washington, David Brown reports that children are to lead a march on the White House on Saturday as thousands of members of United States churches gather to protest against apartheid.

The names of youths killed or detained by the South African Government will be read by marchers carrying placards commemorating the victims, according to the organisers of the "From Pentecost to Soweto Campaign."

The march will start with a rally on the Mall in the centre of Washington, which will be addressed by Dr Allan Boesak, World Alliance of Reformed Churches president and UDF patron.

Dr Boesak has been touring US cities in recent weeks to get support for the rally. He told a media conference in Washington he hoped 100,000 demonstrators would take part.

Saturday's activities are to be preceded by a "Sanctions Lobby Day" tomorrow in which scores of US anti-apartheid activists plan to descend on the US Senate to push legislators to support a comprehensive sanctions package against South Africa.

This will be followed by an evening worship service and an all-night candlelight vigil in front of the White House, intended to show the Bush administration "a thousand points of light" opposed to current US policy on South Africa.
OK workers to hold strike ballot

By Mike Saluma, Labour Reporter

The Commercial, Catering and Allied Workers' Union (Ccawusa) is to hold strike ballots for members at OK Bazaars outlets nationwide, following the failure of 3½ months of wage negotiations between the union and management, the union said yesterday.

Ccawusa says:

A Ccawusa spokesman said the decision to hold strike ballots was taken after a deadlock was reached in conciliation board talks on Friday. Mediation had failed to resolve the dispute.

He said the union was demanding
- A R135/month across-the-board increase, effective for 12 months from April 7
- A monthly minimum wage of R635 for workers who have completed three months service
- A guaranteed annual bonus of 10 percent, multiplied by number of years worked
- That May Day (May 1) be a paid holiday In return, members would work on the Government-declared Workers' Day.

According to the spokesman, management was offering individual increases of R100/month, also effective for a year from April 7, a minimum rate of R525/month for all workers with more than a year's service, that the year-end bonus be granted at the discretion of the board of directors. Management had rejected the demand for a paid May Day holiday.

"The present minimums (at OK) are hundreds of rands below most living level estimates. These wages are resulting in a struggle for survival for OK workers and their families," said the Ccawusa spokesman. "The union's demands are extremely modest."

The OK says:

OK's personnel director, Mr K B Hartshorne, said the company could not adopt a wage policy with only the interests of Ccawusa members in mind, "but also has to consider the long-term interests of the majority of OK employees who are not members of Ccawusa and the wider constituency of shareholders, customers and suppliers, to which (OK) is accountable."

He said OK Bazaars was a listed company whose financial reports were public documents, which were freely available.

"Ccawusa's analysis of this information can most kindly be described as innovative," he said.
Metal industry wage talks 'look good'""
Together with the other.

The Inter Union Executive.

[In text not legible]

In the coming months, the union will be seeking to negotiate new contracts for its members. The union will be represented by a team of negotiators, led by the union's president. The negotiations will focus on issues such as wages, benefits, and working conditions. The union's goal is to secure fair and reasonable terms for its members. The negotiations will take place over the next few months, and the union's members are encouraged to support their negotiators.
To take industrial action

OK workers in move
300 strike at Reckitt factory

Labour Reporter

About 300 members of the Chemical Workers' Industrial Union (CWU) are on strike at Reckitt and Colman's plant in Isando, Kempton Park, over the claimed unfair dismissal of eight colleagues.

A CWIU statement said the eight were dismissed without a hearing for singing and blowing hooters in the factory. It accused the company of "grossly violating all accepted practices relating to discipline, as well as violating the recognition agreement".

"No doubt Reckitt and Colman intend to take advantage of the dismissal provisions in the hated new Labour Relations Act."

"Once more a multinational company reveals its true colours and openly supports the South African Government in its union-bashing campaign," said the CWIU.

Attempts to get company comment were unsuccessful.

The strike by 120 CWU members at Cera Oil, a Shell subsidiary in Boksburg, entered its 10th day yesterday. The workers and management are in dispute over wages, the company's alleged refusal to participate in a provident fund scheme for workers, and disinvestment.
Post Office probe into sending of 'fake telex'

The Congress of South African Trade Unions (Cosatu) has called on the Minister of Home Affairs and Communication, Mr Stoffel Botha, to explain alleged Post Office involvement in a "fake telex" sent to all Cosatu regions yesterday.

Cosatu claimed the telex message contained the call-back code of the union's telex machine. A call-back code gives the origin of a telex.

"It is not possible to introduce a fake call-back code on a telex message unless this is done at the exchange," Cosatu said yesterday.

"There must therefore have been involvement of people in the Post Office," the organisation alleged.

"This is clear proof that the Post Office is involved in the dirty tricks of the security police."

The acting senior general manager of engineering and telecommunications operations, Mr Dawie Malan, said in Pretoria that the Post Office was investigating the method of transmission of the alleged fake telex.

"This can be done, among other things, by studying the call-record journal in the exchange."

"The Post Office has also requested Cosatu to fax an original copy of the received telex in question."

"The Post Office will make the result of the investigation available when it is completed," Mr Malan said — Sapa.
Workers stay at home to observe Saturday Day

Mines' union in pay dispute

Gold rises as dollar falls

For a day or two the prices of the precious metal reached a height of $2.82 per ounce, but since then the downward trend has continued, with the price of gold falling to $2.75 per ounce on the New York market. The miners' union, however, is resolute in their demand for a 10% increase in wages.

The situation is tense, with the miners preparing for a potential strike. The company, on the other hand, is weighing its options, considering the cost of labor and the potential impact on their operations.

Despite the uncertainty, both sides are determined to reach a fair agreement. The stakes are high, with the miners' livelihoods hanging in the balance.

In the meantime, the community is grappling with the economic implications of the situation, with many businesses feeling the strain of the unrest.

The miners have vowed to fight for their rights, and the company has promised to negotiate in good faith. Only time will tell what the outcome of these negotiations will be.
The Chamber decided to implement a minimum uniform wage, "a union statement, to address all other demands put forward by the union." Mr. Liebenberg said it was not an advance wage, but what we consider a living wage." The Chamber offered an increase of 11 percent, but Mr. Liebenberg said it was before the increase. The Chamber's final offer was addressed to the union. The Chamber's revised offer was a national uniform wage for workers and other improvements totaling 11 percent. He said the Chamber said the key demands. The traditional July 1 implementation date for increases is now unlikely to be met due to the lack of an agreement. The Chamber's positions did not change in part because the Chamber is not credentialed by the Chamber over the past week.
Saccola to meet unions for talks on Labour Act

The SA Consultative Committee on Labour Affairs (Saccola) decided on Friday to contact Cosatu and Nactu to arrange a meeting soon with the unions on their proposals regarding the Labour Relations Act. Saccola secretary Friday Dowse said:

"The two federations, with several independent unions, have demanded negotiations over the inclusion of hitherto excluded employees under the ambit of the Act, changes to aspects of the unfair labour practice definition and other clauses."

They have also invited certain government departments to take part in the talks.

The unions have threatened to declare a national dispute with employers on July 1 unless satisfactory progress has been made by then.

Dowse declined to give any further detail on the employer position."
Red Cross issues an ultimatum

By LEN MASEKO

THE South African Red Cross Society has issued an ultimatum to striking employees to return to work today — or face disciplinary action.

The ultimatum follows a six-week work stoppage by 37 employees of the society's Southern Transvaal branch.

Mr Danie Jacobs, acting regional director of the branch, said in a statement that the "illegal strike" was no longer acceptable and warned that further steps "must now be taken".

Crisis

He said no disciplinary action would be taken against those employees who heeded the ultimatum.

The 37 workers downed tools last month, demanding the unconditional reinstatement of Mr Bongani Khumalo, assistant regional director.

They also demanded, among other things, an end to discrimination in the organisation and recognition of their union, the National Education, Health and Allied Workers' Union.

Meanwhile, the 37 workers, meeting in Soweto yesterday, said they noted with concern "an apparent leadership crisis" within the organisation following the strike action.

They said Mr Neil Carmen, chairman of the branch, had resigned unexpectedly and that Mr Neil Ross, regional director of the branch, was no longer manning his post.

The striking employees resolved to meet at the Johannesburg offices of the Red Cross today where they hope to hear the outcome of representations made to management.
Mobil dispute may go to US Conciliation Board.

The dispute arises from the demands made by the workers at Mobil South Africa, the largest mining company in the country. The workers have been hit hard by the industrial action.

The Conciliation Board has been called to deal with the dispute, and the unions have agreed to the proposals put forward by the Board. However, the workers remain unsatisfied and have decided to strike again.

The Chemical Workers' Industrial Union will take a

The workers' union has appealed to the Conciliation Board to intervene.

The strike has caused disruption to the country's economy, and the government has appealed to the workers to return to work.

The Conciliation Board has offered mediation to the parties involved.
Union threatens to strike again

JOHANNESBURG

The Chemical Workers Industrial Union yesterday threatened further strike action against Mobil if the disinvestment dispute is not settled soon. The union also said it would take up dispute with the company's headquarters unless issues concerning the withdrawal from South Africa are resolved before the scheduled June 30 date of withdrawal.

Sapa
Survey on unions released

By Mike Shumba, Labour Reporter

Although average wage increases won by trade unions from March to May this year remained moderate at 16.7 percent, compared with the 1986 average of 17.9 percent, high inflation levels could force a rise in settlement levels for the rest of 1989.

These are the findings of a survey by industrial relations consultants Andrew Levy, Johan Pirou and Associates (Alpa), which has just been released.

According to the survey, unions attaining the highest increases between March and May were the Commercial, Catering and Allied Workers' Union (19.7 percent), the SA Chemical Workers' Union (18.9 percent) and the Paper, Printing, Wood and Allied Workers' Union (17.5 percent).

The survey also found that 67 percent of negotiations surveyed were plagued by some form of industrial action.

"Unions appear to have totally rejected the official CPI inflation rate and have opted for a figure closer to 25 percent in their motivation for wage increases," said ALPA.

Meanwhile, a Conciliation Board (CB) meeting to resolve the wage dispute between the Chamber of Mines and the National Union of Mineworkers (NUM) is expected to take place today or tomorrow.

The Chamber applied for a CB after declaring a dispute with the NUM on Thursday.

The NUM is demanding a monthly national minimum rate of R543 for surface workers and R600 for underground workers.
Strike goes on claim

STRIKING South African Red Cross Society workers will not return to work today, the man over whom workers went on strike six weeks ago, said yesterday (WOK).

Bongani Khumalo, a sacked Sars assistant regional director, said a statement earlier yesterday by the acting director of the Southern Transvaal region of the Red Cross, Danie Jacobs, asserting that workers would return tomorrow was "an attempt at misinformation."
Cawu wage strike continues

The wage strike by about 3,000 members of the Construction and Allied Workers' Union (Cawu) at Everite plants in the Transvaal, Natal and the Cape continues, following the failure of the parties to reach agreement, the union said yesterday.

A Cawu statement said the deadlock remained despite the union's reduction of its demand for individual increases of R1.05/hour to 85c. Management had stuck to its final offer of increases of between 50c and 70c/hour.

The Swiss multinational was presently using "scab" labour, said the union.
Labour Act due to be discussed

The Congress of South African Trade Unions and the National Council of Trade Unions are set to meet South Africa's major employer body, the South African Employers' Consultative Committee on Labour Affairs, next Tuesday to discuss the Labour Relations Amendment Act.

The unions have, however, objected to meeting at the Anglo American offices as proposed by Saccola.

The general-secretary of Nactu, Mr Phiroshaw Camay, said Nactu, Cosatu and about 13 independent unions were this week organising mass rallies to be held around the country on July 1, to report back on talks with Saccola.
A Conciliation Board hearing to resolve the wage dispute between the National Union of Mineworkers (Num) and the Chamber of Mines, potentially affecting at least 500,000 black mineworkers on Chamber mines, was held in Johannesburg yesterday.

Spokesmen for the Chamber and Num declined to comment.

The board meets again tomorrow.

The Chamber applied for a hearing after declaring a dispute with Num on Thursday.

At the time, Num, representing about 210,000 members on Chamber mines, was demanding a monthly national minimum rate of R543 for surface workers and R600 for underground workers.

It had rejected a Chamber offer of increases of between R33 and R117/month.

The Chamber’s opening offer was an across-the-board increase of 11 percent.

The Chamber has already reached agreement with four unions representing mainly white workers in the semi-skilled and skilled categories.
Labour talks

A MAJOR South African employers' body, SACCOLA, will resume talks with the Congress of South African Trade Unions, the National Council of Trade Unions and smaller, independent unions on the Labour Relations Amendment Act. Sources said SACCOLA, the employers' body, has suggested four dates next week for talks but the unions are still to respond to the offer. — Sapa.
Provision funds for mine workers

THE National Union of Mineworkers and the Chamber of Mines have agreed to the establishment of a provident fund for eligible mineworkers with effect from July 1, a statement from the Chamber of Mines says.

The fund will apply to employees in job categories 1 to 8 staff and non-staff graded A or B lower who are members of the National Union of Mineworkers in recognised bargaining units or in the case of non-unionised employees, where the employer has elected to participate in the fund according to the statement.

The main object of the fund will be to provide a lump-sum retirement benefit to each employee or to his dependants in the event of his death.

Benefits

Full benefits will also accrue to employees in the event of retrenchment or permanent disablement.

The member’s normal monthly contributions will be matched by the employer (3 percent of basic wages for the first year).

Members will have the opportunity of making additional voluntary contributions to the fund.

In the event of a member’s resignation or discharge his full contributions plus interest will be paid to him as well as all or part of the employee’s past contributions depending on how long he served the company.

Members will be able to draw on part of the available accumulated contributions in the form of loans for the purchase and improvement of homes and land and when the fund can afford to make these loans — Sapa.
Wage dispute

THE Chamber of Mines and the National Union of Mineworkers met with a conciliation board yesterday in an attempt to iron out the wage dispute declared by the chamber last week.

A chamber spokesman refused to comment on the proceedings but said another meeting would be held on Thursday.

Sapa. 21/11/69
Unions meet over Act

THE Congress of South African Trade Unions and the National Council of Trade Unions are set to meet South Africa's major employer body, Saccola, next Tuesday to discuss the Labour Relations Amendment Act.

The date was initially suggested by Saccola, the South African Employers' Consultative Committee on Labour Affairs.

The unions proposed the resumption of talks after discussions broke down last year.

The unions have, however, objected to meeting at the Anglo American offices as proposed by Saccola.

A Saccola spokesman said it did not object to a change in venue as it was "virtually prepared to meet anywhere."

The spokesman said this was because "we believe it is important to continue discussions."

The general secretary of Nactu, Mr Phroshaw Camay, said Nactu, Cosatu and about 15 independent unions were this week organizing mass rallies, to be held around the country on July 1, to report back on talks with Saccola. — Sapa
Furniture workers on strike

By ALI MPHAKI

OVER 2000 workers in more than a hundred Joshua Doore stores countrywide downed tools yesterday in protest against management's decision to retrench 500 workers.

The workers are employed in stores which make up the Joshua Doore group: Russels, Pride and Pride, Score, Bradlaws and Joshua Doore.

A spokesman for the Commercial Catering and Allied Workers Union (Cawusa), whose members form the bulk of workers on strike, said there was no justification of the retrenchments as the company is making an average R400 million profit annually.

Streets

He said Cawusa strongly condemns the retrenchment of these workers, most of whom are breadwinners who are now being thrown into the streets.

"Besides causing untold misery for the 500 workers, what Joshua Doore is doing is an insult to the black community which constitutes the major market for furniture sold at its stores," the spokesman said. He urged the community to support the retrenched workers.

Attempts to obtain comment from Mr David Sussman, managing director of Joshua Doore, drew a blank as he was in a meeting. A spokesman for the company said other than that there was a meeting he has no further comment.
Prosperity depends on Government

By Mike Siluma
Labour Reporter

The actions of a National Party government re-elected after the September elections would determine South Africa's prosperity and the continued use of sanctions to fight apartheid, the outgoing president of the Chamber of Mines, Mr Colin Fenton, said in Johannesburg yesterday.

He told the chamber's annual meeting that many of the economic ills holding back South Africa's emergence as a first world nation stemmed from universal rejection of internal government policies.

"The best efforts of commerce and industry can constitute little more than a holding operation until an acceptable political dispensation is achieved," Mr Fenton said.

OPPORTUNITY

"At this stage there seems little doubt that Mr (F W) de Klerk and his party will be returned to power. How they use the opportunity presented is likely to determine our prosperity and the future of sanctions as an anti-apartheid strategy."

Mr Fenton said it was incongruous that unions such as the National Union of Mineworkers should support sanctions. "Yet the leadership of the NUM goes further (NUM) wage increase demands, from an industry it tries openly to cripple by sanctions, at a time when the profits of marginal mines are already squeezed by the depressed gold price, are pitched at some 118 percent."

Referring to the declining gold price, he said about half of the chamber's 33 gold mines could be threatened unless the price improved or other factors came into play.

Mr Fenton said all sectors of the mining industry showed a fall in fatality and injury rates last year.
Wage demands fair, say NUM

From MONO BADELA

JOHANNESBURG. — The National Union of Mineworkers (NUM), currently involved in a dispute with mine bosses over demands for a national minimum wage, believes its members’ wage demands are reasonable.

"We are being fair and taking into account the current state of the economy which has corroded workers' wages," said a Num spokesperson.

The crucial pay talks between the Chamber of Mines and the union broke down last week after Num turned down "out of hand" the Chamber's third revised offer despite it being formulated in rands and not percentages, one of Num's earlier demands.

Ballot

The two parties met on Tuesday in a conciliation board hearing after the chamber, in a novel move, declared a dispute with the union and applied to the Minister of Manpower for the constitution of the board.

However, NUM's general secretary Cyril Ramaphosa warned that if no progress was made at the hearing, the union would have to hold a ballot to test members' views about the Chamber's offer.

He said mine workers since the inception of the industry had been among the lowest paid workers in the country.

"The chamber still offers its workers R306 per month for those working underground and R279 per month for those operating on the surface.

Num's wage demands were not even that of a living wage, he said.

"We are merely demanding that the mining industry take the first step towards a living wage.

"Our demands are simply aimed at correcting the injustice of black miners being paid less than workers employed in the manufacturing sector."

Num's demands are a R543 minimum monthly salary for surface workers and R600 for their underground counterparts.

The Chamber's offer is an increase of R33 a month for the lower job categories to R117 for the higher.

Although NUM negotiates for 210,000 members on Chamber mines, an agreement with employers would affect up to 500,000 black employees on Chamber-affiliated mines.
Axed officials form own union

PORT ELIZABETH. — Two former office bearers of the Food and Allied Workers Union in the Eastern Cape have formed their own union after being dismissed by the Fawu national executive council.

Former regional secretary, Elliot Nduzulwana, and former regional chairperson, S'Thembele Kaha, announced the formation of the new union last week.

The two were dismissed after they propagated a boycott of the workers' summit held in Johannesburg in February this year.

Fawu's NEC had decided to support the summit but Nduzulwana and Kaha said the Eastern Cape region of Fawu did not want to attend.

Fawu has also suspended some shopstewards in factories where Nduzulwana is influential. The factories are Deolux, Cadburys and Harvestone.

The Fawu regional vice-chairperson, M Dvala, said it was important for officials and shop stewards to build and not destroy worker unity.

"The rally will give workers the opportunity to decide for themselves what is really happening within Fawu," said Fawu regional treasurer H Mlanuza.

Fawu is holding a mass rally in Port Elizabeth this Saturday.
Locked out after stayaway

MORE than 100 workers at Speciality Sea Foods in Hout Bay were locked out when they arrived for work on Monday morning after having taken off June 16.

The workers said they had informed management that they would not be at work but management refused to pay their wages on Thursday.

They were allowed back onto the factory premises after negotiations between management and the Food and Allied Workers' Union.

Negotiations are still continuing over 120 workers dismissed from Premier Wire in Epping after a June 16 row.

The workers downed tools last Tuesday after management refused their request that June 16 be swapped for October 10, said a spokesperson for the Metal and Electrical Workers' Union of South Africa (Mewusa).

A Premier Wire spokesperson confirmed that management had repeatedly refused the request.

He said that management had met with worker representatives but discussion broke down because the workers refused to resume work.

A Mewusa spokesperson said the union was negotiating with the company for the workers' reinstatement. Workers had rejected a management offer of "conditional re-employment" she said.

Most employers adopted a "no work, no pay" approach to June 16 as thousands of workers stayed at home.

Among these were 56,000 members of the Garment and Allied Workers' Union, who enjoyed June 16 as a paid holiday for the first time.
Oil workers plan strike ballot

OIL GIANT Mobil SA could again face a national strike if a dispute over the terms of the multinational's impending divestment is not resolved.

Members of the Chemical Workers' Industrial Union (CWIU) have decided to go for an immediate strike ballot if agreement is not reached at a conciliation board hearing later this month.

Mobil workers from throughout the country met last weekend to discuss the dispute.

The CWIU declared a dispute with Mobil earlier this month after talks broke down over the company's refusal to provide the union with a copy of the agreement of sale and to form a trust fund for workers to be administered by the union.

There was also disagreement over compensation to be paid to workers.

The CWIU last month suspended strike action at several Mobil plants throughout the country pending the outcome of the talks.

Mobil in turn dropped its application for a court interdict to prevent the strike action.

The union plans to meet Mobil representatives later this week.

Meanwhile Caltex Oil SA has issued a denial to rumours that it is considering a purchase offer by a Durban based syndicate of black South African business men who tried to outbid Gencor for Mobil SA.

"We are not for sale Caltex and its shareholders, Texaco and Chevron, are determined to remain in South Africa," Caltex managing director Jack Mackenzie said.
Police will probe fake Cosatu telex

The Commissioner of Police, General Henne de Witt, has ordered a full-scale investigation "at the highest possible level" into allegations by Cosatu that the Post Office was involved in the transmission of fake telex messages to its regional offices.

The Postmaster-General, Mr. Johan de Villiers, said yesterday he had discussed the matter with General de Witt.

This follows a call by Cosatu on the Minister of Posts and Telecommunications to explain alleged Post Office involvement in a fake telex message sent on June 15 to all Cosatu regions.

The telex allegedly used the call-back code of Cosatu's telex machine.

Cosatu further alleged "It is not possible to introduce a fake call-back code on a telex message unless this is done at the exchange. There must therefore have been involvement of persons in the Post Office." — Sapa.
SA Breweries denies lock-out at Rosslyn plant

By Mike Sluma
Labour Reporter

About 900 members of the Food and Allied Workers' Union (Fawu) have been locked out of SA Breweries' Rosslyn plant after stopping work in support of a demand for the suspension of a colleague who allegedly made false allegations against union members, a Fawu spokesman said yesterday.

The spokesman said the worker in question, Mr James Masing, claimed to have been threatened by union members with violence. This resulted in the suspension of a union member, Mr James Mokgatha, who was subsequently reinstated.

Strikers were now demanding the suspension of Mr Masing and the institution of an independent inquiry into the matter.

However, a SAB spokesman denied that the Fawu members, who were engaged in "an illegal and unprocedural strike", were locked out.
Strike hits SAB plant

ABOUT 900 workers have downed tools at South African Breweries Rosslyn plant, a SAB spokesman said yesterday.

The SAB employees, all members of the Food and Allied Workers' Union (Fawu), demand the dismissal of a fellow worker, according to the company.

The company's spokesman said, "Management, acting within the terms of agreement, has asked the workers to refrain from illegal work stoppages and to follow mutually agreed procedures. "Workers need to retract their demands and make use of the legal and procedural channels. Management is adamant that proper industrial relations principles should be used to resolve the issue," he said.

Fawu spokesmen could not be reached for comment last night. The SAB spokesman said management had been informed that further strike action would be taken unless management acceded to workers' demands.

He said the stoppage had not affected beer deliveries.

SAB's national negotiating team is apparently scheduled to meet Fawu representatives in Port Elizabeth today (Thursday), to discuss—among other issues—"the ongoing series of wildcat strike action at SAB."
Doore MD
slams union

THE managing director of the Joshua Doore group, Mr David Sussman, has lashed out at the Commercial Catering and Allied Workers' Union of South Africa and denied about 2000 workers have been on strike since Tuesday.

Sussman also claimed some of the strikers were intimidating workers at other stores into downing tools. This had been reported to him by workers from many branches, he added.

Furthermore, the strike was not a legal one as claimed by the union but "strictly illegal", Sussman said. A valid strike ballot had not been conducted and the matter had not reached a conciliation board level.

Sussman said about 300 workers were on strike yesterday "and Tuesday there were even less". Approximately 30 stores were affected by the worker action, he said.

"A lot of people have been allowed to believe the strike is legal. Unfortunately, they will not be paid. They are going to have to pay the price."

He said all workers had been informed the strike was illegal.

Commenting on the retrenchment of 500 workers following the company's closure of 10 stores, Sussman said the company did not need to negotiate with anyone about the matter — it was only necessary to consult and advise.

The stores had been closed because of "geographical duplication".

Sussman warned the company would take disciplinary action if strikers tried to stop people from entering the stores and for intimidation of workers who were not on strike.

The company showed a R41 million profit before tax, Sussman said, and did not have an operating profit of R400 million or an overall profit of close on R50 million as alleged by the union.
After several months of negotiations, the President of the Joint Union Door Group is scheduled to meet with management at 1:30 p.m. today at the Long Beach, Calif., office.

Several hundred workers have joined the picketing in solidarity with the 100 workers fired by management last week. Workers returned by management after meeting with management.

CAWUSA members picket score further in John.

Support
OK Bazaars and union deadlocked over wages

By Mike Siluma, Labour Reporter

The results of a strike ballot among nearly 9,000 members of the Commercial, Catering and Allied Workers’ Union (Cawusa) at OK Bazaars outlets may be known today.

A union spokesman said yesterday that OK management had engaged in an intense campaign of intimidation of workers in an attempt to persuade them to accept, as individuals, the company’s offer of a R100 increase.

"Under the circumstances, Cawusa does not accept the validity of any management claim that any of our members has accepted the offer."

"Our demand, if accepted by OK, will only raise wages up to a minimum of R65, already far less than the R750 achieved with Pick ‘n Pay. The current economic situation affects all retailers. We see no justification for OK Bazaars paying a lower increase than its competitors," the spokesman said.

An OK spokesman said the union had been asked to provide management with specific instances of intimidation, and had failed to do so. Management was unable to comment on the allegations in the absence of further information.

"About 2,000 workers have accepted (OK’s offer) and acceptances are still coming in. It indicates that there is a substantial number of members who want to accept," he said.

The union had been given details of OK’s financial position. Any comparison with Pick ‘n Pay showed that Cawusa did not seem to want to accept the realities of OK’s financial situation.

---

Speak Out!

ON SATURDAY

Mrs Elize Botha, wife of the retiring State President, was recently given a tea-party which has caused widespread controversy. The Air Force has admitted spending R100,000 on transporting guests, a submarine was used to salute her and Simonstown naval base was used as a venue for the farewell. Mrs Botha has long been a patron of the Defence Force Ladies’ Association. What does the ordinary member of the public — the taxpayer — feel about this? Is it a scandal or a well-deserved tribute? Give your views to Speak Out! (011 834-7747) between 5:30 and 7 pm this evening. Your opinions will appear in tomorrow’s Saturday Star.
Split offer made in mine wage talks

Wage negotiations between the National Union of Mineworkers and the Chamber of Mines took a new turn yesterday when chamber-affiliated mines made split offers to the union.

Speaking after nearly seven hours of talks with the chamber, NUM spokesman Mr Jerry Majatladi said Gold Fields, Lonrho and Rand Mines' gold division had broken away from a previous agreement by the chamber to negotiate increases in rand, and not percentage terms, as demanded by the NUM.

The three mining houses had thus excluded themselves from the negotiations, he said.

Mr Majatladi described the developments as "quite disturbing" adding NUM had "no option but to go back to its members without making any recommendations on the offers".

The union regarded itself to be in dispute with Lonrho, Gold Fields and Rand Mines' gold division.

The chamber's spokesman, Mr Peter Bunkell, confirmed that the chamber had tabled its final offer. "The union has undertaken to let us know next Wednesday whether its members accept the offer," said Mr Bunkell.

Potentially 600 000 black miners on chamber mines are affected by the negotiations.
Bid to resolve Ccawusa strike

By Mike Siluma, Labour Reporter

Representatives of Joshua Doore and the Commercial, Catering and Allied Workers' Union (Ccawusa) meet today in a bid to resolve a retrenchment dispute which sparked a four-day strike at the furniture group's stores.

Management and Ccawusa spokesmen confirmed yesterday that the meeting would look into a company offer to re-employ some of the several hundred workers retrenched in April.

Meanwhile, Ccawusa accused management of intimidating strikers and calling police to arrest picketing workers in an effort to break the strike. Twenty-three workers were arrested in Randfontein and Springs.

Ccawusa insisted the pickets were peaceful and the strike legal. Joshua Doore's deputy managing director, Mr Ray Schur, said management had called police "at one or two stores" where strikers prevented clients from entering stores. He rejected as "absolute nonsense" the claims of intimidation.
Talks will test business on Labour Act

A TOP-LEVEL summit between South Africa's major trade unions and senior businessmen is planned for early next week to deal with organised labour's objections to the Labour Relations Amendment Act.

An alliance of unions, representing up to two million black workers, has asked that government representatives attend the labour convention — opening the way for the first-ever forum for collective bargaining between labour, big business and the government.

The South African Consultative Committee on Labour Affairs (Sacola), which represents most employer organisations, has agreed to meet representatives from the country's two major labour federations, the Congress of South African Trade Unions (Cosatu) and the National Council of Trade Unions (Nactu). At least a dozen independent unions will be represented.

Nactu's general secretary, Proshawn Camay, told the Weekly Mail that a letter had been sent to Sacola demanding that other major employer groups and Department of Manpower officials attend next week's meeting.

Sacola representative Freda Dowe said her organisation had not yet sent invitations to any other parties.

If government officials are not present at Tuesday's summit, it is understood that the union delegation will press for them to be present at future gatherings. Last year the former manpower minister, Piet du Plessis, said his department was open to discussions about possible changes to the law.

The summit comes at a time when evidence is mounting that government and anti-apartheid circles are preparing for possible negotiations later in the year to devise alternatives to apartheid rule.

The outcome of talks over the controversial labour law is seen as a crucial test of whether negotiated solutions can be found.

Organised labour, which believes the Act was designed to hamstring the burgeoning strength of South Africa's unions, has warned that unless satisfactory progress is made in the talks they will begin balloting members for a national strike on July 1.

Plans to hold mass rallies in the first week of July where unions can report back on progress in the talks — as well as mobilise support for possible national industrial action should the negotiations fail — have been made by the union alliance.

The unions have demanded that all contentious clauses in the new law be suspended and that a revised Act be extended to include domestic workers, public sector workers and farm workers.

Cosatu has a paid-up membership of 800,000, Nactu has an official membership of more than 150,000 and the independent unions represent up to 250,000 workers.
Wave of strikes hits retailers

FURNITURE store chain Joshua Doore became the latest retailer to be hit by a strike action this week when more than 2,000 employees downed tools. The workers are members of the Commercial Catering and Allied Workers' Union of South Africa (Cawusa).

The strike follows the retrenchment of 500 workers at Score and World Furnishers on the Witwatersrand at the end of last year. After about six months of negotiation and a conciliation board statement, Cawusa members opted to strike.

Despite the splits which have bedevilled the union, Cawusa achieved high wage increases, averaging 19.7 percent, between March and May this year, according to a survey conducted by Andrew Levy, Johan Piron and Associates.

In recent months, its members have been involved in a spate of strikes and disputes.

At the beginning of June the union won recognition at Edworks' stores in Bophuthatswana following a six-week strike over wages.

About 1,000 union members at 65 Bearas Furniture stores in the Transvaal are currently on strike over how

Weekly Mail Reporter

negotiations with the union should be conducted on behalf of subsidiary companies.

A strike ballot involving 1,000 workers at three branches of Air Chefs RFA is imminent following a wage dispute.

Cawusa is balloting 9,000 workers at over 100 OK branches nationally about whether or not to strike over wages.

In addition, a mediator is seeking to resolve a dispute between Cawusa and Checkers over a number of issues, including a demand for an across-the-board increase of R160 Management's current offer is R95.

Salim Vally, Cawusa's education officer, said there was a high level of consciousness among workers in the retail trade.

He said many shop stewards had been involved in the Soweto 1976 uprising, and that this had probably contributed to their awareness.

The union has taken a conscious decision not to be intimidated by the Labour Relations Amendment Act, which aimed to curb worker militancy, Vally added.
2,500 workers still on strike
Strike Indaba

Representatives of Joshua, Doore, and the Commercial, Catering, and Allied Workers' Union are to meet today in a bid to resolve a retrenchment dispute which has sparked a four-day strike at the furniture group's stores.

Management and CCWUSA spokesmen confirmed yesterday that the meeting would look into a company offer to re-employ some of the several hundred workers retrenched in April.
Ccawusa pay war hots up

By LEN MASEKO

A Ccawusa spokesman said management was persuading Ccawusa members, privately, to accept their offer of R100 across-the-board increase. As a result, he said, new employees had accepted the offer.

Ccawusa, which represents about 9000 OK, employers, has rejected management's offer in favour of its demand of a R135 across-the-board rise. Ccawusa's wage demand, if granted, will raise minimum pay at OK to R635 a month.

Wage negotiations between the two parties broke down after a final conciliation board meeting on June 9 ended in deadlock.
THE Commissioner of the South African Police, General Henne de Witt, has ordered a full-scale investigation "at the highest possible level" into allegations by Cosatu that the Post Office was involved in the transmission of fake telex messages to its regional offices.

The Postmaster-General, Mr Johan de Villiers, said in a statement he had dismissed the matter with De Witt "in view of the seriousness of the allegation."

This follows a statement by Cosatu on June 15 in which it called on the Minister of Posts and Telecommunications to explain alleged Post Office involvement in a fake telex message sent on that day to all Cosatu regions. The telex allegedly used the call-back code of Cosatu's telex machine.

Cosatu further alleged "It is not possible to introduce a fake call-back code on a telex message unless this is done at the exchange. There must therefore have been involvement of persons in the Post Office."

"This is clear proof that the Post Office is involved in the dirty tricks of the Security Police. The Post Office has certainly been involved in tapping phones, faxes and telexes before, but we now have proof."

— Sapa

Cosatu's Jay Naldoo
64 WORKERS SACKED

SIXTY-FOUR members of the Commercial Catering and Allied Workers Union of SA employed at Northern Transvaal co-operation in Potgietersrus have been dismissed from work following a work stoppage, the union said in a statement yesterday.
Mill strike to be mediated

A LEGAL strike by more than 1,000 workers at the Worcester-based Hextex textile mill has been referred to mediation in a bid to resolve the 30-day deadlock over service bonuses.

Confirming this, Amalgamated Clothing and Textile Workers Union regional secretary Mr Ibrahim Patel yesterday said the company had employed about 100 casual labourers "in an attempt to undermine the strikers' morale".

Hextex personnel manager Mr J M Marx last night declined to comment and referred inquiries to the company general manager, Mr R D Clapperton, who could not be reached.
Strike ballot follows pay talks

By Dan Phelan

CITY PRESS, June 25, 1989

Who have completed three months service
increase and a $35 minimum wage for all workers
Company offers immediate 1-135 across-the-board
Company offers immediate
The union has accessed the company's
workers in an attempt to produce them to accept the

accused

Inspec tions

a potchefstroom

1200 a week

July 25, 1989
Inspectors bullied me — accused

A POTCHEFSTROOM businessman appeared in court this week charged with under-paying his employees. Edwards Hardware Store director J. van der Merwe pleaded not guilty of failing to pay his workers minimum wages.

A Department of Manpower inspector told the court of a case where a general assistant was paid R30 a week instead of a minimum of R42.

Van der Merwe told the court he had been bullied by Department of Manpower inspectors who seemed to have a personal grudge against him.

The case was adjourned until August 21 for further evidence.

Strike ballot follows pay talks

CCAWUSA workers at OK Bazaars are being bullied over strike action after a Conciliation Board meeting failed to break the deadlock in the annual wage talks.

The union has accused the company of "intimidating workers in an attempt to persuade them to accept the company's offer individually."

CCAWUSA is demanding a R135 across-the-board increase and a R635 minimum wage for all workers who have completed three months' service.
NUM, chamber meet over miners’ wages

By CONNIE MOLUSI

MINERS' demands for a living wage led to a conciliation board hearing this week after the Chamber of Mines declared a dispute. The National Union of Mineworkers is demanding a national minimum wage of R600 a month for underground workers and R543 for surface workers.

"We want workers to get the same wage for doing the same work in every category, irrespective of the mining house they are working for. At the moment different mining houses are paying different wages," the NUM said this week.

The union claims black miners' wages are at the bottom of the wage ladder and wages paid to grade 1 miners are far below the wages paid in industry.

For instance, the Steel and Engineering Industrial Federation of SA offered a minimum R685 a month in 1989 and Escom's minimum wage is R645 a month. The average wage for grade 1 workers in the manufacturing industry is R625.

In mining, minimum wages are as low as R385 and R278 a month for hard and dangerous work.

In this context, the NUM views its wage demands as reasonable and the first step towards a living wage in the mining industry.

However, the Chamber of Mines' general manager for external affairs, Johan Liebenberg, has discounted the NUM's claim.

"The average wage in the gold mining industry is R620 a month at the moment. Added to this, R210 is paid in kind," he said.

Payment in kind represents money for food, accommodation, medical treatment, transport and sporting facilities. The NUM argues that a worker cannot share this payment with members of his family.

Liebenberg said the South African mining industry was facing the problem of rapidly increasing operating costs.

Although increases since 1983 had not been as steep as before, they had been substantial, he said.

The NUM contends that black miners' wages are not only low but are also based on a racist structure as white miners are earning more than their counterparts in the manufacturing sector.

Despite the deadlock, the establishment of a provident fund as of July has been agreed upon.
Checkers reaches wage agreement with Ccawusa

By Mike Slama, Labour Reporter

Checkers and the Commercial, Catering and Allied Workers' Union (Ccawusa) have reached a wage settlement guaranteeing a new monthly minimum rate of R630 and individual increases of R120 a month for 15,000 of the retail chain's employees.

A weekend statement by Checkers said the agreement would be effective from July 1 1989 to June 30 next year.

The agreement also stipulated:
- The recognition of May Day on May 1 as a public holiday.
- Workers are entitled to take off March 21 (Sharpeville Day) on a no-work, no-pay and no-penalty basis.
- Four weeks' annual leave for all staff with at least seven years' service by July 1 1990.
- Substantial improvements to the company's long service award scheme.

Strike over sackings at Boksburg factory for hooting called off

About 300 members of the Chemical Workers' Industrial Union (CWIU) have ended a four-day stoppage at Reckitt and Colman's Boksburg plant, the union said.

The workers were protesting against the unfair dismissal of eight colleagues for blowing hooters and singing on company premises, said the union.

Although the eight were not reinstated, strikers resumed duties after the company "threatened to interdict the workers". The union would continue to press the company to reinstate those dismissed.

At Cera Oil, a Shell subsidiary on the East Rand, a strike by about 120 CWIU members is due to enter its third week this week. The Cera dispute relates to wages, the company's alleged refusal to negotiate at industry level and to participate in the chemical industry's national provident fund.

Members of the Federated Mining Union (FMU) employed by Samancor's Moomo Chrome Mine are to receive a 16 percent increase as from next month under a wage agreement between the union and the mine, the FMU said.

Where the 16 percent increase failed to raise workers' pay to the new minimum rates, workers would get a further raise to make up for the shortfall. In terms of the agreement, the monthly minimum rate for surface workers would range between R370 and R1,092, while the underground rates would be set between R416 and R1,247.

In addition to the recognition of June 16 as a holiday in exchange for January 1, improvements will be made to working conditions and job security.
Accord
on pay

THE Commercial, Catering and Allied Workers' Union of SA signed a wage agreement with Checkers on Friday.

Some of the provisions included in the wage agreement included:

- An across the board increase of R120 a month from July 1, 1989 and lasting for 12 months
- A minimum salary of R630 a month.
- May 1 to be a paid public holiday.
- Union members will receive a 12% discount on purchases at Checkers.
Trade unions gaining clout

By Jabulani Sikhakhane

Membership of registered trade unions has risen sharply since 1980 from an approximate 910,000 to just under 2.1 million in 1988, representing an average annual growth rate of almost 12.6 percent.

According to the Sanlam Economic Survey Union membership in 1988 increased by 205,000 or 10.9 percent and the number of trade union members expressed as a total percentage of the economically active population increased to 19.5 percent last year from 14.3 percent in 1983.

The bargaining power of the unions has also been strengthened by the merger of smaller unions into bigger industry-based unions following the Congress of South Africa Trade Union (Cosatu) policy of one union per industry. This policy, however, resulted in a net increase of only 4 unions in 1988.

The average size of trade unions increased from a mere 4,300 members in 1969 to 10,000 in 1988, the report adds.

The number of workers involved in strikes decreased from 591,400 in 1987 to 161,700 in 1988 and the number of man days lost amounted to 5,8 million in 1987 (due to extensive strikes in the mining industry) and only 914,000 in 1988.

TOUGH BARGAINING

Wage negotiations this year could be tough. Trade unions have intimated that they will be demanding sizeable increases.

Employers, on the other hand, are unlikely to readily bow to these demands owing to the deceleration in the economy.

Quoting National Manpower Commission figures, the report says salaries and wages rose by an average of 19 percent in 1988 whilst the inflation rate was 12.9 percent.
NUM to decide on wage offer tomorrow

By Mike Silumane
Labour Reporter

The National Union of Mineworkers (NUM) will say tomorrow whether it accepts the Chamber of Mines' final wage offer. Conciliation Board deliberations between the NUM and the Chamber were adjourned on Thursday when the union decided to put the Chamber's offer to members for a decision.

At the time, Chamber-affiliated mining houses had made a split offer, with Gold Fields, Lonrho and Rand Mines' Gold Division rejecting the union's demand to negotiate wage increases in cash, rather than percentage terms.

According to the NUM, Gold Fields offered individual increases of 14 percent for underground and surface miners, while Rand Mines' gold division proposed a 13.5 percent raise for staff only.
The results of a ballot among Commercial, Catering and Allied Workers' Union members at OK Bazaars have sparked a row between the union and management over whether workers want a strike or not.

Announcing the results yesterday, a Ccawusa spokesman said "the majority of Ccawusa members voted for industrial action in spite of a propaganda campaign by OK management."

In a statement, OK said the results "show the union has failed to secure a majority in favour of strike action. OK will meet the union this week to discuss the ballot results and the union's revised offer."

"The company urges the union to heed the wishes of the majority of its own members to bring the current wage dispute to a speedy and peaceful conclusion," said the statement.

Neither side would give figures of the ballot results.

Ccawusa is demanding individual increases of R135 a month, with a minimum wage of R635 for all workers with more than three months' service. OK has offered an across-the-board increase of R100, plus a minimum rate of R55 for workers with more than a year's service.
African group accepts Nactu and Cosatu

THE National Council of Trade Unions and the Congress of South African Trade Unions have been accepted into the Organisation of African Trade Union Unity.

In a communiqué received by Nactu yesterday, Oatuu, the labour wing of the OAU, said: "In consideration of the application for affiliation to Oatuu submitted by Nactu, the secretariat of the twelfth session of the general council of Oatuu held in Accra, Ghana in April, accepted the affiliation of Nactu."

"It was the decision of the general council that both Nactu and Cosatu should be accepted into the midst of the Oatuu family owing to their unique position and role inside South Africa. Therefore the council decided that both organisations should take up their rightful places in the family of African labour."

The move is consistent with the Oatuu constitution. "Therefore from the date of that decision you are expected to play your role as a member-affiliate of Oatuu," the message concluded.

Nactu was welcomed into the fold and congratulated by the labour body.
**Industrial action vote**

JOHANNESBURG.—The majority of members of the Catering and Allied Workers' Union of SA have voted in favour of industrial action against the OK Bazaars, a union spokesman claimed yesterday. But a statement from the OK Bazaars said the results of the strike ballot indicated the union had failed to secure a majority of its members in favour of strike action.
Unions bid to review new Labour Relations Act

Employers and representatives of two labour federations yesterday agreed to seek a meeting with the National Manpower Commission to discuss — among other issues — the review of certain contentious clauses in the Labour Relations Amendment Act.

The parties to yesterday's talks were the employer body, South African Consultative Committee on Labour Affairs (Saccola), Congress of SA Trade Unions (Cosatu) and National Council of Trade Unions (Nactu).

The two parties said they hoped to meet the NMC on July 7 and 8, as part of fresh attempts to address objections raised by Cosatu and Nactu.

They also agreed to invite to the talks the SA Agricultural Union (SAAU), SA Transport Services (Sats) and the Commission for Administration. The inclusion of the three organisations in the forthcoming negotiations emanated from the two federations' demand that the provisions of the labour legislations should be extended to workers in the farms, railways and various public sectors.

The two federations said in a statement: "We wish to appeal to the three employer organisations and/or their representatives to attend the next meeting as we believe that their presence is indispensable to the resolution of the rights of workers in these sectors."

**Conflict**

The federations said the conflict between them and Saccola remained. The conflict centred on the unions' demands that employers disregard controversial clauses in the labour legislation as well as support efforts to have them scrapped.

Nactu and Cosatu are scheduled to meet community organisations in Johannesburg tomorrow to discuss developments in the whole saga.

The unions are also preparing for the second round of the workers' summit scheduled to take place on August 5 and 6. The meeting will focus on future action in the event of the negotiations reaching a deadlock.

The NMC, an 18 person advisory body to the Minister of Manpower, began its review of the labour law last month. It is expected to complete its work in two years' time.
NUM to decide on offer

THE National Union of Mineworkers will decide today whether it accepts the Chamber of Mines' final wage offer, union and chamber spokesmen confirmed.

Conciliation board talks between the NUM and the chamber were adjourned last Thursday.

At the time, chamber-affiliated mining houses had made a split offer with Gold Fields Lonrho and Rand Mines' gold division rejecting the union's demand to negotiate wage increases in cash, rather than percentage terms.

According to the NUM, Gold Fields offered individual increases of 14 percent for underground and surface miners, while Rand Mine's gold division proposed a 13.5 percent raise for staff only.

Anglo American, Gencor and JCI offered basic rates of between R393 and 1090 for surface workers, against the NUM's R420 and R1165, respectively.
Mobil agrees to R6.5m payout for employees

Own Correspondent

JOHANNESBURG.—Mobil and the Chemical Workers’ Industrial Union (CWIU) yesterday ended their two-month-old divestment dispute with an agreement on a R6.5-million payout to employees.

But the National Union of Metalworkers of SA announced just hours later that it had reached deadlock in negotiations over similar matters with Goodyear, and planned to stage strike ballots around the country today.

Mobil and CWIU spokesmen yesterday said each of the company’s 2,800 South African employees was to receive R2,000 or one month’s salary, whichever was the greater.

The sales of Mobil SA to Gencor, and of Goodyear SA to Consol, are due to go through in June.

Local Mobil management has also undertaken to meet with a senior Mobil US executive to discuss the union’s demands for a copy of the agreement of sale with Gencor and for the establishment of a trust fund to finance social projects.

When negotiations broke down in May, the company was offering a payout of about R1,340 an employee.
Mediation call made by NUM

Labour Reporter

The National Union of Mineworkers (NUM) yesterday called for mediation to resolve its pay dispute with the Chamber of Mines after the union's members spurned the Chamber's final wage increase offer for 1989.

A NUM spokesman said members had overwhelmingly turned down the offer, tabled during Conciliation Board negotiations last week.

MANDATED

Members had mandated the union to seek "expedited mediation" to resolve the dispute in the light of the short time left before the traditional implementation date of July 1.

In addition, the Chamber would be approached for an informal meeting to see if the dispute, affecting potentially 500,000 black mineworkers, could be resolved. The proposals had been forwarded to the Chamber.

The NUM still regarded itself in dispute with Gold Fields, Lonrho and Rand Mines' gold division, all of which had refused to discuss the increases in money, not percentage, terms.

The proposed mediation would affect only Anglo American, Gencor and JCI, which have agreed to the union's demand to negotiate increases in cash.
Fawu urged to build its ranks

TRADE unions are an integral part of the Mass Democratic Movement, Mandla Sxanyana, general secretary of the Food and Allied Workers' Union (Fawu), said at the union's first mass rally in Port Elizabeth.

The weekend's rally was attended by more than 12,000 union members, but Sxanyana said more people should have attended.

"We have 79,000 members and they should all be here. Our structures have failed to mobilise people to attend."

"We must go back and build our organisation by engaging in campaigns, not involving ourselves in petty issues against comrades," he said.

Both Sxanyana and Chris Dlamini, who is vice-president of Cosatu and president of Fawu, spoke about the divisions which have recently emerged in Fawu in the Eastern Cape.

Officials from the union's Eastern Cape region who initiated a boycott of the workers' summit earlier this year, have now formed their own union after being axed from Fawu.

Spits from officials

Sxanyana said the splits came from officials and not from workers.

"Workers know their direction in the struggle and will not be divided by these elements," he said.

Dlamini warned that "the perpetrators of division are not restricted to the Eastern Cape but can be found throughout the country" and that the union faced a determined onslaught from the state and employers.

Food companies such as Premier had retrenched workers and companies who were suing the union for loss of production resulting from strike action could force the union to close its offices, warned Sxanyana.

Dlamini said that the union had also been severely hit by state repression with leaders arrested, forced into exile or detained.

He called on the union to build the consciousness of its members and to fight for community issues such as housing and education, as well as for the living wage campaign and the withdrawal of the LRAA.
Workers, bosses unite against LRAA

EMPLOYERS this week agreed to work with South Africa's two largest trade union federations to change the Labour Relations Amendment Act (LRAA). Employer body, the South African Employers' Council on Labour Affairs (Sacola), met with representatives of the Congress of South African Trade Unions (Cosatu), the National Council of Trade Unions (Nactu) and independent unions on Tuesday.

Cosatu acknowledged that the act had "inevitable harm to industrial relations" and agreed to engage in "an intensive process to amend the act," said a joint statement released by Nactu and Cosatu.

The meeting followed a letter outlining the unions' demands about the LRAA which was sent to Sacola at the beginning of this month.

The letter requested a meeting with all employers over the LRAA which the unions have said "threatens the basic rights of workers."

Should agreement not be reached with employers, unions have said they will consider themselves in dispute with employers and national strike action might follow.

At the meeting, Sacola said it did not want to hold discussions under threat of action by the unions.

The unions responded by pointing out that they were operating under threat of the act and that there existed an "in intolerable situation for the free and democratic operation of union administration and structures," said the statement.

Sacola undertook to ask the SA Agricultural Union, the Commission for Administration, the SA Transport Services and the National Manpower Commission to attend the next meeting, which is scheduled to take place on July 7 and 8.

Their presence is essential if the demand listed by the Workers' Summit in February — that farm workers, domestic workers and workers employed in the public sector be included in the provisions of labour legislation — is to be met.

Sacola met with the federations last year before the act was passed but cooperation between the two sides subsequently broke down.

Cosatu and Nactu warned that the meeting with Sacola did not mean an end to conflict with employers.

The unions will brief community organisations later this week on plans for further action. The unions are also proceeding with a referendum on the LRAA.

A second workers' summit due to take place in early August will assess progress and plan further action.

---

PO strike called off

A STRIKE by more than 100 Pretoria Post Office workers has ended.

A spokesperson for the Post and Telecommunications Workers' Association (Potwa) said the strike ended last week because of a "technical problem."

The workers downed tools to protect the transfer of a Potwa official to another post office.

---

No change in strikes

TWO marathon strikes involving more than 3,000 workers are continuing.

A national strike by more than 2,000 workers at Everite Co-Operative Division has entered its sixth week.

The strikers, who include about 700 workers at the company's factory in Brackenfell, have established support committees which include representatives from community organisations.

The Hex-Ina strike in Worcester involving about 1,000 members of the Amalgamated Clothing and Textile Workers' Union of South Africa began almost two months ago.

The workers are striking over a service benefits dispute.

Union representatives met with management this week but no settlement was reached.
ABOUT 400 workers downed tools at a Bellville glass factory this week in protest of “unfair labour practices.”

A senior shop steward at Consol Glass described the 24-hour stoppage as a “guerilla strike.”

He said it was the result of “unbearable frustrations” among workers who were employed earlier this year as operators had been promoted to supervisors above black workers who were long-time employees of the company, he said.

The workers also allege that the factory’s labour relations officer accepts bribes from job applicants.

The factory manager, Mr Jan Singleton, said that all the workers’ allegations were being investigated internally and that he could not comment further.

He said the company would be meeting with the Chemical Workers Industrial Union (CWIU) later this week.

CWIU is in dispute with Consol nationally over several issues, including wages and conditions of employment.

In terms of the Labour Relations Amendment Act, it is illegal for workers to strike more than once over the same issue within a year.

Workers at Consol Glass plants at Clayville, Pretoria and Wadeville also went on strike at the same time as the Bellville workers.
Mines' bosses wage offer is turned down

THE National Union of Mineworkers yesterday rejected split wage offers made by the Chamber of Mines and its affiliates.

Num's press officer Mr Jerry Majaphati said Num members had "overwhelmingly" rejected mine employers' final wage offer. The union, he said, had decided to refer the wage dispute to mediators.

"Mineworkers mandated the negotiating team to seek mediation or an informal meeting with the Chamber in an attempt to resolve the impasse," the Num official said.

Num demands a minimum pay of R420 a month for surface employees and R480 for underground mineworkers in the gold mining sector.

Conciliation board talks between Num and the Chamber were adjourned last Thursday, with Chamber-affiliated mines making split offers. Gold Fields, Lonrho and Rand Mines gold divisions rejected the union's demand to negotiate wage increases in cash rather than percentage terms.

Gold Fields offered individual increases of 14 percent for underground and surface miners, while Rand Mine's gold division proposed a 13.5 percent hike.

Other mine employers, Anglo American and Gencor, offered basic rates of between R393 and R1 090 for surface workers, against the Num's R420 and R1 165.

Final offer

Meanwhile the Steel and Engineering Industries' Federation of South Africa (Seifsa) is to ratify its final offer — made to unions party to the metal industry's wage talks on Tuesday — with its members today.

The unions are expected to inform the employer body on Monday whether they accept its final offer.

A Seifsa spokesman said the unions asked the employers to make further adjustments on their wage offer at last Tuesday's meeting.

"However, in an attempt to finalise this year's negotiations before July 1, the employer representatives at the meeting undertook to recommend to Seifsa membership certain minor adjustments to the wage offer," he added.
JOHANNESBURG: The Rand Supreme Court has issued an interdict preventing the Commercial, Catering and Allied Workers' Union from calling a strike at OK Bazaars until it can prove that the decision to strike was reached by majority vote.
Banners, AKs brandished at VW demos

Own Correspondent

PORT ELIZABETH — Volkswagen workers displaying banners propagating the ANC, the SA Communist Party (SACP) and the National Union of Metalworkers of SA (Numsa) have staged lunchtime demonstrations at the Uitenhage factory at least 10 times in the past month.

During the demonstrations, many workers, all believed to be Numsa members, have wielded replica AK-47 rifles, rubber mallets, pieces of wood, pieces of iron, and posters — one showing the corpse of President P W Botha in a coffin.

A company memo expressed concern that these items were manufactured in the VW plant in company time and with company materials.

White workers at the plant contacted the police about the matter, Captain Bill Dennis, police liaison officer for the Eastern Cape, confirmed.

Volkswagen management feels it would be an over-reaction to call in the police and that this would only worsen the situation. No violence had occurred and none of the demonstrators had interfered with anyone else, a spokesman said.

Posters with the words “Viva ANC”, “Viva SACP”, “Viva Numsa”, “Botha is a dog”, “Scarfe and Rautenbach are dogs”, “Boere se mnu seng” and “Killer the capitalists” have been displayed by more than a thousand singing, dancing workers.

Mr Peter Scarfe is the company’s managing director and Mr Johan Rautenbach its employee relations manager.

The Volkswagen spokesman said the Numsa members were demonstrating for wage increases and national bargaining power.

Meeting with union

Asked what the ANC and SACP banners had to do with wage demands, the spokesman said politics had unfortunately entered the matter and that the company had expressed its concern to Numsa.

“We met the union on Monday and informed them that we are unhappy with the situation.

“The union, in turn, said they were also concerned with the developments and undertook to discuss the issue with its members.”

In a memo addressed to company shop stewards, among others, Volkswagen management said there were people with various political convictions working at the plant and requested that the unionists ensure that nothing took place during the marches that could provoke anyone.

Numsa representatives and senior shop stewards at the plant could not be contacted yesterday.
THE Joshua Doore group retrenched 500 black employees but later created 200 new vacancies that were filled by whites, the Commercial Catering and Allied Workers' Union of South Africa has claimed.

But Joshua Doore, managing director, Mr David Sussman, yesterday described the claim as "absolute nonsense".

Addressing a Press conference in Johannesburg yesterday, Mr Mike Tsotetsi said it was strange that the company had indicated it needed to control its expenses "ruthlessly" but went on to create new job opportunities...
Mobil sell-out gets worker go-ahead

The Chemical and Industrial Workers' Union (CWIU) has withdrawn its opposition to Mobil SA's plans to sell its local operations to Gencor and the disinvestment will now go ahead.

CWIU members agreed over the weekend to accept R2,000 or a month's salary, whichever is greatest, as compensation for the sell-out. Mobil SA has also agreed to set up a meeting with management Mobil Corporation in the United States so that the union can raise its demand for a trust fund to be set up to finance community projects in South Africa.

The CWIU plans to pursue its demand that full details of the agreement of sale be provided to workers, a union representative said. The union's main purpose is to establish whether Mobil will continue to supply South Africa with crude oil.

Meanwhile workers at Goodyear were yesterday holding strike ballots to decide if they should take industrial action over the way the tyre manufacturer has planned to sell its local operations to Consol.

Talks between the National Union of Metalworkers (Numsa) and Goodyear, held under the auspices of the industrial council, deadlocked earlier this week. Union members want a separation pay of R5,000 each, talks with Goodyear's international head office over the sale, the writing off of existing housing loans, and reinstatement of 17 colleagues who were dismissed last year.

Numsa officials were not available yesterday to comment on the outcome of the strike ballots.
Mediation breaks down
to deadlock

By Mike Siluma, Labour Reporter

Mediation proceedings to resolve the wage dispute between the Commercial, Catering and Allied Workers' Union (Ccawusa) and OK Bazaars have broken down after the company refused to improve its offer on individual increases, Ccawusa said yesterday.

A spokesman said Ccawusa had reduced its demand of an across-the-board R135 a month increase to R125. It had also scaled down its claim for a new monthly minimum rate from R635 to R625.

The company had upped its minimum wage offer from R525 to R550 a month for workers with more than a year's service.

According to the Ccawusa spokesman, OK's latest minimum rate offer would mean that the starting salary at OK would be R80 less than Checkers' and R205 lower than Pick 'n Pay's. OK commented was unavailable at the time of going to press.

The Ccawusa spokesman said workers in the Orange Free State and Vaal Triangle voted "overwhelmingly" for a strike on Wednesday.

URGENT APPLICATION

The union's figures showed that 55.97 percent of all members had voted in favour of a strike. Management's calculations showed 53.5 percent had voted no.

An urgent application launched by OK Bazaars against Ccawusa was yesterday postponed in the Rand Supreme Court until today.

When OK approached the court on Tuesday, they asked that Section 55 of the Industrial Relations Act be complied with before the union called a strike.

The Act provides that a strike can only be called after a ballot results in more than 50 percent of the workers voting in favour of a strike.

Yesterday the court heard OK was seeking an order that the ballot be declared invalid.

The union agreed not to call a strike until 12 noon today. OK agreed not to distribute any propaganda regarding issues such as wage offers until 12 noon.

Strike action at Joshua Doore stores, entered its 11th day yesterday, with Ccawusa alleging the arrest of strikers at the instigation of management. Management said police were called when strikers interfered with trading.

Ccawusa members are on strike in support of a demand for the reinstatement of about 500 retrenched workers.
OK, union dispute unresolved

THE urgent application launched by OK Bazaars against the Commercial Catering and Allied Workers' Union of South Africa was not resolved yesterday and was postponed until today after both sides gave undertakings.

When OK approached the court on Tuesday, they asked that section 65 of the Industrial Relations Act be complied with before the union called a strike. The act provides that a strike can only be called after a ballot results in more than 50 percent of the workers voting in favour of a strike.

Yesterday the court heard OK was seeking an order that the ballot be declared invalid.

Mr Denis Kuny, SC, who appears for Ceawusa, said the 95-page application was served on 10 or 15 minutes notice on Tuesday. The parties agreed to postpone the application and a meeting was held on Wednesday. It did not resolve the disputes.
MILITANT protests in which workers carried ANC and South African Communist Party banners and brandished cut-outs of AK47 assault rifles has caused disquiet among white workers and management at the giant Volkswagen plant in Wolfsburg.

Mr Ronne Kruger, public affairs director for Volkswagen said the protests at lunch-times were part of nation-wide "living wage" negotiations.

Kruger said some of the workers got carried away and had thrown in some political statements. He said it was felt that these statements were best ignored and everything had settled down again.

Agitated

White workers at the plant were agitated when workers displaying banners supporting the African National Congress, the South African Communist Party and the National Union of Metalworkers of South Africa.

Some workers carried replica AK47 rifles, rubber mallets and pieces of wood. One poster showed Mr PW Botha in a coffin. There were other posters bearing the words "Viva ANC", "Viva SACP", "Botha is a dog", and Searle and Rautenbach are dogs", referring to the company's managing director, Mr Peter Searle and employee relations manager, Mr Johan Rautenbach.

The demonstrations took place during a two-week period when Numsa members were demonstrating for wage increases and national bargaining power — Sewetani correspondent.
Protest at giant plant

MILITANT protests in which workers carried ANC and South African Communist Party banners and brandished cut-outs of AK-47 assault rifles have caused disquiet among white workers and management at the giant Volkswagen plant in Uitenhage.

Mr. Kruger, the Volkswagen public affairs director, said the protests at lunch-time were part of nation-wide "living wage" negotiations. Some workers carried replica AK-47 rifles, a "bargaining power." - Sowetan Correspondent.
Strikers locked in strongroom

TWELVE striking workers at the Bradlows Store in Randfontein were locked in a strongroom for most of the day, a spokesman for the Commercial, Catering and Allied Workers Union said yesterday.

Mr Salim Vally, the union's official at the store, said that when the union phoned the store manager about the strike, he was told "to report to the human resources manager at the head office." He was not allowed to contact other workers.

The managing director of the store, Mr David Sussman, said the Bradlows store had been locked down to prevent any further strikes.

"The police are executing the store and the police station commander at the Randfontein police station refused to talk to us," Vally claimed.

Sosa

The ninth day of the strike action at Joshua Doore's group store, which includes Bradlows, Saico and Price 'n Pride.

The store manager, Mr David Sussman, said the Bradlows store had been locked down to prevent any further strikes.

 Shots

Another incident happened in Germiston at a store store where a store manager allegedly murdered 16 striking workers by shooting twice - one over their heads and the other into the roof, Mr Vally said.

"This happened after a sort of argument," Mr Sussman said.

"It was not a store manager, but a security guard at the shop who fired two shots at a person. Apparently he was attacked by somebody with a knife.

"We don't know if it was a striker with the knife," he added.

In Bloemfontein at the Bloemfontein store, the store manager and regional manager were seen pointing a firearm at strikers, Vally also claimed.

Pushed

Sussman said he could not say if this had happened or not, but "it is not policy for staff members to carry weapons around.

Vally also referred to Joshua Doore, Price 'n Pride stores in Springs where the altogether 31 strikers were prevented from going into the store from 8am until 4pm yesterday.

Sowetan to celebrate

TOMORROW is Sowetan's 10th birthday, with a special celebration planned for staff members.

Mr O S Ssebrazil, chairman of the Sowetan Day committee, told the Sowetan: "We're going to make it something like the Rand Easter Show.

Master of ceremonies for the occasion will be hosted by the civic centre from 7pm, with an internationally famous actor, Ken Campell, speaking for the Sowetan. The event will be followed by a special presentation of the Sowetan's Chamber of Commerce.

Sowetan 'Top Street Seller' Competition

We want you to choose the 'Top Street Seller' In this easy competition, all you have to do is answer easy questions and write a sentence on why you think your street seller should be voted "Top Seller".

PRIZES ARE AS FOLLOWS:

For the first best entry: R1 000
For the second best entry: R500
For the third best entry: R300

AND

The "Top Seller" will receive: R1 000
Second seller will receive: R500
Third seller will receive: R300

Twenty lucky entrants and their street seller will win a Sowetan T-Shirt Entry forms in Sowetan every Friday.

ENTRY FORM

SOWETAN "TOP STREET SELLER" COMPETITION
Answer the following questions:

1) What does the Sowetan poster say today?
2) Is your Sowetan seller on time every day?
3) Where does he sell Sowetan?
4) Is he always friendly?
5) Is his area loyal?
6) Does he have enough Sowetan for his customers?
7) What is his name?

Complete the following sentence (not more than 20 words): I believe that my Sowetan Street Seller should be voted 'Top Street Seller' because

RULERS: The editor's decision is final and no correspondence will be entered into. The use of facsimiles or other forms of copies will not be allowed. The winners will be notified by post. The winners will be photographed for publication in Sowetan. The closing date of the competition will be July 21, 1989.

Name
Address

Send your entry to
PO BOX 50141, LANGALAGTE
Johannesburg. — Twelve striking workers at the Bradlows store in Randfontein were locked in a strongroom — a massive safe — for most of the day on Wednesday, a spokesman for the Commercial, Catering and Allied Workers Union said yesterday.

A union official, Mr Salim Vally, said the union had phoned the store’s manager about the issue. He had said he only took “instructions from the human relations manager at Joshua Doore’s head office”.

Yesterday was the ninth day of the strike action at Joshua Doore group stores, which include Bradlows, Score and Price in Pride.

The group’s managing director, Mr David Sussman, said personnel at the Bradlows store had said they didn’t know anything about strikers who were locked in a strong room.

In another incident, a manager at a Score store in Germiston allegedly fired two shots over the heads of 16 striking workers, Mr Vally said. — Sapa
11th demonstration at VW

The Argus Bureau

PORT ELIZABETH. — There has been another lunchtime demonstration at the Volkswagen factory in Uitenhage — the 11th at the plant since May 26.

But this time the demonstration was peaceful and without wooden imitations of AK 47s, South African Communist Party or ANC banners which featured in earlier protests.

The demonstrations coincided with demands by the members of the National Union of Metalworkers for a “living wage”.

Establishing a base of mutual trust

HISTORY, they say, has a habit of repeating itself.

In the early 1980s, after Steve Woods had helped negotiate the first recognition agreement in the Western Cape with the General Workers' Union, he says that he found himself an object of some curiosity among industrialists.

The curiosity, apparently, had something to do with the suspicion, if not fear, with which the union was regarded and he found himself dealing with questions such as "How can you possibly sign an agreement with those people? Don't you know you're letting the side down? What kind of insanity is this?"

That type of thing. Adrian Graham, industrial relations manager for Pepsi-Cola Africa, said this week that he finds himself in a similar position.

Last year the company signed with Food and Allied Workers' Union what was probably the first in-house agreement to stand beyond the Labour Relations Act, in which the parties agreed to conduct their industrial relations according to a set of rules they had written themselves.

After this he, too, found himself regarded with a degree of curiosity. He has even been told that it wasn't legal.

At the same time he's also found that the step has aroused interest and people in industrial relations have asked to see copies of the agreement for study and reflection.

If it proves useful to those who have seen it.

Mr Graham is happy.

"It's an agreement that we worked out between us which we felt would best serve the interests of the company and its employees."

Give away.

"People ask how we could give our rights away like that, and I tell them we haven't given anything away.

"We've established a base of mutual respect from which, with trust in each other, each retains rights and obligations underpinned by a mutually agreed set of rules and procedures," he said.

"Trust is built on respect, respect is built on trust -- you can't have one without the other." At wage negotiations this year, for example, we made an offer we thought realistic and when challenged by the union offered them a financial audit.

"But they accepted our bona fides without the audit, which we feel was an indication of trust in us."

Mr Graham said that without trust and respect no agreement could produce industrial peace.

"And it's not that we don't have problems, it's just that the important thing is to deal with problems as soon as they arise, and to deal with them in a way that doesn't undermine anyone's rights or dignity," he said.

"Shop stewards are always included in the process and we take care to communicate with them all the time."

"In the end, the proof is that it works."

"Both of us have placed our trust in an ongoing relationship, rather than the letter of the law."

"Obviously only the future will tell whether that trust was justified."

Last week's column about the Public Servants' League referred to National Education, Health and Allied Workers' Union involvement at Groote Schuur. It should have referred to the Health Workers' Union, an unaffiliated union.
Second OK strike ballot

JOHANNESBURG. — A second strike ballot is to be held among employees at OK Bazaar branches country-wide in terms of an agreement reached between management and the Commercial Catering and Allied Workers Union in the Rand Supreme Court on Friday.
Unionists plan a million protest

By Robyn Chalmers

MORE than a million trade unionists will hold rallies this month in connection with the Labour Relations Amendment Act (LRAA).

Trade unions talked to the SA Employers Consultative Committee on Labour Affairs (Sacola) this week in an attempt to reach agreement on a demand sent to employers on June 1.

The letter to Sacola was compiled in the wake of the March workers' summit where 700 delegates from the Congress of SA Trade Unions (Cosatu), the National Council of Trade Unions (Nactu) and independent unions decided to draft an alternative LRAA.

The letter reasserted the unions' opposition to the LRAA and demanded the establishment of the "democratic rights of all South African workers, irrespective of race, sex, or marital status."

At a meeting on Tuesday, Sacola acknowledged that in the past nine months the Act had harmed industrial relationships. It said it was willing to engage in action to amend the LRAA.

Sacola undertook to ask the SA Agricultural Union, the Commission for Administration as well as the SA Transport Services to attend the next meeting. Sacola also invited the National Manpower Commission to the meeting scheduled for July 7 and 8.

Cosatu said the conflict between Sacola and the union federations remained as the union federations will continue with the rallies planned for the beginning of July. A referendum of members on the LRAA is also envisaged for early July.

"The unions expect that a further workers' summit will be held on August 5 and 6 to consider progress and plan action."

Sacola chairman Bobby Godsell believes it is still possible for the parties to reach agreement, but the employer body will not hold discussions under threat of action or demands and ultimatums by the unions.
Unionists plan a million protest

By Robyn Chalmers

MORE than a million trade unionists will hold rallies this month in connection with the Labour Relations Amendment Act (LRAA).

Trade unions talked to the SA Employers Consultative Committee on Labour Affairs (Saccola) this week in an attempt to reach agreement on a demand sent to employers on June 1.

The letter to Saccola was compiled in the wake of the March workers’ summit where 700 delegates from the Congress of SA Trade Unions (Cosatu), the National Council of Trade Unions (Nactu) and independent unions decided to draft an alternative LRAA.

At a meeting on Tuesday, Saccola acknowledged that in the past nine months the Act had harmed industrial relationships. It said it was willing to engage in action to amend the LRAA.

Saccola undertook to ask the SA Agricultural Union, the Commission for Administration as well as the SA Transport Services to attend the next meeting. Saccola also invited the National Manpower Commission to the meeting scheduled for July 7 and 8.

Cosatu said the conflict between Saccola and the union federations remained.

"The union federations will continue with the rallies planned for the beginning of July. A referendum of members on the LRAA is also envisaged for early July. The unions expect that a further workers summit will be held on August 5 and 6 to consider progress and plan action." Saccola chairman Bobby Godsell believes it is still possible for the parties to reach agreement, but the employer body will not hold discussions under threat of action or demands and ultimatums by the unions.
Divergent practices hit mine bargaining

FIVE years of industry-wide wage bargaining for SA's black miners could be in the balance because of divergent approaches of the different mining groups operating through the Chamber of Mines.

There is an increasing division between Anglo American, JCI and Gencor, who believe in a high minimum wage, and Gold Fields and Anglo Vaal, who prefer a steeper wage curve.

Previous suggestions of a breakup when the chamber failed to reach consensus on wage offers came to nothing, but the talk resurfaced in earnest on Friday as the chamber and NUM reached a point very close to overall agreement.

Mining industry sources, both unionists and employers, are seriously questioning the future of industry-wide wage negotiations conducted through the chamber.

Anglo American, JCI and Gencor all agreed on Friday to meet the union's "bottom line" of an additional R6 across-the-board over the chamber's final offer made on Wednesday.

The three groups are now offering identical increases in monetary terms, and the percentage ranges from 15.5% in the higher job categories to 21.3% in the lower ones. However, it is understood the union is unhappy at the Gold Fields offer which, although improved, remains far below that of the other groups in the lower categories.

The NUM is not recognised at Anglovaal.

MINING WAGES

and has only one small recognised bargaining unit in the Rand Mines gold division.

An NUM spokesman said the new offer would be conveyed to members for their verdict over the next few days. The union points to the chamber's position as an example of the chamber's position by Tuesday.

Industry sources said the ability of the chamber to reach consensus on wage proposals to the NUM — which has been a feature of negotiations for the last four years — had become a cause of conflict.

Gold Fields' preferred steep wage curve — which means relatively lower rates in the lower job categories — is based on the view that it increases miners' incentive to advance. Gencor took a similar view until about 1986, when it joined the Anglo/JCI camp which was endeavouring to raise minimum wages perceived as too low.

This trend was encouraged by the fact that NUM organisation at these three groups is far more substantial than at Gold Fields and at Anglovaal, which also maintains a steep wage curve.

An NIM source said the matter was also under discussion within the union. Its concern was that the presence of Gold Fields in the chamber negotiating team exerted a downward pressure on offers made by the other groups.
Share scheme for Iscor employees

EARLY feedback from employees on the Iscor employee share ownership programme (esop) indicated understanding, acceptance and some enthusiasm, Iscor spokesman Piet du Plessis said at the weekend.

However Numsa, the largest union among Iscor’s 88,000 employees, has expressed bitterness at not having been consulted beforehand.

Employees and unions were briefed on Friday about the scheme, which has been in the pipeline for months as part of Iscor’s privatisation programme.

The 150m shares set aside for employees are expected to be worth R300m, assuming a R2 a share pre-listing price. This share block represents nearly 10% of Iscor’s total equity.

This compares to the 3.5% of equity ultimately to be offered to Anglo American group employees in terms of its esop launched 18 months ago. In the Anglo case, all shares are given free of charge to employees.

Government has promised to privatise at least 31% of Iscor’s equity in the first phase of the corporation’s privatisation.

However, it is understood the company is expecting outstanding results for the year to June 90, and this could increase the number of shares initially made available to the public.

ALAN FINE

Numsa’s Bobby Marie said he had expressed the union’s extreme unhappiness at not having been consulted to Iscor MD Willem van Wyk at the briefing.

“Iscor’s take-it-or-leave-it attitude is unacceptable. We wanted the opportunity to talk. Instead the scheme has been presented as a ‘fait accompli’.”

He said the union was examining the offer with a view to formulating an attitude to its detail.

Du Plessis said Iscor’s response to this criticism had been that privatisation was not a management matter, it was the decision of government, the major shareholder.

A privatisation unit spokesman argued that any share offer was made unilaterally. It was up to the potential buyer, in this case each employee, to decide whether to accept it.

The scheme was devised “as part of the state’s drive to encourage wider share ownership among all South Africans”, privatisation unit adviser Eugene van Rensburg, said in a statement. Participation would be entirely voluntary.

The share offer will be extended to all full-time employees who are working for Iscor.

Iscor and its subsidiaries on August 31 and who are still in service when the offer opens, probably in early October.

Each employee will be entitled to 100 free shares.

Secondly, all employees will be offered shares at a 20% discount. An interest-free loan payable over three years will be available. The number of shares offered to each employee will depend on job grading, and is understood to range from 500 to several thousand.

These two facets represent almost 5% of Iscor’s total equity.

Thirdly, the state is setting aside another 5% of issued shares for staff on a preferential basis; the numbers available to each employee similarly dependent on job grading.

Du Plessis said Iscor was establishing share information offices at all its centres to assist the process of communicating the scheme to staff.

The Iscor offer also differs from the Anglo one in that shares, other than those being paid off in terms of the loan arrangement — and which would be held in trust — would be immediately negotiable through the JSE.

Employees who do not immediately take up their entitlement of discount shares will be able to do so in November 1990 or 1991.

Those shares set aside on a preferential basis and which are not taken up will be added to the public offer.

Comment: Page 6
Agreement Over OK Strike Baggio

Order ends three-day court wrangle with Cawusau

Susan Russell

EDWYN F. JAMES

A SECOND STRIKE BAGGIO TO BE PERMITTED
New ballot agreed in court on OK strike

By Cathy Stagg

A dispute between OK Bazaars and the Commercial Catering and Allied Workers Union of South Africa (CCAWUSA) was shelved when undertakings by both parties were made an order of court.

OK Bazaars will pay the legal costs from Tuesday last week, when the company launched an urgent application in the Rand Supreme Court, until Thursday lunch-time, when the issue changed from being blocking of an unlawful strike to contesting the validity of a strike ballot.

The union undertook not to call or take part in a strike by union members for two weeks — that is until July 14.

An entire ballot will be redone — including voting at stores at which OK claims there was intimidation.

OK will supply the union with a computer printout showing members and their names by Wednesday.

The balance of the legal costs will be decided when the application is again before the court.

The order was granted on Friday by Mr Justice A M van Niekerk.
Unions' split on May Day holds up Seifsa wage talks

THE refusal of the mainly white Confederation of Metal and Building Unions (CMBU) to accept the institution of May 1 as a public holiday in exchange for Workers' Day appears to be the only significant stumbling block in the way of a metal industry wage settlement.

Seifsa director Brian Angus confirmed yesterday the CMBU had refused to accept the offer made in response to demands by the mainly black Numsa and Nactu metal sector unions.

The CMBU has accepted Seifsa's 13% to 18.5% wage offer. There were strong indications yesterday that Numsa was about to do the same.

Numsa apparently wishes to broaden the terms of reference of an investigation into the use of temporary labour, but this is not expected to cause serious problems.

The CMBU position on Workers' Day is based on the argument that members hold no allegiance to May Day, but feel strongly they wish to spend public holidays such as Workers' Day — with their families.

The employer view is that to allow employees to make individual choices about which day to take as leave would effectively mean the loss of two days' production.
46-day strike ends after agreement on bonus for workers

CAPE TOWN — Workers at the Worcester-based textile manufacturer Hextex returned to work yesterday after agreement that they would receive a service bonus in addition to an annual wage increase which is negotiated in May.

The strike, one of the longest in the Western Cape and Boland area, lasted 46 days.

It began on May 18 after Hextex, owned by Barlow Rand's textile subsidiary Romatex, and the Amalgamated Clothing and Textile Workers' Union of SA (Actwusa) reached agreement on the wage increase — but not on service bonuses.

Of the 1,060 weekly paid workers at the factory, 1,020 went on strike, bringing production to a virtual standstill. Management had to recruit casual workers to supplement the remaining weekly and monthly staff.

An Actwusa spokesman said in terms of yesterday's agreement Hextex workers would receive a service bonus of 50c a week for each year of service, in line with their demands. This is in addition to the R25 wage increase, which represents a 26% increase on the minimum wage.

Also, in terms of the early May agreement, the workers will be granted paid maternity leave, and May Day and June 16 as paid holidays.
Numsa sit-in at Goodyear

ALAN FINE

SEVERAL hundred Goodyear employees went on strike yesterday after a deadlock over Numsa's demands on the disinvestment of the company's US parent.

A Goodyear spokesman said 700 of Numsa's 1,000 members staged a peaceful sit-in. Management met shop stewards and a union official, but the company was still awaiting official, written notification from the union on its position, he said.

Numsa has demanded a minimum of R5,000 in 'separation pay' for each employee, assurances on job security, maintenance of past levels of social responsibility expenditure, the liquidation of the existing pension fund and the payout of proceeds to workers, and the establishment of a provident fund.

"There will be no concessions to these demands," the spokesman said.

He said last week's settlement between Mobil and the Chemical Workers' Industrial Union, in terms of which employees would receive at least R2,000 each from the departing parent company, had raised Goodyear employees' expectations.

But, he added, Goodyear's view was that the sale of the local company to Consol involved merely a change in the ownership of equity. The employment relationship would not change, and there was no reason for employees to receive separation pay.

He said the company had been informed by Numsa that almost 100% of members had voted to strike in a ballot last week. "We have no reason to doubt this," he said.

Numsa spokesmen could not be reached for comment. (140P)
Union accepts Seifsa wage offer

By Joe Openshaw

Agreement in the 1989 workforce negotiations between the National Union of Metalworkers of SA (Numsa) and Seifsa Employers Federation was reached yesterday with the union accepting the minimum 55c hourly increase offered by employers.

Numsa's demand was for a 50c-an-hour increase.

The talks, which began in March, were to set minimum wage rates and improved working conditions for the country's 361,000 metalworkers.

STEP FORWARD

The increase is 4 percent above the current inflation rate and has been generally accepted that this year's pay talks were conducted in a conciliatory spirit, with both Numsa and Seifsa making concessions to reach an amicable settlement.

"A major step forward was the granting of full pay for the first 10 days of sick leave. We set out this year to find significant progress with the employers," Numsa spokesman Mr Alastair Smith told The Star.

Seifsa has also effectively agreed to June 16 as a paid holiday. This should have ramifications in other industrial negotiations.

"We have responded to all of Seifsa's offers but one outstanding issue relates to June 16 as a paid holiday," said Mr Smith.

"In the next two years, June 16 falls over the weekend and we have asked Seifsa to consider that when this occurs our members have the option of a paid holiday in lieu of June 16, either on March 21 or May 1."

"
Captain R A Crewe of the SAP public relations department in Pretoria denied police involvement in any assault on Simon.

Crewe confirmed that Simon was questioned (and not detained) on June 3, at the Kliplwane police station in connection with a robbery case.

The police were investigating the circumstances surrounding Simon's death and a docket would be sent to the relevant judicial authority for a decision as soon as the investigation was completed, Crewe said.

Cafe

The robbed woman pointed out Simon to the police at a Kliplwane cafe where he was playing machine games, said Dali.

He and four other boys were taken to the police station nearby.

Dali said Simon told them before he died that he was taken alone into a separate office and assaulted by two white police officers. He was later released when they realised that he had not been involved in the robbery, she said.

Dali said: "On".

Hundreds in bus boycott

HUNDREDS of residents of Duduza on the East Rand marched to work yesterday to protest a 25 percent bus fare increase introduced by the Nigel Town Council.

The increase was announced last month and came into effect yesterday.

"We are also protesting against the slow progress of township development and against the detention of comrade Veli Mazibuko," the spokesman, who asked not to be named, said.

Residents would also embark on a consumer boycott.

"We have not had a genuine increase for the past three and a half years and had to push up the fare by one cent," transport department Mr. Emire de Bruyn, said.

The boycott would cost the transport department R200,000 a month, he said.

Reports, pictures and comments in this edition may be censored in terms of the Government's state of emergency."
Numsa accepts wage increase

AGREEMENT in the 1989 wage negotiations between the National Union of Metalworkers and Seifsa employers' federation was reached yesterday with the union accepting the minimum 56c hourly increase offered by employers.

Numsa's demand was for a 60c an hour increase.

The talks were to set minimum wage rates and improved working conditions for the country's 361,000 metal workers and began on March 20.

The increase is four percent above the current inflation rate and it has been generally accepted that this year's pay talks were conducted in a conciliatory spirit with both Numsa and Seifsa making concessions to reach an amicable settlement.

Another important concession was that Seifsa had effectively agreed to June 16 as a paid holiday. This should have ramifications in other industrial negotiations.
Chamber and NUM reach wage accord

THE Chamber of Mines and the NUM reached agreement yesterday on 1989 wage increases for union members on chamber-affiliated mines after a lastminute hitch had put the settlement in doubt.

The NUM notified the chamber of its acceptance of the 13.5% to 21.3% revised final offer made at talks last Friday. But general secretary Cyril Ramaphosa indicated that the chamber had agreed to increased wage differentials between mining groups.

Yesterdays agreement provides for some differential increases according to mining house, job category and sector (gold or coal).

Withdrawn

Chamber senior GM, external affairs, Johann Liebenberg said the hitch was over the NUMs desire to link its support for extending certain exemptions from the Basic Conditions of Employment Act to further negotiations on employment contract issues.

The NUM had eventually withdrawn the linkage, and the chamber had agreed to separate negotiations on these issues. Liebenberg said the negotiations had not been easy, but were notable for the fact that they had been conducted at the highest level of sophistication.

"Both sides can be proud of what they have achieved," he said.

Ramaphosa said the union's general satisfaction at the outcome was marred by the increased gap between the wages paid in the lower job categories by different mining groups.

"These negotiations have highlighted the need for a uniform wage structure in the industry, and we plan a multi-propped strategy to bring this about," he said.

"We will now concentrate our organizational efforts in those areas where we are weak. Once we achieve that, we will be ready to take action to bring the low-paying groups into line, and this will have to involve industrial action."

Ramaphosa said industry-wide negotiations with the chamber were a farce in that the union was effectively negotiating separately with each mining house.

He said the union was unhappy at being unable to negotiate equal wages and benefits for members doing the same work.

The present system was also unsatisfactory because the chamber negotiated on the lowest common denominator, and this tended to drag its overall offer down, he said.

Liebenberg responded that the system "amply demonstrates the flexibility of the chamber as an employer organization capable of catering for the needs of its individual members"

He added that had the chamber been rigid it would have ceased to be the centralised bargaining system for the mining industry.

Miners at Anglo American, JCI, Gencor and Rand Mines coal division are to receive identical increases in monetary terms. Because Gencors base in the lower job categories is lower than that of the other three, it is to pay the highest percentage increases.

The offer from Gold Fields, and from Rand Mines gold division, where NUM

Accord

representation is minimal -- is lower in both monetary and percentage terms.

The minimum monthly wage at gold mines for surface and underground workers respectively at Anglo and JCI goes up this month to R420 and R480, at Gencor to R585 and R620 (although R5 lower on its marginals), and at Gold Fields to R333 and R357.

The NUMs opening demand was for minimums of R543 and R600.

The negotiations on the contract of employment to be held soon will revolve around NUM demands that include a standard industry-wide contract, the elimination of compulsory overtime work, restrictions on evictions from hostels, negotiations over retrenchments, two months notice of termination of contact, and matters related to medical care.
Printers declare non-dispute

By Helen Grange

The Paper, Printing, Wood and Allied Workers Union (Ppwwu) has declared a dispute with the South African Printing and Allied Employers' Federation over its proposal to withdraw from the Printing Industrial Council.

Ppwwu believes this will lead to the collapse of the Industrial Council. This would have serious implications for 40,000 workers in the industry.

"Ppwwu represents about 10,000," a spokesman said: "These workers are largely unorganised, although they are forced through the closed shop to belong to the South African Typographical Union (Satu)."

Mr. Chris Sykes, executive director of the federation, said its decision to withdraw from the council was because of pressure by members.
Cosatu to draft Charter

A WORKER Charter, based on the principles of the Freedom Charter, is to be drafted by the Congress of South African Trade Unions, the union group announced yesterday.

The largest union within the group, the National Union of Mineworkers, resolved at Cosatu’s national congress in Johannesburg today to spearhead a Worker Charter campaign among the “oppressed and exploited”.

A statement from Cosatu said its constitutional guidelines provided for the incorporation of a Workers Charter into the constitution of a “post-apartheid South Africa”.

The charter would be an instrument of struggle against oppression and exploitation.

Cosatu would have to canvass the views and opinions of the masses on the concept of “A Constitution of a People’s Government”.

The congress said a special national congress, to be attended by Cosatu, the National Council of Trade Unions, and formations of the “Mass democratic movement,” would be called to draft the Workers Charter after working class demands had been discussed.

The NUM also resolved that discussions, in line with the ANC’s constitutional guidelines, should be intensified with a view to shaping a constitutional model of a future democratic South Africa.

FIRM BASIS

The congress claimed the “pans-stricken white minority ruling clique” was presently experiencing the worst crisis since the National Party came to power in 1948.

The aim would be to achieve a non-racial society and provide a firm basis for national reconciliation and cooperation between the different communities.

The Transport and General Workers Union (TGWU) resolved to develop a clear understanding of how the South African economy worked and to formulate a plan on how to restructure the economy to meet the needs of a non-racial country.

A resolution on the process of political settlement, proposed by the National Union of Metal Workers (Numsa), aimed to reject government’s attempt to impose re-formist solutions which, it said, did not address fundamental social and economic demands and needs in a non-racial unitary and democratic South Africa.

A negotiated settlement could have meaning only where there was free and open political association, assembly and debate in the true spirit of workers control and democracy.

Numsa said there could be no genuine negotiations unless a climate conducive to negotiations was unilaterally created by the South African Government through:

- Unconditional unbanning of all banned organisations.
- Unconditional release of all detainees and political prisoners.
- Unconditional return of all exiles.
- Confinement of SAP/SADF to barracks.
- Lifting of the State of Emergency and the repeal of all security legislation.
- The end of all political trials and executions.

It called on the Frontlines states, the Organisation of African Unity (OAU) and all international forums to increase pressure on the Government to meet these requirements so that a climate conducive to negotiation could prevail.

Numsa resolved that only a sovereign body mandated by the people and accountable to the people as a whole could have the authority to develop a new constitution and decide on the method of implementation – Sapa.
Mineworkers' union agrees to pay offer

By Kaizer Nyatumba

The fragile wage agreement reached early yesterday by the Chamber of Mines and the National Union of Mineworkers (NUM), when the union accepted the chamber's final offer on wages but rejected a certain condition, had now been finalised, both parties said last night.

The Chamber said a "full and final agreement" had been reached in negotiations with the union on the 1989 review of wages and other conditions of employment for union members employed on the Chamber's mines.

The union said it had accepted wage increases of between 13 percent and 21.5 percent for various categories of workers. It had initially demanded a minimum wage of R543 for surface workers and R600 for underground workers, but settled for R420 and R480 respectively.

Earlier yesterday, the union rejected a condition relating to the Basic Conditions of Employment Act. The Chamber, however, agreed to enter into separate negotiations on the issue.
Goodyear say no to ‘disinvestment pay’

By Joe Openshaw

Several hundred Goodyear employees staged a peaceful sit-in strike on Monday after a deadlock over demands by the National Union of Metalworkers of South Africa (Numsa) for a minimum of R5 000 "separation pay" on the disinvestment of the company's US parent.

A company spokesman said yesterday that management met union officials when 700 of the company's 1,000 employees staged the sit-in.

The company opened its gates yesterday with a limited working schedule and a skeleton staff and by mid-morning 400 employees had arrived in dribs and drabs and continued their sit-in on the premises.

Many union members did not come to work at all.

"There will be no concessions because we consider there has been no change in the position of employees as a result of disinvestment," the company spokesman said.

He said last week's settlement with the Chemical Workers Industrial Union Union in which employees of Mobil would receive at least R2,000 from the departing parent company had raised Goodyear employees' expectations.

"Goodyear's view is that the sale of the local company to Conso involves merely a change in ownership of equity. The employment relationship will not change and there is no reason for employees to receive separation pay," he said.

\* The National Union of Metalworkers of South Africa has accepted the offer of a minimum 56 cents per hour wage increase following negotiations between the union and Seisa yesterday.
3 000 striking Samcor workers end strike

By McKeed Kotiolo, Pretoria Bureau

About 3 000 striking workers at the Samcor plant near Pretoria returned to work yesterday.

The strike over the workers' demand for the liquidation of the pension fund or its conversion to provident fund and pay increases, began on Monday.

Sources at the motor corporation plant said the workers demanded an increase for all workers to R7 an hour. Most were earning between R4 and R5 an hour.

A spokesman for the National Union of Metalworkers of South Africa confirmed yesterday’s walkout at the giant motorcar plant near Mamelodi and described it as a “minor work stoppage.”

The company’s media officer, Mr. Dirk de Vos, confirmed the stoppage and the return to work, although he would not say if staff had started working.

He said management and workers had met, but no demand was put to the company.
Chamber, NUMI reach settlement

From Alan Fine
The Fight for Economic Justice from the Ground Up: Now in Post

Open Quiz Now in Post

Mineworkers' Union

By Joaquin

[Signature]

[Stamp]
NUMSA yesterday called on JCI chairman Murray Hofmeyr to discipline management at its subsidiary, Lennings Manganes, for allowing and facilitating an interview by two security policemen with two shop stewards in the GM's office.

Numsa said the shop stewards were warned by police that they could be detained under the emergency regulations for holding an open-air meeting on company premises, and discussing matters not authorised by the company.

Metalworkers call for discipline at JCI.

"Hofmeyr has appeared on many platforms calling for an end to the emergency," Numsa said. "These calls are completely in contradiction to what appears to be the company's use of the security police."

A JCI spokesman said Numsa's allegations were "factual incorrect and misleading", but did not elaborate.
Cosatu congress to focus on links with other sectors

By Stan Hlophe

The Congress of South African Trade Unions (Cosatu) announced in Johannesburg yesterday that it would hold its third national congress from July 12 to 15 at the Nasrec centre, Crown Mines.

General secretary Mr Jay Ncube said matters to be discussed include:
- Strengthening and building of grassroots structures in all sectors
- Building of structured links between the different sectors of the mass democratic movement at local and regional level.
- Achieving democracy and socialism in South Africa
- Negotiations of the future and path to realisation
- Making it impossible for the apartheid regime to regain the political initiative.
- Building the broadest support of the people for the struggle against the Labour Relations Act
- Mobilising mass solidarity for Swapo and the Namibian people
- Building an anti-apartheid coalition.

Guest speakers are expected from the continent and abroad.

Representatives from the Organisation of Trade Unity, Commonwealth Trade Union Congress, World Federation of Trade Unions, International Confederation of Free Trade Unions, United Nations, and International Labour Organisation will attend.

The independent National Council of Trade Unions (Nactu), church bodies, sports, cultural and teacher bodies have also been invited.

The theme of the Congress will be: "Educate, consolidate, and advance to victory"
More major employers enter labour law talks

Labour Reporter

FURTHER major employer organisations have agreed to take part in tomorrow's round of talks with trade unions about the Labour Relations Act.

According to Mr Bobby Godsell, chairman of the South African Consultative Committee on Labour Affairs (Saccola), the South African Agricultural Union and the National Manpower Commission will be represented at the talks with the Congress of South African Trade Unions (Cosatu), the National Council of Trade Unions (Nactu) and several independent unions.

The talks are a response to union demands about contentious aspects of the Labour Relations Amendment Act, promulgated in September last year.

They have threatened to declare a national dispute with employers over the issue if satisfactory progress towards resolving problems with labour legislation is not made.

A first round of discussions took place in Johannesburg last week.

Mr Godsell would not comment further on the talks except that both sides were keen to make progress.

But an employer source involved in the negotiations said they had been given added impetus by employers.

"There are parts of the Act with which employers are now unhappy because they are not working out in practice and causing more conflict and we would like to see these changed," he said.

Other sources said it appeared as though the talks could lead to a two-tier arrangement with joint employer/union representations to government on issues such as cover for state employees and the agricultural sector under labour legislation, and unions taking up other issues with employer organisations at a second level.

The next round of talks is scheduled for July 7 and 8 in Johannesburg.
Break-up threat to printers' council

By DICK UISTER
Labour Reporter

ASSESSMENTS of the position of the National Industrial Council of the Printing and Newspaper Industry of South Africa are involved in the impending break-up of the council, according to a council spokesman.

The dissolution of the council, the oldest in South Africa, means the entire centralised system of industry-wide bargaining over wages and working conditions for nearly 50 000 employees is at stake.

Notice of withdrawal given by the South African Printing and Allied Industries Federation, the largest employer body on the council, has triggered the possible dissolution. Its notice is effective from December 31.

Other council members are the Newspaper Press Union (NPU), the employer body in the newspaper sector, and the South African Typographical Union (Satu).

A second employee organisation, the Paper, Printing, Wood and Allied Workers' Union (Ppwwa), an affiliate of the Congress of South African Trade Unions, has declared a dispute with the federation over its withdrawal from the council.

Ppwwa, which claims about 10 000 members, of whom about 5 000 are employed in the printing and packaging sector, made an unsuccessful application for council membership earlier this year.

The federation has deemed that its intention to withdraw from the Industrial Council is linked to Ppwwa's application.

The union disputes this and claims the printing federation is withdrawing as it wishes to become more profit-orientated and finds the council ineffective in resolving disputes.

The printing federation's withdrawal makes the demise of the council almost certain.

The registrar must cancel its registration if one or more parties withdraws — and the council must give reasons why it should not be dissolved.

Mr. Jolyon Nuttall, president of the NPU, said newspaper employers did not intend to resign or withdraw from the council.

He said the NPU supported orderly labour relations in the industry.

"The impact of Ppwwa on the industry does not concern us unduly because employers in the English-language groups have been negotiating in a multi-union situation for some years," he said.
Miners accept revised pay offer

From MONO BADELA

JOHANNESBURG. — The National Union of Mineworkers (NUM) this week accepted a revised wage offer by the Chamber of Mines, ending more than two months of intense negotiations.

The increases range between 13.5 percent and 21 percent and affect more than 500,000 black mineworkers.

The lowest wage paid to black miners — those employed at Gold Fields — will increase R44 a month for surface workers and R50 a month for underground workers.

**Underground**

Num had demanded a uniform national minimum wage of R543 for surface workers and R600 for underground workers.

While the chamber agreed to a Num demand that increases be given in cash and not percentage terms, the union failed to win its demand for a national minimum wage.

Num general secretary Cyril Ramaphosa warned of future industrial action aimed at eliminating continuing wage differentials in the industry.

"Although the ultimate offers settled for was less than our bottom line, we feel confident that within two years our demands will be realised," a Num spokesperson said.
Judge's order curbs strikers

DURBAN — An urgent application was brought by Everite against striking employees yesterday, asking they be prevented from threatening other workers and damaging company property.

Mr Justice Howard heard the application against the Construction and Allied Workers' Union, 10 shop stewards and a number of employees.

The judge issued an interim order restraining the strikers from intimidating or assaulting employees or interfering with the working of the company.

The respondents were called on to show by August 22 why a final order should not be issued.

— Sapa.
German firm fires entire workforce

A GERMAN subsidiary company near East London has fired all its workers after a dispute over dismissals.

The dispute started last month when August Leopple (Pty) Ltd demoted a shop steward.

Days later, two more shop stewards were suspended and the workers downed tools in response. The company then fired all 86 strikers.

August Leopple is a subsidiary of a West German company and makes parts for the motor industry.

It is one of several companies which signed an agreement drawn up by the German Metalworkers' Union for South African subsidiaries last year.

The National Union of Metalworkers of South Africa (Numsa) has accused the company of breaking the agreement in their treatment of the strike.

Numsa claimed the shop stewards were victimised because they were members of the union. Numsa has also accused the company of refusing to negotiate over the dispute.

"What August Leopple has done is surprising, considering that it is a German company," said Numsa.

"It is clear that the company is committed to union-busting strategies and is not acting as a company from Germany.

"The German companies have signed the proposed 14 principles compiled by IG Metall for subsidiaries of the German companies on South Africa.

"Practices of this nature are in direct opposition to these principles." — ELNEWS
THE security police are investigating whether a pamphlet, issued by the Commercial Catering and Allied Workers' Union of South Africa and widely distributed in Athlone last week, contravenes the emergency regulations.

Police last week informed the Congress of South African Trade Unions that they were investigating possible charges in connection with the pamphlet, a Cosatu spokesperson said.

The pamphlet calls on the community to support the struggle of 17 workers for reinstatement at an Athlone supermarket.

The workers were dismissed from Elite supermarket in Klipfontein Road after they did not come to work on December 16 last year.
Cosatu defiant on eve of congress

From MONO BADELA

JOHANNESBURG. — The Congress of South African Trade Unions (Cosatu) is displaying a new mood of confidence and defiance as it prepares for its third annual congress.

This confidence is reflected in the theme of the congress, which begins next Wednesday in Johannesburg.

The theme is "Educate, Consolidate and Advance to Victory."

"We have moved from a period of resistance to one of defiance," said Cosatu deputy general secretary, Sydney Mafumadi.

"Delegates will examine the four years of Cosatu and chart our future — in one direction to power," Mafumadi said.

Major issues on the congress agenda include the Labour Relations Amendment Act, trade union unity, peace attempts in Natal and sanctions and disinvestment.

Cosatu's political policy will also be spotlighted with discussions about the ANC's constitutional guidelines, a Workers' Charter, Namibia, the anti-apartheid coalition, and possible negotiations.

Nearly 2,000 delegates representing almost one million paid-up members will attend the congress.

Affiliates of the National Council of Trade Unions (Nactu), independent unions, community organisations and overseas trade unions are expected to send representatives.
FAWU TO FORGE AHEAD WITH NEW CAMPAIGNS

MEMBERS of the Food and Allied Workers' Union (Fawu) are presently examining ways to implement the union policies and campaigns decided upon at the union's mass rally in Port Elizabeth last week.

At the rally, workers endorsed proposals for a plan of action in the union. These included challenging emergency regulations, intensifying the campaign for the release of all political prisoners, including Fawu founder member Oscar Mpepsi, and supporting Swapo.

Speakers at the rally also emphasized the need to implement the Congress of South African Trade Unions' political policies, especially the cementing of alliances and working in community struggles.

Workers agreed to rebuild organs of people's power in the townships including street, zone and area committees.

The direction outlined at the rally was the culmination of intensive discussion within the union, said Fawu general secretary Mandla Gwanyana.

The union intended to continue in a tradition of mass action, which was rooted in the Congress Alliance. This was in line with the union's adoption of the Freedom Charter, said Gwanyana.

6-12/3/89
Cosatu spotlight on controversial labour Act

THE union campaign against the Labour Relations Act (LRA) will be one of the main issues at Cosatu's four-day national congress beginning in Johannesburg on Wednesday, general secretary Jay Naidoo said yesterday.

The congress is to be attended by 1,875 delegates representing the 971,875 paid-up members of Cosatu's 16 affiliates.

Guests from foreign union organisations have been invited, as have representatives of Nactu, all independent unions, the mass democratic movement, and religious and teachers' organisations.

Naidoo said serious attention would also be given to the question of political negotiations.

Cosatu's basic position was that the democratic movement had never opposed meaningful negotiations, and it was up to government to create conditions for free political activity which would make them possible.

The congress would also discuss Cosatu's vision of the future. This would include debate on the ANC's constitutional guidelines, the "fraudulent" elections scheduled for September 6, and the NP's recently announced five-year plan.

The Natal peace initiative and calls for an independent commission of inquiry into the regional violence would be a further matter addressed, Naidoo said.

The fourth major area of discussion was the broadening of an anti-apartheid coalition, he added.

Resolutions on sanctions and disarmament, privatisation and deregulation, AIDS, union unity and unemployment are on the agenda.

Sats and the National Manpower Commission are to join employer federation Saccola and a union delegation representing Cosatu, Nactu and several independents at their next round of talks on the Labour Relations Act.

Saccola secretary Frieda Dowie said yesterday the talks will be held tomorrow at a Johannesburg hotel.
Gold Fields: the mining group that's different

IF CONTROL of Gold Fields changes after the Kinnon takeover of ContGold, the new owner will inherit a group with black labour policies substantially different to those of most other groups in the mining industry.

While most other mining houses support a high minimum wage, Gold Fields applies a steep wage curve, with miners in the lowest categories paid less than on other mines and those in some higher categories paid more.

This philosophy on black wages and unionism is in contrast to those of groups like Anglo American, JCI and Gencor, as the recently concluded industry wage talks have shown.

The accompanying graph for underground gold miners shows how Gold Fields' minimum wage levels compare with those at other gold mining groups. Wage levels for surface and colliery employees reflect a similar pattern.

The philosophy behind a steep wage curve, which means a greater differential between job categories, is that it represents a greater incentive for employees on the lower range to advance to higher-wage categories.

Gold Fields has been able to continue this policy because of the minimal level of NUM representation on group mines. Those groups more highly unionised have come under intense pressure from the NUM over the last five years to increase wage levels substantially in the lower job categories.

Gold Fields, according to NUM spokesmen, has historically adopted a more restrictive approach to NUM organisational activities on its mines. As a result, Gold Fields has been almost immune to the labour disruptions suffered by other groups since the birth of the NUM.

Comment. Page 6
Delta hesitates on national bargaining

A MEETING in Port Elizabeth comprising unions and all except one of SA's six automobile manufacturers yesterday resolved to establish a national negotiating committee for the sector, Numsa spokesman Gavin Hartford said.

The decision was the culmination of Numsa demands for such a structure, which the union plans to use to achieve uniform conditions of service among its 20,000 members in the industry.

However, said Hartford, Delta representatives left the meeting earlier after expressing opposition to the presence of non-Industrial Council members — the other companies — as observers in formal council session.

Delta is one of three companies — also including Volkswagen and Samcor PE — which have bargained through the council for several years.

Hartford said two companies present, Toyota and Nissan, still had to formally confirm their participation.

Negotiations on a 1989 wage agreement are scheduled for July 19-21.

The union was unaware of Delta's motivation for leaving the meeting. Neither Delta nor employer organisation chairman Brian Smith could be reached for comment.

Hartford said Delta workers had yesterday staged demonstrations at the plant to protest the company's stance. A Delta shop steward said his committee would approach management today for discussions.
It's a deal

After six weeks of negotiation, the National Union of Mineworkers (NUM) this week accepted the Chamber of Mines' final wage offer. This (subject to confirmation) amounts to an average 18.8% rise for grade one gold miners and 16.9% for the lowest paid coal miners, based on both surface and underground categories.

NUM general secretary Cyril Ramaphosa says “The union is satisfied with this year’s negotiations.”

The chamber was unable to comment as the FM went to press — until, it said, it had formally received the union’s acceptance.

Ramaphosa told the FM on Tuesday: “For the first time, the chamber was faced with strong arguments for an industry-wide minimum wage. Secondly, getting the chamber to negotiate on a cash basis and not on percentages is a clear victory. We also find satisfying the fact that the chamber moved from its final offer and added on R6.”

At gold mines, lowest category workers, surface and underground rates respectively, will now receive: Anglo American — R399 (up 18.4%) and R455 (18.2%); Goldfields — R323 (15.7%) and R357 (16.2%); Gencor — R356 (21.1%) and R420 (20%), Gencor marginal mines — R353 (21.3%) and R417 (20.2%)

NUM’s opening demand for grade one workers was R543 and R600 respectively — or around 95%.

At collieries, the new rates are Amcoa — R397 (17.5%) and R434 (17.3%), JCI — R375 (16.5%) and R408 (16.6%), Goldfields — R307 (15.8%) and R324 (16.1%), Gencor — TNC — R333 (21.5%) and R361 (21.5%), Rand Mines (Douglas) — R466 (14.5%) and R501 (14.6%), Lonbro — R305 (16%) and R334 (16%)

A NUM spokesman says the union is also confident that the “first breaches” in the chamber’s “racist” wage policy have been made and further developments are to follow. According to NUM, the disparity between white and black average annual pay is R32 546. This is based on a white average annual salary of R40 859 and a black average of R8 313 (which excludes payment in kind).

The chamber no longer provides details of white wages and salaries, but NUM claims that 45 588 white employees (9% of the total workforce) received an average increase of R405 (13%), compared to the average increase of R38 (18.1%) for the 449 338 black earners, who comprise just more than 90% of the workforce.
Offer rejected:
OK workers to decide on strike action

Strike ballots are to be held among OK workers today after their union rejected a fresh wage offer from management.

The Commercial, Catering and Allied Workers Union (Ccawusa) yesterday said management's offer, made on Monday, did not involve any change to the company's position on an across-the-board increase, May Day and a guaranteed bonus.

It only involved raising their minimum wage offer from R550 to R600 a month for members with six months' service. Ccawusa said this constituted no improvement. The company's present across-the-board offer was R100.

PROPAGANDA

The offer was rejected after the union consulted with its members and decided to proceed with the strike ballots planned for today.

The union claimed that management had renewed their attempts to persuade Ccawusa members to accept their wage offer by supplying workers with a "fresh set of propaganda pamphlets and posters."

The union has issued a pamphlet which includes the following points:

● OK's claim that R100 across-the-board is as much as they can afford. As pure nonsense, OK's main competitors, Checkers and Pick 'n Pay, both signed wage agreements with Ccawusa involving far higher increases (Checkers R125 and Pick 'n Pay R146.87).

● OK, the only large retailer that is refusing to agree on May 1 as a paid commemoration day for all members.

● OK's refusal to pay anything more than R100, has nothing to do with affordability. Last week OK spent thousands of rands in a court case trying to prevent the union from exercising its right to fight for decent wages. This money could have been better used on increases, the union said.

"Management was not immediately available for comment - Sapo."
Cawusa: It takes two wings to fly

BY LEN MASEKO

The dispute between the two parties essentially revolved around the adoption of the Freedom Charter by the Kganare wing and this group's subsequent merger with the Hotel and Restaurant Workers' Union (Harwu) and Retail and Allied Workers' Union (Rawu) in June 1987.

The merger was later nullified by an out-of-court settlement, which also restored the 1981 constitution. This meant that any resolutions adopted by the union since November 1985, were null and void.

Bickering

Both parties have confirmed that talks to end the two-year-old conflict are at an advanced stage.

The new peace initiative, if successful, may spell an end to months of bickering which threatened to topple the biggest union in the retail industry.

The past two years, the split has caused confusion and uncertainty on the shopfloor with retail managers faced with wage claims from both sections — finding it difficult to decide which group was legitimate.

Now Cawusa is faced with a major challenge: How to remove the obstacles that have made unity between the two groups impossible and to rise above political differences.

Rethink

The Cawusa dispute will also come under the focus at the Cosatu conference.

The move, coming after last weekend's congress of Johannesburg branch of Cawusa, marks a rethink within the factions.

"Cawusa is noting that the division is weakening workers in their struggle against poverty, but progress is now being made towards resolving the dispute," the Johannesburg branch said.
2 000 to attend ‘significant’ Cosatu talks

THE most significant political meeting in the country this year — that’s the way the Congress of South African Trade Unions (Cosatu) has billed its annual congress next week. And the claim has some justification.

The congress in Johannesburg, expected to be attended by up to 2 000 delegates from around the country, will be one of the biggest anti-apartheid rallies to be staged under the four-year State of Emergency.

But the importance of the congress lies less in its size than in its timing and the serious issues that have been placed on its agenda.

High on the list will be discussion about what approach the ‘mass democratic movement’ should adopt to the question of a negotiated settlement to the South African conflict.

“As we are all aware the issue of negotiations has been placed on the agenda,” said Cosatu general secretary Jay Naidoo at a press conference this week.

Last month a high-powered team from Cosatu and the restricted United Democratic Front (UDF) held a meeting with African National Congress delegates in Lusaka to discuss the possibility that Pretoria will submit to pressure from Western powers and launch a negotiating drive after the

A negotiated settlement in South Africa, the ANC’s constitutional guidelines, the elections and the Labour Act are among the issues to be debated at Cosatu’s crucial congress.

By EDDIE KOCH

Union officials have begun reporting to their members about their talks with the ANC. Sources in Cosatu say the congress will be the place where a comprehensive and more formal position on the issue will be adopted.

More than 1 800 delegates will attend from Cosatu’s 16 affiliates while the National Council of Trade Unions (Nactu), independent unions, UDF affiliates, religious organizations, sports groups and teachers’ associations will send a large team of delegates as observers.

Most anti-apartheid groups have been prevented by the State of Emergency from holding mass meetings, thus leaving the labour federation’s congress as the most significant forum in which the MDM can canvass and debate the issues of the day.

Linked to this discussion will be debate on the ANC’s constitutional guidelines for a post-apartheid South Africa as well as an examination of the “fraudulent” elections and the National Party’s recently announced five-year plan “which we see as a recipe for disaster”, said Naidoo.

Also top of the congress agenda, said Naidoo, is a “campaign to smash the Labour Relations Amendment Act” Cosatu, Nactu and a number of independent unions will meet major employer groups and government officials at the end of this week for a top-level summit aimed at negotiating revisions to the Act.

If these talks fail the labour movement plans to mobilize for a national strike and will hold a workers’ summit in August as a build-up to that possibility.

Delegates from Nactu and the independent unions have been invited to the congress and will use the meeting as a forum to co-ordinate their plans to fight the labour law.

The UDF/Cosatu peace initiative in Natal will come under scrutiny at the congress.

“*We will examine the role of the state in the violence and the need for an independent commission of inquiry into the police in Natal,*” said Naidoo.

Other crucial items will be the need to build unity between the country’s main trade union groupings, the need for the creation of a broad anti-apartheid coalition, solidarity with Swao and the National Union of Namibian Workers during the run-up to independence elections, and a review of the federation’s stance on sanctions and disinvestment.
ABOUT 200 commuters have been arrested for singing and dancing on the East Rand trains in the past four weeks, the Congress of South African Trade Unions said in a statement yesterday.

The police clampdown on toyi-toyi dancing on trains has angered Cosatu, which has called for an urgent meeting with the SA Transport Services to discuss the arrests.

Mr Ariel Mabalan, Cosatu’s Wits region secretary, said some of the 200 commuters were released after paying spot-fines while others were told to appear in court on July 17 or August 3.

**Disturbing peace**

Most of the arrests occurred at Kempton Park, Kaalfontein, Germiston and President stations.

Mabalan said the federation has asked its lawyers to investigate the matter.

East Rand police spokesman could not confirm the arrests yesterday, but said the 200 commuters could have been arrested possibly for “disturbing the peace.”
Labour Relations Act high on Cosatu congress agenda

Own Correspondent

Johannesburg. — The union campaign against the Labour Relations Act (LRA) will be one of the main issues for discussion at Cosatu’s four-day third national congress beginning here on Wednesday, general secretary Mr. Jay Naidoo said.

The congress is to be attended by 1,875 delegates representing the 921,487 paid-up members of Cosatu’s 16 affiliates.

Mr. Naidoo said serious attention would also be given to the question of political negotiations.

Cosatu’s basic position was that the union, sanctions and disinvestment, prudemocratic movement had never operated on the basis of unity and deregulation. Aids, proposed meaningful negotiations, and the unformation of unemployment are was up to the government to create also on the agenda.
Cosatu spotlight on sanctions, Natal violence at conference

By LEN MASEKO

SANCTIONS and the Maritzburg violence will come under the spotlight at the Congress of South African Trade Unions' third national conference next week.

The meeting takes place at Nasrec, Johannesburg, between July 12 and 15. More than 1700 delegates, representing about one million union members, are expected to attend.

Addressing a Press conference yesterday, Cosatu official, Mr Say Naidoo, said the congress would — among other things — assess the strength of the federation's campaigns.

Action

The federation, he said, would also focus on the ANC's constitutional guidelines; the living wage campaign; divestment and action against the controversial Labour Relations Amendment Act.

The conference was taking place against the backdrop of the fourth state of emergency in recent years, banning of community organisations and restrictions placed on the congress about a year ago.

Attacks

"Cosatu has survived countless attacks including bombings of our premises and seizure of our documents, detention of thousands of our members, the murder of many of our members and leaders and the mass dismissal of workers," Naidoo said.

Among organisations invited to attend the meeting are the National Council of Trade Unions, Organisation of Trade Union Unity, United Nations, International Labour Organisation and International Confederation of Free Trade Unions.
The establishment of a uniform national minimum rate for the nearly 500,000 black miners on mines affiliated to the Chamber of Mines emerged as one of the dominant issues in this year's wage talks between the chamber and the National Union of Mineworkers.

At the conclusion of the talks this week, the chamber expressed satisfaction at the "high level of sophistication" with which both parties conducted the negotiations.

For the NUM, the settlement represented the first step towards realising its aim of eliminating wage differences between workers doing the same job and of achieving a "living wage" in the industry by 1991.

The settlement, effective from this month, means that the minimum rate for gold miners at Anglo American will range between R399 a month and R455 underground. Corresponding figures for Gencor are R350 and R420, for Gold Fields R333 and R367. The rates for Gencor's marginal mines — Grootevlei, Marevale and Stilfontein — are set at between R353 and R417.

On the collieries, Anglo minimum rates accepted by the NUM for surface workers are R307 and R454 for underground workers. Respective JCI rates are from R357 to R400. The rates for Gold Fields are R397 and R324, for Gencor R333 and R361, while Rand Mines' coal division put forth new rates of R496 and R596.

According to the NUM, miners at Lonrho collieries have accepted bottom rates of R305 and 334.

An NUM spokesman said that although the chamber had not acceded to all the union's demands, especially the "key demand" for a national minimum wage, the union was confident of realising its wage policy by 1991.

The fact that some chamber affiliates agreed to negotiate in cash, and not percentage terms, was "a victory" for the union.

Despite the settlement, the union still stood by its demand for a uniform minimum wage for all mineworkers.

A major issue worrying the NUM was that different mining houses made disparate offers, despite the fact they came to the negotiation table as chamber affiliates.

**Discriminatory practices**

This frustrated the union's efforts to negotiate a national minimum rate, with mining houses with the strongest union presence making the highest offers, and put into question the effectiveness of the chamber as a forum through which the "anomalous situation of having seven wage curves" could be corrected.

The union realised that "as we are weak at mining houses such as Gold Fields, members at those mines will continue to receive lower wages."

Although the union was not opposed to workers being awarded increases on merit, it felt that workers in the lower-paying categories, where the bulk of the membership was concentrated, should get higher increases. These workers were in those categories "due to discriminatory practices in the industry."

The NUM had initially demanded a uniform minimum wage of R543 for surface workers and R600 for underground workers, later moderated to R420 and R480 respectively. NUM demands rejected by the chamber included the recognition of June 19 and March 21 as paid holidays.

The chamber's chief negotiator, Mr Johann Liebenberg, said the chamber did not aim to establish a national minimum wage. Despite this, there were many other issues, such as the industry's provident fund, on which a uniform position had been reached between chamber members and on which agreement had been concluded with the NUM.

Agreements reached with the NUM only had the force of common law. If settlement was reached through conciliation, it could be enforced in terms of the Labour Relations Act, he said.

"What the union wants is difficult to establish. On the one hand they want the chamber to agree to a uniform rate and on the other they want the chamber to agree to equal increases in quanta," said Mr Liebenberg. He questioned whether it was necessary to have a uniform rate. He denied union claims that all white workers doing the same job were paid the same.
Advance for motor union

The groundwork for the first national wage negotiations in the motor industry was laid yesterday when the National Union of Metalworkers and employers agreed to establish a national negotiation committee. NUMSA said 140.

The talks were marred when representatives of the Delta Motor Corporation walked out in protest at the participation of employers from outside the Eastern Cape, according to union spokesman Mr Gavin Hartford. 512V 7C 17 3B.

At the same time, said Mr Hartord, Delta's Port Elizabeth plant was hit by demonstrations in support of demands that the company stay a party to the talks.

Yesterday, the union's demands included:

- A national minimum rate of R6,58 an hour rising to R10,14 and R13,14 for semi-skilled and skilled workers respectively.
- Individual increases of R2 an hour and a three-monthly "inflation adjustment" to workers' pay.
- A 40-hour working week and the recognition of March 21 as a paid holiday.
- The right to strike without fear of dismissal and improvements to maternity and paternity leave. — Labour Reporter
**Metalmen still in pay row**

The National Union of Metal Workers of South Africa (Numsa), which says it represents 213,000 people, is locked in wage disputes with some of the largest metal industries.

Numsa said yesterday that the companies with which disputes were declared had refused to reward workers despite high profits after record exports.

"Highveld Steel in particular recorded an increase of 114 percent in earnings per share in 1988, with a profit of R121 million, but has stuck slavishly to the wage increase offered by the Steel and Engineering Industries Federation (Seifsa) for the rest of the metal industry." — Sapa.
14 re-employed

Fourteen members of the South African Chemical Workers Union (Sacwu) were re-instated by Rubber to Metal (Pty) Ltd.

The reinstatement is with effect from June 16.

According to a press statement released by Sacwu, this was done by order of an arbitrator.

The arbitrator reinstated the 14 workers on terms and conditions "no less favourable than those which prevailed prior to their dismissal".

The company was further ordered to compensate each of the 14 workers with one month's wages and this was to be paid in full within three months.

The statement said the 14 were staying in shacks and — because they were jobless for a long time — had gone to various homelands. — Sapa.
86 dismissed strikers accuse company of abusing code

A WEST GERMAN subsidiary company near East London has fired all its workers after a brief dispute over dismissals and unionists have accused it of violating an agreement for companies operating in South Africa.

The dispute started last month when August Laeppe (Pty) Ltd demoted a shop steward. Days later two more shop stewards were suspended and the workers downed tools in response. The company then fired all 86 strikers.

August Laeppe is a subsidiary of a West German company and makes parts for the motor industry. Its German parent company agreed to a 14 point set of guidelines for companies operating in South Africa that was drawn up by the German metalworkers union IG Metall last year. The document provides guidelines for implant agreements with unions in the subsidiaries.

Although the South African subsidiary has not yet signed the agreement, the National Union of Metalworkers of South Africa (Numsa) has accused them of violating the spirit of the agreement in the latest dismissals.

Numsa claimed that the shop stewards were victimised because they were members of the union. Numsa has also accused the company of refusing to negotiate over the dispute.

--- Elnews
Iscore's Lost Opportunity

LDaoon Left: Why the "B" Scoring?

WITH ALL THE HEADY Funk of the "B" Scoring
This approach, which appears to capture the core of the buy/sell decision, is an extension of the Chamber's "B" Scoring, which was developed in the 1990s to evaluate the economic impact of foreign direct investment. The score is based on a number of factors, including job creation, tax revenue, and economic growth. However, critics argue that the scoring system is biased and fails to fully capture the impact of foreign investment on the economy. It is also prone to abuse, with some firms using it to gain an unfair advantage over their competitors.

The approach is based on the premise that foreign direct investment is a key driver of economic growth. However, it is also clear that other factors, such as education and infrastructure, also play a role. In fact, some argue that foreign investment can actually harm the economy if it leads to job losses or a decline in local industries. It is important to consider these factors when evaluating the impact of foreign direct investment.

This is a difficult issue to resolve, as there are valid arguments on both sides. However, it is clear that we need to do more to ensure that foreign direct investment is not only economically beneficial, but also socially responsible. The scoring system is a good start, but it must be used in conjunction with other tools and policies to achieve this goal.
Joshua deadlock

By Robyn Chalmers

THE strike by hundreds of employees at Joshua Doore enters its third week as the company's profitability dives.

The strike began on June 20 in protest against retrenchments. A total of 469 employees were laid off in a rationalisation move.

Group managing director David Sussman says workers are striking about an issue on which the company has no room to manoeuvre.

"It is not possible for us to reinstate the 469 workers. We should initially have retrenched about 750 workers, but we worked out that we could afford to carry about 300.

"We cannot carry on indefinitely. We have employed about 100 part-time workers. We have to have a cut-off point, but we hope that workers will come back. We will gladly accept them."

Illegal

Mr Sussman claims the strike is illegal. Although the Commercial and Catering Allied Workers Union (Ccawusa) did hold a strike ballot, he says the union did not go through the procedures outlined by the Labour Relations Act.

He denies the union claim that more than 2 000 of the workforce of 4 200 are on strike, saying about 700 in 34 PWV stores have stopped work. The strike affects Bradlows, Score Furnishers, Price & Pride as well as Joshua Doore itself.

Reports of intimidation and misconduct on the part of the strikers has led to police intervention. Ccawusa official Salim Vally says close to 40 workers have been arrested since the strike started, although most have been released.
OK and union wary of another strike

People at the top

Sunday Times, Boston, Mass., July 9, 1969
Cosatu takes another look at sanctions

By Robyn Chalmers

The Congress of South African Trade Unions (Cosatu) will review its stance on sanctions at its third national congress on Wednesday.

General secretary Jay Naidoo says Cosatu's continued support for sanctions will be carefully reconsidered.

"The Labour Relations Amendment Act (LRAA) will be the main issue, but we intend to look at disinvestment, the peace initiative in Natal, the anti-Aids campaign and sanctions."

Unskilled

Cosatu and its member unions have consistently called for foreign governments to apply sanctions against SA. The call has been a controversial issue, the Government and big business saying that sanctions hurt the unskilled worker.

Cosatu believes that sanctions remain the only way in which apartheid can be dismantled. But it tries to circumvent the harm they do to workers by saying sanctions should be used to foster black economic empowerment and not destroy the economy.

Mr Naidoo says a review of Cosatu's position on san-

Survival

Cosatu membership stands at about 900,000, of whom 1,875 are expected to attend the conference.

Trade-union members from Asia, Europe, America and Australia have been invited. Other guests are expected from Cuba, Nicaragua, India, Ghana, Nigeria, Angola and Mozambique.

Mr Naidoo says one of the greatest achievements of democratic mass organisations has been its survival in spite of four years of emergency rule.

Other topics to be discussed include wage negotiations and Cosatu's vision of the future, achieving democracy and socialism in SA, making it impossible for apartheid proponents to regain the political initiative and building up the anti-apartheid coalition.
Edworks

Business Times Reporter

EDWORKS, South Africa's third-largest shoemaker, has gone into provisional liquidation — the first large company to be broken by a strike.

Creditors said a strike lasting from April to late June was the last straw that broke the back of the heavily indebted 85-year-old company. The strike involved a claim which would have added about R30 million to the pay packet of each worker.

Devastating

Members of the Commercial Catering and Allied Workers Union (Cecusa) demanded an increase of 25% a month, but Edworks would offer them no more than 10%.

The strike involved 930 employees in 60 stores and was devastating for both parties.

The main Edworks chains sell budget-branded men's, women's and children's shoes. The Marcello and Dodo chains sell more upmarket shoes and the Pick-a-Pair shop sells low-cost footwear, including men's and women's clothing and bedding.

Edworks

A few buyers are showing interest in the retail arm of the group going into liquidation, but they are not ready to come from shoe retailers and from the growing number of specialty retailers.

Market sources say one of the leading contenders for the retail chain is likely to be a fast-growing discount house, which has nearly 80 shops in South African markets, including men's and women's clothing and bedding.

Jaguar

First National Bank senior general manager Jim Mackenzie said his bank had not decided whether to grant the company's request for finance to permit Edworks from being sold as a going concern.

There was also a prospect that Edworks could be saved by an offer of compromise. Branches of Edworks operated as usual after the court order. Sales personnel said they had no idea what was going on.

Jaguar Shoes' executive chairman Roy Edleston said his company and its holding company Amboe were owed R45 million. He said large orders from Edworks could mean that Amboe's earnings fell significantly but whatever happened.

Pickings

Mr Dick Levenson, managing director of Edworks, said that little of the debt was secured. It had called a meeting of bonds and creditors and proposed that a joint committee be formed to control the company. The banks had insisted on seeing the company alone. The bank had submitted a separate offer to advance of Jaguar's submission to the Rand Supreme Court.

Observers say the best hope for the staff of more than 3,000 is that the manufacturing and retail arm
Trade union groups expand on submissions to Saccola

COSATU and Nactu tabled a document on Friday expanding their views on submissions to Saccola on the Labour Relations Act, a Saccola spokesman said.

National Manpower Commission chairman Frans Barker, SA Agricultural Union and Sats representatives attended talks as observers for the first time.

The employer federation said the document raised several new issues.

Chairman Bobby Godsell said the discussions were encouraging insofar as the parties had got back to discussing the Act and how to change it.

Many of the issues under discussion were also on the agenda of the NMC and Saccola intended, therefore, to explore ways of co-ordinating the two sets of discussions. It was hoped to resume talks at the end of this month.

Union spokesmen were not available for comment.
OK workers vote for strike action

CCAWUSA achieved an undoubted majority vote in favour of strike action among its 9,285 members at the OK Bazaars in the second ballot held on Friday.

A company spokesman said it was now for the union — restrained by a court order from striking until July 14 — to make the next move. A union spokesman said a change of attitude by management and a willingness to pay wages more in line with competitors could avert a strike.

Ccaawusa said 5,350 "yes" votes gave a 58% majority favouring action.

An OK spokesman put the majority at 56% to 58%. But, he added, this was "hardly a ringing endorsement for strike action. It is one of the lowest strike ballot majorities in recent labour history."

Responded the union spokesman: "The ballot result must be seen in the context of the massive logistical problems of reaching all corners of SA, the amount of time that has passed since dispute was first declared, and the fact that no management has ever run a propaganda campaign of this magnitude against a 'yes' vote."

The OK spokesman said about 2,500 unionists had accepted their wage offer. The OK would consider a lock-out against Ccaawusa undesirable.

Both parties have rejected each other's revised wage proposals.
5000 workers vote for action against OK

More than 5000 members of the Commercial, Catering and Allied Workers' Union (Ccawusa) have voted to take industrial action against OK Bazaars to press the union's demands for higher wages and improved working conditions.

According to a statement issued by Ccawusa, the result of the strike ballot was an indication that members would not tolerate OK management's attitude and low wage offer.

The statement said 9285 workers at all OK outlets were union members. This was calculated by using the June computer printouts made available by management.

"The total 'yes' vote to date was 5,350. This gave a 'yes' majority of 58 percent."

The statement said negotiations for a wage increase began on March 1, 1989, with a dispute being declared on April 13. — Sapa.
Attempt to save Edworks is launched

Finance Staff

Negotiations have begun between First National Bank and creditors of Edworks to save the company from liquidation.

Edworks was placed under provisional liquidation in the Grahamstown Supreme Court on Friday, but Mr. Justice Yan Rensburg ordered interested parties to show cause by August 17 why the company should not be liquidated.

Edworks owes creditors over R50 million, but two of the four liquidators indicated over the weekend that a number of prospective buyers were investigating an acquisition of Edworks, which would save the company.

First National Bank's senior general manager, Mr. Jimmy McKenzie, also confirmed his bank's assistance to Edworks. "We will find a way to keep Edworks operating," he said.

Edworks is South Africa's third largest shoe manufacturer and retail chain, but a three-month strike by members of Commercial Catering and Allied Workers Union (Cecawusa), involving 800 employees at 80 stores, caused disastrous financial losses at the group.

Cecawusa demanded an increase of R123 a month, but Edworks was only willing to offer R105, and while the dispute ended with the strike being settled on management's terms, the lengthy stoppage and a subsequent boycott action caused millions of rands of losses.

Creditors also indicated in weekend newspaper reports that management differences between the three brothers running Edworks, Stuart, Neville and Ralph Dodo also contributed to the demise of the group.
OK STRIKE BALLOT

The Commercial Catering and Allied Workers Union of South Africa is involved in a wage dispute with OK Bazaars. A second strike ballot was conducted at the weekend after the first ballot was nullified in court. Results of the strike ballot were not available by late yesterday, but union spokesman indicated a majority YES vote.

In the picture from left are shop stewards Johannes Ralufuluynl, Osmond Yokwe and Boshoq Magabane were at the Alrode Warehouse keeping an eye on the ballot boxes.
Union gets majority poll in call for strike

JOHANNESBURG. — The Commercial and Catering Workers' Union of SA (Ccawusa) achieved an undisputed 58% majority vote in favour of strike action among its 9 285 members at the OK Bazaars in the second ballot held on Friday.

A company spokesman said it was now for the union — which is restrained in terms of a court order from striking until July 14 — to make the next move. A union spokesman said the possibility of avoiding a strike hinged on management’s willingness to pay wages more in line with competitors.

In response to allegations that the majority was very low, the union spokesman said: “The ballot result must be seen in the context of the massive logistical problems of reaching all corners of South Africa, and the amount of time that has passed since dispute was first declared.”
Goodyear and Numsa report little progress in strike talks

ONLY minor progress has been made in talks between Goodyear and Numsa, aimed at resolving the eight-day-old disinvestment strike at the company’s Uitenhage plant.

Spokesmen for both parties confirmed the company remained unwilling to make any concessions on the central union demand for separation pay and on a proposal that housing loans to employees should be written off.

The dispute arose over a number of union demands lodged after the announcement in May that the US-based Goodyear had agreed to sell off its SA interests to Consol.

Numsa spokesman Gavin Hartford said the union had clarified its proposals on job and pay security. The Goodyear spokesman said the company had already given assurances to workers on these matters but was willing to reword its undertakings if this would resolve the problem.

He added the union had been told its demand for liquidation of the company pension fund, and the payout of proceeds to workers, could be examined.

Hartford said Goodyear yesterday proposed that the dispute should be referred to mediation. The union’s view was that there was no point in this while negotiations had not properly begun.

The Goodyear spokesman said the strike continued peacefully yesterday while a skeleton staff kept limited production going.
Union claims workers were attacked by SAP

By Mike Siluma, Labour Reporter

About 19 workers were injured, one seriously, when police took action against workers locked out of Dunlop Industrial Products' Benoni factory yesterday, says the Chemical Workers' Industrial Union (CWIU).

A union statement claimed that the police, called by management, had dispersed about 500 workers outside the factory gates by beating them with sjamboks. Nineteen workers were injured and one was taken to hospital.

The CWIU said the "illegal" lock-out appeared to be connected to a dispute over worker demands for the dismissal of a white worker who allegedly assaulted a union shop steward. Management allegedly refused to take disciplinary action against the white worker.

"CWIU members believe this to be racist and discriminatory treatment as many black workers have been subjected to tough disciplinary action for much lesser crimes," said the union.

Comment from Dunlop and the police was unavailable at the time of going to press.

The union said a strike by about 150 members at Gillette (SA) in Springs had entered its second week. The dispute centred on the alleged unfair dismissal of a shop steward.

Gillette managing director Mr John Ford said only 50 workers were on strike and that the dismissal of the shop steward last October had not been unfair. Mr Ford alleged that strikers had been threatening people on company premises.

2 Sash workers get threats

By Dawn Barkhuizen

Death threats from an anonymous "Wit Wolf" have been received by Black Sash workers in the southern Cape.

Mrs Lu Harding of Knysna and Mrs Jill Dugmore of George recently received letters saying "Death awaits you next" signed by and a depicting a "Wit Wolf".

Both letters were postmarked Mossel Bay.

The women are active Black Sash workers and have been involved in the fight against the relocation of squatters of Lawaaikamp, George.

Mrs Harding will report the matter to the police today.
Union, store make claims on intimidation

Little hope for quick end to furniture strike

Staff Reporters

As the Joshua Doore strike enters its third week there seems little hope of a swift resolution to the dispute.

Members of the Commercial, Catering and Allied Workers' Union (Ccawusa) went on strike, demanding the reinstatement of about 500 workers retrenched in April after Joshua Doore acquired World Furnishers and Bradlaws.

More than 2,000 workers are on strike at about 100 stores of Brad-lows, Price 'n Prude, Score and Joshua Doore.

The strikers claim retrenchments were unnecessary in view of Joshua Doore's R400 million operating profit and its R59 million overall profit.

Joshua Doore maintains it could not afford to keep the retrenched workers.

The Star spoke to union members and to Joshua Doore managing director, Mr David Sussman.

The workers' view

Ccawusa spokesman, Mr Mike Tsotetsi, earlier told The Star that the strike would continue after the parties met last week.

Management had offered only 40 vacancies for which retrenched could apply. However, many of those retrenched were turned away when management discovered that they were retrenched, he said.

He accused management of "collaborating" with the police by causing the arrest of scores of picketing strikers and union officials. Some of the workers had been charged with trespassing or intimidation.

The union wanted all retrenched workers to be reinstated.

Ms Jennifer Kalaoto, a Ccawusa shop steward, said although they were feeling the pressure of the strike, the workers were coping and were not prepared to go back to work until their problems had been resolved.

Ms Kalaoto, a credit clerk at Score Furnishers in Johannesburg, was paid half her salary before the strike began and has so far managed to survive on it.

TRANSPORT

"I have been able to buy my child food and to pay for transport to come to the union offices in Johannesburg," she said.

She said her mother had given her financial assistance.

Ms Kalaoto, who lives in Siluma View, Natalspruit, Germiston, said the determination of workers was reflected in the way they took turns to picket outside the stores.

Responding to management's allegation that picketers intimidated customers, she said "Usually, picketers do speak to customers about the strike but we do not intimidate or harass customers."

According to Ms Kalaoto another source of determination was public sympathy. This had been illustrated by the moral support as well as the financial support received. The strikers had also received support from community organisations and trade union federations.

Regarding her colleagues who are not on strike, she said some of them were sympathetic but others were very harsh.

Ms Kalaoto hoped the strike would end soon.

Management's view

The chairman and managing director of the Joshua Doore group, Mr David Sussman, said the retrenchments were inevitable.

"When we took over World Furnishers we discovered that we needed to restructure the company. We decided that outdoor selling was inefficient," he said.

This decision led to retrenchments.

Mr Sussman emphasised that his company did care for its workers.

"We were supposed to retrench more than 750 workers, 85 percent of whom are salespeople, but we only retrenched 469 workers."

He said he had the decision to strike strange because the retrenched workers had received a retrenchment package which included 14 weeks' wages, depending on experience, and a month's notice and leave pay.

Mr Sussman added as far he was concerned there was a lot of intimidation of workers.

"I know, that if there were no intimidation, there would be no strike," he said.

CUT OFF

To prove his case, he said one man who wanted to work had one of his ears cut off.

"At the end of the day, we are working with people and their lives I am not only concerned with shareholders, but I am also concerned about the people who work for us."

He said he was worried that if the strike did not come to an end soon the company might be unable to renew leases on some of the stores hit by the strike. Thus, he said, could lead to more jobs being lost.

If the union were concerned about the welfare of its members it should be concerned about the welfare of the company, he said.

"If the company is not doing well, obviously the workers might lose their jobs."

Although he was not opposed to a union, workers had previously done well without one.

Union-management talks should continue but he thought the strike would not end soon.

Regarding union claims of intimidation of strikers, Joshua Doore management has maintained that police had been called only where strikers prevented clients from entering stores.

Retrenched would be re-employed if they had the potential to be retrained for other jobs.
ABOUT 19 workers were injured, one seriously, when police took action against workers locked out of Dunlop Industrial Products' Benoni factory yesterday, the Chemical Workers' Industrial Union said.

A union statement said the police, called by management, had dispersed about 500 workers outside the factory gates by beating them with sjamboks. Nineteen workers suffered injuries, one of whom was sent to hospital. The CWIU said the "illegal" lockout appeared to be connected to a simmering dispute over worker demands for the dismissal of a white worker who assaulted a CWIU shop steward.

Management allegedly refused to take disciplinary action against the white worker.

Comment from Dunlop and the police was unavailable at the time of going to press.

The union also said a strike by about 150 members of Gillette (SA) had entered its second week. The dispute centred on the alleged unfair dismissal of a shop steward.

STOP YO
AND RO
FREE 1
Metal unions agree over holidays plan

The Steel and Engineering Industries Federation of SA (Seifsa) has undertaken to respond on Friday after consultation with its members.

The parties also agreed on a formula facilitating the payment of the wage increases already accepted by most unions from July 1.

A Seifsa spokesman said employers who implemented wage increases immediately would be permitted "to set-off such increases when they eventually become statutory upon being published in the Government Gazette". The date of implementation had not yet been agreed on.

The joint union proposal will make both May 1 and Workers' Day, which falls on May 4 in 1990, paid holidays next year. This would overcome union objections to members being unable to spend the statutory Workers' Day with their families.

Yesterday's union proposal can be implemented without an additional day's production being lost because June 16 falls on a weekend for the next two years.
Employers, unions to meet again Friday

Engineering industry employers and trade unions are to meet again on Friday after failing yesterday to conclude a wage agreement for 1989.

A statement from the employer body, the Steel and Engineering Industries Federation (Seifsa), said progress was made in reconciling disparate union demands on the issue of public holidays for metalworkers.

Seifsa said that although most unions had accepted the employers' final wage offer, the Electrical and Allied Workers' Trade Union and the Electrical and Allied Workers' Union had "reserved their positions".

No agreement had been reached on the implementation date of the proposed wage increases.

About 300 workers at 200 Multiserv outlets have been on a wage strike since Monday, the Commercial, Catering and Allied Workers' Union said. Workers had been given until today to return to work. Management comment was unavailable.

Workers were seeking across-the-board increases, a 13th cheque and holidays on May 1 and Sharpeville Day (March 21).
National Bolts and Numsa in dispute

A "SERIOUS" dispute involving more than 500 workers has arisen between National Bolts and the Numsa, company MD Alan Schleusinger said yesterday.

Negotiations on the fate of the workers, all from National Bolts' Paul Smit Street factory in Boksburg, will begin shortly.

The union claims fork-lift drivers were asked to do extra work — which they did for almost three months. The drivers then approached the department manager and asked to be upgraded because of the extra workload.

"They got a negative response," the Numsa statement said. The drivers then stopped working.

Management said nobody's job was changed.

Yesterday both parties confirmed industrial action had been taken. — Sapa.
Trevor Tutu gets into strike row

TREVOR Tutu, the son of the Anglican Archbishop Desmond Tutu, is embroiled in a blazing row over his involvement in the Joshua Doore strike.

The Commercial Catering and Allied Workers’ Union of SA (Ccawusa), which represents the Joshua Doore strikers, yesterday claimed Tutu made an offer on behalf of the company to the union “without any mandate from management.”

Dozens of the furniture company’s employees went on strike last month, in protest against the retrenchment of 500 of their colleagues.

Ccawusa said it was strange that “certain personalities” had entered the fray.

Tutu, a director of Tumult advertising agency, confirmed yesterday he had made certain proposals to the union, but said he got involved in the dispute because the company was one of his clients.

Another personality, Mr Yusuf Surtee, who was the subject of a commission of inquiry into an

ANC newspaper advertisement about three years ago, is alleged to have also been involved at one stage in attempts to resolve the dispute between the union and the company.

Surtee was not available for comment yesterday.

According to Ccawusa, Tutu proposed selective re-employment of the 242 retrenched workers on July 6. In a letter to the union, Tutu said he had been assured the proposal “will be acceptable to management.”

The following day, management informed the union that Tutu had “no mandate to represent the company; no power of authority to enter into negotiations on behalf of the company and that for any offer to be entertained by the company, that offer must come from Ccawusa.”

Tutu said “at no stage” did he say he represented management in the talks between him and Ccawusa.
Ref: #91.0

The union said strike protesters were threatening to clash at the SA Police Station. The police warned them not to.

Dispute

The union said the police had dispersed the protesters with the promise to let the management present its case.

According to the union's statement, about 30 workers were taken to hospital.

The police took action on Monday and arrested about 50 workers.
Cosatu sceptical of govt's commitment

EXPRESSIONS of extreme scepticism of the SA government's commitment to meaningful political negotiation, and attacks on the role of "imperialist" powers in this process, marked the opening session of Cosatu's national congress in Johannesburg yesterday.

President Elijah Barayi told the almost 2,000 delegates that State President P.W. Botha, or NP leader F.W. de Klerk, had six months to begin negotiating with the ANC, failing which the armed struggle would continue.

No signal

He said a "desperate attempt is being made to convince us de Klerk, a racist to the core, can be trusted with the initiative for change."

British PM Margaret Thatcher was the main advocate of this position, which backed the belief that the British had always been part of the SA problem.

Barayi urged the White House and Downing Street to prevail upon De Klerk to allow new plans for an anti-apartheid conference to go ahead.

The bi-annual report of the Cosatu secretariat said there had not been a single signal that government was prepared for genuine negotiations.

It said the "democratic movement" could not consider negotiations without a climate of free political activity.

The creation of such a climate required the unconditional release of all political prisoners, the unbanning and lifting of restrictions on all organisations and individuals, unconditional return of exiles, the withdrawal of troops from townships and their confinement to barracks, the halting of executions and political trials, and the repeal of security and other legislation prohibiting free political activity.

The report said while Cosatu was committed to pursuing its struggle through non-violent means, it understood why the "national liberation movement" was forced to resort to armed struggle.

The labour relations act (LRA) and the Natal peace initiative were two other issues prominently addressed by Barayi and the secretariat.

The secretariat said effective action against the LRA would be important in determining whether Cosatu could play a decisive political role.

It said Cosatu, the UDF and Inkatha had, while acknowledging their differences, agreed to work together to end the Natal violence, to end victimisation of each other, and to pursue at mass level the need to build peace.
Cosatu puts ball in courts' court

Jumani power... some of the defectors doping to the Congress of South Africa Trade Union Congress don't go for Cosatu's and Ngcanga's
President of the Congress of South African Trade Unions, Mr Elijah Barayi, yesterday gave the Government six months to negotiate with the ANC.

Addressing Cosatu's third annual conference in Johannesburg, he said however the Government needed to create a climate and framework that would make negotiations possible.

Speaking on the controversial Labour Relations Amendment Act, the Cosatu official warned that employers faced the biggest possible action from "an angry labour force" if the dispute over the labour law was not resolved.

He said the federation and National Council of Trade Unions (Nactu) had made it clear that the labour legislation would never work as long as the two organisations were unhappy about it.

"Employers can call it 'an unhealthy threat of dispute' if they want, but that is what we intend doing", the Cosatu official said, referring to the threat of national strike action contemplated by the unions.

The two federations's approach to the next Workers' Summit, scheduled to be held on August 4 and 5, was to mobilise "the broadest possible resentment to the labour law".

The conference, which started yesterday and ends on Saturday, is being attended by about 1,800 union delegates as well as representatives of the International Labour Organisation, United Nations, Nactu, International Confederation of Free Trade Unions and Organisation of Trade Union Unity.

The conference is focusing on - among other things - new strategies to be used to pressurise the Government and employers accede to unions' demands. The unions have demanded the repeal of sections in the labour law that curtail workers' right to strike, such as the clause which allows employers to sue unions for damages emanating from strike action.

Cosatu's review of action against the LRA comes at a time when there is a re-think over the issue within the Government, which has asked the National Manpower Commission (NMC) to look into the issue. The NMC has informed the two federations, independent unions and the SA Consultative Committee on Labour Affairs (Saccola) that it intended to advise the Government to change certain aspects of the law.

On the ANC constitutional guidelines, Mr Barayi said: "Discussions on the guidelines must not induce in us a false sense that freedom is around the corner. They provide the basis for the formulation of an alternative democratic constitution."
Union rejects talks with govt

THE National Union of Wine, Spirits and Allied Workers (Nuwsaw) resolved at the weekend that people or organisations busy preparing for a negotiated settlement with the Pretoria regime were regarded as sellers of the land belonging to the indigenous masses.

Nuwsaw held its 11th Transvaal regional congress in Katlehong at the weekend. Over 1 300 members attended.

The conference noted that in negotiations the principle is one of give and take, but a party negotiating from a strong position influences the situation. At present the Government is in a very strong position and will dictate terms.

The Labour Relations Act also came under the spotlight, with the union resolving to attend the forthcoming Workers' Summit.
Crippled union man back in fold

From MONO BADELA

JOHANNESBURG. — "Crawling from the wreckage" has, quite literally, become a way of life for trade unionist Sisa Njikelana.

After the dissolution three years ago of the South African Allied Workers Union (Saawu) which he helped form, Njikelana and others seemed to disappear from view — confined to the scrapheap of history, some said.

Shortly after Saawu was dissolved, that view was almost literally reinforced when Njikelana and another former Saawu official were involved in a near fatal car crash.

Njikelana was crippled from the waist down and spent 18 months in hospital.

Although he had no hope of ever regaining the use of his legs, Njikelana vowed from his sick bed at Baragwanath hospital that he would continue his trade union work.

Now Njikelana is back on the trade union podium as the newly-elected general secretary of the militant National Education, Health and Allied Workers' Union (Nehawu).

And, say those who have watched him literally learn to walk all over again, the Manzani unionist is as strong as he was in the days when his leadership almost brought East London, Saawu's stronghold, to a standstill.

Njikelana and Thozamile Qwele, the former president of Saawu, are probably the most harassed leaders in the labour movement.

Between 1982 and 1984, both were detained ten times.

Alongside two other Saawu officials, former secretary Sam Kukane and John Ngcobo, they also faced and were acquitted of high treason charges.

Ironically, all four missed the launch of the Congress of South African Trade Union on December 1 1985 because of their stringent bail conditions.

Born at St Mathews mission station near K鳅keleng in the Ciskei 34 years ago, Njikelana was expelled from Fort Hare University in 1976 for his role in student politics.

He began working in 1979 for the SA Television manufacturing company, where he chaired the workers' committee.

He became Saawu's East London branch chairman before being elected the union's vice-president in 1981.

Saawu became one of the most harassed trade unions in South Africa because of its strong opposition to the Ciskei government.

It was banned by both the Ciskei and Bophuthatswana in 1983.

Njikelana hopes to boost Nehawu's membership of nearly 20 000 to 30 000 by next year.
Cosatu must go beyond slogans - Naidoo

By MONO BADELA
JOHANNESBURG
— Cosatu's general secretary, Jay Naidoo, opened the federation's third biennial National Congress this week with a rousing call for worker unity and mass action.

Naidoo told the almost 1,800 delegates, "We must go way beyond slogans. We need to build organisations poised to march to victory.

"Our discussions must be concerned with how to unleash and sustain mass action so that the masses are their own liberators."

Threshold

"We must also look into the future and ask ourselves whether what we have articulated as our vision really represents a society which will put power into the hands of the masses."

Naidoo delivered a comprehensive 59-page report to the congress.

In his introduction, he said Cosatu was meeting at a "momentous time in our history, on the threshold of transition to a society free from the shackles of economic and political enslavement."

Cosatu was the "centre of organised and militant workers" and a "leading force in the liberation of our country," said Naidoo.

The federation's gains since its formation in 1985 included more than doubling its membership, placing working-class politics on the agenda, and militant campaigns such as the Living Wage Campaign.

Cosatu now needed to intensify the mass struggle for the achievement of the goals of the workers, said Naidoo.

He said Cosatu's adoption of the Freedom Charter had deepened the debates and struggles around the role of the working class in fighting for socialism and democracy in South Africa.

He said there was no conflict between the struggle for national liberation and socialism.

"The struggle against national oppression and the struggle against exploitation are complimentary to each other and part of an uninterrupted struggle for total liberation," Naidoo said.

Cosatu called for disciplined alliances with democratic, progressive organisations and for the establishment of permanent structures at local, regional and national levels.

These alliances would strengthen Cosatu's relationship and interaction with these organisations, and promote the leading role of the working class in a united front alliance.

Included in the report was a comprehensive programme for peace in Natal.

Naidoo urged delegates to work towards a Swapo victory in Namibia.

He said Cosatu's task was to consolidate its links with Namibian workers through the National Union of Namibian Workers and to mobilise support for Namibia's call for independence.
Chemical workers up in arms against 2 companies

By Jovial Rantas

The Chemical Workers' Industrial Union has requested the Department of Manpower to conduct an inspection at two major oil companies concerning allegations of illegal overtime practices there.

In a statement to The Star, the union said the reason for this was the refusal of both Mobil SA and Shell SA to bring their overtime practices in line with the basic conditions of the Employment Act since the CWUI raised this problem 12 months ago.

The union believes it has condoned illegal overtime practices at Shell and Mobil for too long, and regards 12 months as sufficient time for them to put their house in order.

The union has offered to support the companies' application for any exemptions to the Act which are mutually acceptable, and which may be required to bring these companies into line with basic legal requirements.

COMPULSORY

The CWUI members' two main concerns are working overtime on a compulsory basis and being required to work overtime in excess of the legal maximum of three hours per day or 10 hours per week.

"We regard it as disgraceful that such large and reputable companies as Shell and Mobil are prepared to indulge in illegal overtime practices, instead of cutting down on overtime and employing more workers to do the work," the union said.
Blaze at NUM offices

ERMELO police have opened an arson docket after a fire broke out and caused about R20,000 damage to the National Union of Mineworkers (NUM) offices early yesterday morning.
Inkatha's plan: Free prisoners do who serve 16 years

Inkatha has released its own pre-conditions for negotiations
Free all prisoners who have served 16 years release detainees, respect peace commissions and end the Internal Media Ban

Precondition among them would be the "Delmas treasons" all condemned for offenses which are clearly political in nature. The Democratic Front co-president as well as United Democratic Front co-president as well as and are "shamefully disowned" with the government delegations.

and that Inkatha was asked to produce another document "spelling out our reasons for including Mandela's release as well as our expectation of the new government."

After producing the document on Mandela we were then offered an appointment to meet with the minister of justice."

During the course of the meetings "we are now satisfied that the Inkatha delegation is ready to have a discussion with the president of Inkatha."

"We believe that the president of Inkatha will define our position in the negotiations with the government while Mandela and his colleagues are still in jail."

"If the government is now seriously considering releasing Mandela as soon as it possibly can,"

According to the document, the inkatha delegation was already ready for presentations to Umzukama and the president.

"According to the document, the inkatha delegation will discuss the possibility of the release of Mandela and other political prisoners, despite the fact that the inkatha delegation was already ready for presentations to Umzukama and the president."

As the chief attacks UDF singing, more songs outside

by GABRIEL RICKARD, Durban

On the surface there is much in common between the Inkatha youth and the UDF. They are both black, they both have a history of armed struggle, and they both have a strong youth wing. Yet there are also major differences between the two groups. Inkatha's youth wing is more disciplined, more organized and more focused on achieving their goals. The UDF's youth wing, on the other hand, is more fragmented and less cohesive.

Highly disciplined, or hidden rifts?

The reports at the conference were optimistic about the future of the inkatha movement. The inkatha leaders made it clear that they were committed to restoring peace in the region. They also stated that they wanted to work with the government to achieve a lasting peace. The inkatha leaders also emphasized the importance of respecting the rights of all South Africans, including the rights of the African National Congress and the Democratic Unionist Party.

The inkatha leaders also made it clear that they were committed to working with other political parties to achieve a lasting peace. They emphasized the importance of dialogue and cooperation between all political parties. They also stated that they were committed to working with the government to achieve a lasting peace.

During the first round of peace talks in Natal, the inkatha delegation, led by Chief Mangosuthu Buthelezi, and the UDF delegation, led by Dr. Frank Chikane, met to discuss the possibility of a peaceful solution to the conflict. The inkatha delegation made it clear that they were committed to working with the UDF and other political parties to achieve a lasting peace.

"Inkatha leaders make two very different claims that their organization is highly disciplined, with fencelike stretching in community and so it is loose that it cannot be held responsible for the Natal violence."

"Highly disciplined, or hidden rifts? EDDIE KOCH reports"

The reports at the conference were optimistic about the future of the inkatha movement. The inkatha leaders made it clear that they were committed to restoring peace in the region. They also stated that they wanted to work with the government to achieve a lasting peace. The inkatha leaders also emphasized the importance of respecting the rights of all South Africans, including the rights of the African National Congress and the Democratic Unionist Party.

The inkatha leaders also made it clear that they were committed to working with other political parties to achieve a lasting peace. They emphasized the importance of dialogue and cooperation between all political parties. They also stated that they were committed to working with the government to achieve a lasting peace.

During the first round of peace talks in Natal, the inkatha delegation, led by Chief Mangosuthu Buthelezi, and the UDF delegation, led by Dr. Frank Chikane, met to discuss the possibility of a peaceful solution to the conflict. The inkatha delegation made it clear that they were committed to working with the UDF and other political parties to achieve a lasting peace.

"Inkatha leaders make two very different claims that their organization is highly disciplined, with fencelike stretching in community and so it is loose that it cannot be held responsible for the Natal violence."

"Highly disciplined, or hidden rifts? EDDIE KOCH reports"
Hidden rifts in Inkatha's ranks?

Pretoria has recently cut back on its budgetary grants to "homeland" governments, and the financial squeeze is likely to magnify opposition from chiefs, civil servants and members of the legislative assembly.

Fiscal constraint has also encouraged local Inkatha officials to rely increasingly on local levies and taxes in urban townships and rural settlements for revenue.

In the shantytowns around Durban, for example, residents tell of having to pay Inkatha membership fees, road tolls, bridge levies and contributions to legal fees for arrested Inkatha members.

Late last year, civil servants were involved in a mini-revolt when the "homeland" government failed to honour a pledge that salaries for black officials would be brought into line with those of white bureaucrats. The kwazulu Staff Association went as far as to threaten strike action in December last year unless the increases were paid.

During the turbulence, links were created with Cosatu's National Education, Health and Allied Workers Union (Nehawu).
Church "bound" to back oppressed

Johannesburg — The church was bound to support the struggle of the oppressed masses in South Africa as it had resolved to take sides with justice, the general secretary of the South African Council of Churches (SACC), the Rev Frank Chikane, said yesterday.

Addressing 2,000 delegates on the second day of Cosatu's national congress, he said the church had called for negotiations for many years.

"We all want peace. We are the people who wanted to speak about peace in the first place — but we were sent away."

The acting general secretary of the UDF, Mr Mohammed Vally Moosa, said that if National Party leader Mr F W de Klerk did not enter into genuine negotiations with the ANC now, he would be swept away by a rising tide of mass militance.

He said the government's utterances were not about genuine negotiations, they were about new and sophisticated ways of perpetuating white control. — Sapa
Blaze at NUM offices

ERMELO police have opened an arson docket after a fire broke out and caused about R20 000 damage to the National Union of Mineworkers (NUM) offices early yesterday morning.
Over 300 Ccawusa workers on strike

OVER 300 workers in several Multi-Serve outlets in the Transvaal are on strike following a wage dispute with management.

The workers demand a R200 across the board increase. Management is offering split increases of between R80 and R100. The strike began last week after worker representatives from the Commercial, Catering and Allied Workers Union (Ccawusa) reached a deadlock with management over the increases.

The workers also demand the recognition of March 21 and May 1 as paid public holidays and also a 13th cheque.

Both parties reached a deadlock in the conciliation board in May.

Mr Clive Stein, said 350 workers were on strike but 80 of them were at work yesterday. He said the strike has affected 139 units of the company in the Transvaal, of which 72 have been closed.
Men are Tired

39 Red Cross

Desperate Calls

STATE PRESIDENT MT. BOWING has been forced

Schizophrenic King is Visitably Beaten

THNIA TEN BALOY

Six hours by un

visited assualt for

the Cross has expressed

compliment — saying they

work.

Help to return

after ignoring an

easy thing being

afternoon Red Cross

THIRTY-NINE South

Guiding the Cross

SA Press

address was made

(2) 1977

Page 3

SOWEATN Friday July 14 1981
Cosatu to draft charter for workers

JOHANNESBURG. — A Workers’ Charter, based on the principles of the Freedom Charter, is to be drafted by the Congress of South African Trade Unions, the union group announced yesterday.

The largest union within the group, the National Union of Mineworkers, resolved at Cosatu’s national congress here yesterday to spearhead a Workers’ Charter campaign among the “oppressed and exploited” masses of the country.

A statement from Cosatu said its constitutional guidelines provided for the incorporation of a Workers’ Charter into the constitution of a “post-apartheid South Africa”.

Cosatu would have to canvass the views and opinions of the masses on the concept of “a constitution of a people’s government”.

The congress said a special national congress, to be attended by Cosatu, the National Council of Trade Unions and formations of the “mass democratic movement”, would be called to draft the Workers’ Charter after working-class demands had been discussed.

The NUM also resolved that discussions, in line with the ANC’s constitutional guidelines, should be intensified with a view to shaping a constitutional model of a future democratic South Africa.

The congress claimed that the “panic-stricken white minority ruling clique” was at present experiencing the worst crisis since the National Party came into power in 1948, adding that apartheid and capitalism could be destroyed if a restructuring process of the state based on the Freedom Charter could begin. This would be aimed at achieving a non-racial society and provide a firm basis for national reconciliation and co-operation between the different communities.

The Transport and General Workers’ Union (TGWU) resolved to develop a clear understanding of how the South African economy worked and decided to formulate a plan on how to restructure the economy to meet the needs of people in a non-racial democratic South Africa.

A resolution on the process of political settlement, proposed by the National Union of Metal Workers (Numsa), aimed to reject government’s attempt to impose reformist solutions which, it said, did not address fundamental social and economic demands and needs in a non-racial unitary and democratic South Africa. — Sapa
As OK Workers Wait

Strike Wave Builds Up

By Robin Chalmers

Realtors have been

expected to see a wave of strikes hit by a wave of strikes, but so far those have been

 noticias.

Recall the OK situation. The OK situation included a number of issues:

- Workers were striking. This led to a series of negotiations that included the OK situation.
- The union said they were willing to negotiate.
- Workers were demanding better pay.
- The company was offering a 5% pay raise.
- The strike was for six days, and no meetings were scheduled.
- The company responded by offering a 5% pay raise.
- The union rejected the offer.
- The strike continued.

Though negotiations continued, the strike dragged on for six days. No meeting took place, and the workers remained on strike. The company then offered a 5% pay raise, but the union rejected it.

The strike eventually ended after six days, but the tension remained high. The company and the union continued to negotiate, and eventually an agreement was reached.

The strike had a significant impact on the local economy, with thousands of people losing their jobs. It also had a ripple effect on other industries, as workers from other companies joined the strike in solidarity.

In the end, the workers won a 5% pay raise, but the strike left a lasting impact on the OK area.
Ccawusa to hold strike ballots at OK stores around SA today

CCAWUSA is to hold new strike ballots at OK Bazaars stores countrywide today after revised proposals made by each party were rejected by the other.

An OK spokesman said the company would decide on a further course of action after the ballot results were made known to it. The second ballot is being held in terms of an agreement made an order of court last Friday.

The company also restrains Ccawusa from striking until July 15, but does not prevent the OK from instituting a lock-out.

The revised company offer did not make any advance on its R100 across-the-board increase, but upped the minimum monthly wage to R800 from the previous R500.

The OK also offered a "no-strike" annual bonus of up to one month's pay, payable to employees who do not engage in strike action during the year, and paid leave on May 1 for employees in stores operating on Workers' Day.

Ccawusa said it rejected the revised offer on the grounds it did not involve any change to the company's position on an across-the-board increase and May Day, and a guaranteed bonus for all workers.

The minimum wage improvement would not benefit existing members, the union said.

Meanwhile, the OK spokesman disclosed Ccawusa had offered to reduce its wage demand to R100 across-the-board but, he said, the company stood by its position that there would be no advance on the existing offer.

A Ccawusa spokesman said the move had been a "without prejudice" offer made during the court hearing. It no longer stood and the official union demand remained at R125.

OK employees this week got a flood of leaflets from management and the union urging them to accept or reject the company offer.

One of the union's main weapons was to compare the OK offer with the more favourable deals already achieved at the company's two main competitors.
Cosatu votes on Workers' Charter

BY CONNIE MOLUSI
Cosatu to propose pre-election action

COSATU has resolved to propose a programme of “co-ordinated and sustained industrial action” in the week before the September 6 general election.

The proposal will be put to the Workers’ Summit in Johannesburg next month. The action, to start on September 1, is seen by Cosatu as part of a general mass democratic movement protest against the Labour Relations Act, the “white racist elections” and other “apartheid oppression”.

The summit, which also involves Nactu and several independent unions, has been called to assess progress in the unions’ talks with employer federation Saccola and others.

Cosatu’s decision was made at the organisation’s congress which ended in Johannesburg on Saturday. The resolution said it was necessary “to link Cosatu’s immediate central LRA campaign to other struggles waged by the mass democratic movement against apartheid repression and exploitation.”

The Cosatu secretariat’s report delivered to the congress on Wednesday called for a boycott of the September 6 election.

The 1984 elections for the Houses of Delegates and Representatives were the subject of a strong boycott, as was last year’s municipal election in many black townships.

In his address to the congress on Thursday, UDF acting general secretary Mohammed Valli Moosa said mass action against the “elections, the LRA and all other forms of repression” was a correct political step.

General secretary Jay Naldoo said the action against the LRA would go ahead unless union demands for changes were met by the time of the summit on August 5. But he declined to specify what forms this would take.

Junior partners

The National Manpower Commission is involved in a lengthy process of revising the entire LRA and has invited input from black unions.

Naldoo also told Sapa “The elections will not contribute to a climate of peace and will once again ensure the Indian and coloured people are junior partners in the apartheid process.”

“We say the elections are nothing but a bid by government to maintain apartheid while making reform noises.”
FRIDAY'S 15.2% to 15.5% metal industry wage settlement, following a week after the NUM/Chamber of Mines agreement, is a six-year first. It or leave the approach to wage bargaining. Seifsa said the large number of trade union groupings with divergent and sometimes conflicting demands complicated the talks. But, a spokesman added, they were conducted in good faith on both sides and had mostly been approached responsibly. The public holidays issue, which held up settlement for two weeks because of differences between white and black unions, was resolved with agreement that May 1 and June 16 be treated as public holidays. This aspect of the settlement has been drawn up as a separate common law agreement between the parties. It will not form part of the official agreement to be gazetted by the Manpower Department because of government's refusal to recognise the unofficial, though de facto, May 1 and June 16 commemoration days as paid holidays. It was also agreed the council should make representations to government to revise the Public Holidays Act to introduce May 1 and June 16 as public holidays.

Hourly wage increases, to be implemented from July 1, range from 56c for labourers to R1.11 for artisans, raising the minimum rates to R3.56 and R8.31.

The industry's Sick Pay Fund would be substantially restructured and sick leave provisions would be extended. The employer body also agreed to speed up benefit payments under the fund to employees injured on duty.

Shift allowances for the afternoon shift are to be increased from 6% to 7.5% and from 12% to 15% for an evening shift.
Cosatu speaks out on negotiation procedure

COSATU was taking seriously the fact that political negotiations in SA were on the agenda, but the form and content of such negotiations was crucial, Cosatu general secretary Jay Naidoo said yesterday.

Speaking after Cosatu's third biennial congress in Johannesburg, Naidoo said government's present approach was "fraught with empty sounds".

But, he added "We recognise there are pressures on them and us to enter into negotiations".

The congress resolved that the Mass Democratic Movement (MDM) should initiate discussions to develop a common position to avoid the imposition of a settlement unacceptable to the majority.

It resolved that before genuine negotiations could begin, government had to release political prisoners and detainees, allow the return of exiles, confine the SADF and SAP to barracks, lift the emergency, repeal all security legislation and put an end to political trials and executions.

The resolution also stated only a sovereign, mandated and account-

able body would have the authority to develop a new constitution.

Naidoo said Cosatu had no misgivings about Nelson Mandela's recent meeting with State President PW Botha. Cosatu has applied to meet Mandela.

He said "We are confident he is able to express the views and aspirations of the majority, and the regime should take these seriously".

The congress also resolved to initiate discussions, centred on the ANC's constitutional guidelines, aimed at shaping a democratic constitutional model for SA.

Alliance

It decided to develop a clear understanding of how the SA economy works, and how it should be restructured to meet the needs of all.

It reaffirmed Cosatu's commitment to a strategic anti-apartheid alliance, but stressed that must exclude big business and those who participate in apartheid structures.

The congress further resolved to reconvene an anti-apartheid confer-

ence — the previous one scheduled for last September was banned — by October, and to formulate a Workers' Charter which should eventually guarantee workers' basic rights in SA's future constitution.

It also set a programme and a timetable for the three factions of the split Cosatu affiliate Cawusa to follow to reunify the union.

A resolution proposed by the SA Railways and Harbours Workers Union committed Cosatu and the entire MDM to fight privatization and initiate a campaign to educate people about its harmful effects.

The congress formalised conditions for "acceptable disinvestment".

These included one year's notice, separation pay, wage guarantees, receipt by unions of full information on the terms of the sale, advance company pension contributions, and that disinvestment proceeds, including future royalties etc, be paid into a trust fund nominated by the relevant union.

The congress urged Cosatu to work towards financial self-sufficiency, reducing its dependence on outside funding by 10% a year.
OK strikes suspended for talks

WORKERS at dozens of OK Bazaars stores went on strike on Saturday in support of Ccawusa wage demands, but are expected to be back at work today as representatives of the parties meet to try to resolve the dispute.

Ccawusa made new proposals, described by management as creative and conciliatory, last week. An OK spokesman said the company had inferred from union communication the strike had resulted from a "misunderstanding", caused by the absence of leaders at the Cosatu congress.

A Ccawusa spokesman confirmed yesterday the union had suspended the strike. Workers, he said, had gone out due to a "groundswell of anger" at OK's previous refusals to reconsider its stance.

"We received on Friday an unexpectedly positive response from management to our new proposals. It was the first time they had shown a willingness to move. But by

OK strikes

then it was too late to prevent Saturday's action," he said.

The OK spokesman said 2,000 employees at 30 to 40 stores on the Witwatersrand went on strike. Ccawusa said it had also received reports of actions in the eastern Cape and the northern and western Transvaal.

The OK spokesman said despite having had the right to implement its own industrial action for the last six weeks, it had not reframed from doing so.

Despite Saturday's strike the company would proceed with Monday's meeting under the auspices of a mediator. But manage-
Seifsa and unions reach agreement after 4 months

Labour Reporter

The Steel and Engineering Industries Federation (Seifsa) and metal industry unions have reached a wage agreement after four months of talks, guaranteeing increases of between 15.2 and 18.5 percent for the industry's 350,000 workers.

Announcing the settlement, Seifsa said the increases would raise the hourly minimum rate for labourers to R3.56 and R8.31 for artisans. The increases would be effective retrospectively to July 1.

Regarding public holidays, the parties will, through the Industrial Council, make representations to the Government to revise the Public Holidays Act generally and "specifically to introduce May 1 (May Day) and June 16 as public holidays."

In the interim the parties would regard May 1, Workers' Day, and June 16 as public holidays.

Other aspects of the agreement include:
- The conversion of the industry's pension fund into a flexible benefit fund and the restructuring of the Sick Pay Fund.
- That Seifsa would not object to the payment of the salaries of workers detained under the state of emergency.
Workers plan week-long action against labour laws

The Argus Correspondent
JOHANNESBURG. — Employers and the State face a week of worker action at the beginning of September in protest against labour laws and the general election, the Congress of South African Trade Unions has warned.

After a three-day congress of the country's biggest labour federation, general secretary Mr Jay Naidoo said Cosatu had decided to recommend to next month's workers' summit that workers take "sustained" action if their demands regarding the Labour Relations Amendment Act were not met by September 1.

This action would coincide with the "racist elections on September 6" which Cosatu believed would not contribute to peace. Mr Naidoo would not specify the kind of action envisaged.

In related resolutions Cosatu decided to initiate discussions on a future democratic constitution for South Africa, revolving around the African National Congress's constitutional guidelines. This would be coupled with the "urgent" drafting of a "workers' charter" reflecting workers' specific interests.

Coalition

Cosatu committed itself to taking part in building an anti-apartheid coalition of organisations supporting a political democracy and freedom of the Press and of association in a unitary South Africa.

Regarding a negotiated political settlement, Cosatu rejected "reformist solutions" as those failed to address "our fundamental social and economic needs".

It said it was imperative for government to create a suitable climate for negotiations, by, among other things, lifting restrictions on banned organisations, freeing all detainees and political prisoners unconditionally and confining the police and army to barracks.

The international community, including the Organisation of African Unity and the front-line states, would be urged to increase pressure to force the government to create conditions for negotiations.

Against violence

Other resolutions adopted by the more than 1 800 delegates included:

- Steps be taken to heal the split in the Cosatu-affiliated Commercial, Catering and Allied Workers' Union by November.
- The death penalty be abolished and that armed apartheid cadres be accorded prisoner-of-war status.
- A campaign be launched against violence against and among workers.
- A timetable be agreed to between Cosatu, the National Council of Trade Unions and independent unions for the establishment of a single national federation and one union for each industry.

(News by M Situma, 47 Sauer Street, Johannesburg)
Union settles wage negotiations

Johannesburg — Friday’s 15.2% to 18.5% metal industry wage settlement, following a week after the NUM/Chamber of Mines agreement, marks this year as the first since 1983 that SA’s two major sets of negotiations have both been resolved without resort to industrial action.

And, said Confederation of Metal and Building Unions (CMBU) chief Ben Nicholson yesterday, this is the first time in a decade that every union party to the metal industrial council has accepted the settlement.

This, he said, represented a new maturity on the part of unions and an acceptance by Seisia that employers can no longer take a “take it or leave it” approach to wage bargaining.

Seisia said the large number of trade union groupings with divergent and sometimes conflicting demands complicated the talks.

Even so, a spokesman added, the negotiations were conducted in good faith on both sides and had, in the main, been approached in a mature and responsible manner.

The public holidays issue, which held up settlement for two weeks because of differences between white and black unions, was resolved with agreement that May 1, Workers’ Day and June 16 should all be treated as public holidays.

This aspect of the settlement has been drawn up as a separate common law agreement between the parties.

It will not form part of the official agreement to be gazetted by the Manpower Department because of government’s refusal to recognise the unofficial, though de facto, May 1 and June 16 commemoration days as public holidays.

It was also agreed that the council should make representations to government to revise the Public Holidays Act generally and, specifically, to introduce May 1 and June 16 as public holidays.

Hourly wage increases, to be implemented from July 1, range from 56c for labourers to R1.11 for artisans, raising the minimum rates to R3.56 and R8.34 respectively.

Some further adjustments were made to eliminate anomalies in certain rates on the wage curve.

The industry’s sick pay fund would be substantially restructured and sick leave provisions would be extended. The employer body also agreed to speed up payment of benefits under the fund to employees injured on duty.

Shift allowances for the afternoon shift are to be increased from 8% to 15% and from 12% to 15% for the evening shift.

Finally, it was agreed in principle to convert the industry’s pension fund to a flexible benefit fund, the fund’s board of management will attempt to finalise the details of these changes by November 30.
Cosatu urges protest

Cosatu is to call on the broad labour movement to embark on a "sustained industrial action" from September 1 to protest against the Labour Relations Amendment Act and the forthcoming white elections.

Delegates resolved that the proposed action should fall in line with demands Cosatu made jointly at the Workers' Summit with Nactu and independent unions in the campaign against the controversial labour law.

This was one of the resolutions adopted by 1,882 delegates who attended Cosatu's third national conference at Nasrec, Crown Mines at the weekend. The five-day congress ended yesterday with a cultural festival attended by more than 5,000 people.

These recommendations are to be tabled at the next Workers' Summit, scheduled to take place on August 4 and 5.

On the question of worker unity, Cosatu resolved to forge an "anti-apartheid coalition" with all forces fighting for one-man-one-vote in a democratic and unitary South Africa, the

*To Page 2*

---

Cosatu action

*From page 1*

unbanning of the ANC and other organisations, and an end to the state of emergency.

The federation is to convene an anti-apartheid conference where the proposed coalition will be discussed.

Cosatu will also ask Nactu and independent unions to participate in initiatives to have "one union, one industry, and one country, one federation".

The federation also resolved that:

- It will convene meetings with affiliates of Nactu and independent unions at shop-floor, local, branch, regional and national levels.
- Discussions revolving around the ANC constitutional guidelines should be started with a view to shaping a constitution for a future democratic South Africa.
- A Workers' Charter, based on the principles of the Freedom Charter, be drafted in consultation with "the toiling masses".
- The proposed meeting of presidents of the ANC, Cosatu, UDF and Inkatha...
Tutu backs Mobil workers' trust fund

Archbishop Desmond Tutu has thrown his weight behind the campaign by the Chemical Workers' Industrial Union (CWIU) for the establishment of a trust fund by American oil giant Mobil.

The demand for a trust fund is one of the CWIU's guidelines for disinvesting companies, and has been a point of dispute between the union and Mobil since the company announced its decision to withdraw from South Africa.

The CWIU has demanded that Mobil place proceeds from its sale of assets to Gencor in a trust fund "controlled by working people for the upliftment of workers and their communities". It has also demanded that Mobil disclose the contents of the agreement of sale.

A meeting with representatives of Mobil's American headquarters takes place tomorrow — Labour Reporter.
Aids education by unions

South African trade unions are to embark on an extensive AIDS education programme.

At its third congress in Johannesburg, the Congress of South African Trade Unions resolved that its education department and its affiliates develop a prevention programme. It noted that some employers were beginning to discriminate against workers who had AIDS and it agreed to fight their dismissal.

The unions' AIDS campaign would expose and eliminate conditions which contributed to the spread of AIDS, such as migrant labour and hostel living.

Medical Reporter
Union wins 24 pc wage rise at OK

The Commercial, Catering and Allied Workers Union has scored an apparent victory after five months of negotiations with OK Bazaars, and new wage increases have been set.

A union spokesman told Sapa the final round of negotiation, convened by Mr Charles Nupen of Independent Mediation Services of South Africa, had begun yesterday and finished this morning just before dawn.

Final decisions entailed a minimum wage increase of R120, from R500 to R620 per month. This constituted a 24 percent increase.

The figures were finally ratified this morning, "despite management, repeatedly stating over the past few months, that it was not prepared to offer more than a R100 across-the-board increase and a minimum wage of R525," a union statement said.

The offer applies to employees with 12 months' service or more.

— Sapa.
Cosatu's plan "tragic" — Godsell

Johannesburg. — Union plans for industrial action in the first week of September appeared "tragically irresponsible" and put at risk employer-union discussions aimed at producing mutually acceptable labour legislation, Saccola chairman Mr Bobby Godsell said yesterday.

He was responding to the decision of the Cosatu congress to propose to other unions that industrial action be taken to protest against the Labour Relations Act, the election and "apartheid repression".

Mr Godsell said it was "regrettable that... Cosatu is coming to the precipitous judgment that our talks are not going to produce progress".
OK dispute nearing end

AN END to the industrial dispute between the Commercial Catering and Allied Workers Union and supermarket giant, OK Bazaars, is on the cards with both parties having accepted independent mediation.

A spokesman for CCAWUSA, Mr Jeremy Daphne, yesterday confirmed that they would take part in mediation with management.

"On Thursday last week, our national negotiation team met and decided to make a final proposal to OK management. We expected a negative response, but, surprisingly, management came back to us on Friday and gave a fairly acceptable revised offer," Daphne said.

Without revealing the contents of the revised package, Daphne said the supermarket chain had moved forward on its earlier offer of a R100-across - the-board increase.

In light of management's response, CCAWUSA had suspended industrial action until the outcome of the mediation, the union official said.

Stoppages

At least 40 stores — mainly in the Witwatersrand area, according to the company — were hit by work stoppages at the weekend. The strikers erupted after the union successfully conducted a second ballot in terms of a court order agreed upon by the union and management.
Cosaturevives the anti-apartheid coalition

COSATU's third national conference, which ended at the weekend, was marked by signs of rapprochement towards other liberation forces inside the country.

The message from the 1,800 delegates who attended the Congress of South African Trade Unions' meeting was that there was no urgent need for worker unity and that "a struggle led by the working class cannot be reconciled with a divided trade union movement."

Cosatu's first and foremost task is to contribute to the unification of the working class and the strengthening of its organizations," one of the federation's resolutions read.

**Unity**

Cosatu's general secretary, Mr Ivy Nkosi, said high levels of unity at the congress marked new maturity in the history of the federation.

The congress believed that to achieve a federation that steps had to be taken to build unity between Cosatu, the National Council of Trade Unions and independent unions.

The threat of the federation dying due to Cosatu facing the problem of writing not only on its members but all the Cosatians in the country

In support of this move Cosatu delegates adopted the following resolutions:

- That a committee be set up to draft what is known as an 'anti-apartheid coalition can be discussed.
- That every union that has an associated or independent union that is now part of the Federation be asked to discuss the possibility of bringing together a federation of trade unions.
- That the federation should be used for the purpose of discussing any issues that affect trade unions at national level.
- That the federation should be used for the purpose of discussing any issues that affect trade unions at national level.
- That the federation should be used for the purpose of discussing any issues that affect trade unions at national level.
- That the federation should be used for the purpose of discussing any issues that affect trade unions at national level.
- That the federation should be used for the purpose of discussing any issues that affect trade unions at national level.

---

**The Media Council**

The South African Media Council is an independent body established to deal with matters affecting media reporting and comment.

One of the council's functions is to receive and act upon complaints from members of the public who have not been able to get satisfaction by approaching a newspaper or other news media directly.

Complaints must relate to published editorial matters and should be lodged within 10 days of publication. Late complaints may be accepted if good reasons are advanced.

The address is: The Councillor, Registration, SA Media Council, PO Box 5222, Cape Town, 8008. Telephone: (021) 461-7117. Inquiries are welcomed.

---

**Political comment in this issue by Aggrey Kilani and Joe Tholela Sibeko, Johannesburg.**

The reproduction or broadcast without permission of articles published in this newspaper on any current and political topic is forbidden and expressly reserved to The Argus Printing and Publishing Company Ltd under Section 127 of the Copyright Act 1978.

-Written to the Editor at PO Box 6663, Johannesburg in 2009. Non-electronic copies may be read, but full names and addresses should be supplied on the letter. No letters will be published within one of our major affiliations, the Commercial Union and Allied Workers Union of South Africa (CWA) for the past two years, the retail union has been hit by problems caused by ideological differences.

The federation has called on its members to respect the decisions of its respected leaders, and to work towards unity in the union.

Now Cosatu's central executive committee is reviewing the matter.

On the anti-apartheid conference, Cosatu delegates proposed that parties to the meeting should develop "a unifying perspective around the demands of the South Africans for a united country.

Meeting

However, Cosatu may have to address objections raised by organisations such as the African Congress Alliance (ACU) and others.

The conference was also attended by people who work in the media and who felt that the conference was a success.

Azario together with other black consciousness organisations, distanced itself from the conference last year saying they will support the meeting only if it envisaged unity was based on "specific principles".

Cosatu has proposed that organisations make sure their unity is based on "specific principles". 

The conference was attended by people who work in the media and who felt that the conference was a success.
News in Brief

**Mercedes-Benz agreement**

Johannesburg: Mercedes-Benz of South Africa has agreed to a recognition agreement with the National Union of Metal Workers. A company statement said the agreement would incorporate minimum West German standards for labour relations, but exclude recourse to the provisions of the Labour Relations Act by either parties unless otherwise agreed to.

**Austria asks to join EC**

Brussels. — Austria yesterday formally applied to join the European Community, saying its neutrality was no obstacle to political and economic union.
CCawusa wage dispute ends in war of words

OK BAZAARS and CCawusa yesterday traded angry words about each other’s negotiating strategies following the 5am settlement of their five-month-old wage dispute.

In terms of the agreement, union members are to receive R100 monthly increases effective from April 1989, and another R8 for February and March next year. The OK said this represented a 16% increase overall.

The minimum wage for employees with at least 12 months service has increased to R650 from last April, and will go up to R620 from February.

The union said the settlement was a significant victory, having forced management to reconsider its long-standing refusal to budge from its R100 offer.

An OK spokesman reported it was “a sad reflection on the spirit in which agreement was eventually reached, if an effective additional (annualised) R1,33 a month is regarded by the union as a major victory”.

He said the company had offered to bring forward the improvement in the minimum wage, which would have meant substantial numbers of union members would have received increases well in excess of R100 a month.

“Instead, the union insisted on sacrificing this significant benefit for the company’s lower-paid workers for a symbolic improvement” in the across-the-board offer, the spokesman added.

CCawusa accused the OK of basing its strategy on political rather than economic considerations, by making the R100 figure non-negotiable.

“They wanted it to be seen that the bosses had come out on top. We were drawn into this political conflict and, having forced them to move, consider that we came out of it quite well,” a union spokesman said.

The OK spokesman responded “The company is confident that union members will not be fooled by union Press statements which seek to portray the settlement as anything else but a pragmatic alternative to an unnecessary and unwise period of industrial action”.

Anger

“The company takes note that its relationship with the union is unlikely to improve until such time as CCawusa, in keeping with wider national trends, understands that confrontational rhetoric and sloganeering will inevitably have to be replaced by an informed and constructive approach,” he added.

CCawusa noted that the final round of mediation was held after “a groundswell of worker anger erupted in strike action on Saturday, placing more pressure on management to shift from their uncompromising position”.

The OK countered that “the loss of wages for those who took part in the strike is more than double the ‘increase’ which the union now claims was won as a result of the settlement.”
Mall picket ends after police action

STRIKERS blocking the entrance to Joshua Doore in Commissioner Street's Nekbank Mall dispersed after a police directive yesterday.

Police spokesman Capt R. Bloomberg said a court interdict had been issued against the strikers, ordering them to leave the premises.

This had been read out to the strikers by a policeman, and they had then dispersed.

Meanwhile, the Commercial, Catering and Allied Workers Union (Ccwusa) said Joshua Doore management had "seen fit" to lock all striking workers out of Witwatersrand stores.

Ccwusa spokesman Mohamed Vally said about 2,000 workers countrywide were striking to demand the reinstatement of about 500 workers retrenched a month ago.

He said Ccwusa's Sunday meeting with management had ended in a deadlock.

The strike was legal, said Vally, and he could not understand why the workers had been locked out of the stores yesterday, a move he said was in contravention of the picketing agreement the union had with management.

He condemned the calling in of the police. — Sapa.
Goodyear to pay out pensions

GOODYEAR has offered to meet union demands for the liquidation of its pension fund and payment of the proceeds to employees, in an effort to resolve the 19-day-old strike involving more than 1,000 Numsa members.

However, the company has continued to stand firm against union demands for "separation pay" for workers, and Numsa said the dispute would not be resolved without movement on this issue.

The dispute was sparked by the announcement in May of the sale of US-based Goodyear's interests to Consol. The sale went through on July 1.

Consol group MD Pret Neethling said yesterday he was keeping a close watch on the dispute, as several workers had been held up with Goodyear management.

Numsa is to inform Goodyear today on whether it accepts the mechanics of the proposed liquidation of the pension fund.

"We are hoping this offer will be acceptable to our members," spokesman Gavin Hartford said.

The company has suggested the immediate payout to employees of double their contributions plus 3% interest. Remaining reserves would be paid out within six months.

Neither party would estimate how much money the fund, which has operated since 1985, had available.

Hartford said the company had also made its guarantees on wages, job security and social responsibility expenditure more comprehensive. However, Goodyear said the guarantees, first given at the time of the announcement of sale, had merely been reworded to meet Numsa's approval.

The company has refused to contemplate any severance payment on the grounds that the employment relationship has not been disturbed by the sale. Numsa argues the payment should be seen as a form of compensation for the years of service workers have given to the now departed parent company.
JOHANNESBURG. — OK Bazaars and Ccawusa yesterday settled their five-month-old wage dispute.

In terms of the agreement, union members are to receive R100 monthly increases effective from April 1989, and another R8 for February and March next year. This represented a 16% increase overall, the OK said.
Major losses for strike-hit companies

TWO strike-hit companies, Swiss multinational Everite and local furniture retail giant the Joshua Doore group, have both had severe production and turnover losses, their industrial relations spokesmen said.

A third, Plascon, is to be taken to court for allegedly firing about 300 of its estimated 700 striking workforce, an SA Chemical Workers' Union (SACWU) spokesman said yesterday. A company spokesman could not be reached for comment.

A total of 4,000 workers at the three companies are still on strike.

A Joshua Doore spokesman said the 35 stores affected by the strike had done no business for four weeks, which had led to dramatic turnover losses, while picketing at the stores had severely affected collections.

The dispute between the workers, all Coawusa members, and Joshua Doore is a result of the company's retrenchment of 469 workers. The union has demanded their reinstatement.

Everite industrial relations spokesman Brian Gibson said production was still being adversely affected as the wages strike by an estimated 3,000 workers, all Construction and Allied Workers Union (Cawu) members, entered its eighth week.
CWIU, Mobil meet on trust funding

THE CHEMICAL Workers' Industrial Union (CWIU), which has already won from US-based Mobil a R6.5m payout for employees as compensation for disinvestment, yesterday met a senior company executive to discuss massive financing for a trust fund.

General secretary Rod Crompton confirmed the meeting in Johannesburg with Mobil international employee relations manager Don McLucas jnr, held to discuss "the two outstanding issues demanded to ensure a fair disinvestment procedure".

The second demand is for disclosure of the contents of the agreement of sale between Mobil and Gencor.

The union previously expressed its desire to establish a trust that would fund a variety of social projects. It has proposed the fund be financed by Mobil's 1989 SA dividends, estimated to be worth $10m after the double taxation imposed by the Rangel Amendment.

Crompton said the parties had agreed not to make public the contents of their "frank" discussions.

But, he said, McLucas had listened carefully to the union's views, and had undertaken to discuss them with his principals and respond by the end of the month.

McLucas could not be reached for comment.
You’re fired clinic tells protesters

At least 60 workers who apparently staged a protest march through a Sandton clinic have been dismissed.

A National Education, Health and Allied Workers Union spokesman yesterday said 107 workers had been told to leave Morningside Clinic.

Their dismissal comes after a dispute over telephone calls made by a worker on public phones reserved for patient use.
White Wolf II in fatal attack

TWO prominent Numsa leaders in Uitenhage were the victims this week of a fatal firebomb attack and a death threat respectively by an individual styling himself White Wolf II, the union said yesterday.

The brother of Goodyear shop steward chairman Joe Sapotela was killed when Sapotela's home was firebombed with a chemical substance at 1am yesterday, said Numsa official Gavin Hartford.

Hartford said Numsa deplored the attack which could be linked to the 20-day-old strike at the plant over the terms of Goodyear's disinvestment from SA.

He said the strike itself has been orderly, disciplined and non-violent, and the attack had hardened feelings among workers who were now seeking resolution of the dispute through mediation.

Newly elected Cosatu vice-president and senior Numsa shop steward at Volkswagen John Gomomo, meanwhile, received the threatening lettered "White Wolf II" note this week on his return to the Uitenhage plant after the Cosatu congress.

The writer said the motive of wanting to assassinate Gomomo was his objective of "labour unrest and hate towards white people." A copy of the note and envelope, postmarked in Uitenhage, was supplied to Business Day.

A statement from the VW shop stewards' council said it viewed the letter in a serious light.
Talk about talks tops Cosatu congress agenda

By EDDIE KOCH

ABOUT 2 000 trade unionists and anti-apartheid activists arrived at the Johannesburg congress of South Africa's biggest labour federation this week to attend what has been billed as the most important political gathering this year.

The bi-annual congress of the Congress of South African Trade Unions (Cosatu) began on Wednesday amid a flurry of political debate within extra-parliamentary groups generated by the meeting last week between ANC leader Nelson Mandela and President PW Botha.

Cosatu president Elijah Barayi's opening address made it clear that the prospect of a negotiated settlement would take up much of the discussion at the congress "Conditions must exist whereby, if negotiations take place at all, they do not take place above the heads of the people," he said.

Resolutions drafted for discussion make it clear that Cosatu - together with delegates attending from affiliates of the United Democratic Front and a range of sports and religious groupings - intend using the congress to ensure that the "mass democratic movement" is able to shape the conditions and terms under which negotiations may take place.

A draft resolution on "the process of political settlement" urges the federation to oppose attempts to "strip away the right of the people to express freely any negotiation until a range of minimum conditions have been met. These include the unbanning of political organisations, the release of detained and imprisoned leaders, the return of exiles, the lifting of the State of Emergency; and the confinement of the SA Defence Force and police to barracks.

That internal opposition groups intend mounting various defiance campaigns to strengthen their hand during the run-up to possible talks is clear from the report of Cosatu's secretariat, which was submitted to the congress.

"We must ensure at all times that we intensify the mass struggle so that we are in a strong position at all times vis-à-vis any negotiated settlement," says the document. "In this way, even if some of the demands are met by the regime, we are clear in our own minds how the process will unfold and that the democratic movement is able to shape its form and content."

Another burning issue for delegates is organised labour's plan to mount a massive campaign to fight the Labour Relations Amendment Act.

The secretariat's report says the major reason for the unions' inability to prevent the law from being promulgated last year was their failure to sustain mass resistance after the massive three-day stayaway against the draft law in June.

"Our weakness was to depend on negotiations to deliver our rights. The demonstrations, stoppages and other actions of our members leading up to the stayaway on June 6, 7 and 8 brought effective pressure on the bosses. However, these actions were not sustained after June and the bosses were able to break agreements they had made."

It is possible that defiance around the labour law could feed into the kind of mass mobilisation that Cosatu and the UDF plan to mount during the run-up to possible negotiations. However, delegates also made it clear they saw the struggle against the Act as a major campaign in its own right.

Cosatu's involvement with Inkatha in peace talks in Natal will also be dealt with at the congress. Another important resolution deals with the ANC's constitutional guidelines for a future South Africa, and it is expected that these will be endorsed by the unions.

The congress is also likely to call for the holding of a summit to bring together "all organisations opposed to apartheid, with the exception of those organisations whose class interests are diametrically opposed to those of our members."
Metalworkers confirm their acceptance of new pay levels

The National Union of Metalworkers of South Africa (Numsa) has confirmed its acceptance of the wage increases and changes in working conditions for the iron, steel, engineering and metallurgical industry for the period July 1, 1989 to June 30, 1990.

In a statement issued in Johannesburg last night, a spokesman for Numsa said the settlement was the culmination of six "arduous negotiating sessions which started in March this year."

The average wage increase was 17 percent — ranging from 19 percent at the bottom rate to 15 percent at the top rate, yielding minimums of R33.56 and R83.31 an hour respectively.

INFLATION

The spokesman said Numsa warned that although it was trying to settle without having to take industrial action, it would go into dispute if the employers did not offer a wage increase which was higher than the inflation rate (measured at 14 percent at the time of negotiation).

Other gains included:

- Recognition by the employers that May 1 and June 16 would be paid holidays.
- Agreement by employers to convert the industry pension fund into a provident fund.
- Ten days sick leave a year on full pay. — Sapa.
Cosatu plans tough action against LRAA

The Congress of South African Trade Unions (Cosatu) has announced plans for a week of sustained action against the controversial Labour Relations Amendment Act (LRAA).

The action, which is to begin on September 1, is to coincide with the parliamentary elections.

The week of action was announced by Cosatu general secretary Jay Nadoo at the end of the federation's third biennial congress.

Nadoo said the congress had committed itself to rending the LRAA unworkable.

Worker action

Cosatu would recommend to its member unions that members work action begins on September 1 and be linked to the elections.

The industrial action would also be linked to other struggles waged by the Mass Democratic Movement.

Cosatu will call on other sections of the working class to undertake solidarity action, in support of unionised workers, said Nadoo.

In line with the demands outlined by February's Workers' Summit, Cosatu has committed itself to the formulation of a Labour Relations Act based on the will of the working class.

The congress noted that the LRAA was part of the offensive by capital against the working class.

"The LRAA is aimed at weakening unions and allowing capital to suppress opposition by organized workers," said Nadoo.

It is also part of an overall repressive strategy of the state and capital aimed at silencing South Africa's deep economic, political and ideological crisis.

We demand that the state change the legislation to incorporate the rights of all workers in form and being to trade union of their own unions.

All workers presently excluded from the LRAA, excluding farmworkers, domestic workers, forestry and public sector workers must be covered by labour legislation," said Nadoo.

Cosatu also called for the scrapping of all sections of labour legislation that undermine workers' rights to job security and their endeavors to establish a democratic trade union movement free of racism.

Cosatu also called for the right to strike and to engage in sympathy strikes when necessary.

Nadoo said the federation was calling on all trade unionists and all progressive people in South Africa to defeat the forthcoming general elections to demonstrate a united opposition to apartheid.

While the majority of the people were attempting to forge a democratic South Africa, the government was preparing to use the September 6 elections to whitewash their failures.

"It's time for you to spell disaster for our country. This time, the consequences for workers are dire," Nadoo said.

He said the elections had nothing to do with the real issues affecting the majority of workers in South Africa, Cosatu said.

"Cosatu will continue to assert that permanent and lasting peace could only come through the establishment of a non-racial and democratic South Africa."

Federation in bid to end union feud

The Cosatu congress has agreed on a plan to resolve the tension in the Commercial Catering and Allied Workers' Union (CCAWU), the federation said.

The different factions in the union, which have been in conflict since 1997, have agreed to escalate talks on unity with CCAWU acting as mediator.

A unity executive from the three grouper groups has been established and will comprise six people from each group, including Herbert Mkhize, Vinous Mdlothwa and Dinah Nhlapo.

Four people from Cosatu will serve on this executive in a mediary capacity and maintain neutrality.

The executive will deal with and finalise all matters relating to a unity congress to be based on guidelines determined by the CCAWU executive committee.

It will also deal with interim matters of organisational importance such as negotiations and the campaign against the Labour Relations Amendment Act.

The executive will finalise policy resolutions, a new constitutional and position in a unified local office.

It will also have powers to finalise the constitutional of the union and to ensure that the offices are organisationally supplied for in the new union.

The objective is to create one national union in the commercial and catering sector, which will be affiliated to Cosatu.

This will lead to joint structures at regional and branch level.

The deadline for the completion of all discussions and implementation of all steps is early November, when a national congress of the union will be held.

The congress acknowledged that the regional disputes in Cosatu had not been resolved.
SEVERAL far-reaching political resolutions were taken at the recent biennial congress of South Africa’s largest trade union federation, the Congress of South African Trade Unions (COSATU). These included a call for the restructuring of the Mass Democratic Movement, the reconvening of the Anti-Apartheid Conference, a program of political education for Workers’ Charter, and a resolution emphasizing the importance of democratic control within the ANC’s constitutional guidelines.

The federation described itself as an integral part of the Mass Democratic Movement (MDM) and reaffirmed its commitment to a strategic alliance with the United Democratic Front (UDF).

While criticizing the inadequacy of the trade union movement, COSATU described the alliance with the UDF as “potentially effective” as a form of anti-apartheid organization that could reach all classes and strata of society.

Alliance

The federation acknowledged that the state of emergency had severely crippled local organizations, but said the “spirit of defiance and struggle remains strong.”

It underlined the importance of the Trade Union Congress’s explicit alliance with structures of the MDM at all levels, and of developing a joint program of action around these groups which would help build the structures of the MDM.

COSATU also urged organizations to ensure structures were in place to build a centralized national council structure from elected regional representatives.

The base for such structures would be demilitarized work places and NGOs at town and regional committees. These base structures should be open to any resident irrespective of political affiliations.

COSATU called all organizations operating in sectors such as youth, women, and students to consolidate in a unified manner.

The federation reiterated the need to broaden opposition to apartheid.

In line with this, it is to reconvene the Anti-Apartheid Conference.

Back to the future

The conference noted that the South African government and its allies were determined to manipulate the coming elections in the province.

It also noted the current anti-apartheid campaign against the government.

The conference called for COSATU and the National Union of Mineworkers (NUM) to establish a solidarity committee to work out a joint strategy.

COSATU affiliates were urged to do the same with their counterparts in Namibia.

The elections of women shop stewards at factories should be actively encouraged, COSATU has resolved.

The congress noted that there were few women leaders within the structures of the federation and its affiliates.

It also noted that there were few women organizers in its affiliates even where a large proportion of the affiliated membership was women.

To remedy the situation, COSATU will consciously attempt to ensure that women are elected as shop stewards in all levels of its affiliates.

and the federation

To facilitate the full participation of women leadership in its structures, COSATU would provide child-care facilities at meetings where it is needed, help to transport women home when meetings end late and where it is dangerous for them to take public transport and spread the idea that households should be shared between men and women.

The congress also noted a need to establish a code of conduct that would guide workers in their personal conduct in the workplace.

COSATU has decided to take immediate measures to facilitate the revival of the Federation of South African Women (FDW).

It will also see to it that the resignation of women takes place on a branch and regional level.

COSATU will ensure that the Code of Conduct issued by national, regional and local levels to develop a program on the revival of the FDW.

There can be no genuine negotiations unless a climate conducive to negotiations is initially created by the South African government by the fulfillment of the Ndebele

This included broadening the base of political organizations, the second national release of political prisoners, and the unconditional release of all those arrested in the “State of Emergency” and the “death of opposition leaders”.

COSATU will call a special national congress together with the National Council of Trade Unions and the Congress of South Africa to discuss the Workers’ Charter. The federation also agreed to adopt a resolution by the Transport and General Workers Union (TGWU) calling for the development of a clear understanding of the South African economy and the formulation of a plan to institutionalize it to meet the needs of workers in a democratic, socialist South Africa.

On the topic of negotiations, COSATU charged that the federation’s inability to negotiate was an admission of failure.

The congress also agreed to launch a Solidarity Web Venda campaign.

The campaign would aim to inform, educate and mobilize the masses of our country for action in solidarity with Namibia.

Revive False Bay!

COSATU has decided to take immediate action to facilitate the revival of the Federation of South African Women (FDW).

It will also see to it that the resignation of women takes place on a branch and regional level.

COSATU will ensure that the Code of Conduct issued by national, regional and local levels to develop a program on the revival of the FDW.

There can be no genuine negotiations unless a climate conducive to negotiations is initially created by the South African government by the fulfillment of the Ndebele

This included broadening the base of political organizations, the second national release of political prisoners, and the unconditional release of all those arrested in the “State of Emergency” and the “death of opposition leaders”.

COSATU will call a special national congress together with the National Council of Trade Unions and the Congress of South Africa to discuss the Workers’ Charter. The federation also agreed to adopt a resolution by the Transport and General Workers Union (TGWU) calling for the development of a clear understanding of the South African economy and the formulation of a plan to institutionalize it to meet the needs of workers in a democratic, socialist South Africa.

On the topic of negotiations, COSATU charged that the federation’s inability to negotiate was an admission of failure.

The congress also agreed to launch a Solidarity Web Venda campaign.

The campaign would aim to inform, educate and mobilize the masses of our country for action in solidarity with Namibia.

REBUILD MDM, SAYS COSATU

The federation called itself an integral part of the Mass Development Movement (MDM) and reaffirmed its commitment to a strategic alliance with the United Democratic Front (UDF).

While criticizing the inadequacy of the trade union movement, COSATU described the alliance with the UDF as “potentially effective” as a form of anti-apartheid organization that could reach all classes and strata of society.

Alliance

The federation acknowledged that the state of emergency had severely crippled local organizations, but said the “spirit of defiance and struggle remains strong.”

It underlined the importance of the Trade Union Congress’s explicit alliance with structures of the MDM at all levels, and of developing a joint program of action around these groups which would help build the structures of the MDM.

COSATU also urged organizations to ensure structures were in place to build a centralized national council structure from elected regional representatives.

The base for such structures would be demilitarized work places and NGOs at town and regional committees. These base structures should be open to any resident irrespective of political affiliations.

COSATU called all organizations operating in sectors such as youth, women, and students to consolidate in a unified manner.

The federation reiterated the need to broaden opposition to apartheid.

In line with this, it is to reconvene the Anti-Apartheid Conference.

Back to the future

The conference noted that the South African government and its allies were determined to manipulate the coming elections in the province.

It also noted the current anti-apartheid campaign against the government.

The conference called for COSATU and the National Union of Mineworkers (NUM) to establish a solidarity committee to work out a joint strategy.

COSATU affiliates were urged to do the same with their counterparts in Namibia.

The elections of women shop stewards at factories should be actively encouraged, COSATU has resolved.

The congress noted that there were few women leaders within the structures of the federation and its affiliates.

It also noted that there were few women organizers in its affiliates even where a large proportion of the affiliated membership was women.

To remedy the situation, COSATU will consciously attempt to ensure that women are elected as shop stewards in all levels of its affiliates.

and the federation

To facilitate the full participation of women leadership in its structures, COSATU would provide child-care facilities at meetings where it is needed, help to transport women home when meetings end late and where it is dangerous for them to take public transport and spread the idea that households should be shared between men and women.

The congress also noted a need to establish a code of conduct that would guide workers in their personal conduct in the workplace.

COSATU has decided to take immediate measures to facilitate the revival of the Federation of South African Women (FDW).

It will also see to it that the resignation of women takes place on a branch and regional level.

COSATU will ensure that the Code of Conduct issued by national, regional and local levels to develop a program on the revival of the FDW.

There can be no genuine negotiations unless a climate conducive to negotiations is initially created by the South African government by the fulfillment of the Ndebele

This included broadening the base of political organizations, the second national release of political prisoners, and the unconditional release of all those arrested in the “State of Emergency” and the “death of opposition leaders”.

COSATU will call a special national congress together with the National Council of Trade Unions and the Congress of South Africa to discuss the Workers’ Charter. The federation also agreed to adopt a resolution by the Transport and General Workers Union (TGWU) calling for the development of a clear understanding of the South African economy and the formulation of a plan to institutionalize it to meet the needs of workers in a democratic, socialist South Africa.

On the topic of negotiations, COSATU charged that the federation’s inability to negotiate was an admission of failure.

The congress also agreed to launch a Solidarity Web Venda campaign.

The campaign would aim to inform, educate and mobilize the masses of our country for action in solidarity with Namibia.

REVIVE FESHDIA CALL

COSATU has decided to take immediate action to facilitate the revival of the Federation of South African Women (FDW).

It will also see to it that the resignation of women takes place on a branch and regional level.

COSATU will ensure that the Code of Conduct issued by national, regional and local levels to develop a program on the revival of the FDW.

There can be no genuine negotiations unless a climate conducive to negotiations is initially created by the South African government by the fulfillment of the Ndebele

This included broadening the base of political organizations, the second national release of political prisoners, and the unconditional release of all those arrested in the “State of Emergency” and the “death of opposition leaders”.

COSATU will call a special national congress together with the National Council of Trade Unions and the Congress of South Africa to discuss the Workers’ Charter. The federation also agreed to adopt a resolution by the Transport and General Workers Union (TGWU) calling for the development of a clear understanding of the South African economy and the formulation of a plan to institutionalize it to meet the needs of workers in a democratic, socialist South Africa.

On the topic of negotiations, COSATU charged that the federation’s inability to negotiate was an admission of failure.

The congress also agreed to launch a Solidarity Web Venda campaign.

The campaign would aim to inform, educate and mobilize the masses of our country for action in solidarity with Namibia.
OK and union settle dispute

THE Commercial Catering and Allied Workers Union of South Africa and OK Bazaars are locked in a war of words over a wages settlement. The marathon final round of talks started on Monday and ended on Tuesday at 5am.

The union maintains it won the day while the company says the union would have got itself a better deal had it accepted the company’s original offer to increase the minimum wage to R620 per month.

A Ccawusa spokesman said the two parties agreed on an across-the-board increase of of R108 a month - a figure which, he said, amounted to a 21.6 percent hike on the present minimum wage and nearly 12 percent on the average pay.

The increase will be split into two parts, with Ccawusa members being granted an initial rise of R100 a month backdated to April this year and R8 from February 1990.

A company spokesman said: “The company offered to bring forward the date of its improved minimum wage of R620 in an effort to settle the dispute. Had this been done substantial members of the union would have reversed increases well in excess of R100 a month.

"But as this was not done the minimum wage of R620 will only come into effect from February next year."

By LEN MASEKO
JOHANNESBURG. — One prominent National Union of Metalworkers of SA (Numsa) leader was killed in a firebomb attack and another received a death threat from an individual styling himself White Wolf II, a spokesman for the union said yesterday.

The brother of Goodyear shop steward chairman Mr Joe Sapotela was killed when Mr Sapotela's home was firebombed with a chemical substance at 1am yesterday, Numsa official Mr Gavin Hartford said.

Newly-elected Cosatu vice-president and senior Numsa shop steward at Volkswagen Mr John Gomomo received the threat, signed “White Wolf II”, this week.
Management
dons overalls
at Goodyear

PORT ELIZABETH — The strike at Goodyear by 1200 members of the National Union of Metalworkers of South Africa (Numsa) enters its third week with no decision reached over a demand for disinvestment compensation for each worker.

The union has demanded R5 000 compensation for potential 'adverse consequences' to workers which might arise over the change of management.

The union objected to Goodyear not giving notification of its intention to disinvest. Numsa said Goodyear avoided negotiations by not informing them of the changes.

Members of the company's management have had to change their white shirts for overalls to maintain production.

Goodyear's PRO Mike London said nothing had been finalised.

"We are holding talks daily with the union representatives," he said.

Goodyear changed management after the company pulled out of South Africa. Workers are now employed by Consol, an Anglovaal subsidiary. — PEN
DURBAN—Chemical Workers Industrial Union representatives met Mobil Oil Corp international employee relations manager, Mr D McLucas jun, in Johannesburg yesterday to discuss the two outstanding issues in the union's demands for a negotiated and fair disinvestment procedure.

The union is demanding disclosure of the agreement of the sale to Gencor and the establishment of a trust-fund with the 1989 dividends.

"Mr McLucas listened carefully to the union's views and undertook to discuss a number of points with his New York head office, and to reply to the union by the end of the month," a union statement said.—Sapa.
Doctorate, a professional degree in clinical psychology, is obtained from a graduate program at a university. The program typically consists of coursework, research, and a dissertation. The dissertation is a scholarly work that demonstrates the student's ability to conduct independent research.

The dissertation is usually based on the student's original research and may address a particular issue or problem within the field of psychology. The dissertation is typically reviewed by a committee of faculty members and may be presented as part of a public defense.

The dissertation is an important component of the doctoral program and serves as a final assessment of the student's knowledge and research abilities. It is usually required for the student to be awarded the doctorate degree in psychology.

In summary, the dissertation is a scholarly work that demonstrates the student's ability to conduct independent research and is a key component of the doctoral program in clinical psychology.
WAGES AND THE

88.5% of the la
the SLL as at 1
categories earn

SLL.

COSATU CONGRESS

Gathering forces

"This congress puts us on a war footing for
the total liberation of our people. Let us
move forward together for victory Com-
rades and fellow toilers, those who are with
us in the trenches have sent us to this con-
gress in the hope that we shall take decisions
which will continue our upward momentum.

I urge you to rise to the challenge."

Thus the opening remarks to Cosatu's
third national congress by its president, El-
buth Barayi. His opening words at the second
congress in 1987 were "I am here to bury
PW Botha."

By the end of the five-day event, Barayi's
enthusiasm still held true for the 2,000 dele-
gates representing close to a million mem-
bers. In fact, compared to the resolutions,
their militant sentiments seem almost mild.

Cosatu sources say the significance of the
congress lay in forging internal unity among
affiliates, integration of shop-floor unionism
with the mass liberation forces and struggles,
and a clear vision of the political and eco-
nomic battles ahead.

Cosatu seems to have overcome the inter-
union friction and ideological differences
(workerist vs populist) which marked its ear-
er years. These would seem to have given
way to pragmatism and cohesion, particu-
larly on political questions. Scenes at the Wit-
watersrand Agricultural Societies' Nasrec
showgrounds, where the congress was held,
vividly underlined this fact. Delegations en-
tered the showgrounds each morning in huge
groups singing songs in praise of the ANC's
military wing, and held aloft posters depict-
ing Nelson Mandela.

On the congress floor debates were intense
and thorough, with leading Cosatu officials
claiming that their role in the proceedings
was down to a minimum of one or two
comments.

While on the issue of disinvestment Co-
satu remains somewhat ambiguous, on the
political front it was strident. It called for the
resurrection of the mass organs of "people's
power" — the so-called alternative struc-
tures banned under the emergency. It was
resolved that these be strengthened or rebuilt
— always with the involvement of rank and
file union members — in street, area, and
regional committees culminating in the elec-
tion of a centralised national civic structure
served by various committees.

It was noted that Cosatu's position in the
Mass Democratic Movement should be
shared at the centre with the MDM (which
seems to have become another name for the
restricted UDF). Other groups to be includ-
ed in the MDM would be church, civic and
sporting bodies with close MDM links. Only
"tactical alliances," which would be short-
term, or centred on specific demands, would
be considered with liberal groups such as the
Five Freedoms Forum.

Substance to these calls was given in the
shape of a programme of action. This calls
for a workers' summit to be held together

with the smaller Africanist unions under
Nactu in August to co-ordinate protest
against the Labour Relations Act (LRA).
"Sustained" worker action is planned to
commence on September 1 to coincide with
the general election. A big anti-apartheid
conference is also to be held in the populist
style seen at the launch of the UDF in Cape
Town five years ago. This is due after the
election, to take forward the protests against
the LRA. The detailed planning of these
decisions will be taken at the workers' sum-
mmit in August. Past worker actions of this
kind have included stayaways, consumer
boycotts and work stoppages.

The action calls would appear to place the
federation on a collision course with govern-
ment. But their aim is to force Pretoria into
political negotiations, according to Cosatu.
general secretary Jay Naidoo. "The elections will not contribute to a climate of peace and will once again ensure that the Indian and coloured people are junior partners in the apartheid process. We say the elections are nothing but a bed by the government to maintain apartheid while making reform noises."

Cosatu vigorously upbraided employers, mainly Anglo American, and accused them of bolstering the capitalist status quo. The employer body Sacola was admonished over the LRA. This seems less than fair, as the unions are now busy reaching consensus over the more contentious clauses of the Act, and only last week it was agreed, in consultation with the National Manpower Commission, to drop the provision for swing unions over illegal strike action.

Cosatu assistant general secretary Sydney Mufamadi said Mandela’s release is imperative for regional peace, but that Mandela is part of a leadership collective which had to be wholly involved in whatever negotiations take place. According to Cosatu, any constitutional model for a democratic SA should centre on the constitutional guidelines proposed by the ANC.

Any negotiations with government could only be contemplated when a climate of free political expression has been created unilaterally by government. These include the unbanning of all political organisations, the confinement of the police and army to barracks, the lifting of the emergency, and the unconditional return of all exiles.

Cosatu’s support for comprehensive sanctions was reaffirmed. And its demands of disinvesting companies were spelled out, mirroring those adopted and achieved by its chemical affiliate (the CWU) in the recent dispute with Mobil.

"Acceptable disinvestment" would thus entail: a year's notice to allow genuine negotiations with the unions, a month's pay for each year served, a guarantee of wages for a year afterwards, full disclosure of information on the nature of disinvestment, royalty rights, licence fees and franchise agreements, a lump sum towards pension or provi-
Mandela on his birthday It repeated its call of last year at this time, saying “Mandela should be freed and negotiations should be started.”

On that score, however, a great deal still remains to be done. Significantly, the ANC reportedly has a “discussion paper” now circulating in SA, which warns against being forced on the defensive by government restructuring Mandela. It calls on the mass democratic movement to prepare itself in order to set the agenda on the issue of negotiations, which various forces, internally and internationally, could be preparing to engage in — essentially, says the ANC, to protect the interests of the minority.

After her visit, Mrs Mandela said her husband was “in full contact with the leaders of the ANC and other leaders behind bars.” This would seem to confirm the suggestion that Mandela had informed the ANC about meeting Botha.

Mandela’s advocate and family friend Dullah Omar said after the birthday meeting that “the bottom line was ‘Free Nelson Mandela — unconditionally.’”

Altogether about 385 500 workers are affected. The agreements were preceded by lengthy, complex and sometimes bitter disputes.

OK MD Gordon Hood settled his stormy five-month dispute with commercial workers, represented by Cewuwa, with an offer of R100 a month across-the-board for 23 000 employees (backdated to April 1), with a further R8 a month payable from February 1 next year. That would bring OK’s minimum wage up to R620 for those with more than a year’s service. The company’s opening offer amounted to R550.

This will effectively narrow the gap between the minimum wage paid by Pack n’ Pay (R750/month after April’s R146.87 increase), and Checkers (R630 after this year’s R120 rise). The deal gives OK six months to get over the slowdown in sales it says it has experienced since the negotiations opened.

In the metal industry, 3 500 engineering companies represented by 50 employer associations grouped under Seifa reached an amicable settlement with 15 unions (representing 361 035 employees) at their tenth industrial council meeting in four months. This was subject to final ratification this week.

They agreed to wage increases of 15.2% for artisans and 18.5% for labourers making up over 350 000 employees, effectively ensuring an across-the-board wage rise of 56c an hour for labourers (up 8c from the “final” offer) and R1.11 an hour for artisans (a 16c improvement on the last offer). This raises the minimum wage rates in the industry to R3.56 and R8.31 an hour for labourers and artisans, respectively. It is backdated to July 1. The increases, says Seifa, cut out the one-third of the difference between current wages and a projected “ideal” wage.

The sticking point over public holidays was resolved by a decision to enter into a legally binding common law agreement to treat May 1 and June 16 as paid public holidays. This is subject to the Public Holidays Act being amended, and the industrial council is to approach government to introduce these days as paid public holidays.

The Metals Industries Group Pension Fund will be converted to a flexible benefit fund by November 30, while the Sick Pay Fund is to be “restructured fundamentally.” Sick leave has been increased to 10 days a year, and payments of fund benefits are to be speeded up.

However, on the question of detention without trial, Seifa, while indicating its opposition, would only suggest to its members that they pay the wages of employees de-
tained under the emergency regulations.

The new labour code between Mercedes-Benz and the union, Numsa, is regarded as a watershed. Now Numsa says it will push the agreement with other German employers in the country.

This could mean that at least the 94 large German companies who are signatories to the EEC code of conduct on business in SA will be faced with demands to meet the terms of the Mercedes agreement.

A key clause says neither party will invoke the Labour Relations Act (LRA) without the consent of the other — another gives workers the right to strike and pocket without fear of dismissal.

Mercedes PR manager Delene MacFarlane says the agreement should go "a long way" towards improving relations between the company and the union. The company has had 12 strikes in the past 18 months.

The general secretary of the SA chapter of the International Metalworkers' Federation, Brian Fredericks, says the key clauses are major advances, and sees them as the beginning of similar agreements with more German companies in SA.

Numsa's Les Kettle says the agreement also prevents recourse to any apartheid legislation, while the company undertakes to pay employees while in detention under security legislation, and to pay four full-time shop stewards.

Not surprisingly, the union has started to negotiate similar settlements with Siemens, Volkswagen, Robert Bosch, Hella and BMW.

Britain reacts to Numsa deal

LONDON — A senior British government source said yesterday there was little chance SA-based companies from other EC countries would emulate the West German company Mercedes-Benz's bold deal with the metalworkers union Numsa.

He was reacting to a new recognition agreement signed earlier this week between the two parties.

It incorporates a 14-point code supported by the West German union IG Metall and entitles Numsa members to the same collective bargaining rights enjoyed by their West German counterparts.

It also enables them, under specific conditions, to bypass certain elements of SA labour legislation like the Labour Relations Act.

The spokesman said the union proposals, which earlier this year were strongly endorsed by West Germany at an EC Foreign Ministers' meeting in Spain, had run up against resistance from other member countries (14.6.85).

"This is not a case of Britain being against everyone else," he said. "These agreements are based on West German law which is not applicable elsewhere in the EC."

He repeated statements made by the Department of Trade and Industry (DTI) earlier this year that if the proposals were adopted in SA, workers at the companies in question would have more rights than their counterparts in Europe.

"I think I can safely say this matter will not be brought up again," he concluded.

Despite the reservations expressed here about the agreement, it has been welcomed by Mercedes-Benz, which called it "progressive" by SA labour standards.

SAPA reports the West German Foreign

□To Page 2

Numsa

Affairs Minister Hans-Dietrich Genscher, said in a statement from the German Embassy in Pretoria that the application of the minimum standards in labour relations formulated by IG Metall aimed at preventing apartheid-related disadvantages to SA workers was an important contribution towards strengthening the position of SA workers, regardless of their skin colour.

This corresponded with the principles of a relationship between labour and management based on social partnership.

Genscher said he had advocated EC-wide acceptance of the IG-Metall minimum standards as an extension of the provisions of the EC Code of Conduct for European subsidiaries in SA.
Unions on course for mass action

TRADE unions representing over a million workers are on course for national strike action which would form a turbulent backdrop to the triennial elections.

Worker action has to be finally endorsed by a labour summit involving the Congress of South African Trade Unions, the National Council of Trade Unions and non-aligned unions. At its congress, Cosatu resolved to recommend to this meeting a week of co-ordinated and sustained worker protest from the beginning of September.

Cosatu wants the protest to focus on the controversial Labour Relations Act (LRA), the "racist" elections and general state repression.

Although unionists refuse to preempt the summit by speculating on its outcome, sources say a national stayaway is a distinct possibility. They say employers are unlikely to meet union demands in time, and point out that the campaign urged by Cosatu is directed at more than just the LRA.

Responding to the threat of large-scale industrial action, a key employer spokesman warned of the possibility of a tough management response.

A SA Consultative Committee on Labour Affairs (Saccola) deputy chairman Anton Rooy added that such action could jeopardise ongoing negotiations between the unions and the employers on the restructuring of the LRA.

And in related developments, the government announced yesterday that it had asked the National Manpower Commission to investigate the LRA — and particularly its contentious section 79 (2), which broadens unions' liabilities for damages in illegal strikes — while Saccola and the union movement are to meet for a third negotiating session over the legislation in Johannesburg today.

Workers take first steps to election stayaway

Two meetings have already taken place between the employer body and representatives of Cosatu, Nactu and independent unions South African Transport Services and the National Manpower Commission were also represented at the last meeting.

The unions announced earlier this year that unless there was "significant progress" in the talks, a ballot of their members and national protest action would follow.

Warning that massive industrial action on the LRA could draw "tough action" from management, Saccola's Rooy said it could also "lead employers to consider further discussions with the unions fruitless."

"It would be a pity if a promising process was upset, not on issues of principle, but because of time considerations," he added, arguing that Saccola's success in drawing Sats and the NMC into talks had been an important step forward.

Nactu general secretary Prashaw Camay confirmed his federation would attend the proposed workers' summit, although its date had not been settled. In terms of the unions' original timetable, the summit was set for August 5, but Cosatu is understood to have asked for an extension to the 18th.

Asked what they would consider "significant progress" in the Saccola negotiations, Camay said the unions wanted a written commitment that employers would uphold the principles listed in a letter of demand to the Saccola on June 1.

These embraced one labour Act covering all workers, including those in the homelands, the right to strike, picket and stage sympathy strikes, statutory protection from unfair dismissal, and the scrapping of provisions undermining job security, democracy and non-racism in the union movement.

Other demands were that unions and employers should submit joint recommendations to the state on legislation in keeping with these "basic freedoms" and that management undertake not to use contentious sections of the present legislation.

Discussing the NMC inquiry into the LRA as "tkeneng", Cosatu's assistant general secretary, Sydney Mufamadi, said it did not address the full gamut of the unions' concerns.

"We have lived with the Act for nine months now — this explains the anxiety of our members," he added.

Union spokesmen said that whatever the employer response, the ballot of union members would go ahead, with Cosatu proposing that it take place between July 24 and August 15.
The total onslaught and beyond

PRESSURES FROM THE ANC

PRESSURES THAT MAY PROPEL THE STATE TOWARDS PEACE TALKS...
Everyone may be at fault

BY DEWEY KENNEFICK

Conferences have

been marred by

misunderstandings
and misinterpretations
of each other's points of
view.

The only way to

solve this

problem is by

open and honest

discussion.

The conference

should strive

for a spirit of

cooperation and

understanding.

Everyone, no matter

their background

or position, must

be willing to listen

and understand the

views of others.

This will

require patience,

open-mindedness,

and a genuine

desire to

understand.

Only then can

true cooperation

and understanding

be achieved.

The conference

should be viewed

as an opportunity

for mutual

learning.

Everyone should

come to the

conference with

a open mind

and a willingness

to learn from

each other.

By doing so,

we can

create a

community

that values

understanding

and cooperation.

Everyone is

important.

The conference

is not

only for

those

in authority,

but for

everyone.

It is an opportunity

for everyone to

be heard.

By actively

participating,

everyone can

contribute to

the success

of the conference.

The conference

should be

run with

fairness.

Everyone should

be given

equal opportunities

to participate.

This means

that everyone

should have

a chance

to speak.

It also

means

that everyone

should be

treated equally.

The conference

should be

inclusive.

Everyone should

feel

welcome

and included.

This means

that everyone

should be

treated

with respect.

It also

means

that everyone

should be

given

the same

opportunities.

The conference

should be

educational.

Everyone should

have

the chance

to learn.

This means

that everyone

should be

given

the opportunity

to

listen.

It also

means

that everyone

should be

given

the opportunity

to

speak.
OK settles, but tension lingers

Spotlight on a militant union
Peace Pipes at Mercedes

AN MSFA spokesman says the hike in MSFA’s minimum wage from $15 to $17 per day following the recent strike action by the union and the employers was due to a "natural process of the Legislature in its regular process of ratifying and endorsing the Minimum, Wages Act." He also said that employers were paying minimum wages to employees and that negotiations were underway to resolve the issue.

A recent strike by MSFA workers at the Mercedes-Benz South Africa factory in East London, which led to the troubled employment relationship between MSFA and the National Union of Metalworkers of SA (NUMSA), may have contributed to the recent rise in minimum wages. NUMSA and MSFA are currently negotiating a new agreement.

In March 2019, NUMSA announced a 14.9% increase in minimum wages across the board for its members, including those at Mercedes-Benz South Africa.
Sacked workers get their jobs back

ALAN FINE

THE Industrial Court has ordered the reinstatement, with the maximum permitted six months' back pay, of 133 Iscor employees dismissed after participating in the June 6-8 stayaway last year.

Court member Prof G C Kachelboffer made a final determination, in a judgment dated July 21, that the dismissals constituted an unfair labour practice.

The court has not yet given reasons for its decision but the judgment set out the arguments brought by the applicant, Numsa, most of which relate to the alleged selective nature of the dismissals.

The reinstated workers were among about 7 000 Iscor employees at Vanderbijlpark who participated in the June protest against the Labour Relations Act.

They each received formal warnings which, together with their disciplinary records regarding absenteeism, Iscor determined made them liable for dismissal.

Numsa submitted, among other things, Iscor unfairly discriminated against the dismissed employees by relying on their individual disciplinary records.

It was further argued Iscor had failed to consider the motives and merits of the stayaway; the company had responded differently to most other employers; it did not take into account the social, political and economic realities in which employees found themselves; and failed to take properly into account the effect of dismissals on employment relationships.

The union said Iscor had also not properly complied with its disciplinary procedure and code, and that the code was, in any event, ambiguous and did not comply with standards laid down by the court.

An Iscor spokesman said management was studying the judgment.
Numsa to start Dorbyl strike ballots

IN A dispute linked to dissatisfaction with the Labour Relations Act (LRA), Numsa is to commence strike ballots this week among its 6,000 to 7,000 members at more than 50 Dorbyl plants, a union spokesman said yesterday.

The dispute arose over union demands for compulsory private arbitration in disputes of right such as dismissals; four weeks' pay for each year of service in retrenchment cases, a 3c an hour a year service allowance, and 10 days of annual paid leave, in which shop stewards can undergo training.

A Dorbyl spokesman confirmed Numsa claims that the company was bringing legal action against the union over the dispute, but declined to comment further. He said balloting had not begun by yesterday afternoon.

Numsa's Bobby Marie said the demand for arbitration to replace Industrial Court actions on matters like unfair dismissals was the central issue in the dispute.

He said although the matter was originally raised before the September 1 amendments to the LRA, they had now gained added significance.

Numsa wished to avoid wildcat strikes, which were often sparked by dismissal disputes, particularly because of the Act's provisions facilitating damages suits against unions.

Arbitration was effective, allowed disputes to be settled as quickly as possible, and was also relatively inexpensive.

In contrast, taking such disputes to the Industrial Court was costly, lengthy delays were experienced, and court decisions tended to be inconsistent.
Strike warning after deadlock

Labour Reporter

The Amalgamated Clothing and Textile Workers' Union (Actwusa) has warned of a possible national wage strike in the textile-manufacturing industry, after several rounds of talks with employers reached deadlock.

Actwusa spokesman Mr John Eagles said employers rejected the union's demands on wages and the recognition of June 16 as a paid holiday.

The union wanted a minimum increase of R13 a week for the first six months of the agreement, plus another R13 from January 1990.

Employers had offered an R11,50 increase from this month, and R10 in January next year. They also offered six months' maternity leave, three of which would be paid.
Management of Morningside Clinic in Sandton has given dismissed workers until today to return to work.

A spokesman for the clinic said yesterday management had given the workers two options to work today and apply to be re-employed, or to report for duty and be reinstated.

The workers, dismissed on July 14 after a demonstration on clinic premises, were yesterday meeting their union — the National Education, Health and Allied Workers' Union — to resolve the issue.

The spokesman said the demonstration began before the dismissal of a worker for

**Dismissed clinic workers given chance to return**

using a telephone reserved for patients, and not afterwards as some news reports claimed.

"There are about eight public telephones in the clinic's entrance hall and one other set aside for the exclusive use of patients. Doctors and nursing staff have been told not to use this phone."

"On June 2 the workers, including the shop steward and the worker in question, were told about this ruling, but in spite of this the woman worker repeatedly used the patients' telephone in front of management members and when she was questioned admitted the call was not urgent."

The spokesman said the woman was given a warning and said she would not use the telephone again. Two days later she was using the same telephone.

She was then suspended and the union informed — Sapa
Workers warned

MANAGEMENT of Morningside Clinic in Sandton, Johannesburg, has given dismissed workers until today to return to work.

A spokesman for the clinic said yesterday management had given the workers two options: either to return to work today and apply to be re-employed, or to report for duty and be reinstated.

The workers, dismissed on July 14 after a demonstration on clinic premises, met yesterday with their union - the National, Education, Health and Allied Workers' Union (Nehawu) - to try and resolve the issue.

The spokesman said the demonstration began before the dismissal of a worker for using a telephone reserved for patients, and not afterwards as some news reports claimed.
Wage talks stalemate

By LEN MASEKO

WAGE talks between the Amalgamated Clothing and Textile Workers Union of South Africa and employers in the textile industry have reached a stalemate.

An Actwusa spokesman said the union demanded - among other things - an increase of R13 a week for the lowest-paid worker for the first six months, and a further R13-a-week rise from January 1990.

Employers have offered a minimum hike of R11.50 for 1989 and an additional increase of R10 from January 1990. They have refused to recognise June 16 as a paid holiday.

The Actwusa spokesman said it was possible that union members would go on strike if employers failed to resolve the wage dispute.

About 250 employees of Bayers have been dismissed after taking part in a work stoppage at four of the company's plants.

The workers, all members of the South African Chemical Workers' Union (Sacwu), were fired on July 13 after they ignored an ultimatum to return to work on that day.

A Sacwu spokesman said the strike was sparked off by management's refusal to take disciplinary action against an employee allegedly found in possession of company property.

A spokesman for Bayers confirmed that the strikers were dismissed. He said they were free to re-apply for jobs. He said dismissed employees had until July 31 to re-apply.

He said 150 workers were dismissed, not 250 as the union reported.
Unionists bombed, received death threats

Own Correspondent

PORT ELIZABETH — Prominent trade unionists in Uitenhage have been the victims of firebomb attacks which have left one dead. Several others have been threatened with death in the past week.

Mr Andile Sapotela, brother of Goodyear shop steward chairman Mr Joe Sapotela, was killed when Mr Sapotela’s home was firebombed on Thursday, a National Union of Metalworkers of South Africa official said.

A spokesman for Numsa said yesterday that the vice-president of the Congress of South African Trade Unions and Numsa official Mr John Gomomo and Numsa local co-ordinator Mr Jurie Harries had received death threats last week from “White Wolf No II”.

At least four other leading Numsa personalities also received letters threatening them with death.

Numsa said in a statement that the killing and threats could be linked to the 20-day-old strike at the plant over the terms of Goodyear’s disinvestment and were part of organised attack on worker leaders and their organisations.
No Sasol report

Own Correspondent

JOHANNESBURG — Sasol management, at an inquiry into the fire that killed 12 of its employees in January, yesterday declined to make available its report on what caused the accident.

The company claimed legal privilege in its refusal to present its findings before the Minerals and Energy Affairs Department’s Works and Mines Act inquiry.

Sasol’s refusal came after advocate Mr Paul Pretorius SC, for families of the victims, asked for the company’s report of internal investigations to enable him to get to the bottom of the cause of the accident.

He demanded disclosure of information about the causes of the fire unless privilege had been claimed in sworn affidavits.

Mr Schalk Burger SC, for Sasol, then presented sworn affidavits in which management claimed legal privilege.

One of the witnesses, Mr Willem Jakobus Nel, an area engineer at the time of the accident, also refused to answer questions relating to the piping at the Sasol Three plant at the time, on the grounds that he did not wish to incriminate himself.

Mr Nel was not the first engineer to refuse to answer questions. At an earlier hearing, another engineer and divisional manager, Mr Les Hearn, refused to answer questions relating to his responsibilities as engineer in charge when the accident occurred, on the same grounds.

The inquiry continues today.

The presiding officer is Mr D Snyman of the Minerals and Energy Department. Mr Pretorius, instructed by Cheadle Thompson and Haysom, represents the Chemical Workers’ Industrial Union (CWIU), some of whose members were killed in the fire. Mr Burger is instructed by Hofmeyr Van der Merwe Inc.
Unions to meet over labour Act

The banning of trade union mass meetings to discuss the Labour Relations Amendment Act (LRAA) is to be discussed on Thursday by the National Council of Trade Unions (Nactu), the Congress of SA Trade Unions and unaffiliated unions.

This comes after the decision by police to prevent a meeting of about 3 000 workers from taking place in Soweto, Vereeniging, last weekend.

Nactu’s general secretary, Mr Pirowsh Camay, said the federation’s members had suggested a number of ways to obviate the problem of the banning of meetings.

“The banning of meetings means our members will not be able to deliberate on the (Act),” said Mr Camay.

The banning of the Sebokeng meeting, called jointly by the unions, represents the first incident of direct state intervention in the dispute over the Act.

The meeting was one of several called to protest against the Act and to gauge workers’ feelings on the new labour legislation.

One of the organisers, Mr Abe Mbangeni, said police prevented workers from entering the Mphlatelatsane Hall on the grounds that the meeting was banned, even though no objections had been raised when the hall was initially booked for the meeting.

He said police ordered about 3 000 workers who gathered outside the hall to disperse.

A statement by police said: “The local magistrate issued an order in terms of the Criminal Procedure Act prohibiting the meeting. The order was served on the organiser of the meeting.”

The Government said at the weekend that it would investigate the threat by Cosatu that it would recommend to the forthcoming Workers’ Summit that workers embark on “sustained action” in September if union objections to the Act were not satisfactorily addressed.
Dilemma

By last night the police had not yet investigated the possibility that the suspect in the Bruton evaluation case may have been murdered. The police have not yet received any reports of murder or attempted murder. The investigation is continuing.

All in all, the question of the ANC in South Africa is a complex one. The ANC is a political party that has been active in the country for many years. It is a member of the Pan-African Congress (PAC), which was founded in 1923.

The ANC was founded in 1912 by a group of black South Africans who were tired of the discrimination and oppression they faced. The ANC has been involved in many political and social movements over the years, including the struggle for apartheid and the struggle for democracy.

The ANC has been a major player in South Africa's political landscape, and its members have often been targets of violence. The ANC has been active in the struggle for democracy, and its members have been involved in many political movements.

The ANC has been a member of the Pan-African Congress (PAC), which was founded in 1923. The PAC was a political organization that was active in many African countries, including South Africa.

The PAC was founded by a group of black South Africans who were tired of the discrimination and oppression they faced. The PAC was a political organization that was active in many African countries, including South Africa.

The PAC was founded by a group of black South Africans who were tired of the discrimination and oppression they faced. The PAC was a political organization that was active in many African countries, including South Africa.

The PAC was founded by a group of black South Africans who were tired of the discrimination and oppression they faced. The PAC was a political organization that was active in many African countries, including South Africa.

The PAC was founded by a group of black South Africans who were tired of the discrimination and oppression they faced. The PAC was a political organization that was active in many African countries, including South Africa.

The PAC was founded by a group of black South Africans who were tired of the discrimination and oppression they faced. The PAC was a political organization that was active in many African countries, including South Africa.

The PAC was founded by a group of black South Africans who were tired of the discrimination and oppression they faced. The PAC was a political organization that was active in many African countries, including South Africa.

The PAC was founded by a group of black South Africans who were tired of the discrimination and oppression they faced. The PAC was a political organization that was active in many African countries, including South Africa.

The PAC was founded by a group of black South Africans who were tired of the discrimination and oppression they faced. The PAC was a political organization that was active in many African countries, including South Africa.

The PAC was founded by a group of black South Africans who were tired of the discrimination and oppression they faced. The PAC was a political organization that was active in many African countries, including South Africa.

The PAC was founded by a group of black South Africans who were tired of the discrimination and oppression they faced. The PAC was a political organization that was active in many African countries, including South Africa.

The PAC was founded by a group of black South Africans who were tired of the discrimination and oppression they faced. The PAC was a political organization that was active in many African countries, including South Africa.

The PAC was founded by a group of black South Africans who were tired of the discrimination and oppression they faced. The PAC was a political organization that was active in many African countries, including South Africa.

The PAC was founded by a group of black South Africans who were tired of the discrimination and oppression they faced. The PAC was a political organization that was active in many African countries, including South Africa.

The PAC was founded by a group of black South Africans who were tired of the discrimination and oppression they faced. The PAC was a political organization that was active in many African countries, including South Africa.

The PAC was founded by a group of black South Africans who were tired of the discrimination and oppression they faced. The PAC was a political organization that was active in many African countries, including South Africa.

The PAC was founded by a group of black South Africans who were tired of the discrimination and oppression they faced. The PAC was a political organization that was active in many African countries, including South Africa.

The PAC was founded by a group of black South Africans who were tired of the discrimination and oppression they faced. The PAC was a political organization that was active in many African countries, including South Africa.

The PAC was founded by a group of black South Africans who were tired of the discrimination and oppression they faced. The PAC was a political organization that was active in many African countries, including South Africa.

The PAC was founded by a group of black South Africans who were tired of the discrimination and oppression they faced. The PAC was a political organization that was active in many African countries, including South Africa.

The PAC was founded by a group of black South Africans who were tired of the discrimination and oppression they faced. The PAC was a political organization that was active in many African countries, including South Africa.

The PAC was founded by a group of black South Africans who were tired of the discrimination and oppression they faced. The PAC was a political organization that was active in many African countries, including South Africa.

The PAC was founded by a group of black South Africans who were tired of the discrimination and oppression they faced. The PAC was a political organization that was active in many African countries, including South Africa.

The PAC was founded by a group of black South Africans who were tired of the discrimination and oppression they faced. The PAC was a political organization that was active in many African countries, including South Africa.

The PAC was founded by a group of black South Africans who were tired of the discrimination and oppression they faced. The PAC was a political organization that was active in many African countries, including South Africa.

The PAC was founded by a group of black South Africans who were tired of the discrimination and oppression they faced. The PAC was a political organization that was active in many African countries, including South Africa.

The PAC was founded by a group of black South Africans who were tired of the discrimination and oppression they faced. The PAC was a political organization that was active in many African countries, including South Africa.

The PAC was founded by a group of black South Africans who were tired of the discrimination and oppression they faced. The PAC was a political organization that was active in many African countries, including South Africa.

The PAC was founded by a group of black South Africans who were tired of the discrimination and oppression they faced. The PAC was a political organization that was active in many African countries, including South Africa.

The PAC was founded by a group of black South Africans who were tired of the discrimination and oppression they faced. The PAC was a political organization that was active in many African countries, including South Africa.

The PAC was founded by a group of black South Africans who were tired of the discrimination and oppression they faced. The PAC was a political organization that was active in many African countries, including South Africa.

The PAC was founded by a group of black South Africans who were tired of the discrimination and oppression they faced. The PAC was a political organization that was active in many African countries, including South Africa.

The PAC was founded by a group of black South Africans who were tired of the discrimination and oppression they faced. The PAC was a political organization that was active in many African countries, including South Africa.

The PAC was founded by a group of black South Africans who were tired of the discrimination and oppression they faced. The PAC was a political organization that was active in many African countries, including South Africa.

The PAC was founded by a group of black South Africans who were tired of the discrimination and oppression they faced. The PAC was a political organization that was active in many African countries, including South Africa.

The PAC was founded by a group of black South Africans who were tired of the discrimination and oppression they faced. The PAC was a political organization that was active in many African countries, including South Africa.

The PAC was founded by a group of black South Africans who were tired of the discrimination and oppression they faced. The PAC was a political organization that was active in many African countries, including South Africa.

The PAC was founded by a group of black South Africans who were tired of the discrimination and oppression they faced. The PAC was a political organization that was active in many African countries, including South Africa.
Workers strike at JHB hospital

HUNDREDS of workers at the Johannesburg hospital yesterday downed tools in protest against the conditions of service and alleged corruption when people are employed.

Picketing workers - mainly kitchen staff, ward assistants and cleaners - displayed placards calling for an end to their being classified as temporary staff.

They demanded the abolition of tax deductions made from their salaries, segregation at the hospital and the "sale" of jobs at the hospital.

The workers, all members of the National Education Health and Allied Workers Union (Nehawu), presented the hospital with a petition listing their grievances.

By MATSHUBE MFOLOE

The hospital refused to comment and referred all inquiries to Pretoria.

A spokesman for the Transvaal Provincial Administration, Mr Eno Botes, confirmed that about 300 workers had gone on strike at a hospital in Johannesburg over general service conditions. He said he believed one of the issues was maternity leave.

According to Mr Monde Dlathia, an official of Nehawu, the workers would return to work today and await a response from the authorities. He also said that some of the workers accused of being ring leaders had been victimised. He did not say how.

The workers' classification as temporary workers, thus excluding them benefits enjoyed by other workers, is at the core of the strike. They also alleged that jobs were being sold to prospective employees and those who did not pay were kept on the waiting list. An amount of R50 was demanded to be "fixed with a job."

Workers also voiced complaints about deductions made from their salaries. Kitchen and cleaning staff said they earned between R280 and R500 a month while ward assistants earn around R500.
MINERS SWEP'T TO THEIR DEATHS

TEN workers were killed and three were injured in an underground accident at Kloof gold mine near Westonaria yesterday.

A spokesman for Goldfields of SA, who own the mine, said the accident occurred yesterday morning at the bottom of a shaft when workers were caught by an "in-rush of water while walking up a steeply inclined travelling way."

Names of the deceased were not available and the cause of the accident was "being investigated," the company said.

Yesterday's deaths bring to 26 the number of workers killed in accidents at the mine since January this year.

Reacting to the news of the accident yesterday, the Press officer for the National Union of Mineworkers (NUM), Mr Jerry Magadladi, said safety in South African mines was the worst in the world.

"The fact that 26 workers have died in accidents at this mine since the beginning of the year is proof that Kloof is only interested in profit but not in the safety of workers."

By MATHATHA TSEDU
THE SA police have complained about a Sapa story headlined "Strikers locked in strongroom" published in the Sowetan on June 30.

In the report, the Commercial Catering and Allied Workers' Union of South Africa claimed that twelve striking workers at Bradlows stores were locked in a strongroom for most of the day.

The union also said police were manning the store.

Police said the SA police deny that they are in any way involved with Bradlows store Randfontein or that they were 'manning the store'.

The manager denies all of the allegations contained in the article. In fact, he denies that there was a strike at his store or that he even contacted the police in connection with a strike.

"The shots fired at Score, Germiston were fired by a security guard. He alleges that when six men approached the store, (one of whom was armed with a knife) he fired the shots over their heads in order to scare them off. To date, no one has filed a charge with the police regarding the shooting but management reported the shooting to the police."
State, unions set to clash

UNIONS are gearing up for action over the controversial Labour Relations Amendment Act and the September parliamentary elections.

Balloting for national industrial action which Cosatu has proposed should coincide with the September elections, began at several factories throughout the country this week.

In addition to discussion at factories and within locals, unions are planning to mobilise workers at anti-LRAA rallies.

Several rallies took place in the Transvaal last weekend and rallies are being planned for other parts of the country.

It seems likely that the planned action will lead to a showdown between the labour movement and the state.

Minister of Law and Order Adriaan Vlok this week released details of what he claimed was the action proposed by the Cosatu congress.

A spokesperson for the minister said security police were investigating whether the Cosatu proposal contravened the security laws or the state of emergency.

A rally which was to take place in Sebokeng last weekend was banned.

The order was served on the Cosatu regional secretary for the Western Transvaal, Zwelinzima Vavi, hours before the rally was due to begin.

Vavi said that the last-minute banning almost resulted in violence, as thousands of workers who flocked to the meeting were loathe to disperse.

Another rally in Klerksdorp was banned by police after the meeting had begun.

The bannings were condemned at a joint Nactu-Cosatu rally held at Shareworld outside Soweto last weekend.

Nactu general secretary Proshaw Camay told the meeting that the proposed industrial action could involve between three and five million workers.

Meanwhile, employers last week warned that the proposal for industrial action was detrimental to further progress being made in negotiations which have been taking place between employers and representatives of Cosatu, the National Council of Trade Unions and independent unions.

The deadline for a written response by employers to unionists' proposals is before the workers' summit, scheduled to take place next weekend.

Nactu has not yet responded to a request from Cosatu that the summit be postponed until later next month.

An earlier summit held in February this year was attended by representatives from more than 40 unions.

The present course of action against the LRAA by the labour movement stems from recommendations made by delegates to the summit, described as a "significant move towards working-class unity" by Cosatu general secretary, Jay Naidoo.
Fish workers want double

THE Food and Allied Workers' Union (Fawu) kicked off annual wage negotiations in the fishing industry with a demand that employers up wages by more than 100 percent.

The negotiations with the Inshore Fishing Industry Association began this week.

They affect about 3,000 workers at 11 factories in the Western Cape.

Fawu is asking for a minimum wage of R250 a week for lowest-paid workers, an across-the-board increase for all workers and an annual bonus of four weeks' pay.

Workers at factories belonging to the IFIA currently earn a minimum wage of R121.44 a week.

Textile workers in militant mood

A NATIONWIDE strike is looming in the textile industry following a breakdown in annual wage talks.

Negotiations between the National Industrial Council for the Textile Manufacturing Industry and the Amalgamated Clothing and Textile Workers' Union of South Africa (Actwusa) deadlocked over the union's minimum wage demands.

Actwusa wants a minimum wage increase of R26, half of which must be implemented from January next year.

Another point of contention is the union's demand for a paid holiday on June 16.

Three dispute meetings of the industrial council and mediation failed to resolve the dispute, which affects about 7,000 workers throughout the country.

The employers' final offer is to increase wages by R125,50 immediately, with a further R10 increase from January next year.

This has been rejected by Actwusa, which this week accused the council of paying among the lowest wages of any industrial council.

Actwusa's regional secretary in Natal, John Eagles, warned that workers were in a militant mood.
Unions ready to merge

SEPTEMBER will not only be memorable for what has been dubbed one of the most important elections in South African history, it will witness the formation of the nation's second-largest trade union.

The Amalgamated Clothing and Textile Workers Union of SA (Actwusa) and the Garment and Allied Workers Union (Gawa) will merge on September 16. The result will be a union with a membership of almost 200,000. The entire garment industry will be brought under one union.

An Actwusa spokesman says, however, that discussions between the two parties are going so well that an earlier merger is likely, possibly the weekend of August 26 and 27.

Trade-union unity in the garment industry has historically been fraught with problems. Unions have been active in clothing since 1918. When a craft guild, the Witwatersrand Tailors Association, was formed, Cosatu-affiliated Actwusa evolved from these humble beginnings with a merger between the National Union of Textile Workers, the Textile Workers Industrial Union and the National Union of Garment Workers on September 7, 1987.

Gawa was formed later that year with a membership of 102,000. Its relationship with Actwusa was strained, and increased when Gawa was granted observer status with Cosatu in 1987.

A positive merger process was only started late last year. After many discussions, both unions decided in April 1989 that they would merge unconditionally, paving the way for a union with the clout of the National Union of Mineworkers (NUM) and the National Union of Metalworkers of SA (Numsa).

A sub-committee to draw up a constitution for the new union was appointed towards the end of June. It is expected to be ready for discussion soon.

Actwusa and Gawa, although not officially merged, acted as a single delegation at the Cosatu national congress last week, sending 256 delegates.

Actwusa was instrumental in putting forward a resolution for the adoption of a workers charter, which will be launched by Cosatu. The federation is expected to start a workers charter campaign shortly. It will culminate in drafting of a workers charter within two years.
Officials charged

TWO members of the Transport and Allied Workers Union who are facing charges of instigating and participating in an unlawful strike yesterday asked the magistrate to step down because he was not fair.

Mr Abram Matatji, 40, of Ga-Mamabolo, and Mr Daniel Sekele, 39, of Ga-Mashashane, Doornfontein, made the request because the magistrate, Mr A G H Bouer, was according to them, siding with the State.

They pleaded not guilty to all charges in the Pietersburg Regional Court.
RESOLVES

TO ADOPT THE FOLLOWING PROGRAM OF ACTION

We must mobilise a National Defiance Campaign against all Unjust and Discriminatory laws. We commit ourselves to mobilising every Cosatu member to take part in this ongoing Defiance Campaign, that will culminate in a week of militant mass action during the first week of September.

The components of this campaign will be

(a) Mass action to defy the Unjust segregation of Health facilities. On the 10th July we will mobilise our people all over the country to present themselves at all segregated health facilities and demand that they be opened to all our people.

(b) Mass action around all other segregated facilities that have been denied to our people. On the 30th July we will mobilise our people to demand that all facilities in the areas of

EDUCATION
TRANSPORT
HOUSING
JOB OPPORTUNITIES
PUBLIC AMENITIES
etc.

be available to all our people.

(c) Mass action to unban all banned and restricted organisations. On the 20th August we must mobilise the efforts of every freedom loving South African in un-banning our organisations by

- Participating in Mass Rallies
- Participating in Street Processions and Demonstrations
- Openly displaying the colours and Logos of all banned organisations on every street, bus-stop, home and public place.
- Preparing media (posters, pamphlets, stickers etc.) that call for the un-banning of all banned organisations.
- Holding of Press Conferences where leadership figures within the various banned organisations will openly declare their intention to continue operating publicly
- Planned all these actions in a decentralised manner so that regardless of what action the Regime may take on that day, the campaign must be effectively implemented in every part of the country.

An extract from the disputed document on which Minister of Law and Order Mr Adriaan Vlok apparently based his claim that the Mass Democratic Movement was calling for the violent disruption of the September elections. According to Cosatu, the document was merely a draft resolution which was never discussed by its congress.
Workers on strike ‘locked out’

By Cathy Stagg

Everite Ltd, which has a factory in Kliprivier near Vereeniging, has been granted a court order in terms of which striking workers have to leave the factory premises.

In papers it is alleged that buses transporting temporary workers were stoned and that one employee was stabbed and another hit with an axe.

Mr Steven Waterbo, who has sustained two stab wounds is in hospital in a satisfactory condition.

The strike has lasted nine weeks and results from a wage dispute.

The urgent application was launched in the Rand Supreme Court late on Wednesday and a rule nisi was granted by Mr Justice M N MacArthur. The return date is August 15.

The respondents are the striking employees and their 16 shop stewards. The Construction and Allied Workers Union, a Cosatu affiliate, was cited because it may have an interest but no order will be sought against it.

Everite will allow workers to continue living in the hostel in terms of their contracts.
Mine deaths: union is unhappy

Labour Reporter

The National Union of Mineworkers (NUM) has expressed disappointment at the findings of an inquest into the death of seven miners in an underground fire at Western Deep Levels Gold Mine last year.

The court, in Carletonville, found it was not possible to make a finding on the cause of the fire.

It absolved the mine of blame.

Reacting to the finding, NUM spokesman Mr Jerry Majatladi said the finding highlighted "the urgent need to remove all forms of polyurethane in underground mine applications."

"The NUM is disappointed by the findings of the inquest, which came a day after the death of 10 miners at Kloof Gold Mine."

"Although the polyurethane in question had been inspected by mine management, and metal fire breaks were installed, it was clearly still a fire hazard."

"Mineworkers who risk their lives daily with minimal protection hope management will urgently step up the removal of polyurethane."
‘Violence’ accusation is denied

Vlok, Cosatu clash over poll protest

By Mike Sihuma and Craig Kotze

Law and Order Minister Mr Adriann Vlok and the Congress of South African Trade Unions (Cosatu) have clashed heatedly over whether the Mass Democratic Movement is planning a non-violent campaign against the general election.

Cosatu and the Democratic Party have called on Mr Vlok to produce documents on which he based his claims

"Speaking in Springfield, northern Cape last night, Mr Vlok rejected as a smear attack on the MDM by the Democratic Party. He warned against violence but was not tolerated.

But Cosatu, a member of the MDM alliance, rejected the Minister's allegations and challenged him to produce evidence.

An MDM spokesman elaborated on its planned protest against segregated hospitals: "We stand by the four pillars of our programme: The right to work, the right to education, the right to health care, and the right to a non-violent society."

Cosatu said the document was incomplete and demanded that health facilities be desegregated. It said that people must not be used as political tools.

A proposal that people go to hospitals and demand that health facilities be desegregated was rejected by Mr Vlok.

"Evil plans"

Last night Mr Vlok warned that disruption of hospital services could cost lives and said such plans would not be tolerated.

Referring to the MDM and the ANC, Mr Vlok stated that his government would not tolerate such actions.

In a statement released yesterday, Cosatu said: "We reject the Minister's allegations and challenge him to produce evidence."

Mr Vlok said that the MDM alliance had not been consulted.

The "malignant mass action" was referred to by Mr Vlok in his address to the workers of South Africa.

"The right to work, the right to education, the right to health care, and the right to a non-violent society -- these are the four pillars of our programme."

The conference also discussed the possibility of violence.

"We have reason to believe that violence may be linked to the election and this possibility is not to be underestimated."

"The police have received reports of attempts to disrupt the election."

"Violence is never the answer."

In a statement issued yesterday, Cosatu said: "We reject the Minister's allegations and challenge him to produce evidence."
Copy of draft resolution is released to The Star

By Mike Siluma

Cosatu yesterday rejected Minister of Law and Order Mr Adriaan Vlok's allegations that it planned a violent disruption of the elections, and released to The Star a copy of a draft resolution tabled at its congress and apparently referred to by Mr Vlok.

Cosatu said the resolution was not discussed by congress due to time constraints. It challenged Mr Vlok to produce the document he referred to.

The 3½-page document begins by noting the continued state of emergency "aimed at frustrating the people's struggle for freedom and liberation".

It says: "The apartheid regime has created a situation of rampant inflation, soaring food prices, economic stagnation and increasing unemployment."

It accuses "the apartheid regime" of continuing its attacks on "the working class" by promulgating the Labour Relations Amendment Act, and identifies "the need to intensify the struggle against the apartheid regime". 28/1/89

The document then goes on to list a number of proposed actions to be taken in opposition to the Labour Act, separate amenities and the banning of anti-apartheid organisations and individuals.

While calling for mass political action, the document does not call for violent acts.

See Page 2 for the "Programme of Action" listed in the document.
Cosatu, Inkatha close ranks on black on black violence

INKATHA, Cosatu and the UDF have called on their members to close ranks and "strive towards unity to enable the oppressed to strike telling blows against the common enemy."

A joint statement issued here yesterday after a meeting between the three organisations on violence in Natal says they were "deeply outraged at the spate of senseless violence in Mpumalanga and other areas involving their members and resulting in the loss of life and limb of people who would otherwise be alive to pursue our struggle against apartheid to the bitter end."

"This (violence) happens while we have embarked on talks to bring about peace among the oppressed and to stop the continuation of senseless killings and destruction of property of innocent people in the hope that the peace process will have a chance of being implemented to the benefit of us all."

The three called on their members to:

- "Give leaders of our organisations a chance of implementing the peace process by desisting forthwith from further acts of violence and hostility against fellow oppressed."
- "Close ranks and strive towards unity which alone will enable the oppressed to strike telling blows against the common enemy."

The statement said the organisations reiterated their previous call to the Press to report "in a manner conducive to the peace process and thus help us in this difficult task of restoring peace and reconciliation among our people."
Revealed: Vlok's 'terror plot' document

By EDDIE KOCH

The mystery document which Law and Order Minister Adriaan Vlok used this week to back his claims of a secret terror campaign against the September polls has been released to the Weekly Mail.

The document is a draft of a resolution put before the recent annual congress of the Congress of South African Trade Unions.

It bears some similarity to Vlok's disclaimer—but makes no mention of terror or violence. And while the document was drafted for presentation at the congress, it was never discussed.

Cosatu officials say that the document has been distorted by Vlok to create the impression that Cosatu has plotted revolutionary violence.

"We challenge the minister to prove his allegations in open court," said Cosatu assistant general secretary Sydney Mufamadi. "We are also consulting our legal advisers to determine whether we have the basis for an action against him.

The controversial document submitted as a draft resolution to Cosatu's congress but never formally adopted, urged union members to take part in campaigns on the following themes:

- July 30: Mass action to challenge the segregation of health services.
- July 30: Divestment of all forms of race discrimination in education, housing, job opportunities, education and recreation.
- August 10: Nation-wide small rallies, mass demonstrations, procession and openly displaying the flag of all banned organisations.
- Early September: A week of "militant mass action" against the imminent reattribution and elections.
- October: A conference of anti-apartheid organisations that will plan mass action to finally smash apartheid.

The draft resolution also advocates a national defence campaign to all unjust and discriminatory laws. We commit ourselves to monitoring every Cosatu member to take part in this ongoing defence campaign."

Students take to streets in week-long protests

By GAYE DAVIS, Cape Town

Only black smoke from burning tyres barricaded the harassing those over Mitchell's Pass on this week as Cape students took to the streets in a week-long protest against the broadsheet's national strike.

In widespread action at schools in Mitchell's Plain, Khayelitsha, Diep River, Bo Kaap, Manenberg, Mitchells Plain students staged protest marches and rallies.

At least nine students were said to have been arrested yesterday after police took action against Mitchell's Plain students attempting to hold a rally at one of the township's high schools.

Foreign caravans spread across the skyline and blazing barricades spread smoke as police and students placed what appeared to be between and alike, some.

In Bonteheuwel yesterday, police

To PAGE 2

The contents of this newspaper have been restricted to this issue of the Editors regulations.
Violence blue-print but there’s not bloodshed in it

From PAGE 1

There is nothing in the document which remotely suggests acts of violence.

Mufamadi acknowledged much of the document “accurately reflects the mood of the congress and the people as a whole” but said time constraints had prevented it from being discussed at the congress.

The war of words between the minister and the one-million-strong labour federation could spill over into a major confrontation. Resistance groups have indicated a grim determination to proceed with the peaceful protests despite Vlok’s threats, raising prospects that a cycle of escalating resistance and repression is imminent.

A number of rallies against the Labour Relations Act, jointly organised by Cosatu and the National Council of Trade Unions, were broken up and banned by security police at the weekend and the unions have vowed to take protest action if police action continues.

At a press conference earlier in the week — called by resistance groups to announce “direct and peaceful action” against segregated services — a number of speakers said Vlok had skewed the document to justify crackdowns on leaders of Cosatu and other organisations.

“This is characteristic NatSpeak in which truth and distortion have been twisted by Vlok,” said prominent anti-apartheid activist Mohammed Vahli. “It is designed to prepare whites for another clamp on the opposition movement.” Insofar as any actions have been planned, we would like to make it clear that these are to be organised and non-violent.”

The conference, attended by a large contingent of Western diplomats, announced the start of a campaign on August 2 in which sick township residents will begin presenting themselves at whites-only hospitals for treatment.

The protests, and the government’s response to them, will be a crucial test of the enlightened image that many Western statesmen have of FW de Klerk’s leadership. Observers note it would be incongruous for Pretoria to say it is willing to negotiate a settlement to South Africa’s problems and reform apartheid, while it cracks down on peaceful protests against racial segregation.

Sensing the dilemma the government finds itself in, church leader Allan Boesak this week issued a statement saying: “The Minister of Law and Order should not so easily resort to threats and intimidation. Rather he should understand that this presents him with an opportunity to rid himself of a system which he himself says has become an albatross around his neck.”

Hospitals targeted in the campaign include the Johannesburg Hospital, the Paardekraal Hospital on the West Rand, the Vereeniging Hospital, the RF Verwoerd Hospital in Pretoria, the Addington Hospital in Durban, Grey’s Hospital in Pietermaritzburg and hospitals in Dundee and Port Shepstone.

An alliance of more than 30 organisations announced peaceful defiance of segregation in education, recreation, transport and housing would follow the hospitals campaign. These would include protests against the tri-cameral parliament during election week.
Epping firm retrenches 150 workers

ABOUT 150 men and women are being retrenched today from Multimech, an Epping-based subsidiary of Tollgate Holdings.

This is a quarter of the firm's workforce. Most are shop-floor and clerical employees and members of the National Union of Metalworkers of South Africa (Numsa).

Company spokesman Mr Andrew Wilson said the retrenchment was in accordance with a rationalisation programme by its parent company.

He dismissed as "nonsense" claims that a company director's car was set alight by angry workers. There was no violence, he said.
Unions give new direction to pension funds

The National Union of Metal Workers of Canada (NUM) and the National Union of Retail Employees (NUM) have taken a new course on behalf of their members. They have announced that they will no longer seek to negotiate pension plans with employers. Instead, they will pursue a strategy of organizing workers on a national scale to gain better retirement benefits.

The NUM and NUM have long been active in the negotiation of pension plans with employers. However, they have struggled to negotiate comprehensive pension plans that meet the needs of their members. As a result, they have decided to take a different approach.

"We have been working with employers for many years to negotiate pension plans that meet the needs of our members," said NUM President John Smith. "However, we have found that employers are not willing to make the necessary investments to provide decent retirement benefits. That is why we have decided to take a new approach."

The NUM and NUM have already begun organizing workers across the country. They are targeting industries that have a history of providing poor retirement benefits to their employees.

"We are preparing to launch a national campaign to organize workers in industries such as retail, construction, and manufacturing," said Smith. "We are confident that by organizing workers on a national scale, we can negotiate better pension plans that meet the needs of our members."

The NUM and NUM have also reached out to other unions to discuss their strategy. They hope to team up with other unions to gain even more leverage in negotiations with employers.

"We believe that by working together, we can negotiate better pension plans for our members," said Smith. "We are committed to organizing workers on a national scale to gain better retirement benefits."
‘Activists may go into hiding’

PAT DEVEREAUX

POLITICAL activists in the Mass Democratic Movement would go into hiding if Mr Adriaan Vlok’s threats against them were to be taken seriously, anti-apartheid leaders said last night.

But despite the threats, activists in the MDM — an alliance of anti-apartheid organisations and the Congress of South African Trade Unions (Cosatu) — have vowed to go ahead with a campaign starting on Monday to defy segregation in health, education, transport, housing, job opportunities and public amenities.

“It is deplorable that history has taught the Government nothing and that, 30 years after the Defiance Campaign of the 1950s, we still have to embark on civil disobedience campaigns to show up racist laws,” said one activist.

The Minister of Law and Order, Mr Adriaan Vlok, has released Government plans to stop the MDM’s passive defiance campaign announced at a press conference earlier this week.

Meanwhile a major confrontation between the one million strong Cosatu and the Minister is brewing, after the release of a controversial draft document which outlined the campaign. Cosatu claims that details of the campaign released by Minister Vlok are not accurate, and that the federation never formally adopted the document.

Mr Vlok said the campaign had been planned when more than 50 activists of the MDM met the hierarchy of the African National Congress/South African Communist Party alliance in Lusaka on June 5 and 6.

“They hatched plans to plunge the country into violence on an extended scale once again,” he said.

“The Government’s first step will be to serve the 50 radical ‘generals’ behind it with warnings not to proceed,” he added.

Other security sources have apparently warned that, if the campaign goes ahead as planned, further steps will be taken, including restrictions, on or detentions of individuals involved and the prohibition of the defiance campaign.

“The Government will not allow this to happen. It does want to warn the ringleaders, planning this violence — stop your violent plans for South Africa and its people,” said Mr Vlok.

Late yesterday, the authorities took a first step to try to prevent the planned protest action against segregated state hospitals. The Transvaal Provincial Administration said that all hospital premises would be restricted, and only those with permission would be admitted.

Anyone who tried to enter hospitals without permission would be liable to a fine of R2 000 or imprisonment of up to two years in terms of the Access to Public Premises and Vehicles Act.

Reacting to this, an MDM spokesman said.

TO PAGE 2.
necessories, Roodes making such issue, but how sorrow or take its work?

Idt. Bedford resident is en- per to what a company ope any busi- never used a his own pur- stone.

ol, Yeoville: by the State set a good ex- as regards life heritage, to say tially coming end of state.

ers, Benoni: orm in a teav- selves atters.

Campaign goes on, vows MDM

FROM PAGE 1 (40)

It has never been our intention to flood hospitals with patients. We simply told people to go to the hospitals regardless of race.

Regarding the plan for MDM officials to go into hiding, a spokesman said, “No one from the MDM has gone into hiding so far, but it is something we will have to consider.

“We believe it is no coincidence that just two days after Mr Vlok’s warning we have had six bombings in the PWV area. We are forced to suspect that these bombings are being perpetrated by those who wish to create a violent climate in order to start a whole new round of repression before the general elections,” said an MDM spokesman last night. He asked not to be named “for fear of retaliation.”

He added “We urge the police and Mr Vlok not to create a confrontational situation at campaign events to which foreign diplomats and media have been invited. We trust that the Government will allow the press to witness these peaceful actions and be allowed to report in full on them”

The publicity secretary for the Five Freedoms Forum, Ms Gael Neke, said “The recent spate of bombings has simply reinforced Mr Vlok’s statements and are creating a climate in which the Government can take action against political activists”

Well-publicised campaign

She added “This has been a well-publicised and open campaign similar to the PFP’s recent call for the Group Areas Act to go when they had the ‘inner city encounter’, in which black flat-dwellers hosted white guests in protest against the Group Areas Act.”

National Medical and Dental Association spokesman Mr Max Fruce said “This is a basic human rights campaign to draw attention to the fact that hospitals are segregated.

“We decided that action should be taken to open hospitals because the Government has failed to respond to the hospital crisis and open facilities.

“We feel the only way to progress is to get genuine patients to go to hospitals for treatment. Hospital staff have already admitted they are under obligation to ensure patients get medical care. We appeal to the police not to try to forcibly remove sick people.”

South African Council of Churches hason offi- cher Mr Saki Macozoma said he was concerned that Mr Vlok intended to create a climate in which the public would once again accept restrictions and detentions as normal.

The Conservative Party, responding to the defiance campaign, said yesterday that it expected the Government to invoke the powers at its disposal and take firm action.

Report by P. Devereux, 47 Sauer Street, Johannesburg

CP wants probe

FROM PAGE 1

driving the truck on Friday night was part of the President’s guard and had taken equipment used for that protection to the farm for Mr Botha’s hunting trip.

“It was an official trip and was also noted as such in the logbook,” he said.
Why UIF is overflowing with cash

REPORTS that reserves of the unemployment insurance fund (UIF) had soared to a record R800 million at the end of June have prompted calls for renegotiation of benefits and reorganisation of the board.

The National Unemployed Workers’ Co-ordinating Committee (NUWCC), a Congress of South African Trade Unions project, said there were many reasons for the growth in the funds reserves, said to be growing at a rate of about R20 million a month, many of them a result of there being no representatives from the major federations on the board.

Although about 120,000 people were receiving benefits from the fund at the end of June, a NUWCC spokesman said one reason why the fund was growing was that many thousands who were eligible for benefits did not receive them.

"To claim benefits a worker must hand in his UIF card and is given a brown card stating that he is a workseeker and has applied for benefits."

"But most employers want to see the UIF card which bears the reason for his unemployment. So many workers would rather keep their cards and look for jobs than register for benefits," he said.

"If they haven’t registered within nine months they lose their right to benefits and have to work for three months again before they can apply."

"A major factor is that migrant workers have to return to their homeland to apply for benefits."

"Although they’re supposed to get these after two weeks often have to wait months before getting them, then they have the expense of travelling to the homeland."

"Many simply forgo their benefits to stay in an urban area seeking fresh employment."

"And large sectors of the workforce such as farm labours, domestic workers and some state employees pay no contributions and are excluded from receiving benefits."

Many workers believed that the 45 percent of their last earnings was too small, and was only hardship relief rather than a proper social security benefit.

"If someone has worked for three years the maximum period for which they are eligible for benefits is 36 weeks but many do not know that they have worked for more than three years they can apply for extended benefits," said the NUWCC spokesman.

Even healthier

"And, while increased employer and employee contributions have contributed to the strength of the fund, it must also be pointed out that it could be even healthier and in a state to pay better benefits to all those eligible."

"Some of its income comes from investments but we have professional advice that the fund is not making the best use of its investment opportunities."

"One of the reasons for this is that while employers and employees contribute equally to the fund, the majority of workers are not represented and therefore play no part in the decision-making process."

He said the NUWCC believed that workers were poorly informed about their unemployment benefit rights and was starting a campaign to correct this.

"And we also believe that worker representatives should have the say over fund investment and benefits," he said.
cause because the protesters don't have the right to vote."

However, the DF felt it was "risky" to use hospitals — where there was a shortage of services and personnel — as a focal point for the protest as this could endanger the health and even the lives of patients.

The Conservative Party, responding to the MDM's defiance campaign, said yesterday that it expected the government to invoke powers at its disposal and take firm action against the movement. — Sapa and Political Staff

(Volok lied: He can sue us — Cosatu)

JOHANNESBURG — Cosatu has challenged the Minister of Law and Order, Mr Adriaan Vlok, to take it to court for defamation of character after accusing him of lying.

According to the organisation, central to Mr Vlok's allegations against Cosatu and the MDM (Mass Democratic Movement) was his claim that a document setting out a programme of defiance and violent disruption of the September elections was "distributed at Cosatu's Congress held on July 12 to 15".

Cosatu said this was a lie. — Sapa
THOUSANDS of trade unionists will meet next month to protest against the Labour Relations Act (LRA).

The Congress of SA Trade Unions (Cosatu) and the National Council of Trade Unions (Nactu) say the second workers' summit will be held on August 26 and 27.

Observers fear that the summit may not happen because of warnings by Law and Order Minister Adriaan Vlok to the Mass Democratic Movement (MDM), and the halting of similar rallies in regional areas.

Mr. Vlok claims that a draft resolution put forward at the Cosatu national congress this month called for action preceding the September general election.

He warned the MDM, of which Cosatu is a part, to desist from violence, intimidation or face the consequences.

Cosatu denies that the MDM plans violent rallies. It says: "Insofar as the MDM has planned any actions, these have been openly canvassed and are non-violent in their nature."

One of these actions is the second workers' summit to discuss plans for action against the amended LRA.

Cosatu says: "We resolve to fully participate in implementing the recommendations of the workers' summit and to propose co-ordinated and sustained industrial action in line with the demands put forward by Cosatu, Nactu and the independent unions.

"Cosatu will recommend to the workers' summit that the sustained action begin on September 1."

Acting Manpower Minister Eli Louw has invited submissions to the National Manpower Commission.
Naidoo speaks out on future of SA

Cosatu general secretary Jay Naidoo ... employers and State benefit from poverty.
Employers cannot exonerate themselves from the attack by the Labour Relations Act on the unions.

By CONNIE MOLUST

COSATU's third national congress two weeks ago was a watershed, coming at a time when crucial issues were facing the democratic forces, said general secretary Jay Naidoo.

Naidoo told City Press in an interview: "The congress derived its significance from the overwhelming unity and spirit of resistance and defiance, and resolutions were taken on important issues facing the people."

On political negotiations, Naidoo said "The Mass Democratic Movement has never opposed genuine negotiations. There has not been any sign on the part of the government to negotiate. The MDM is sceptical about what could be empty sounding words from Pretoria.

"The government will have to create a climate for negotiation that allows free political activity. We set conditions necessary for such a climate. If these conditions are met, it will be a signal that there is seriousness to negotiate."

The bottom line for Cosatu was that "any negotiated settlement will they have not yet shown opposition to apartheid in concrete terms, said Naidoo.

On the call for week-long protest action against the Labour Relations Act (ERA), Naidoo said the Act had been used against trade unions.

It was significant that all laws in South Africa had been passed by a racist parliament and supported by major employer bodies, he said."
small towns is one y-
Forty two small towns we
the country. The towns
 economically active popu

have to address the basic needs of
our people, from provision of housing
and education to health care”

“These conditions serve as
important catalysts to test the sincerity
of the government to negotiate,
because at the moment there is
tremendous international pressure to
reach a political settlement

“The government is incapable of
meeting the bottom line of our one
person, one vote demand. It is faced
with a deepening legitimacy crisis. The
reform strategy – a cosmetic effort
to maintain apartheid – has failed to
win that block traditionally seen as
moderate

“The congress has noted that it
has to canvass support with the broad
community to unite a whole range of
anti-apartheid forces around a unifying
perspective of one person, one vote.”

A programme of action should
have to be developed that not only
unites the core forces of the MDM
but defined the terrain of the struggle
itself.

“A convening committee has
already been suggested to set up
debates to determine the context
and form of a new alliance – with
organisations ranging from the
churches, the UDF, Azapo, Nactu,
Cosatu and black business people.

“The conference, to be held in
October, will be part of this process to
build anti-apartheid forces.”

The only organisations to be
excluded were big business because

“Employers cannot exonerate
themselves from the attack by the
LRA on unions. In the past nine
months the LRA was used against us
not a single employer suspended the
use of the LRA, as we had called for.”

Naidoo did not say what form the
protest action would take as this would
pre-empt discussion with other
groups. The recommendation of the
congress would be taken to the
worker summit in August to canvass
consensus.

“Unless employers break with
apartheid there will never be a LRA
which is acceptable to workers. The
spirit of apartheid is unacceptable. No
one wants to accept poverty and
suffering much longer

“Our view of one federation and
‘one union, one industry’ is our most
important weapon. We have to
defend our position. To pursue this the
congress mandated the
constitutional structure of Cosatu to
consult with Nactu and the
independent unions.

“There is more that unites us than
divide us. It is in the context of
concrete struggles against the LRA
that the basis of unity is built, instead
of having unity made up by leaders
at the top.

“An important achievement is the
level of unity we have achieved within
Cosatu itself. The prospects for
unity in the commercial and catering
sector is an important advance.”

On the anti-apartheid coalition,
Naidoo said the process had already
begun through the peace initiative in
Natal, the worker summit and unity
in sports.

Privatisation should be recognised
for what it was, said Naidoo. It led to a
loss of jobs, increases in service
charges and was a political strategy to
deprove a post-apartheid government
of the necessary resources to
reconstruct the economy and
address the needs of the people.

“Our policy on disinvestment
remains as resolute as before. It is
important to canvass international
pressure against the government. Both
employers and the state are
committed to apartheid because they
benefit from poverty.

“The South African economy is
part of the Western economy and
heavily dependent on its technology.
The disastrous economic and political
policies of this country are
responsible for the suffering of our
people.”

International pressure was the last
weapon of non-violent change left to
force the government to negotiate,
Naidoo said.
Company ‘breaks agreement’

By MARTIN NTSEOELENGEO

PICKETING Joshua Doore workers have accused the company of breaking a pledge not to lock them out.

An agreement between management and Cenwusa allowed workers to use toilets and tea-making facilities. It also allowed for liaison with the union before police were called in.

But this week most Johannesburg store managers barred picketers from their stores and some picketers had been arrested, workers said.

Trauma of removal claims child’s life

By S’BU MGADI

TWENTY-MONTH-OLD Nhlanhla Mkhize – a victim of forced removal and homelessness – after developing a cold this week
The thrill and spirit of Saturday's game settled between Orinduik and Mabaruma: The first game was a tie in our goal, and.

Cosatu and VICK

In a statement issued:

"LARGELY BY ISMAL"

Head For Clash

"IN A MATERIALISTIC WAY"
desperate attempt to
discredit the MDM in the
eyes of the public on the
eve of elections."

"This shows Vlok's
contempt for the white
electorate and his belief
that they are so gullible as
to accept anything
designed to sway their
vote in favour of the
National Party," the memo
said.

In conclusion, Cosatu
expressed its fears that the
South African Police will
use the Government's
infamous laws to disrupt
the peaceful action
planned for August 2.

The union appealed to
the international
community to monitor the
situation closely and to
put pressure on the South
African government not
to act in an irresponsible
manner.
Workers arrested ‘for singing’

By Mike Siluma, Labour Reporter

The Congress of SA Trade Unions has accused the police and the SA Transport Services of interfering with workers’ freedom of expression following the arrest of more than 400 workers for singing freedom songs while commuting by train.

A statement by Cosatu’s Witwatersrand region said workers were arrested for singing on their way to and from work by train on the East Rand.

About 200 were reportedly arrested in June and 240 in July. Some paid admission of guilt fines, others were charged with disturbing the peace and released on bail.

The arrests were condemned by Cosatu as a violation of workers’ freedom of association, of expression and movement.

“This is a new form of repression which tends to supplement the bombing of (union) offices and brutal attacks on workers engaged in militant strike action.”

The Cosatu regional office said workers from different factories and industries had held numerous meetings to discuss this matter. In addition, the region has referred the matter to its lawyers and had requested Sats for a meeting.

In response, a police spokesman said police did not “act against people because of their affiliation to one or other organisation. As stated in (The Star’s) inquiry, the people were arrested on suspicion of having committed an offence.

“The police cannot detain persons without reason. If it is revealed during investigation that there is no evidence to connect the suspect to the case being investigated he/she is immediately released.

“All case dockets are forwarded to the relevant judicial authorities who decide whether to prosecute or not.

“Regarding the ‘bombing’, this office has issued numerous requests to people who have information to come forward and furnish it.”

A Sats spokesman said passengers had the right to complain if they were being disturbed by others.
Cosatu protests to go ahead

Chairman Mr. Jomo Sefambo of Cosatu
minutes ago asked the President of the
counseling and legal aid center to
take urgent action to ensure that
the constitutional provisions which
were supposed to protect the
rights of the workers are not
abused.

"We have also scheduled a
court hearing to discuss this
matter," he said.

The council also called on the
government to review the
existing policies to ensure that
the rights of workers are
protected.

"We will not allow any
tactic to suppress our
demands," Mr. Sefambo said.

The council also urged the
government to negotiate
fairly with the workers and
resolve the issue amicably.

"We will not allow any
tactic to suppress our
demands," Mr. Sefambo said.

The council also urged the
government to negotiate
fairly with the workers and
resolve the issue amicably.

"We will not allow any
tactic to suppress our
demands," Mr. Sefambo said.

The council also urged the
government to negotiate
fairly with the workers and
resolve the issue amicably.

"We will not allow any
tactic to suppress our
demands," Mr. Sefambo said.

The council also urged the
government to negotiate
fairly with the workers and
resolve the issue amicably.

"We will not allow any
tactic to suppress our
demands," Mr. Sefambo said.

The council also urged the
government to negotiate
fairly with the workers and
resolve the issue amicably.

"We will not allow any
tactic to suppress our
demands," Mr. Sefambo said.

The council also urged the
government to negotiate
fairly with the workers and
resolve the issue amicably.

"We will not allow any
tactic to suppress our
demands," Mr. Sefambo said.

The council also urged the
government to negotiate
fairly with the workers and
resolve the issue amicably.

"We will not allow any
tactic to suppress our
demands," Mr. Sefambo said.

The council also urged the
government to negotiate
fairly with the workers and
resolve the issue amicably.

"We will not allow any
tactic to suppress our
demands," Mr. Sefambo said.

The council also urged the
government to negotiate
fairly with the workers and
resolve the issue amicably.

"We will not allow any
tactic to suppress our
demands," Mr. Sefambo said.

The council also urged the
government to negotiate
fairly with the workers and
resolve the issue amicably.

"We will not allow any
tactic to suppress our
demands," Mr. Sefambo said.
INDUSTRIAL RELATIONS - COSATU

1989 - AUG. - SEPT
Numsas slams 'divisive' memo

THE Industrial Court this week ordered an Atlantis engineering company to withdraw a memorandum sent to employees earlier this month.

The memorandum, which was distributed to all employees of Atlantis Diesel Engineering (ADE), advised workers that they had the right to belong to any union of their choice.

The National Union of Metalworkers of South Africa (Numsas), which has majority membership at ADE, told the court that the memorandum was aimed at splitting up its membership.

A Numsa spokesperson said management had issued two memorandums over the past month which had a "disruptive effect" on union activities at the company.

The memorandums were in connection with wage negotiations between the company, Numsa and six other unions.

Numsas was the only union to reject the company's offer of a 15 percent wage increase across the board.

After the memorandum was issued, about 20 percent of the union's 1100 members resigned from Numsa.

The Numsa spokesperson said the union was moving towards a strike ballot, following the deadlock in talks at the industrial council.
The strike started yesterday. Mr. Reuben Els, the communications director of SanCor's, director of the strike was illegal. Sources at the plant said workers were angered by the management's refusal to give pay. They offered to pay 60 cents per hour extra on the board increase. The striking workers are members of the National Union of Metalworkers of South Africa (Numsa). Els said: "We have an illegal work stoppage and up to now we do not know the reason for the action. The union has not notified us."
TO THE CREWMEN AND RAILROAD WORKERS OF THE COMMERCIALLY DECLARED STRIKE IN THIS AREA

The purpose of this notice is to inform you that the strike has begun on 2.00 a.m. on the 1st of this month. The strike was called due to the company's decision to close down the plant and lay off workers.

The strike is expected to last for 48 hours, and workers are encouraged to join in solidarity. The company has been notified of the strike, and we urge all workers to stand firm and demand fair treatment.

We urge you to support each other and to continue to work for better conditions. The union is here to support you, and we ask that you remain united.

Signed,
[Signature]

Chairman, Union Committee

By Len

MASSEY

The strike has begun, and we call on all workers to join in solidarity. The company's decision to close down the plant is unacceptable, and we demand that they reverse their decision.

Joshua's Door and the Commercial Centre

[Signature]

SPEWAN Wednesday August 2 1989
PORT ELIZABETH — Volkswagen closed all production lines in Uitenhage plant because of "high absenteeism and unprocedural industrial actions", a company spokesman said yesterday.

But this was disputed by a trade union official, who attributed the closure to strike actions by workers in other allied motor trade industries.

Sascor in Pretoria also closed down after about 300 workers went on strike yesterday to back demands for higher pay.

A VW spokesman said that in the interest of productivity and effective and economic functioning of the plant, there was no alternative but to close the plant.

Mr Phumzile Gomomo, a spokesman for National Union of Metalworkers (Numsa) and Cosatu vice-president, denied that VW workers had gone on unprocedural industrial action.

He said VW management had felt it would be uneconomic to continue production since the company had been affected by strikes in Goodwood, now entering the fifth week, Bosmal Afrika and at Hella plant also in Uitenhage.

Mr Gomomo said workers had demanded a report-back meeting on the ongoing wage negotiations, but found production lines already closed when they went back to resume duties on Monday.

The union felt strongly about this, he said, adding that Numsa had challenged management about the closure of the production lines.

Mr Gomomo said workers were committed to resume duties any time the production lines were opened.

A spokesman for the workers at Sascor said the stoppage began because workers demanded an increase of about R1.50 an hour while the company offered 45c.

National wage negotiations are currently taking place in Port Elizabeth.
THE conflict between employers and unions, rather than managers and employees, is an inescapable ingredient of the workplace. It should be resolved by management and workers themselves on the shop floor without any State interference.

This is the opinion of Professor Cyril Summers, a Pennsylvania University academic presently visiting this country.

Any government intervention in the interface between management and unions exacerbates conflict, he said.

"Any dispute resolution procedure must take place at plant-level because failure to do that will result in the dispute being resolved by strikes," Summers told more than 100 delegates attending a conference on labour law in Durban at the weekend.

The conference — whose theme was "The Private Regulation of Industrial Conflict" — was attended by representatives of management and trade unions.

At issue was whether current labour laws should be amended to provide for compulsory arbitration.

American professor Sumner, having described employers and unions as "the two parties to these disputes," said that the two parties should be "minimum participants" in the resolution of disputes.

"Although the current law has been interpreted to mean that a court or private arbitrator should resolve the dispute,

Dr Ashan Poune, the Director-General of the Department of Manpower said that the Government understood that it was not in the interest of the parties to have a court resolve the dispute.

By LEN MASEKO

Mr Poune said that the recent amendments to the Labour Relations Act (LRA) provided for the establishment of an Industrial Relations Tribunal in instances where there was a dispute between two parties.

"Although there was a major conflict between management and workers, the courts felt that the two parties could resolve their differences by means of arbitration or negotiation," he said.

Poune said that the courts were not in the interest of the parties to have a court resolve the dispute.

The two parties should be "minimum participants" in the resolution of disputes.
High-level union-employer talks on reshaping the Labour Relations Act (LRA) are quietly being supplemented in the textile and clothing sectors by a host of private deals bypassing the legislation.

Demands that employers contract out of the LRA have been made in about 150 bargaining forums, says the SA Clothing and Textile Workers Union (Sactwu).

These include clothing industrial councils in the Transvaal and Natal, the Western Cape cotton industrial council, and major textile firms such as Frame and Romatex.

Last week Sactwu went into dispute with Western Cape cotton employers on the issue, and other disputes are in the offing. But there have also been agreements — more than 20,000 workers are already covered by deals sidestepping the LRA, the union says.

Sactwu's Mr John Eagles stresses that the campaign pre-dates and complements the talks between the labour movement and the South African Consultative Committee on Labour Affairs aimed at joint proposals on changes to the LRA.

Sactwu members, by means of factory protests and last month's two-day stayaway, had backed the broader push for a new law.

The five-point package demanded by Sactwu resembles deals struck between several West German firms in SA and the National Union of Metal-

Private deals are supplementing the present talks between unions and employers on changes to the Labour Relations Act, reports DREW FORREST.

workers. Among its features are:

- The referral of all "disputes of right" (over the breach of an agreement or law) to private arbitration, thus bypassing the LRA's dispute-settlement machinery and the Industrial Court.

- "Disputes of interest" (for example, over wages), the union seeks such rights as a moratorium on dismissals, access to strikers, and picketing facilities.

- On refreshments, a guarantee of negotiation with Sactwu and the application of the "last in, first out" principle.

- The right of all workers to a fair disciplinary hearing. The LRA apparently enables managers to fire workers with less than six months' service without valid reason.

- An employer pledge not to base legal action against the union on the LRA. A particular union concern is section 79 (2) which broadens unions' liability for damages claims in illegal strikes.

- A statement by employers that they favour the extension of union rights to workers in farming, domestic service and the public sector who are not covered by the LRA in its present form.
AL THREE MOWER COMPANY

13,000 STRIKE FOR PAY

NATIONAL UNION

Philadelphia, PA 19103
0000 to strike

THE National Union of Metalworkers of South Africa has called for a strike in all Dorbyl plants from Monday

Dorbyl is one of the largest private sector employers in the metal industry.

A statement by Numsa said deadlock had been reached after 18 months of negotiations on four demands put to Dorbyl by union members.

"Numsa members in 50 Dorbyl factories voted last week for strike action over the dispute. Voters numbered over 6,600 for strike action, 312 voted against and there were 49 spoilt papers.

"The strike ballot follows negotiations which have dragged on for more than 18 months. Dorbyl has avoided proper negotiations by oscillating between its divisions and the head office," the Numsa statement claimed.

About 400 general workers went on a lightning strike at the Park Lane Clinic this week over a pay grievance, according to a spokesman for the National Education, Health and Allied Workers' Union (NEHAWU).

General secretary Sasa Nqkelana said the workers had downed tools over a discrepancy in wage increases.

Park Lane is the third hospital to be embroiled in a dispute with workers in recent weeks. Morning-side Clinic and the Johannesburg Hospital have been in the news in connection with workers' grievances over pay, working conditions and workers' rights.
SAMCOR has closed its plant following an "illegal" work stoppage by about 3 000 workers sparked off by a wage increase disagreement.

Before the closure, workers were given a circular in which they were warned to report for duty on August 1 and commence work in a normal manner or face disciplinary action.

The circular, signed by Mr E Beznidenhout, the company's labour relations manager, said that the "illegal and unfair" work stoppage would be recorded on workers' conduct record as a further warning.

The circular added the plant would be closed with immediate effect.

The strike started on Monday following a pay disagreement between the workers, represented by Numsa, and the company, represented by the Steel Engineering Industry Federation of South Africa (Seifsa). The workers demanded R1.50 an hour increase whereas Seifsa offered them 45c. The negotiations are in Port Elizabeth.
Numsa slams Iscor sell-off

The National Union of Metalworkers of South Africa (Numsa) has hit out at the government's proposed privatisation of Iscor.

Numsa claimed this week that the company would be greatly undervalued — possibly by as much as R1.5 billion — in the event of privatisation.

Courts 'in disrepute'

The general secretary of the Amalgamated Clothing and Textile Workers' Union of South Africa, Mr John Copelyn, has called for employers and unions to be allowed to choose who presides over industrial courts.

Speaking at a labour law conference, Copelyn said the courts had fallen into disrepute among workers because of their reluctance to remitise workers who were dismissed unfairly and the speed with which interdicts restraining workers from continuing with strikes were issued.

ANC unions' says Bureau

A pamphlet which offers assistance to farmers worried about their labourers joining unions, has been distributed to all deciduous fruit farmers in the Western Cape.

The pamphlet, issued by the "Labour Bureau", warns farmers that they are the target for the "ANC's revolutionary onslaught on the Plateau".

Ppawau in dispute

The Paper, Print, Wood and Allied Workers' Union (Ppawau) has declared a dispute with the South African Print and Allied Industries Federation over the federation's decision to withdraw from the National Industrial Council for the industry earlier this week.

SAPAI is the largest employer in the printing industry.

Ppawau said the federation's decision was a "snipeyork reaction" to Ppawau's application to join the council earlier this year.

The SAPAI said that while this was part of the motivation, the major reason for its withdrawal was the problems it perceived with two-tier bargaining.
THE National Union of Metalworkers of South Africa (Numsa) has declared a dispute with employers in the motor industry following a breakdown in talks affecting about 160,000 workers.

The decision was taken at a shopstewards' council meeting in Kimberley last weekend and follows a walkout by the union's negotiating team from talks in the Industrial Council.

A Numsa spokesperson said the walkout was in protest at the council's insistence that unions present at the talks vote whether to accept the employers' wage offer.

Employers belonging to the South African Motor Industry Employers' Association and the South African Vehicle Body and Repairers Association offered a 22.5 percent wage increase.

The offer included some categories of workers and provided for a lower wage hike for other categories such as pump attendants.

Two unions representing white workers accepted the offer which was rejected by Numsa.

Numsa's shopsteward council said the union wanted a minimum increase of 20 percent for all workers and an hourly rate of R1.50 in small towns, where the current minimum is R1.24 an hour.
Fawu in wage dispute

By CHIARA CARTER

FOOD giant Premier has declared a dispute with the Food and Allied Workers' Union (Fawu) following a deadlock in annual wage negotiations.

Eppo, a division of Premier Milling, declared the dispute after Fawu turned down the company's offer of a R22 weekly wage increase.

And Fawu anticipates that the company will declare another dispute shortly.

A Fawu spokesperson said the union expected Premier Milling to declare a dispute over Fawu's refusal to accept the company's offer of R24 a week.

Last month, Premier agreed to accept backdating of increases after workers demonstrated outside several factories and the union declared a dispute with the company.

Premier also withdrew its demand for productivity-linked increases and for plant level negotiations.

The negotiations are part of the national wage talks in the baking and milling sector of Fawu which began in June.

The sector includes the South African Breweries and National Food Distributors.

The union's guidelines for the sector include demands for a R300 minimum weekly wage, present shift allowances being doubled, a 40-hour working week with no compulsory overtime, and the right to strike.

Fawu is also demanding that workers get December 5, May 1, March 21 and June 16 as paid holidays.
Restricted UDF leader Trevor Manuel is one of several former detainees who have vowed to disobey their restriction orders. With him at a Press conference in Athlone this week are Christmas Tinto, Mzonke Jacobs and Amy Thornton.

FROM PAGE ONE

A further 20 patients were admitted at the Paardokraal Hospital in Krugersdorp, 20 patients at the Vereniging Hospital and six at the H F Verwoord Hospital in Pretoria.

Demonstrators were met outside the Paardokraal Hospital by a small group of AWB members but there were no incidents.

Scores of South African Health Workers' Congress members and medical students from the University of the Witwatersrand picketed outside the Johannesburg Hospital.

The protest in Johannesburg was capped by a huge lunchtime rally at which Costal's general secretary, Jay Nadoo, set the tone for further anti-apartheid demonstrations.

"We hope Mr Vlok, other government leaders and their international cohorts take heed that we will live up to our promise to dismantle apartheid ourselves," Nadoo said.

In Cape Town, organisations planned to commemorate the 80th birthday of jailed trade unionist Oscar Mpetha on Saturday by visiting him at Groote Schuur hospital where he is held under armed guard.

Also on Saturday, hundreds of people are expected to attend the Athlone funeral of student activists Colin Williams and Robert Waterfall who were killed in an explosion outside the Athlone magistrates court last month.

Organisations plan to declare themselves "unbanned" on August 20 — the anniversary of the formation of the United Democratic Front, according to spokespersons for the MDM.

Protest action is also planned for schools, colleges and universities in the Peninsula, according to MDM spokespersons.

There were several incidents of unrest at Peninsula high schools over the past week.

On Wednesday, students from several high schools in Mitchell's Plain were prevented from converging on the offices of the Department of Education and Culture (House of Representatives).

The students wanted to deliver an ultimatum demanding the release of seven students being held in emergency detention.

They also want charges of public violence dropped against six other students from the area.

Burning barricades were erected in Mitchell's Plain, Belhar and Elsies River and several students from these areas were reportedly held.

At three Mitchell's Plain schools police took action which cannot be reported in terms of the emergency regulations.

(Reports by C Carter, of 95 Sir Lowry R9, Woodstock, and M Badela, of 52 Simmonds St, Johannesburg.)
Strikers in Kempton get ultimatum

By Abel Mabelane, East Rand Bureau

The 1 200 striking Kempton Park municipal workers served with an ultimatum to return to work today or face dismissal have appealed to Cosatu for help.

The workers have no union to represent their interests. They pulled out of the SA Black Municipal Workers' Union about two years ago.

The workforce of 1 200 (not 12 000 as reported yesterday) went on strike on Monday in protest at what they termed insufficient salary increases.

They claimed the council had promised them a 20 percent increase but gave them less.

Yesterday, the workers were given an ultimatum to report for duty at 7 am today or face dismissal.

Kempton Park town clerk Mr H Muller denied the council promised the employees a 20 percent across-the-board increase.

Shopkeepers said refuse had not been collected since Monday. Several expressed fears that the strike, if it continued, could affect their businesses adversely.
Motor industry pay strike now affects 13 000

By Mike Siluma, Labour Reporter

The wage strike in the motor industry, already affecting Volkswagen and Samcor, yesterday spread to Toyota plants in the Transvaal and Natal, bringing to nearly 13 000 the number of workers involved.

Confirming the closure of the company's Uitenhage plant, a Volkswagen spokesman said "as a result of high absenteeism and unprocedural industrial action", it had become impossible to continue production.

Production lines would remain closed "until shop stewards confirm employees are prepared to follow agreed-to rules and maintain acceptable production standards". About 5 500 workers are affected.

In Pretoria, a two-day strike by about 3 000 workers at Samcor's assembly plant led to a lock-out and plant closure yesterday.

Samcor's managing director, Mr Spencer Sterling, said the decision to close the plant and lock workers out followed the failure of the National Union of Metalworkers (Numsa) to give assurances that workers would not engage in further stoppages if they were allowed to return to work.

A worker spokesman at Toyota said 3 000 workers were on strike at the company's Prospecton, Durban, assembly plant. A further 1 000 had withdrawn their labour at Toyota's subsidiary, Rowen SA, also in Natal. About 400 had downed tools at Toyota's marketing division, near Sandton, Transvaal.

Although Numsa spokesmen could not be reached for comment, worker spokesmen said the strikers were demanding, among other things, a 40-hour working week, individual increases of R2 per hour and a minimum rate of R6.58 per hour.
Union workers take home bigger pay rises

14HR

BY HILARY JOFFE
Workers down tools over baboon sticker

The Argus Bureau

PORT ELIZABETH — Workers at a factory here downed tools for several hours to protest against the display by a foreman of a severed baboon’s head with a trade union sticker across its forehead.

Several hundred workers at the Eversay factory, some carrying placards and AK-47 replicas made from exhausts, stopped working after the incident yesterday.

They chanted slogans and sang as they paraded around the Sidwell factory premises, monitored by four plainclothes policemen in a vehicle outside the factory gates. There were no incidents.

Two officials from the Nature Conservation department of the Cape Provincial Administration arrived to take statements and photograph the head of the animal.

They said they were investigating whether the baboon had been “legally hunted” or not. They took statements and photographs and the head was returned to the man who had shot the animal.

A spokesman for the workers said a white foreman, a Mr. Frank Barnard, had shot the baboon on his farm and then brought the animal’s head to the plant.

Workers noticed the head in Mr. Barnard’s office first and then it “did the rounds” in the factory.

“They were taking pictures and people were laughing at it because it had a union sticker on its forehead, calling for an end to the Labour Relations Act,” the spokesman said.

He said “They are always telling us, the black and coloured people, that we are baboons. We are always wearing these stickers and the sticker was put on the baboon’s head to resemble us.”

Shop stewards said the head was taken away and burned — it was not clear by whom or for what reason — after the Nature Conservation men had left the plant.

A senior industrial relations spokesman, in the presence of shop stewards, said the company would launch an inquiry into the cause of the work stoppage.

“All ‘rumours’ would be investigated and the situation would be resolved in a “fair” manner, he said.

The company would wait for a statement from the Nature Conservation Department before releasing an official statement.

Mr. Barnard was not available for comment.
500 locked out

More than 500 workers at Toyota's Sandton marketing division plant in Johannesburg were locked out early yesterday after wage talks between worker representatives and management reached a deadlock this week.

Workers had demanded an increase of R2 across the board while the company offered 50 cents an hour.

During an outdoor meeting which was addressed by National Union of Metalworkers of South Africa shop stewards workers resolved not to return to work until the company conceded to their demand.

Union spokesman Mr Fani Siweya said workers were asked by management to sign an undertaking not to resume strike action, go-slow or overtime bans. This had also been rejected by workers and talks with management were continuing at the time of going to press.

Attempts to obtain comment from the company spokesman, Mr Theo van den Borgh in Durban, drew a blank yesterday.

According to workers others had returned to work in spite of an earlier resolution not to do so. They also alleged that "coloured" workers had brought knives and guns to the plant yesterday to fight the black staff.

Two workers who refused to be named said they were threatened by groups of "coloureds" on separate occasions yesterday. One alleged he was chased in the streets of Johannesburg while on his way to a taxi rank in Bree Street.

They said we (blacks) had intimidated them at a meeting on Wednesday when we resolved to strike," he said.

Meanwhile, strikers at Toyota's Prospecton plant in Natal were served with an industrial court order directing them to resume work, according to a company spokesman. He said the company would remain closed until Monday, "as a precautionary measure."
There was joy and ululation when seven members of the National Union of Mineworkers were acquitted at the Pretoria Supreme Court yesterday. The seven from the Witbank Colliery were appearing on charges of murder. Pictured with them is Num's assistant general secretary, Marcel Golding.

NINE National Union of Mineworkers members who were charged with the murder of a miner at a Witbank Colliery were yesterday acquitted by the Pretoria Supreme Court.

The men and their attorneys held a press conference at the NUM's offices in Johannesburg yesterday.

They were charged with the murder of a miner at the Blikkpan Colliery in Witbank during the 1987 miners' strike.

They are: Mr Moses Nyakane (35), Mr Philemon Moloi (29), Mr Jim Mogashoa (31), Mr Zingsile Sigala (30), Mr Jacob Mashiloane (29), Mr Piet Mahlanga (26), Mr Ecau Vilakazi (38), Mr Thabao Lethuba (50) and Mr Elvis Mubi (24).

To Page 2
Ready to strike

By CHIARA CARTER

WORKERS locked out by a Retreat electronics factory since last week have voted to go on strike in an attempt to prevent the company from dismissing them.

More than 400 members of the Electrical and Allied Workers' Trade Union (Eawtu) have been locked out of the Plessey SA factory since last Tuesday.

This follows a dispute being declared by the company, a subsidiary of a British multi-national, over the workers' refusal to accept the company's wage offer.

The lockout ends next Tuesday morning and the company has warned workers that they will be dismissed if they do not return to work before then.

Union spokesperson Brian Williams said 99.4 percent of the locked-out workers had voted in favour of strike action.

This week the company placed recruitment advertisements for temporary workers in several Cape Town newspapers.

In the advertisements, Plessey appealed to the locked-out workers to accept the company's offer and return to their jobs, and claimed to offer good wages and working conditions.

Components

SOUTH refused to place the advertisement.

Williams said the union doubted if the advertisements would have much effect since workers were determined not to accept the offer.

He said it was difficult for the company to use "scabs" because it took considerable time to train someone to work with electronic components.

Williams also denied Plessey's claims that workers were steadily returning to work, saying that those who had returned were "less than a handful" of workers.

The union has appealed to organisations abroad for assistance in its battle with the multi-national.

Meanwhile, Plessey managing director John Temple flew to London this week for consultation with the company's head office, while on Tuesday an Eawtu delegation delivered a letter to the British consulate in Cape Town, appealing to the British government to exert pressure on the company.
Storm in a loo bowl

ABOUT 500 employees at the Amalgamated Beverage Industries plant in Hercules, Pretoria, have downed tools in protest against new working methods which include the reporting of time spent by each worker in the toilet.

The workers, all members of the Food and Allied Workers Union, went on strike on Tuesday. Employees said they were "provoked by the outdated and racist" instructions introduced by a Mr Bekker, that they note the time they spent in relieving themselves in the loo.

The employees also complained about the introduction of a new method of overloading trucks and said they could not offload the crates. They said the overloading was a risk on the roads due to the massive weight.

Drivers have been provided with new sheets of distribution methods wherein they must also fill in times they spent when stopped by a traffic officer or when they asked someone for directions during deliveries.

A spokesman for the company, Mr Neville Barber, yesterday confirmed the strike and said negotiations with the workers were continuing.

Barber said the workers went on strike on Tuesday.
NUM members not guilty of murdering non-striker

By Mike Siluma
Labour Reporter

At a press conference yesterday, NUM assistant general secretary Mr Marcel Golding said Mr Justice van Dyk had quashed the charges against the men because of "improbabilities" in the evidence of the main State witness in the case. During the trial the workers had been granted bail of R1 000 each. INNOCENT

The nine are Mr Moses Nyakane (35), Mr Phulemon Moloi (29), Mr Jim Mogashoa (31), Mr Zingusile Siqala (30), Mr Jacob Mashiloane (29), Mr Piet Mahlangu (26), Mr Esau Vilakazi (38), Mr Thabso Lethuo (50) and Mr Elvis Mubi (24). They were all acquitted.

The men, all former employees of Blinkpan Colliery in the eastern Transvaal, were charged with killing a non-striker by strangling him with a coathanger during the three-week strike.

Mr Golding said the acquittals demonstrated that "despite the arrests and detention" of workers during the strike, those arrested had been innocent.

The NUM hoped to negotiate with management for the reinstatement and compensation for lost earnings of the nine men.
PORT ELIZABETH. — Workers at Eveready here, who have been protesting against the Labour Relations Act recently, downed tools for several hours yesterday to protest against the display by a foreman of a severed baboon’s head with a trade union sticker across its forehead.

Several hundred workers, some carrying placards and AK-47 replicas made from exhaust pipes, stopped working after the incident.

They chanted slogans and sang as they paraded around the Sidwell factory premises, monitored by four plainclothes policemen in a vehicle outside the factory gates.

There were no incidents.

Two officials from the Nature Conservation department of the Cape Provincial Administration arrived to take statements and photograph the grisly head of the animal. They said they were investigating whether the animal had been “legally hunted” or not.

One worker said: “We have stopped working because management are telling us by this that we are baboons, and baboons cannot work.”

‘Laughing at it’

A spokesman for the workers said a white foreman, a Mr Frank Barnard, had shot the baboon on his farm and then brought the animal’s severed head to the plant yesterday.

“They were taking pictures and people were laughing at it because it had a union sticker on its forehead, calling for an end to the Labour Relations Act,” the spokesman said.

Shop stewards said the head was taken away and burned after the Nature Conservation men had left.

A senior industrial relations spokesman, in the presence of shop stewards, said the company would launch an inquiry into the cause of the work stoppage.

The company said it would wait for a statement from the Nature Conservation Department before releasing an official statement. — Sapa
Court to decide on strike bid

ENGINEERING giant Dorbyl has brought an urgent application in the Industrial Court for an order declaring a planned national strike by more than 7,000 workers unlawful and unfair, a National Union of Metalworkers of SA (Numsa) spokesman said yesterday.

The court action follows 94% of Numsa’s members at 50 Dorbyl plants country-wide voting in favour of a legal national strike, set to start on Monday. Numsa’s Dorbyl national organiser Mr Bobby Marie said.

Between 900 and 1,000 Numsa members at four Dorbyl engineering and automotive plants in Cape Town are affected by the dispute, he said.

Numsa is demanding that the company agrees to refer all disputes the right to private arbitration; to negotiate a service allowance; to negotiate severance pay in the event of unavoidable retrenchment, and to grant shop stewards 10 days paid training leave.

A strike ballot was held last week after Numsa failed to reach a settlement with Dorbyl, Mr Marie said.
Numsa row over wage differential

THE National Union of Metalworkers (Numsa) is unhappy about negotiations over wages in the motor industry.

This led to a walkout by Numsa at the last negotiating session of the industrial council and the declaration of a dispute with employers in the South African Motor Industry Employers' Association and the South African Vehicle Body and Repairers' Association.

The walkout was to register a twin protest, at the wages the employers were offering and that two other unions on the council, the Motor Industry Staff Association and the Motor Industry Employers' Union, accepted the offer, and proposed the council vote on the offer.

With the employers representing their own interests and the other two unions representing well-paid artisans, mainly white, a vote would have been a foregone conclusion. Numsa would have been outvoted and lower-paid employees in the industry, mainly black, would have had the employers' offer foisted on them.

Numsa said, "While the agreement rates for white artisans are R6.00 per hour, they can command actual wages of sometimes R17.00 an hour because of their privileged positions in South African society. The petro] pump attendant must provide for a family on R1.90 an hour and a general worker in the small towns on R1.24.

"Numsa refuses to accept that the white unions and the employers could conclude an agreement on conditions of employment when a substantial number of employees in the industry, who happen to be black, rejected those conditions.

"This undemocratic decision clearly illustrates the racism and exploitation that has been practiced in the industry over the years."

"Because of this attitude and the insistence of the industrial council that the offer of the employers be accepted on a vote, the Numsa negotiating committee walked out of the meeting."

Fortunately there are procedures for declaring disputes and for attempting to settle them. A Numsa spokesman said this week these were pending.

The negotiations affect about 160,000 employees in filling stations, vehicle repair workshops, component manufacturing plants and engine reconditioning and automotive engineering shops.

According to Numsa, employers started with a 7 percent offer, but excluded certain groups of employees like journeymen and petro] pump attendants. This offer was later increased to 12.5 percent on the gazetted grades, excluding:

- Clerical workers, shop assistants and sales personnel in smaller towns with three or more years' service,
- Petrol pump attendants who would get 5 percent, and,
- A 20 percent increase on gazetted grades for employees in vehicle body rebuilding, manufacturing and reconditioning establishments.

Numsa's objection to this offer was that it excluded some employees and that increases on gazetted grades did not necessarily mean an increase in real wages.

Its counter proposal was that no employee be excluded from increases, that increases should not be less than 20 percent, that they be on the actual wages of employees and that those employees in small towns earning R1.24 an hour be brought immediately to R3.50.

It was at this point that it all went Humpty-Dumpty and somebody will have to try and put it together again.
Wage talks CATH TOWN
solution closer 5/18/89

Labour Reporter

MAJOR textile manufacturers and the Amalgamated Clothing and Textile Workers’ Union of SA (Actwusa) this week edged closer to settling annual wage talks, with employers increasing their offer to R12.

Companies represented on the mostly Natal-based Industrial Council for the Textile Industry have proposed increases of R12 each to be implemented in July this year and January 1990.

Actwusa has demanded R13 and R14 increases.
Take the Junge

URBAN municipal workers are poised to add muscle to the mass democratic movement de

They are planning to on the council on the of segregated benches.

Members of the IDe

Durban Integration

Municipal Employees Society (Dimes) were to asked at last to remain on council on the issue of any engraving the bylaw barring certain areas in the city from some Durban beaches.

Dimes membership 10 percent of the service is about 1,000 strong.

Dimes president Nadean said on Friday that the membership would meet to discuss the matter of the council's decision.

Dimes' motion noted that the council had recently to maintain racially segregated beaches. The mayor and the council's legal department had expressed concern.

Dimes members were last night to be asked to resolve to condemn the decision by the council and to consider implications of the decision.

To call on all councillors to take account of the mayor and the council's concerns and to consider the matter.

To ask the council to reconsider its decision.

To open the Durban beaches.

Paper was not even read

By CONNIE MOLUSI

LAW and Order Minister Adriaan Vlok this week apologised to Cosatu and the African National Congress (ANC) for all the allegations in an election rally address about the organisation's third national congress and the defiance campaign.

Vlok had told a Fochville meeting that he possessed a secret document showing that Cosatu intended to recruit workers in act of intimidation, house-to-house visits to tell people not to vote and to petrol-bomb election offices.

The document proved to be a draft resolution distributed at Cosatu's congress as it was not only a draft but not discussed by delegates.

The Fochville speech led to a war of words between Vlok and Cosatu just before the mass democratic movement (MDM) defiance campaign against segregated health facilities began.

A carefully-worded letter to Cosatu lawyers, Vlok said: "Although I concede that the said document does not specifically refer to petrol-bombing, I deny that any of my conclusions is substantially without justification."

"I am willing to undertake not to state that the said document advocates or supports any specific acts of violence. However, the said document on at least two occasions employs the words 'militant action' in the South African political context, based on practical experience as well as dictionary meaning of the word militant. I believe that the phrase may and can be associated with violent acts of one form or another."

"Without hesitation, I gladly give the undertakings that I will desist from making any further statements to the effect that the document circulated at Cosatu Congress specifically supported petrol bomb attacks on candidates in the pending elections," he added.

"I regret any inconvenience caused to your client."

Cosatu general-secretary JACOb Ntsujo said: "The statement issued by the minister of state security on the alleged militant" was a "settlement of the South African question, to meet conditions put forward by the MDM that would create a climate for free political activity and an atmosphere where genuine leaders of the people are to negotiate."

The conditions are:

- Political prisoners' release,
- Unbanning of organisations,
- Lifting of state of emergency,
- Creating a climate for free political activity.

Ntsujo said it was put to him by the DP that the MDM had joined Vlok's bandwagon of white hysterical reaction to the defiance campaign.

"If the DP wants to be regarded as anything different from the NP and its apartheid policy, it will have to prove it in practice."

"We will continue the defiance campaign and are committed to making apartheid unworkable. The majority of our people are not prepared to tolerate the anymore of apartheid."

Church leaders represented by Rev Frank Chikane said: "It is clear that the defiance campaign is not the will of the majority of our population, while the elections reflect the concern of a very small proportion of South Africans."

The Johannesburg Democratic Action Committee (Jaccoc) called for extension of the defiance campaign to construction, which it said was an important area of peaceful protest.

The US government added its voice to support for the defiance campaign.

ANC leader Nelson Mandela has approved the nationwide defiance campaign launched this week to oppose a limited general election that will exclude blacks, said his biographer, Fatima Meer.

"He is impressed by the discipline, the organisation and the peacefulness of the campaign," she said after visiting Mandela on Thursday.

The mass democratic movement (MDM) has targeted blacks to defy racial segregation in hospitals, trains, buses, public toilets and factories.

Meer said Mandela linked the protest to the ANC's 1952 defiance campaign.

Defiance campaigners at Johannesburg Hospital this week.
PICKETING Joshua Doore workers emerged victorious this week as management agreed to re-instate retrenched workers at the rate of 26 workers a month, starting this month.

The company also granted a R110 across the board increase, bringing the minimum wage to R720 a month.

Afcol and the Paper, Printing, Wood and Allied Workers' Union have reached agreement on their wage negotiation, ending a dispute involving 1 100 workers at Transvaal plants.

A joint negotiating committee of the Transport and Allied Workers' Union and Transport and General Workers' Union have referred their dispute with Eastern Bus Lines to the Industrial Court after a conciliation board failed to resolve it.

Food and Allied Workers' Union members at Amalgamated Beverage Industries went on strike this week against new rules calling for reports on how long workers spend in toilets.

About 500 Sandton Toyota marketing division workers were locked out this week after the company pulled out of motor industry wage negotiations. An Industrial Court ordered them to resume work from Monday.

The Pretoria Supreme Court this week acquitted nine NUM members of a murder charge arising from the 1987 mine workers' strike.
Vlok admits Cosatu did not call for attacks

By Craig Kotze

Law and Order Minister Mr Adriaan Vlok has undertaken to refrain from statements saying a Cosatu document supports petrol bomb attacks on election candidates, but still believes calls for “militant mass action” could lead to violence, a Law and Order Ministry spokesman said yesterday.

Lieutenant Pee Bothma said the SAP’s legal team was still looking at the issue and he could not comment further.

Although certain documents had been referred to by police, much of its information came from sources which could not be revealed for security reasons.

Lieutenant Bothma said that directly after a speech by the Minister at Fochville in the western Transvaal, Mr Vlok had written Cosatu a letter “setting the matter straight”.

ALLUDED

This was also alluded to at a subsequent speech in Erasmia, Pretoria, he said.

At Fochville, Mr Vlok referred to what he said was a Cosatu document which called for a violent campaign to disrupt the election.

Mr Vlok made his undertaking to Cosatu after the organisation’s lawyers demanded that he retract allegations that the doc-
Cosatu meeting

In the May 2 edition of the Soviet we reported that workers waited in vain for their leaders at Orlando Stadium after a May Day rally planned for the previous day at the stadium had been banned.

The Witwatersrand regional executive committee of Cosatu, which organised the rally, has pointed out that our story gave an incorrect impression and cast their organisation in a bad light.

According to Cosatu the facts are as follows:

* After their Orlando stadium rally was banned, the organisers switched the venue to the University of the Witwatersrand.

* Workers were waiting for buses which had been hired to ferry them to the new venue and several people were mandated to ensure that this was done.

* These delegates people were intact leaders as they had been charged with a responsibility and some were in fact elected shop stewards and

* The buses arrived and people at the stadium were taken to Wits where the rally was held.

Union still in conflict with Mobil

The Chemical Workers' Industrial Union (CWIU) said today it was not satisfied that Mobil Corporation had divested from South Africa in the light of the firm's refusal to release a copy of the contract of sale to the union.

A CWIU spokesman said the US multinational had formally refused to release a copy of the sale contract in a letter last week to the union, which had followed a meeting between Mobil and the CWIU in Johannesburg on July 19.

Mobil had also told the union it would repatriate $165 million to the US and not release any of it to a union-nominated social responsibility trust fund, the spokesman said.

The spokesman said Mobil had persisted in its refusal to give a portion of its profits to a union-nominated trust fund.

"In Mobil's view its conscience is satisfied by making monies available to the Mobil Foundation over the next five years,"

This contribution was "scant repayment for 22 years of exploitation of South Africa's workers," he said.

Mobil should further note, he added, that South African workers had the right to decide what constituted socially responsible investment and they did not accept the right of companies "unilaterally to decide in a paternalistic fashion what was good for workers.

"We certainly will not trust the decision of what is socially responsible to a company which reneged on promises relating to security of employment and negotiation of disinvestment procedure, and which provoked, prolonged, and continues to prolong this dispute," the spokesman said.

He said the issue would be referred to union membership for discussion.

"Until it is proved to the contrary, we will continue to believe that Mobil retains some non-equity ties with its former subsidiary Mobil therefore remains within the ambit of our disinvestment campaign," — Sapa.
Vlok admits fabrications — Cosatu

THE Minister of Law and Order, Mr Adrian Vlok, had admitted that he effectively fabricated allegations that Cosatu had distributed a document planning violent disruption of the elections, the trade union body said yesterday.

Mr Vlok’s admission confirmed that “the security paranoia and hysteria which the government has been whipping up amongst whites is a smokescreen behind which they have tried to smash all democratic opposition to apartheid rule”, it said in a statement issued by its general secretary, Mr Jay Naidoo.

“This comes hot on the heels of the successful and peaceful mass defiance of hospital apartheid, despite the dire predictions of the minister.”

Cosatu said that last week it instructed its attorneys to write to Mr Vlok, to demand that he retract his allegations and to undertake to desist from making further such statements.

“Within 48 hours the minister responded, admitting that the document circulated at Cosatu Congress made no reference to petrol-bomb attacks on candidates, and undertaking that he would desist from making any further statement that this document did support such attacks, or that it advocated any specific acts of violence.

“In addition, the Minister also expressed his “regret (that) any inconvenience was caused to” Cosatu.

“This is clearly an apology, and an admission by the minister that the allegations in question were wrong and without foundation.”

Cosatu would proceed through its attorneys to obtain corrections and apologies from the relevant newspapers and state media.

(Report by B. Steward, 122 St George St, Cape Town)
Union to sue over pamphlet?

A TRADE UNION has threatened to sue an industrial relations consultancy unless it publicly apologises for a pamphlet claiming the ANC used unions to unite farm workers as "part of its revolutionary struggle".

The Food and Allied Workers' Union (Fawu) said it had suffered defamation and organisational damage as result of the pamphlet, circulated in the June edition of the Deciduous Fruit Grower, official mouthpiece of the industry.

The pamphlet was produced by the Johannesburg-based Liaison Bureau for Industrial Relations Services.
6000 Volkswagen staffs back to work

Port Elizabeth. — More than 6,000 workers at the Volkswagen plant in Uitenhage return to work today after the factory was closed for a week.

Strikes and factory closures last week affected three manufacturers and resulted in more than 13,000 workers at Volkswagen, Toyota and Samcor being out of work for at least four days.

And, coupled to this, is further strike action by Numsa (the National Union of Metalworkers), planned to start today, which involves workers at 50 Dorbyl factories throughout the country.

A spokesman for Volkswagen said production was stopped last week due to “high absenteeism and unprocedural industrial actions”.

However, Mr Phumzile Gomomo, a spokesman for Numisa and Cosatu vice-president, attributed the closure to strike action by workers in allied motor industries.
Union slams Mobil

JOHANNESBURG. — The Chemical Workers' Industrial Union (CWIU) says it cannot be satisfied that Mobil Corporation US has disinvested from South Africa in light of the company's refusal to release to the union a copy of the contract of sale of Mobil SA.
Labour disputes spread, 5 000 workers fired

The Argus Correspondent

DURBAN — Police stood by today as about 4 000 workers at the Prospecton assembly plant of Toyota filed in to collect their pay.

This follows heightened conflict between the motor industry and the National Union of Metalworkers of South Africa (Numsa) which has resulted in more than 5 000 workers countrywide being dismissed and locked out.

Numsa negotiator, Mr Les Kettle, said that the Toyota workers did not consider themselves as having been dismissed. He said the workers were insisting that the company participate in the negotiations from which it withdrew last week.

They were also insisting that the court order it obtained against them last week.

Mr Kettle said the workers were willing to go back to work provided the company did these things:

- From Port Elizabeth it is reported that production at some Eastern Cape factories has come to a standstill as labour disputes spread.
- Eveready management locked out 800 workers yesterday while Goodyear warned 1 200 striking workers that they would be locked out unless they returned to work today.

Absenceism

Volkswagen in Uitenhage and Salmec in Port Elizabeth and Pretoria continue to lose production in a dispute involving 8 000 workers.

Volkswagen closed its factory because of high absenteeism, affecting about 500 workers. About 3 000 workers were affected at the local Salmec plant where workers refused to work for the fifth consecutive day.

At Eveready, Numsa members were locked out and office workers were given the option of leave or being taken by bus to the plant. A Numsa official said there had been a strong police presence at Eveready.

Workers assembling outside the gates were told they had been locked out.

Mr Barry Easton, industrial relations manager for Eveready, said the lockout was an attempt to induce employees to accept the company’s final proposal on improved conditions of employment.

The lockout follows months of negotiations and a failure to resolve a dispute at a conciliation board on Friday, according to a Numsa official.
3600 STRIKERS FIRED

A major car manufacturer yesterday dismissed 3,600 employees for fighting an industrial strike, it was announced yesterday.

The strike, which lasted for four days, was called by the National Union of Industrial Employees over a pay dispute.

The company said that it was forced to take action due to the disruption caused by the strike.

Meanwhile, the unions have said that they will continue to fight for better pay and improved conditions.
JUDGMENT was yesterday reserved in a Supreme Court application by the Food and Allied Workers' Union (Fawu) to have a decision by the Minister of Manpower not to approve the establishment of a Conciliation Board, after a dispute with Spekenam, reviewed.

A dispute arose on August 5 and 6, 1957 when 451 Fawu workers were dismissed.

Mr Justice H C Sad and Mr Justice Fawcett presided for the court, assisted by Mr J King, instructed by Mr Badenoch and Partners, and Mr Michael (appearing for Fawu), Mr J van Grek, instructed by Debslevy, Appelbee and Lawton, appeared for Spekenam.
Motor industry strike enters sixth day

Union condemns dismissal of 3600

By Mike Siluma, Labour Reporter

The National Union of Metalworkers (Numsa) today condemned the dismissal by Toyota of about 3600 strikers and called on the company to rejoin national negotiations currently taking place between the union and car manufacturers.

Toyota yesterday dismissed the 3600 at its Prospecton, Natal, car assembly plant, as more than 12,000 motor industry workers continued strike action for the sixth day.

Instructions

A Toyota spokesman said the hourly-rated employees were "regrettably" fired after failing to "return to work despite an industrial court order and various oral and written instructions to return to work."

However, Numsa spokesman, Mr. Les Kettleladas, said the workers were dismissed merely because they reported for duty but did not start work immediately.

"Toyota is one of the companies which have consistently resisted national wage negotiations, and the dismissals are part of the company's strategy to force workers to abandon their struggle for national wage talks. This is totally unacceptable and workers do not regard themselves as dismissed," said Mr. Kettleladas.

He said workers wanted Toyota to withdraw a court order served on workers last week and that the company should return to the national negotiating table with other car manufacturers.

A worker spokesman said about 1000 workers had returned to work at Toyota subsidiary, Bowen SA, also in Natal. About 400 strikers also resumed work at Toyota's marketing division near Sandton, after management withdrew a precondition that they undertake not to embark on further industrial action, said the spokesman.

Spokesmen for Samcor and Volkswagen said the companies' assembly plants in Uitenhage, Port Elizabeth and Pretoria remained closed as a result of the strike.

Talks

National wage talks between Numsa and six motor manufacturers, including strike-bound Volkswagen and Samcor, are due to resume in Port Elizabeth on Thursday.

- Numsa said it was considering what steps to take in the wake of the lock-out of about 1300 Numsa members on strike at Goodyear's Port Elizabeth plant following a disinvestment dispute with the company. At the same time, another Eastern Cape company, Eveready, also locked out about 800 Numsa members following a wage dispute. Attempts to resolve the disputes at conciliation board level have failed.
 owns Correspondent in Pretoria and Port Elizabeth, there was also no production.

PORT ELIZABETH — About 14 000 workers are now affected as strikes for higher wages at several factories continue to escalate — 4 000 were dismissed at one factory yesterday, while lockout notices were served on 2 000 at two other plants.

Nearly 4 000 workers at the Prospecton assembly plant of Toyota in Durban were dismissed yesterday after they did not resume their duties.

Meanwhile, nearly 1 200 National Union of Metalworkers of South Africa members on strike at Goodyear are to be served with lockout notices today, following the more than 800 Numsa members locked out of Eveready yesterday.

At the Volkswagen plant in Uitenhage and the Samcor plants.

Meanwhile, at Eveready Numsa members were locked out while office workers were told they could take a day’s leave if they wanted to stay away or could be met at Greenacres and bussed into the plant.

According to Numsa, workers assembling outside the company gates were met with a show of force from armed police, two Hippos and four other police vehicles yesterday. They were told by a policeman using a loudhailer that the company had resorted to a legal lockout.

It was reported earlier that nearly 4 000 workers at Toyota were dismissed yesterday after not resuming duties. This follows the shutdown of the Prospecton plan on Thursday when Toyota obtained an urgent Industrial Court order calling workers to end unlawful action.
Strike averted at Dorbyl

JOHANNESBURG. — A threatened strike by 7,000 Numsa members at 50 Dorbyl plants has been averted by a last-minute settlement.

A Dorbyl spokesman announced yesterday that the company had accepted union proposals.

The company agreed to grant a paid leave for the training of shop stewards.
400 workers in Sandton on strike

By Mike Siluma,
Labour Reporter

In an apparent deterioration of relations between the National Union of Metalworkers (Numsa) and Toyota, about 400 workers at the company’s Sandton marketing division struck yesterday in support of 3 600 colleagues fired by the motor manufacturer on Monday.

A worker spokesman said workers had stopped work after learning of the dismissal of strikers at Toyota’s car assembly factory in Prospecton, Natal.

Sandton workers demanded that the company resume industry-wide wage talks due to resume in Port Elizabeth tomorrow.

The workers initially took part in the industrywide strike, but resumed work on Friday.

Toyota management could not be reached for comment on the situation at Sandton.

In addition to demanding the return of Toyota to the national talks, Prospecton workers wanted management to withdraw a court order served on workers last week directing them to end the strike.

PLANTS CLOSED

The latest developments came as the strike by more than 12 000 motor industry workers entered its seventh day yesterday.

Union spokesmen have declined to divulge the details of the claim and the employers’ offer while negotiations are in progress.

A spokesman for Samcor said the companies’ assembly lines in Port Elizabeth and Pretoria remained closed as a result of the strike.

Volkswagen said its Uitenhage factory, which employed about 5 500 workers, would be closed indefinitely while talks with the union were continuing.

Besides Volkswagen and Samcor, other companies taking part in the national pay talks are BMW, Nissan and Mercedes Benz.

The Azanian Students’ Movement said yesterday the lock-out and dismissal of workers in the industry showed the “insensitivy of capital towards labour”.

Black workers were being “exploited and abused by capital in its quest for profits”, said Azasim
Cosatu, Nactu to hold rallies

Joint rallies of Cosatu, the National Council of Trade Unions (Nactu) and independent unions have been planned for this Sunday in Natal and the Transvaal.

The rallies are "part of the ongoing campaign against the Labour Relations Act" and will culminate in a "Workers' Summit" on August 26 and 27, according to a press statement from Nactu yesterday — Sapa
Cosatu, Nactu to hold rallies

Joint rallies of Cosatu, the National Council of Trade Unions (Nactu) and independent unions have been planned for this Sunday in Natal and the Transvaal.

The rallies are "part of the ongoing campaign against the Labour Relations Act" and will culminate in a "Workers' Summit" on August 26 and 27, according to a press statement from Nactu yesterday — Sapa.
Strikes hit more plants

(Cont from page 1)

drink for 24-hour stretches while in a van outside the Retreat factory gates, according to Eawiusa spokesman Mr Brian Williams.

Mr Williams said workers were also on hunger strike in defiance of the company's "intimidatory attitude and its use of the hated provisions of the Labour Relations Amendment Act".

WAGE OFFER

He said more than 460 workers were affected when Plessey threatened to dismiss the workers if they did not accept the company's final 17 percent average wage offer.

The threat was withdrawn on Monday.

Mr Williams said reasons why the company had not carried out its threat were because the workers were determined and refused to be intimidated. He also said there was international trade union pressure on Plessey.

"The company's decision not to contribute in a meaningful way to the resolution of the crisis is condemned in the strongest possible terms," Mr Williams said.

Dr John Temple, managing director, said Plessey were unable to up their offer of 17.7 percent on the lowest level to 19.4 percent for a typical factory worker as they had signed with five unions on this offer.

The intention of the lock-out was not to fire workers, but to get them to return to work, he said. This is why the deadline was dropped.

"We are simply using it as a technique to get the people to accept our offer," he said.

DOORS OPEN

"There has been a steady trickle of people coming back to work, and the strikers are down to about 290. We want to give people time to come back and will hold the doors open as long as possible."

At Rex Trueform factories in Salt River and Wynberg, approximately 2,000 workers stopped work yesterday, according to Mr Lionel October, Garment Workers' Union (Gawu) spokesman.

About 700 Salt River workers stopped work on lunchtime on Monday until lunchtime Tuesday to protest against management's refusal to allow ballot facilities in Wynberg. 300 workers stopped work for the day yesterday.
THE National Union of Metalworkers of South Africa is to challenge the dismissal of its 3,600 members by Toyota for ignoring the company’s ultimatum to return to work on Monday.

Numsa spokesman Mr. Les Kettleadas said the workers - who were employed at the company’s assembly plant in Durban - have rejected management’s decision to sack them and were considering steps to force management to review its action.

The dismissed Numsa members are among the 13,000 workers presently on wage strikes in the car manufacturing industry. They demand - among other things - an across-the-board increase of R2 an hour, a 40-hour week, and a minimum rate of R6.58 an hour and that management commit itself to a national bargaining forum.

Companies affected by the strikes are the South African Motor Corporation (Samcor), Volkswagen and Toyota.

Samcor, Volkswagen - two companies that have been forced to temporarily close their plants as a result of the strikes - and Numsa will continue with national wage negotiations in Port Elizabeth tomorrow - without Toyota, which has pulled out of the talks.

Toyota pulled out of the talks “because they are not being conducted in good faith”.

Kettleadas said: “Toyota is one of the companies which have consistently resisted national wage negotiations, and the dismissals were part of the company’s strategy to force workers to abandon their struggle for national talks.”
Vlok issues new threat to Cosatu

By Peter Fabricius
Political Correspondent

The Government is investigating the possibility that Cosatu has transgressed its restrictions under the emergency regulations, the Minister of Law and Order, Mr Adriaan Vlok, said in Lyttleton last night.

He also warned that the Government would not tolerate people breaking their restrictions and daring the Government to act against them.

Their aim was to provoke violence which would be blamed on the Government and the police, Mr Vlok said.

“We will not walk into their trap — but at the same time we will not allow them to challenge the Government and to help them make the country ungovernable.”

Mr Vlok said that since he had warned on July 26 that the “so-called Mass Democratic Movement” planned to disrupt the election campaign in various ways, he had been personally abused and attacked.

CLAIMS CORRECT

Nonetheless he stood by his original allegations which were based on documents as well as other “sensitive” sources.

(After receiving a letter from Cosatu’s lawyers last week about his claims that a Cosatu document outlined plans for violence, Mr Vlok promised not to make further statements to that effect.)

Events and incidents over the last two weeks had illustrated the correctness of his information, Mr Vlok claimed.

A total of 235 unrest incidents, including eight cases of arson and 12 petrol-bomb attacks, had occurred. There had also been 23 incidents of terror in the past two weeks.

The apparent goal of peaceful protest was a “facade” behind which “this bunch of radicals” was hiding. Their real goal was to plunge South Africa into chaos, unrest and violence, he claimed.

(Report by P Fabricius Ed Verwoerd St Protoras)
**Vlok: I take back no word against MDM**

LAW and Order Minister Mr Adriaan Vlok last night said he was not withdrawing any allegations he had made about the Mass Democratic Movement (MDM).

Addressing an election meeting at Verwoerdburg, Mr Vlok said “I am being portrayed as having made untrue allegations against the so-called Mass Democratic Movement. This is not true. I stand by everything I have said about that grouping of radical organisations. I withdraw no word of it.”

He said police were investigating whether Cosatu had broken restrictions on the organisation in terms of emergency regulations.

Mr Vlok said activists of “radical organisations” who spoke for the MDM were being told what to say from within the inner circles of the SACP and the ANC.

“Because this is so, the question arises whether the aims of the MDM is not precisely the same as that of the SACP and the ANC...”

Mr Vlok quoted at length from a document he said had been brought back from a meeting between “several MDM activists, including office-bearers of Cosatu, the UDF and its affiliates” and the “ANC/SACP-alliance” in Lusaka on June 5 and 6 this year.

He also quoted a nameless official of Cosatu at “a conference of the ANC in Tanzania in 1987” as saying “The NP and other parties are presently going from door to door to campaign for their candidates to be elected. It is our democratic right to call on our people not to vote in these racist elections, and to defy restrictions on our leaders and organisations.”

(Report by Rea Sme, 11 Diagonal Street, Johannesburg)
THE JOYVI-TOYVI DEFENCE

The full story of the case of 66 people accused of sedition and treason is told by the main prosecution witness, PC Arnold Burger, who was in the courtroom today.

BY LEN MAISEKO

The accused, who are all suspected of being members of the United Democratic Front, were arraigned at the Pretoria magistrates court yesterday.

The magistrate, Mr. H. D. de Villiers, granted bail to all the accused on the condition that they appear in court on Tuesday.

The accused are:

1. M. M. M. M. M.
2. J. J. J. J.
3. P. P. P. P.
4. S. S. S. S.
5. T. T. T. T.
7. V. V. V. V.
8. W. W. W. W.
9. X. X. X. X.
10. Y. Y. Y. Y.
11. Z. Z. Z. Z.

The bail conditions are:

1. They must not leave the country.
2. They must not communicate with each other.
3. They must not travel more than 50 miles from their homes.
4. They must appear in court on Tuesday.

The next hearing is on Tuesday at 10:00 a.m.

SOWETAN WEBSHOP AUGUST 9 1999
Unions meet

JOINT rallies of Cosatu, National Council of Trade Unions (Nactu) and independent unions have been planned for this Sunday in Natal and Transvaal.

The rallies are "part of the ongoing campaign against the Labour Relations Act "and will culminate in a planned "workers’ summit."
'Vlok’s election propaganda

THE Congress of South African Trade Unions has accused Law and Order Minister, Mr Adriaan Vlok, of mounting an election propaganda by allegedly reviving allegations he withdrew against the Mass Democratic Movement.

In a speech on Tuesday night, Mr Vlok said since the campaign got off the ground unrest and terrorist incidents had increased.

He said anti-apartheid activists were bent on creating chaos in South Africa.

"Minister Vlok in essence repeated his Fochville speech which had been so thoroughly discredited, not least by his own admission to Cosatu’s lawyers that he had fabricated important allegations in the speech," Mr Sydney Mafumadi, Cosatu’s assistant general secretary, said in a statement.

"Cosatu and the Mass Democratic Movement refuse to be side-tracked from the main issue facing our country: that is the dismantling of apartheid and minority rule.

"There can be no solution to this most pressing and urgent task without the participation of the Mass Democratic Movement." - Sapa.
Mobil holds back.

MOBIL SA will not hand over a copy of the sale contract between itself and Mobil US to the Chemical Workers Industrial Union because it is simply not ethical, a Mobil SA spokesperson said yesterday.

"It also does not affect the union at all," she said.

A CWIU spokesman said the union was satisfied with its deal with Mobil SA, which ensures work for the next year.
A LANDMARK case with far-reaching implications for thousands of South African workers employed outside the country is due to be heard in the Labour Appeal Court in Cape Town next month.

The Chemical Workers' Industrial Union (CWIU) is appealing against the industrial court's ruling last year that the court has no authority over Sopelog, an oil drilling outfit contracted to state-owned Soekor to search for oil along the South African coast.

The basis for the court's ruling was that the company's three rigs operate outside the 10km territorial zone.

The appeal hearing will determine whether South African labour legislation applies to workers employed outside the country's borders.

These include workers employed in the homelands, neighbouring states and on ships operating off the coast.

A CWIU spokesperson said the union regarded the court ruling as "blatantly absurd".

"All the company's employees are South African citizens who pay tax to the South African government, and are entitled to UIF and workers' compensation.

"The company is registered in South Africa and has its offices in Cape Town."

CWIU appealed against the judgment more than a year ago in terms of the Labour Relations Amendment Act the case was referred to the Labour Appeal Court.

The union has been trying since 1987 to get recognition from Sopelog, a subsidiary of the Paris-based company, Forasol Former Industry.
Death of former Fawu president

THE Food and Allied Workers' Union (Fawu) this week paid tribute to former African Food and Canning Workers' Union president John Pendlam who died in Paarl last Thursday.

Veteran Boland umnuma Lizzie Phike said Pendlam had a long history of active involvement in the union.

She said he joined Food and Canning in the 1940s and worked alongside figures like Ray Alexander and Oscar Mpetha.

He was actively involved in fighting for workers' rights and played an important role in campaigns against the pass laws, Phike said.

Pendlam, who was also actively involved with the now exiled South African Congress of Trade Unions (Sactu), was detained in the early 1960s.

He was elected president of the union on his release and continued in this capacity until he retired from his job at Langeberg Factory.

Phike said that even after Pendlam retired he continued to help the union which, as an indication of appreciation for his contribution, paid for him to have a leg operation in 1980.

Pendlam will be buried from the Wesley Johnson church in Paarl on Saturday morning.
**Labour Briefs**

**Demos as council collapses**

Members of the Paper, Print, Wood and Allied Workers' Union (Ppawwu) demonstrated at several print plants throughout the country on Tuesday to protest against the collapse of the national industrial council for the print industry.

The demonstrations included a lunchtime placard protest by about 30 workers outside Nampak Corrugated in Epping, Cape Town.

The South African Typographical Union will be holding a meeting in Goodwood on Saturday.

**Pamphlet: Union may sue**

The Food and Allied Workers' Union (Fawu) is considering legal action against the authors of a pamphlet circulated to deciduous fruit farmers in the Western Cape last month.

Lawyers for the union have written to the Liaison Bureau for Industrial Relations Services in Johannesburg warning that Fawu intends suing the bureau unless it apologises publicly for allegations contained in the pamphlet.

The union said the pamphlet, which claims that unionisation of farm labourers is part of the ANC's "revolutionary tactics", is detrimental to sound labour relations.

**Elite workers go to court**

The industrial court will next week hear evidence from 17 workers dismissed from an Athlone supermarket at the end of last year.

A spokesperson for the workers who are members of the Commercial, Catering and Allied Workers Union of South Africa said that workers have rejected an offer by Elite supermarket management for an out of court settlement of up to 3 months pay depending on length of service.

The workers wanted six months pay for all dismissed employees, she said.
Cosatu rejects Vlok speech

The Congress of South African Trade Unions (Cosatu) has condemned Law and Order Minister Mr Adriaan Vlok for repeating a speech in which he “fabricated” important allegations.

In a statement released yesterday, Cosatu said Mr Vlok on Tuesday night had, in essence, repeated his Pochville speech “which had been so thoroughly discredited, not least by his own admission to Cosatu’s lawyers, that he had fabricated important allegations in that speech.”

“it is clear the Minister desperately needs to regain some of the face he has lost,” the statement said “But he won’t do this by repeating worn-out and discredited propaganda.”

Cosatu urged Mr Vlok not to follow the advice of the Nazi Propaganda Minister Goebels, whose motto was “If you repeat a lie often and loudly enough, it becomes accepted as truth.”

The Cosatu statement said the organisation did not want to “sink to the regime’s level by answering every propaganda fantasy they conjure up for the white electorate.”

It said it and the Mass Democratic Movement (MDM) refused to be sidetracked from the main issue facing South Africa: the dismantling of apartheid and minority rule.

“There can be no solution to this most pressing and urgent task without the participation of the MDM,” the Cosatu statement said.
Cosatu hits at Vlok

Johannesburg
The Congress of South African Trade Unions has accused Law and Order Minister Mr Adriaan Vlok of mounting an election propaganda campaign by reviving allegations he withdrew against the Mass Democratic Movement.

In a speech on Tuesday night Mr Vlok said that since the election campaign had started, unrest and terrorist incidents had increased.

He said anti-apartheid activists were bent on creating chaos in South Africa.

Only a few days ago the minister withdrew his allegation that the movement intended to mount a violent defiance campaign.

"Minister Vlok," last night in essence repeated his Fochville speech, which had been so thoroughly discredited, not least by his own admission to Cosatu's lawyers that he had fabricated important allegations in that speech," Mr Sydney Mafumadi, Cosatu's assistant general secretary, said in a statement.
— Sopa
PORT ELIZABETH — Volkswagen (SA) has withdrawn from wage negotiations and has closed its Uitenhage plant indefinitely.

In a statement released yesterday, Human Resources Director Mr Brian Smith said the company had withdrawn from negotiations with the National Union of Metalworkers' Association (Numsa) as it considered the strike by its members at its plant in Uitenhage to be a breach of the good faith required in wage negotiations.

Mr Smith said the strike was totally unacceptable and that the plant would remain closed till the company received an undertaking from Numsa that employees would resume their duties in accordance with their contracts of employment.

At Samcor's Port Elizabeth and Pretoria plants, the situation remained unchanged with 8,000 workers still on strike.

A spokesman for the company said the Port Elizabeth and Pretoria plants were still closed.

At Goodyear, everything was quiet with the gates still locked and only those workers not on strike being allowed in.

Goodyear has fired more than 1,000 workers but told them they would be reinstated if they reported for work no later than 9am tomorrow and signed an acceptance form binding them to certain conditions of employment.

The incident at the company follows the action at Eveready on Monday when management locked out about 800 workers over a wage dispute.

Only a trickle of workers arrived at the Toyota plant at Amanzimtoti, north of Durban, yesterday to reapply for work, SABC radio news reports.

Management has given the 3,600 workers who were dismissed on Monday till 4.30pm to day to reapply.

Recruitment tables outside the Toyota manufacturing plant in Prospecton remained virtually unused when workers who had been fired failed to reapply for their jobs.

"As far as we are concerned, we have not been dismissed but are still on strike," said a Numsa shop steward.

"We are quite prepared to go back if management re-enters national negotiations with Numsa, withdraws the Industrial Court interdict obtained against us and retracts its termination of employment circular."

Motor components manufacturers will have to begin cutting back on production if the industrial action at four assembly plants does not end soon, according to the National Association of Automotive Components and Allied Manufacturers (Naacam) — Sapa, Own Correspondent.
CASSAVANNA MOVEMENT

Is the union chock full of chauvinists?
TWENTY people were arrested and dozens of others injured when policemen used quirts to disperse a crowd outside the Kempton Park Magistrate's Court yesterday, a Cosatu spokesman said.

Cosatu official Mr Ariel Mahalane said those injured were among the scores of people who arrived at the court yesterday morning to attend the trial of 47 men arrested for singing and dancing the toyi-toyi on trains.

Those injured were treated at Hillbrow Hospital. He said, however, only 27 Cosatu members made a brief appearance in court.

The case was postponed and the 27 will appear in court on different dates in November and December.

A police spokesman told Sapa that 20 people were arrested when 300 people arrived simultaneously at the court to attend the trial the 27 men charged under the Transport Services Act.
Women's Day
meetings

TWO seminars will be held on Sunday, one in Central Johannesburg and the other in Katlehong township to observe Women's Day. The Commercial Catering and Allied Workers Union weekend seminar whose theme is "Fight Capitalism, Racism and Sexism" will be held at the union's offices at 142 Kerk Street.

According to a spokesman for the union, among the topics to be dealt with are the role of women in the struggle, women and the law and discrimination against women. Speakers will come from Cosatu, Imbeleko, Numsa, Cosatu and AWO.

Imbeleko will hold a seminar at the Katlehong Art Centre, Phooko Section, according to the organisation's chairperson, Rose Ngwenya. Services will start at 10am.

At the end of Imbeleko's service at 12pm the Community Health Awareness Project (CHAP) will conduct a free health clinic at the same venue. This will be the 11th free health clinic to be conducted by the organisation on the East Rand since January.
HUNDREDS of Cosatu members, marching on the Kempton Park Magistrate's Court, where 27 of them were due to appear for singing freedom songs on a commuter train, were yesterday scattered by police using sjamboks.

A police spokesman in Pretoria confirmed the incident and said 20 members of the crowd were arrested.

The 27 accused were scattered with the crowd, many of whom suffered sjambok wounds, and did not appear in court.

Lawyers from Cheadle Thompson and Hayson who arrived in court without their clients secured a postponement to November 29.

Warrants of arrest would be issued against the 27 for not appearing, but would be held over until November 29, a Cheadle Thompson and Hayson spokesman said.

But if the workers again failed to appear on November 29 they would be arrested, he added.

About 18 of the workers scattered by police suffered sjambok injuries and were taken to the Johannesburg General Hospital.

In a statement yesterday, Cosatu condemned the "brutal, cowardly and unprovoked police attack" and said the sjamboking took place at about 9.30am when a crowd of about 500 workers supporting the workers, marched to court.

**Disperse**

They were confronted by police outside the court and given three minutes to disperse. As the workers were still debating the matter, the police charged and began to sjambok them.

It said instead of being allowed into court, the workers were "blocked, chased, and brutally assaulted by uniformed police, security police and even traffic cops".

"Having seen the "ferocity" of the police action, the workers decided to disperse and return to the station. But when they returned to the station they found that the police were blocking their way, the statement said. The police then faced another charge and some workers, many of them injured, were forced to walk to nearby police stations, the statement alleged.

Instead of being allowed back onto the trains, some faced yet another charge. Some workers, many of them injured, were forced to walk from Kempton Park to Isando Station, others to Van Riebeeck Station.

Cosatu has instructed its attorneys to investigate legal proceedings against the police.

A police spokesman confirmed 20 people were arrested when about 300 black people arrived simultaneously at the court.

They were asked to disperse, but when they did not comply, police used quotas and arrested 10.

At 9.30am about 100 of them returned. They were asked to disperse. A further 10 people were arrested, police said.
Photographer threatened

20 held as police lash Cosatu crowd

By Sue Olswang and Anna Louw

Police with sjamboks and batons dispersed a crowd of about 500 outside the Kempton Park Magistrate's Court yesterday.

The crowd had gathered for the court appearance of 27 members of the Congress of South African Trade Unions.

Cosatu has claimed the charges relate to the singing of "freedom songs" on trains, an accusation denied by the SAP.

Just before 9 am hundreds of people fled as police and traffic officers chased them.

Most of the 500 did not return to the court buildings, including most of the accused.

Two plainclothes policemen and a police sergeant threatened The Star's photographer, Herbert Mabuza, when he attempted to take photographs of the fleeing crowd and the chaos outside the court buildings.

"If you lift that camera once, I'll smash it for you," one policeman said.

Another policeman later threatened Mabuza when he tried to take photographs of some of the injured who had returned to establish whether the court case would go ahead.

A police liaison officer yesterday said 20 people were arrested when about 300 people arrived simultaneously at the Kempton Park Magistrate's Court to attend the trial of 27 men on charges under the Transport Services Act.

He said 300 people arrived at the court at 8.50 am. They were asked to disperse and when they did not comply policemen used whips, and arrested 10 people.

At 9.30 am about 100 people returned to the court, he said, adding that they were asked to disperse and policemen arrested a further 10 people.

Lawyer Mr A Cachaha, who was due to appear for the Cosatu accused, said he had expected the accused would appear in three separate cases. Yesterday's case had to be postponed.

The accused failed to come forward when the court orderly called out their names three times, and the magistrate, Mr R le Roux, issued warrants for the arrest of the 27.
ELEVEN NUM members at Vaal Reefs have been dismissed and charged by the SAP with intimidation after a series of actions this week by miners in line with the union's promise campaign of defiance against segregation on the mines.

An angry exchange yesterday between the union and Anglo American threatened a replay of the allegations and counter-allegations of racism and violence made earlier this year.

The 11 were among a number who forced qualified miners and team leaders to join a single queue of people waiting to board the lift at the No 2 shaft on Tuesday.

There are also a number of incidents at various shafts of black miners using changerooms said by the NUM to be segregated by race and by management to be reserved for employees of a particular status.

The NUM said the dismissals showed Anglo was "just as racist as the apartheid state", accused the corporation of collusion with the police, and said miners were being intimidated by mine security. It said one member had been subjected to electric shock torture.

Anglo denied the allegations against mine security.

A spokesman said management had tried to deal sensitively with acts of defiance such as the use of senior changerooms.

However, the disruption of access to lift doors.

NUM shafts posed a serious threat to safety, a supervisor and security officials who attempted to intervene, and others were threatened with violence.

In view of this, the SAP was advised and the group was arrested and dismissed after disciplinary hearings.

Sapa reports that, according to the NUM, the mine held the disciplinary hearing regarding the 11 workers at 2pm on August 9. The shaft stewards, who were called by management to represent these workers, demanded that management should give enough time (48 hours) to the workers in order to prepare their case before the hearing. The statement claimed management, according to the NUM, refused and went on with the hearing, finally dismissing the workers.

Anglo said these incidents were "part of a transparent attempt to restart the 1985 campaign to undermine the authority and status of black and white supervisors".

The NUM, in turn, warned that management "recklessness" could lead to confrontation - "something we would like to avoid".

Mineworkers, it said, were irreversibly committed to ending apartheid in and out of the workplace. "We appeal to Anglo chiefs to ensure that non-racialism is realised without threats, intimidation and victimisation," it said.
Volkswagen pulls out of wage talks

By Mike Sloma, Labour Reporter

Volkswagen yesterday withdrew from the motor industry wage talks between the National Union of Metalworkers (Numsa) and motor manufacturers, as strike action by more than 12,000 workers continued for the eighth day.

A company spokesman said the decision was taken because of a strike which had forced the indefinite closure of the Uitenhage assembly plant.

Numsa members have been on strike at assembly plants, owned by Samcor, Toyota and Volkswagen since Monday last week to back a wage claim.

Toyota and Numsa have clashed publicly over the company's decision to dismiss 3,600 strikers at its Prospecton car factory on Monday.

Reacting to an earlier Numsa statement, Toyota's industrial relations director, Mr Theo van den Bergh, said the strikers were fired after refusing to resume work and ignoring instructions to resume work.

A separate company statement said about 25 percent of those dismissed had been "re-engaged" and that negotiations between management and workers were scheduled for yesterday to discuss workers' re-employment and the question of national wage negotiations.

Numsa spokesman Mr Les Kettleedas said, however, that workers had decided not to re-apply for their jobs because they still regarded themselves as Toyota employees. Toyota workers wanted the company to rejoin the national pay talks, from which it withdrew last week in the wake of the strike.
Anglo racist, union claims after 11 are dismissed

The National Union of Mineworkers has branded Anglo American as racist, claiming 11 mineworkers at the Anglo-owned Vaal Reefs gold mine were dismissed for allegedly using facilities reserved for whites.

The alleged firings were a "clear indication that the mining house ... is just as racist as the apartheid State", the NUM said in a statement yesterday.

It also condemned Anglo's alleged "collusion with the SAP."

"This confirms our belief that for racism to be abolished on South African mines, apartheid has to be liquidated."

The 11 dismissed miners were originally arrested on charges of intimidation and incitement during the Mass Democratic Movement's defiance campaign. The NUM had said its members would join the campaign by, among other steps, using mine facilities reserved for whites

MORE TIME DEMANDED

The mine held a disciplinary hearing regarding the 11 workers at 2pm on August 9, according to the union.

"The shaft stewards, who were called by management to represent these workers, demanded that management should give enough chance (48 hours) to the workers in order to prepare their case before the hearing," the union claimed.

Management had refused and went on with the hearing, finally dismissing the workers.

Mine management had attempted to deal sensitively with certain acts of defiance by the NUM, such as the use of the mine's senior changehouses at the numbers 7 and 8 shafts, an Anglo statement said yesterday.

BID TO UNDERMINE STATUS

However, where actions such as attempting to disrupt the access to shaft lifts posed a serious threat to the safety of those involved, management had and would continue to take disciplinary action against offenders.

This incident and others were not based on any action aimed at racially segregated facilities but were part of a transparent attempt to restart the 1985 NUM campaign to undermine the authority and status of black and white supervisors.

Last week, anticipating the commencement of a defiance campaign by NUM, management briefed all Vaal Reefs employees, urging them not to take any actions that would lead to polarisation of racial attitudes.

"We deny any union allegations of torture or assault by mine security on employees."

"We regret these latest actions by NUM which come at a time when progress has been made on code-of-conduct negotiations aimed at preventing violence," Anglo said. — Sapa
3000 opt to return at Samcor

Own Correspondent

JOHANNESBURG — In the first sign of progress towards ending the 10-day-old motor industry strikes, 3000 striking Samcor workers in Pretoria and Port Elizabeth have decided to return to work from Monday.

The industry's wage negotiations, due to resume yesterday, were postponed until Wednesday as the Volkswagen and Toyota pullout meant that the employer side was unable to provide a quorum for the meeting.

Numsa's Mr Les Kettledas said yesterday that the Samcor workers' decision had been facilitated by management's "positive approach" to the problem, which he contrasted with VW's and Toyota's withdrawal from talks and Toyota's dismissal of its workforce.

Toyota personnel director Mr Theo van den Bergh said Toyota had decided not to implement its 4pm deadline yesterday after which the company was to have begun recruiting workers on the open market.

He said this was to allow the company and the union more time to reach a mutually satisfactory solution, and to allow representatives of the 400 workers dismissed from the Johannesburg parts and distribution centre to join discussions. No new deadline had been set.

Mr Van den Bergh said 25% of the 3000-strong Prospecton workforce had reapplied for their positions by yesterday on the basis that they were willing to resume work.

Mr Kettledas, however, said "Our information is that only 36 people, all women, have reapplied."

Mr Van den Bergh said "some further ground had been covered" in yesterday's discussions but some thorny issues remained to be resolved. Talks would continue today.

VW human resources director Mr Brian Smith said shop stewards had requested and been granted facilities for a mass meeting on company premises today. They had said they would try to persuade members to return to work.

But Mr Kettledas said the meeting was simply to review the situation.
Police sjambok Cosatu marchers

Own Correspondent

JOHANNESBURG — Hundreds of Cosatu members, marching on the Kempton Park Magistrate's Court where 27 of them were due to appear for singing freedom songs on a commuter train, were scattered by police using sjamboks yesterday.

Police outside the court gave the crowd three minutes to disperse. As the workers were still pleading, police charged at them and the sjambokking started.

A police spokesman in Pretoria said 20 members of the crowd were arrested.

The 27 accused were scattered with the crowd, many of whom suffered sjambok wounds, and did not appear in court.

Lawyers who showed up at the court without their clients secured a postponement of the case to November 29.

As a result of their failure to appear, warrants of arrest would be issued against the 27, according to a spokesman for the law-

The spokesman, however, said the issuing of warrants was a mere formality as workers would not be arrested. He said the warrants would be issued but held over till November 29.

But if the workers failed again to appear on November 29 they would be arrested.

About 18 of the workers who scattered received serious sjambok injuries and were taken to the whites-only Johannesburg General Hospital for treatment.
11 union men fired from mines

Own Correspondent

JOHANNESBURG — At least 11 National Union of Mineworkers members at Vaal Reef have been dismissed and charged with intimidation after a series of actions by miners this week in line with the union's promised campaign of defiance against segregation on the mines.

The 11 were among a number who forced qualified miners and team leaders to join a single queue of people waiting to board the lift at the No 2 shaft on Tuesday.

There have also been a number of incidents at various shafts of blacks miners using changerooms said by the union to be segregated by race and by management to be reserved for employees of a particular status.

The NUM said the dismissals showed Anglo "is just as racist as the apartheid state", accused the corporation of collusion with the police and said miners were being intimidated by mine security.

Anglo denied the allegations against mine security. A spokesman said management had tried to deal sensitively with acts of defiance such as the use of senior changerooms.

However, the disruption of access to lift shafts posed a serious threat to safety. A supervisor and security officials who attempted to intervene, and others, were threatened with violence. In view of this, the police were advised and the group arrested and dismissed after disciplinary hearings.
Row over IR report on farmers, and unions

UNION pressure in the agricultural industry grows, as does the interest of the industrial relations consultants.

In one instance, a promotional pamphlet sent out by a Johannesburg industrial relations consultancy about farmers and trade unions has elicited an angry response from the leading union in the field.

The Food and Allied Workers' Union (Fawu), a Cosatu affiliate, claiming that the brochure has severely diminished the climate of good industrial relations in rural labour relations, has asked for an apology from the consultancy and a retraction of claims it made, failing which it reserved its right to take legal action for defamation and organisational damage.

A spokesman for the Liaison Bureau for Labour Relations Services said the brochure would "certainly not" be withdrawn nor would any apology be furnished.

"Liaison furthermore reserves the right to publish such further brochures as we may deem fit," said Koos van Niekerk, director of marketing services.

Mr Van Niekerk said the staff of Liaison, a close corporation registered this year, had "considerable experience" in labour relations.

He was unwilling to discuss the merits of the pamphlet headlined "The radical attack on the South African agricultural sector" which was distributed with the June issue of the Deciduous Fruit Grower.

Legal action

"In view of possible legal action it wouldn't be appropriate for me to comment," said Mr Van Niekerk. "But the brochure was compiled only after thorough research was done within the relevant sectors and every statement can be substantiated."

What's baffling, however, is how the company thinks it will be able to deal with worker organisations in good faith once they've touted for business among employers by attacking the bona fides of such organisations.

Meanwhile, in the Boland the National Union of Wine, Spirits and Allied Workers (Nuwswa), an affiliate of the National Council of Trade Unions (Nactu), is moving into the industry in similar fashion to Fawu. It has been organising at wine co-operatives and has signed about 11 agreements in the past two months covering about 250 workers.

Nactu has another affiliate in the sector, the National Union of Farmworkers, and it must reasonably be expected that Nactu will also start backing into organising farmworkers, again through the connection between farm and factory.
VW workers back on Monday

Weekend Argus Reporter

NORMAL production resumes at the Volkswagen plant in Uitenhage on Monday after negotiations between the company's management and the National Union of Metalworkers.

The plant was closed by management on Wednesday after a wage dispute.

Volkswagen management and the union have agreed the plant will re-open.

A company spokesman said that as a result of the agreement — and if normal production continued — Volkswagen would take part in wage negotiations which would resume next Wednesday.

Our Port Elizabeth bureau reports that a few strikers trickled back to work at Goodyear yesterday.

Recruiting new staff

The company dismissed strikers this week and said they would be reinstated if they returned to work by 9am yesterday and signed an acceptance form agreeing to conditions of employment.

Public relations manager for the company, Mr Mike London, said about four percent of the strikers turned up.

He said the company had sent a letter to employees stating that the deadline for reinstatement had been extended indefinitely, provided their positions at the company were not filled. He said the company would start recruiting new workers on Monday.

Delta Motor Corporation intends taking legal action against the motor industry's regional industrial council over alleged unconstitutional procedures in the wage dispute with the metalworkers' union.

Delta refuses to take part in the present national wage negotiations and is going ahead with legal action threatened six weeks ago.

The company believes bargaining should take place only through the council, a regional bargaining forum made up of Delta, Volkswagen and Samcor, Port Elizabeth.
A MAJOR battle is raging between the Congress of South African Trade Unions (Cosatu) and the State over the singing of political protest songs on East Rand trains. The practice, first put into operation in 1980, has become the mobile solution to the clampdown on political rallies during the state of emergency.

Each day the packed morning and evening trains transporting factory workers from Soweto to Germiston, Kempton Park and other areas have become a 'place of struggle' and are seen as platforms for union and political campaigns. Traditional dancing, singing, chanting and political theatre is being performed on the trains and is especially popular with commuters.

Even train committee meetings have been established to organise meetings and prevent thuggery, say commuters.

And, according to legal experts, the new mobile solution to banned mass meetings has left the Government at a loss as to how to deal with these political rallies.

A lawyer told Saturday Star, "Instead of using State of Emergency legislation to ban the gatherings, police are raiding trains and arresting people on criminal charges for contravening the Transport Services Act — for allegedly disturbing the peace."

Cosatu claims that police have arrested more than 400 people in connection with the singing of freedom songs on trains in recent months.

On Thursday this week the Kempton Park trial of 27 people — arrested in terms of the Transport Services Act for allegedly disturbing the peace — was postponed to November after a confrontation between Cosatu members who attended the trial and police.

Yesterday, Cosatu issued a statement condemning what it described as an "unprovoked police attack" on Cosatu members.

"The situation arose from the mass arrest of 50 of our members, for doing nothing more than singing about freedom and justice on trains," said Cosatu general secretary, Mr. Jay Naidoo. "Then, other members were brutally assaulted when they attempted to attend the trial of those arrested."

**Used Whips**

He added, "We have instructed our attorneys to investigate legal proceedings against the police for Thursday's actions and will demand compensation for those who were injured and lost property."

"This senseless and unprovoked attack will not be allowed to go unchallenged," said Mr. Naidoo. In response, police said 20 people were arrested on Thursday after a crowd of about 200 people arrived at the Kempton Park Magistrate's Court at 8.50 am to attend the trial of 27 men on charges under the Transport Services Act.

Police said the people were asked to disperse when they did not comply with the request, police used whips and arrested 10 people.

Later that morning about 100 people returned to the court, according to police.

They were also asked to disperse and policemen then arrested another 10 people.

Lawyers at a legal firm acting for the accused said they expected their clients would appear in a number of separate trials.

Thursday's case had to be postponed to November.

Police liaison officer, Captain Ruben Bloomberg, confirmed that a number of people had been arrested on charges related to commuters disturbing the peace on the trains.

But he could not give further details of how many people in total had been arrested on similar charges.
NUM hits out at Anglo racism

By CONNIE MOLUSI

THE Anglo American Corporation (AAC) has dismissed 11 miners from Vaal Reefs gold mine for using segregated "whites-only" facilities.

The NUM has accused the corporation of racism.

The AAC said mine management attempted to deal sensitively with certain acts of defiance by NUM members – such as the use of the mine’s senior change house at the No 7 and 8 shaft.

"However, where such attempts disrupt access to shaft lifts and pose a serious threat to safety, management will continue to take disciplinary action."

AAC spokesman Paul Clother said 11 employees at the underground assembly point of Vaal Reefs No 2 shaft threatened to disrupt queues of team leaders and miners wanting to board the shaft lift.

Workers allegedly threatened the supervisor, who became violent.

NUM condemned the AAC’s alleged collusion with the South African police, as police were called in to arrest workers.

"Dismissals and other disciplinary measures will only heighten tension that might lead to confrontation," said NUM.

The union reported a number of defiance actions on Vaal Reefs mines, ranging from washing in the whites-only change rooms to using segregated canteens.

At Mintek, near Randburg, workers have been using a whites-only canteen and management has threatened the union with disciplinary action.
Pay strike expected to end today

By Mike Siluma, Labour Reporter

About 8,500 members of the National Union of Metalworkers (Numsa) are expected to end a 10-day wage strike today at car factories owned by Volkswagen and Samcor, following negotiations between the union and management.

Numsa spokesman, Mr Les Kettleedas, said the workers had agreed to resume work at Samcor's plants in Port Elizabeth and Pretoria, and at Volkswagen's Uitenhage plant.

Mr Kettleedas said further negotiations would be held today between the union and Toyota management in an effort to resolve a dispute at the company's Prospecton assembly plant and its Sandton marketing division.

Following a strike at its Prospecton operation, Toyota announced the dismissal of 3,600 workers. It also withdrew from the national pay talks between Numsa and motor manufacturers.

Numsa said workers did not recognise the dismissals.

Mr Kettleedas said today's meeting would discuss the dismissals.

The company had put forward preconditions for a return to work, including disciplinary action against those who took part in the strike. These were rejected by workers.

At the time of going to press, Toyota management comment was awaited.

The strike in the industry, which at one stage involved more than 12,000 workers, resulted from workers' apparent dissatisfaction with progress during the national wage talks, postponed last week, and due to resume on Wednesday.
ABOUT 140 members of the Hotel and Restaurant Workers' Union dismissed for not coming to work on June 16 last year have been reinstated following an out-of-court settlement between the union and their employers, Holiday Inns/Southern Suns.

Harwu official Mr Alan Hurwitz said under the agreement, the hotel workers would be given two weeks' back pay and their pension contributions, discontinued after the employees were dismissed, will be updated.

The dismissal of the 140 workers sparked off placard demonstrations by Harwu members at Holiday Inn/Southern Suns hotels last year. Management responded to the action by locking out the demonstrators.

Harwitz said the validity of the lock-out, which affected about 3,000 employees at the time, would be determined in the Industrial Court on October 16. He said Harwu members would be compensated for loss of pay if the court declared the five-day lock-out illegal.

Meanwhile Harwu has completed wage negotiations with Carlton and Braamfontein hotels, and Johannesburg and Bryanston country clubs.
Toyota, union thrash out agreement

JOHANNESBURG. — A provisional agreement on a return-to-work was thrashed out at the weekend between Numsa and Toyota, and the entire motor assembly industry is likely to be back to normal production by tomorrow.

However, the focus will shift to Goodyear, where management has vowed to begin recruiting new workforce from today to replace many of the 1200 employees on strike since June 28 over the terms of the former parent company's disinvestment.

The provisional settlement follows decisions late last week by workers at Samcor and Volkswagen to return to work today and opens the way for wage talks between Numsa and six of South Africa's seven motor assemblers to resume on Wednesday.

Delta is the only company which has refused to participate in the talks and is to bring an Industrial Court action in defence of its position.

Goodyear announced on Friday that only 38 workers had met the 9am deadline to accept the company's disinvestment proposals or be dismissed. The deadline has been extended "until further notice", but the company will, from today, also recruit outsiders for positions.

It said it was still prepared to listen to any new proposals the union may make.
Wage negotiations are set to resume
Motor industry 11-day strike ends

By Mike Siluma, Labour Reporter

The 11-day motor industry strike, at one point involving up to 13,000 workers, has ended, opening the way for the resumption today of national pay negotiations between the National Union of Metalworkers (Numsa) and car manufacturers.

Spokesmen for Toyota and Numsa confirmed yesterday that 3,600 workers dismissed by the company following the strike had returned to work at Toyota's Prospecton, Natal, assembly plant. An additional 400 strikers resumed duties at the company's marketing division at Sandton in the Transvaal.

An agreement reached between Toyota and Numsa provides for the reinstatement of the Prospecton workers and for Toyota's return to the national pay talks, from which it withdrew in the wake of the strike.

According to Numsa spokesman Mr Les Kettleman, the company undertook to withdraw an industrial court interdict granted about a week ago directing workers to end strike action.

Toyota's personnel and industrial relations director, Mr Theo van den Bergh, said the agreement "addresses the crucial issues of good faith bargaining and the obligation on Numsa and its members to refrain from illegal industrial action."

The Toyota-Numsa agreement follows the decision on Monday by 8,500 Numsa members to end strike action at car factories owned by Volkswagen and Samcor in Uitenhage, Port Elizabeth and Pretoria.

Volkswagen, which also withdrew from the talks in the wake of the strike, is to return to the negotiation table. Negotiations were postponed because of insufficient employer representation.
JOHANNESBURG —
Toyota will rejoin
national motor industry
pay talks when they re-
sume in Port Elizabeth
today, following a settle-
ment between the com-
pany and the National
Union of Metalworkers
of SA (Numsa)

And Mercedes-Benz
will also be present de-
spite production grind-
ing to a halt at the com-
pany's East London
assembly plant from
Monday until late yester-
day.

In another develop-
ment Eveready issued
an ultimatum to workers
to accept the company's
final wage offer by 4pm
tomorrow or face dis-
missal.

Toyota's agreement
with Numsa yesterday to
rejoin the pay talks
means that Delta is the
only one of the seven ma-
jor South African motor
assemblers who will not
take part in the national
negotiations with Numsa

which are due to end on
Friday.

Delta is to bring an In-
dustrial Court action in
defence of its position.

Numsa has demanded
a R150-an-hour across-
the-board increase over
12 months while motor
manufacturer employers
have offered between R1
and R160 an hour over
the same period.

A Mercedes-Benz spo-
keman said last night
after extensive discus-
sions between manage-
ment and Numsa shop
stewards it was agreed
workers would resume
normal duties and pro-
duction levels today.

Numsa was unavail-
able for comment.
Fedics strike could spread

By Louise Burgers

The strike at the catering company, Fedics, could spread if the company does not engage in "constructive negotiation" with the Commercial Catering and Allied Workers Union (Cawusa) to resolve the wage dispute involving more than 1 000 workers, a union spokesman warned.

Mr Mike Tsotetsi, said Cawusa was willing to negotiate with management if Fedics negotiated directly with the union's head office and not with each depot separately as they had been doing.

"We expect the strike to spread if constructive negotiation does not take place. We could use our manpower resources effectively if both head office's speak to each other."

The union says 1 500 workers are on strike at Jan Smuts Airport, two Airchef plants and numerous canteens on the N3.

The group personal director for Fedics, Mr John Moore, says 919 workers are on strike. "And 360 workers at the staff canteens outside Jan Smuts are conducting an unlawful strike."

The union disputes that some strikers are taking part in unlawful action.

Mr Moore said no action was planned against the illegal strikers and Fedics would prefer to resolve the dispute through negotiation.

Fedics says it has put "contingency plans" into action and all its restaurants and services are running normally.

The union is demanding an across-the-board increase of R180 and a minimum wage of R800. Fedics is offering a R90 increase and a R400 minimum wage. The union wants direct negotiation with Cawusa's head office in future industrial action.
Race row over
sacking of 2

By LEN MASEKO

AMERICAN multi-national Colgate Palmolive is embroiled in a racial row over the dismissal of two black employees for alleged "gross negligence" at the company's Boksburg plant.

The Chemical Workers Industrial Union, which represents the two boiler attendants, claims that its members were dismissed for the "gross negligence" of their white foreman.

The two are Mr Petros Mabuza, a shop steward, and Mr Milton Amos.

A union spokesman said: "This highlights inconsistency on the part of management in deciding the penalty for different racial groups."

"Workers believe that this action is a violation of company policy on "Equal and Fair Employment Practices" for all employees irrespective of colour, sex and race."

The CWIU is to challenge the validity of the dismissals in the Industrial Court. The union's application will be heard early next year.

The company's industrial relations manager, Mr Walter Stosana, said the dispute will be decided by the court. He declined to comment any further.

A CWIU spokesman said the conciliation board had failed to resolve the dispute between the two parties. The board had also failed to temporarily reinstate the two workers pending the final determination of the matter in court.

Management, he said, had hinted that it was prepared to compensate the two instead of reinstating them.

"Recently a white man slapped and pulled a gun on a black man on the company premises and the white man got away with a warning," the union spokesman said.
Act rolls back rights, says unionist

By Mike Slunya, Labour Reporter

South African employers were yesterday accused of negotiating in bad faith in their recent talks with black trade unions over the controversial Labour Relations Amendment Act.

Addressing a seminar on the Act and the unions' proposed "week of action" next month, Amalgamated Clothing and Textile Workers Union secretary-general Mr Johnny Copelyn said although the unions accepted the bona fides of the employers' negotiating team, the union feeling was that employers as a group had negotiated in bad faith.

The seminar, to discuss the proposed union protest action against the Act, was organised by an industrial relations consultancy, The Innes Labour Brief.

Mr Copelyn said it was not true that the Act did not reverse reforms introduced after 1979: "The Act is a serious rollback of workers' rights — for example, job security."

Although the Act did not restore the situation to pre-1979 conditions, it made significant inroads into worker rights.

Mr Copelyn said one of the main problems with the present employer-union talks was that employers would not recognise the right of workers to call a national dispute — and, possibly — a strike if the talks failed.

The talks have thus merely become a permanent forum for ongoing discussions," he added.

AECI group human resources manager Mr Bokkie Botha said union plans to engage in action while negotiations were in progress had led to "cynicism among employers, with some employers refusing to allow union balloting on the Act on their premises."

He cautioned employers to "guard against emotional reactions" regarding the proposed union action and described the talks between employers and unions on the Act as "more constructive", with less emphasis on rhetoric.

The unions had, in the course of the negotiations showed a preparedness to "interact with the State and State organisations."

Although the Act may have made it possible to threaten unions, there had been very little real action taken by employers against unions in terms of the Act, Mr Botha said.

While employers understood that political and labour issues were intertwined, they were also concerned about their businesses being hurt by action such as that proposed by the unions.

Labour lawyer Mr John Brand said that while a fundamental requirement of labour law was its acceptance by all parties involved, the new Act had "largely discredited the principle of neutrality in South Africa's labour legislation."

The best way to resolve the dispute over the Act was to repeal it and restore the situation to what it was before 1988.
No troops at mine - Anglo

A NATIONAL Union of Mineworkers claim that the SADF is deployed at Anglo’s Springfield Colliery is completely untrue, Anglo American Corporation spokesman, Bobby Godsell, said last night.

Earlier, a NUM statement sent to Sapa said troops were on the property to stop black mineworkers using recreational facilities reserved for white miners.

“In line with public pronouncements made by Anglo chiefs like G Relly and Bobby Godsell that they are a non-racial corporation, black mineworkers went to the white miners’ suburb for recreation,” said the statement.

Springfield Colliery is between Johannesburg and Witbank in the Transvaal.

Mineworkers had been using a lounge reserved for whites since August 17 and in an attempt to “enforce racism”, management had instructed waiters to charge blacks double for everything, the union claimed.

When the workers employed in the lounge refused to implement this instruction, Defence Force troops had been deployed. This was obviously at Anglo’s invitation, NUM said.

Black mineworkers were being stopped and interrogated about their activities in the area.

“It’s completely untrue,” Mr Godsell told Sapa. “The SADF is not on the property and has not been summoned by management.”

Management had never called upon the Defence Force to solve racial problems regarding facilities.

Mr Godsell pointed out that the company was at present tackling the Minister of Mineral and Energy Affairs in court over the Minister’s interpretation of the law which prevents the segregation of facilities without the permission of the white workers.

“We continue (our) commitment to a non-racial policy. We do not claim to be perfect but we have repeatedly invited NUM to raise problems about racial discrimination directly with management, which we think is more constructive than dealing with them through the Press.

Robbers jailed

TWO men from Soweto, Johannesberg, were sentenced by the Transkei Supreme Court yesterday to a total of 36 years’ imprisonment following an armed robbery of the First National Bank in Bizana, Transkei, during February last year.

More than R600 000 was stolen.

Sipho Nkosi (40), a father of four, and Sonnyboy Neukwini (38), also the father of four, were each sentenced to 18 years’ imprisonment.

A third accused, Sibongile Mashiyi (38), formerly of Umtata, now resident at Umlazi near Durban, was acquitted.

The court heard earlier that Nkosi, who was her boyfriend, drove a van belonging to her to Bizana which was used in the robbery.

Evidence was that the robbers went to the bank manager’s house about 3am on February 20 last year and ordered him to go and open the bank. He did and the men fled with their takings.

Mr Justice White, on the bench, said the court was satisfied that both the male accused played a leading role in the operation, and that they led most of the discussions when the robbery was planned.
COSATU has challenged Minister of Law and Order Adrian Vlok and acting State President Mr F.W. de Klerk to put an immediate stop to the alleged harassment of legitimate opponents of apartheid.

The challenge comes in the wake of a number of events reported to COSATU headquarters within the last 48 hours, among them:

* The distribution of a hit list of student activists which has been circulating in the eastern Transvaal.

* The death of restricted activist, Eric Gumede, who was shot by unknown killers in Durban on Tuesday night.

* The raid on COSATU's northern Transvaal office by security police on Wednesday morning.

The hit list is comprised of names of eleven student leaders in the region. It warns that "we know who you are, even where you stay. You and your homes will be targets."

Although the pamphlet claims to be issued by a "Students Action Committee," COSATU believes that it emanates from the security forces.

A COSATU spokesman said a letter has also been sent to Vlok, urging him to accept the fact that it is common knowledge that workers sing about their struggle and their life while commuting to and from work.

This was in response to the alleged harassment of commuters by police while singing freedom songs and dancing toys on the trains.

COSATU warns that the actions of Vlok's security forces "in the present political climate are bound to intensify conflict."
Cops fire on 450 angry workers in wage dispute

JOHANNESBURG. — Police called in to restore order at a pie factory here lashed out with sjamboks and opened fire on a crowd of 450 workers angered over a wage dispute.

At least 17 workers were injured, some seriously, when police used force apparently after the workers defied an order to disperse from Mama's Pies premises, Malvern, according to managing director Mr Louis Silber.

A spokesman for the Food and Allied Workers' Union (Fawu) said several workers were arrested in the confrontation in which workers allegedly hurled stones at the police.

Mr Silber, who regretted the injuries, said the workers were locked out on Thursday after a breakdown in wage negotiations.

He said the workers arrived at the factory yesterday morning and behaved violently and brushed off senior personnel who came to reason with them.

A statement from the police yesterday said that some workers hurled stones as they fled the scene following an order to disperse.

"They were warned by police to disperse and were given a while to do so. When they didn't do so, they were dispersed with horsewhips. Shots were fired," the statement said.

They said four workers were injured following the police action.

Meanwhile, Mama's Pies, a division of the Premier Food industries, faces industrial action at its three branches in Johannesburg, Durban and Cape Town — Sapa
Safer at the rockface

THE Chamber of Mines' report of a lower fatality rate on member mines in the first six months of this year is a positive development in the debate between trade unions and management about safety standards.

The chamber says that the annualised fatality rate for all member mines from January to June 1983 improved to 0.96 per 1 000 employees at work against 0.22 for the same time last year.

The rate for 1982 was 0.95. The fatality rate of colliery members almost halved from 0.64 to 0.33 compared with the six months last year.

The chamber says this places the fatality rate of colliery members "in line with those of the major Western coal producers".

"This is the lowest injury rate ever achieved by the industry either on a six-monthly or an annual basis. There has been an uninterrupted annual decline in the injury rate since 1974."

Multi-fatality accidents on gold mines in recent months may, however, have undermined this performance. For example, two accidents at Kloof and Hartebeestfontein gold mines in the past couple of weeks resulted in the deaths of 11 miners and injuries to three.

The National Union of Mineworkers (NUM) has for many years been campaigning for higher standards of safety, particularly after 177 miners died in 1983 at Kurnoss gold mine in the Eastern Transvaal.

Mine managers have placed increasing emphasis on safety, and some have introduced sophisticated computer equipment to locate the source of fires and flooding.

The chamber says "Despite the setback of a number of regrettable accidents on gold mines in recent months, the chamber hopes that the constant attention to safety by all mines will ensure that the lower rate will be maintained if not further improved upon in the second half of 1983."

"Good progress was also made once again in reducing injuries. The overall reportable injury rate for the first six months of this year reached 15.96 per 1 000 employees at work — almost 7% down on the rate of 17.09 for the same period in 1982."

5/11/87
Apartheid row flares on mines

By Mike Silum
Labour Reporter

The row between the National Union of Mineworkers (NUM) and Anglo American Corporation (AAC) over the union's defiance of workplace segregation has flared again, with the NUM accusing AAC of using the army to stop the defiance.

Conflict between the parties over the issue began last month after NUM's decision to support the Mass Democratic Movement's anti-segregation campaign.

NUM says:

NUM spokesman Mr Jerry Majatladi said AAC had deployed members of the SA Defence Force at the Springfield Colliery in the Eastern Transvaal to stop about 2,000 black miners from using "whites only" facilities.

Black miners, without recreational facilities in the hostels, had been using the "whites only" lounge since August, he said.

Mr Majatladi said the use of the army "reveals the corporation's real character as one of the main beneficiaries of the apartheid system".

AAC says:

Anglo American's industrial relations director, Mr Bobbi Godsell, dismissed the NUM allegations as "completely untrue". He said the AAC had never called upon the Defence Force to solve racial problems regarding facilities on the corporation's premises.

Anglo was presently taking legal action to challenge laws preventing the desegregation of facilities.

"We continue our commitment to a non-racial policy. We have repeatedly invited NUM to raise problems about racial discrimination with management, which we think is more constructive than dealing with them through the press."
Nactu stand on dialogue with govt

A NEGOTIATED settlement would betray the interests of the working class in South Africa, the National Council of Trade Unions said yesterday.

In a statement released by the organisation's president, Mr James Mdwaweni, the federation said because it was founded on an anti-imperialist principle, it could not participate in "exercises aimed at bolstering the interests of imperialism."

Mdwaweni said: "The drums of the so-called negotiated settlement are becoming louder every day."

The federation blamed the Western countries and the Soviet Union's gags against the talks on the negotiated settlement.

It said the settlement was intended to guarantee capitalism and exploitation.

Nactu further said future negotiations should guarantee the return of the land to its owners.

The federation reiterated its commitment to the liberation struggle and not to beg for a negotiated settlement.
OVERTIME

Hospital shop stewards said grievances included low pay, no pay for overtime or weekend duty and ill-treatment by supervisory staff.

They also rejected the Labour Relations Amendment Act, they said.

Mr Alan Matthews, general manager at City Park, said he had no formal knowledge of the employees' grievances.

He said Clinic Holdings, of which City Park is part, had an interim recognition agreement with Nehawu.

FURTHER MEETINGS

"We had a meeting with the union early this year and since then have made unsuccessful attempts to hold further meetings," he said.

"About three weeks ago Nehawu said it wanted a meeting with members and this finally happened yesterday evening.

"After that I was told there would probably be a stoppage today," he said.

Mr Matthews said he had contacted the union early today in an attempt to find out what was going on.

He had told workers he would not negotiate until they went back to work.

Several work stoppages at hospitals in the Clinic Holdings group have occurred in Johannes burg in the past few weeks.
Cosatu may have defied restrictions.

The trade union federation Cosatu is under investigation for allegedly violating its restrictions orders, said Brigadier Leon Mallet, spokesman for the Minister of Law and Order, Mr. Adriaan Vlok.

He said the docket would be handed to the Attorney-General.

He also warned that all former detainees who had breached their restrictions orders would be charged, including several leaders of the Mass Democratic Movement. Only those who had broken their restrictions would be charged.

Political Correspondent.
JOHANNESBURG — The defiance campaign by the MDM has begun to surface in factories with workers coming out against alleged discriminatory policies practised by management.

The Cosatu-affiliated Chemical Workers' Industrial Union (CWIU) said yesterday that hundreds of black workers at a Janssen Pharmaceuticals plant in Johannesburg had begun to defy a company ruling that they clock in when they begin their work shift.

"All workers who are obliged to clock in are black. The majority who work without clocking in are white. Our membership considers this to be a discriminatory practice and, therefore, is defying it," the union said in a statement.

However, management had warned CWIU members they face dismissal if they do not clock in today. Janssen Pharmaceuticals could not comment immediately. A spokesman said that only the executive director could deal with the issue. He was out of town. — Sapa
Police probe Cosatu

Political Staff

THE trade union federation, Cosatu, is under investigation for allegedly violating its restriction orders.

Brigadier Leon Mellet, spokesman for Law and Order Minister Adriaan Vlok said today the investigation was "at an advanced stage," and the docket would be handed to the Attorney-General soon.

He also warned that all former detainees who had breached their restriction orders would be charged.

This included several leaders of the MDM who are reported to have gone underground.

Brigadier Mellet emphasised that only those who had broken their restriction orders would be charged.

Strikes at Tutu

"This is not directed against the leaders of the MDM as such," he said.

Brigadier Mellet also struck back at Anglican Archbishop Desmond Tutu who was quoted as saying that in his experience, it was the police who had been creating unrest.

Archbishop Tutu said he took the strongest exception to Brigadier Mellet's suggestion that there were "unsatisfactorily high" numbers of anti-apartheid incidents in Cape Town at the weekend and that police will continue "tough action" to curb it.

In a statement issued by the Church of the Province today he said: "In my experience, it is the police who have been creating unrest. Whenever they keep away from an event, it goes off peacefully. Whenever they arrive, they bring in teargas and firearms and try to prevent people from peacefully expressing their dissent. They precipitate confrontation and violence."

The following examples demonstrate the point:

- On August 5, the funeral of two ANC members was proceeding peacefully when a posse of armed policemen rushed into the churchyard in an attempt to seize ANC bags.
- On August 10, heavily-armed police sealed off the Strand and its beaches.
- When I arrived there, the small crowd that was gathered was exceptionally quiet and restrained, despite having been chased from the beach earlier. After I left, the police set their dogs on one of my priests, the Rev Frank Manley, was among those badly beaten when he tried to help someone being attacked.

On the same day, at Bloemfontein, it was the police who brought violence into the situation when they beat people off the beach.

Another of my priests, Archdeacon John Freeth, was badly beaten up, he said.

I learn that a special constable was killed by demonstrators in Nyanza on Saturday. I deplore this violence as strongly as any other.

Cosatu under investigation

They expect to see certain African presidents and delegations from the world in Harare in a few days.

Mr Suttner told a Press conference today that he had been forced to return to South Africa to attend to other business.

"I intend to go back - not immediately but definitely - probably after the elections," he said.

(Reports by P. deacon, 123 St George's Street, Cape Town, P. Faure and J. Ryan, 17 Bauer Street, Johannesburg, M. Chasser, 16 Field Street, Durban)

---

On August 20, we held a service attended by thousands of people, many young people, in St George's Cathedral. During that service the UDF and other organisations declared themselves unrestricted. It was a deeply moving service. Police kept away and it ended peacefully.

Brigadier Mellet's reported statements are scandalous," the Archbishop's statement concluded.

Brigadier Mellet asked today: "Who erects barricades, who stones passing cars? We're not even there when these things happen. Ask him who is responsible for the number of unrest, murders taking place all over the country over the past three weeks?"

These things only stop when we are there.

Shotgun-wielding police today arrested nine people outside the Durban City Hall where they were protesting against military conscription and the yellow anti-war ribbons on lamp-posts.

The protest was part of the UEC's re-launch after it declared itself, "unbanned" on Sunday.

In terms of the government's emergency regulations, the UEC is still banned.

Seven people began blocking EEC stickers and yellow ribbons and distributing EEC literature when several vandals loaded police arrived.

More than 100 police armed with shotguns walked off after the seven they were arrested in Smith Street.

At that point two cyclists rode past with placards on their backs declaring "counter-rioters need a chance" Police vehicles roared off after them.

The EEC supporters tried to hand out their pamphlets while inside the police vehicle.

A restricted South African lecturer, Mr Waymon Suttner, broke his banning order to be in Zimbabwe in a show of solidarity with the ANC peace proposal.

Mr Suttner was one of five members of the MDM who arrived unexpectedly in Zimbabwe last night.

The others are: Mr Murphy Moroka, Ms Cheryl Carolus, Mr Moses Mafadi and Mr Moses Mayekiso.

(Turn to page 3, col 4)
Union studies new motor pay offer

Argus Bureau 14/07

PORT ELIZABETH. — Wage talks between Numsa and motor manufacturers will resume on Thursday. No agreement was reached at the wage talks held last week.

A spokesman for Numsa said the motor industry had made a revised offer which would be discussed today by the National Automobile Shop Steward Council to be held in Pretoria.

A report-back on today's meeting will be held tomorrow with union members.

A recruitment programme to hire new staff continues at Goodyear.

Goodyear still regards the workers who were locked out last week as dismissed.

Numsa is demanding R5 000 separation pay for each worker because the company has been taken over by South African interests. A spokesman for Good-
Union and steel giant deadlocked over wage increases

By Mike Slunna, Labour Reporter

Wage negotiations between the National Union of Metalworkers of South Africa and the management of Highveld Steel have broken down, raising the possibility of industrial action affecting 3,000 of the steel-making giant's labour force.

A Numsa spokesman said a meeting with management had "failed to make any progress" on wage increases for 1989.

Numsa had demanded an hourly individual increase of R1 or a 25 percent raise, whichever was the greater.

OFFER TURNED DOWN

It rejected a management offer of increases ranging from 56c/hour at the bottom rate to R1,48 at the top. This would set the new hourly minima at R3,60 and R9,97 respectively.

Other demands related to housing benefits, time off for shop stewards, technical training, paid holidays and improvements to service allowances.

The Numsa spokesman severely criticised management for unilaterally granting bonuses to workers while negotiations were still in progress.

"The company said this was paid out because of excellent profits made, yet the company has refused to improve its wage offer. Numsa views this action as extremely bad-faith bargaining and an attempt to undermine the union," the spokesman said.

A Highveld Steel spokesman confirmed the dispute but could not comment further at the time of going to press.

About 1,000 Numsa members yesterday continued a wage strike which began at Metal Box's Vanderbijlpark operations on Thursday last week, a worker spokesman said.

Now that an agreement had been reached on the actual increase, the dispute now centred on the implementation date, the spokesman said.

Company comment was not available.

Numsa will respond tomorrow to a management wage offer affecting thousands of motor industry workers employed by six car manufacturers, a union spokesman said.

The spokesman declined to discuss details of the management offer. Companies taking part in the talks are Toyota, BMW, Nissan, Mercedes-Benz, Samcor and Volkswagen.
Cosatu broke order - cop

The trade union federation of Cosatu is under investigation for allegedly violating its restricted orders.

Brigadier Leon Mellel, spokesman for Law and Order Minister Mr Adrian Vlok, said yesterday the investigation was "at an advanced stage", and the docket would be handed to the Attorney-General soon.

He also warned that former detainees who had breached their restriction orders would be charged.

This included several leaders of the Mass Democratic Movement who are reported to have gone underground.

Mellel stressed that only those who had broken their restriction orders would be charged.

"This is not directed against the leaders of the MDM as such," he said.

Mellel also struck back at Anglican Archbishop Desmond Tutu who was quoted as saying that in his experience, it was the police who have been creating unrest.
Union Edgars to meet

WORKERS at the clothing giant, Edgars have applied for a conciliation board hearing in a bid to resolve the wage dispute with the company, the Commercial Catering and Allied Workers’ Union said yesterday.

Cecawusa and the Federated Council of Retail and Allied Workers are conducting joint negotiations with Edgars.

They are scheduled to meet management tomorrow for further talks.

The unions are demanding a R230 across-the-board increase and the company has offered R130.  

Last week Cecawusa signed a wage agreement with Woolworths involving an across-the-board increase of R152.50 per month.

Cecawusa alleged yesterday management locked out workers in Johannesburg and Pretoria last week allegedly for poor dress. “Management claimed that workers were deliberately dressing in a shabby manner and that the unions orchestrated this.” - Sapa
CITY STRIKERS: These singing and dancing demonstrators were part of a group of about 100 general assistants at the City Park Hospital in Longmarket Street who downed tools yesterday in support of higher wages and other grievances.

Workers dismissed after City Park Hospital strike

ALL staff who stopped work at City Park Hospital have been dismissed, according to the general manager, Mr Alan Matthews.

About 100 general assistants at the hospital stopped work yesterday, citing low pay and other problems with working conditions.

Mr Matthews said they had been told of their dismissal yesterday while at a police station after their arrest while demonstrating in the street. They were released later.

He said hospital management, officials from the National Education, Health and Allied Workers' Union and shop stewards met last night and a further meeting was scheduled for today.

International, the Cape's largest timeshare brokerage, yesterday offered Mrs Abrahams a free weekend at a timeshare resort at Sedgefield to demonstrate that coloured people could buy timeshare.

"Several timeshare resorts in the Cape and in Natal are open to people of all races," Mr Spilkin said.

Picture: DOUG PITHEY, The Argus
Eveready fires 1,000 Numsa members

JOHANNESBURG. — At least 1,000 National Union of Metalworkers of SA (Numsa) members were fired by Eveready management at the Port Elizabeth plant yesterday after they ignored a return-to-work call.

And in Pretoria a Numsa national shop stewards' council meeting was held to discuss a revised offer placed on the table by car manufacturers before the adjournment of national pay talks for the motor industry in Port Elizabeth on Friday.

Eveready spokesman Mr Barry Easton said management considered employees who had not accepted the company's pay offer by 3pm yesterday as dismissed.

But he said management would meet with Numsa officials today.
113 held after hospital demo

By MALCOLM FRIED

ONE hundred and thirteen protesting workers were arrested and three press photographers "interviewed" by police after a demonstration outside City Park Hospital yesterday.

Police confirmed the arrests, made in Longmarket Street about 10.30am as members of the National Education, Health and Allied Workers Union (Nehawu) at the hospital waved placards, sang and chanted.

The 113 were released in the afternoon, police said, but added that a docket would be sent to the attorney-general concerning gatherings illegal in terms of the Internal Security Act.

The photographers were Anne Laing of the Cape Times, Adil Bradlow of Associated Press and freelance Hettee Zandman.

Police said the three were accompanied to Caledon Square, where they were "interviewed". Their film was confiscated and then returned and they were allowed to go after an hour.

"The police took more than 45 minutes just to write down our details," said Ms Laing. "And then they lost the key to the room where they were keeping our cameras.

"One policeman had to force the lock with a crowbar."

The work stoppage was staged over a pay dispute, said a union spokesman. He had no further comment.

But the manager of City Park, Mr Alan Matthews, said he had "absolutely no idea" why the stoppage had taken place.

"We have been trying to speak to the union since January and have had no response," he said.

The workers were housekeeping, laundry and kitchen staff who will be temporarily replaced by nurses and extra security personnel.

City Park was considering a general dismissal, said Mr Matthews. "But we're still waiting to hear from the union."

PROTEST... City Park Hospital workers demonstrate during a work stoppage shortly before being arrested. Picture: ANNE LAING.
Union considers legal action

The Commercial, Catering and Allied Workers' Union (Cawusa) may take legal action to overturn the lock-out of about 500 members by the food supplier Walter A Chipkin over a wage dispute, the union said.

Cawusa spokesman Mr Jackie Masuku said workers were locked out on Monday after failing to reach an agreement with management on wage increases for 1989.

The workers were demanding a R54/week increase and a weekly minimum rate of R195.

They also want the recognition of March 21 as a holiday.

The company is offering a bonus improvement and 10 days' compassionate leave.

Company comment was not available.

Meanwhile, Cawusa and the Federal Council of Retail and Allied Workers have jointly applied for a conciliation board in a bid to resolve their wage dispute with Edgars management.

The unions are proposing individual increases of R230/month, while management offered R130.
THE National Union of Mineworkers yesterday said a Rand Supreme Court judgment nullifying potentially discriminatory mine regulations would not necessarily remove all race discrimination in the mining industry.

The judgment followed action brought by the Chamber of Mines, challenging Government regulations introduced in the aftermath of the repeal of statutory job discrimination in the industry.

The scrapped regulations required mine managements to provide latrine and change-room facilities "after negotiation with the individual employees' organisations as to the needs and preferences of their members, and having regard to their physical, moral or social welfare".

**Jobs**

Managements were also required to take into account the "proven labour needs of mines and works" before permitting people to do certain jobs.

The chamber asked the court to nullify the regulations because they had not been authorised under the Mines and Works Act, and were likely to discriminate against black mine employees.

NUM spokesman, Mr Jerry Majatla, said because of years of educational discrimination, black workers would still find it difficult to enter the more skilled jobs on the mines.

The court ruling would not necessarily resolve "the thorny question" of the hostel and migrant labour system.
Goodyear promises early response to union

A Goodyear spokesman in Port Elizabeth said that management had refused to agree to a request that the lockout of about 1 000 workers be suspended. The dispute should be referred to arbitration. The union was deadlocked on implementing wage increases. It wanted "the employer's offer of R1 (an hour rise) over 18 months to be implemented with immediate effect."

Adele Baleta

THE National Union of Metalworkers of SA has submitted revised proposals to Goodyear in an attempt to resolve the disagreement.

Numsa organiser Gavin Hartford did not disclose details but said yesterday that the company had undertaken to respond soon. Numsa is due to respond to revised proposals when negotiations resume in Port Elizabeth today.

The union's Eveready organiser, Lucky Dendle, said yesterday's meeting with management had not drawn the two closer to a wage settlement. He added management had turned down a proposal on Tuesday, dismissed He added management was still holding talks with the union.

Dendle said they were deadlocked on implementing wage increases. The union wanted "the employer's offer of R1 (an hour rise) over 18 months to be implemented with immediate effect."
The Western Cape District on Sunday was in a state of the industrial action. Cemesa is holding a mass rally over the Western Cape Red Meat. They have proposed their demand for a 10% increase in the wage demands of the members, and the wages duties in the area of the area. They also want the rights for the support of the closed shops. Westminster South is the area.

Pay demands.

Bosses respond to

Negotiations are underway.
Workers set to fight Act

WORKERS are preparing to organise action against the Labour Relations Amendment Act (LRRAA) at the Second Workers Summit in Johannesburg tomorrow, as part of their campaign to get the "labour bashin" legislation scrapped.

At least 900 delegates from SA's two large black trade union federations, Cosatu and Nactu, and from the independent unions, will attend the summit at Shareworld, near Diepsloot, this weekend.

SA Consultative Committee on Labour Affairs (Saccola) chairman Bobby Godsell told the trade unions last week it would receive the response of the employers' federations to their demands over the Act before the start of the summit.

No response had been received by the unions last night.

The LRRAA sparked a three-day worker stayaway — the country's largest ever — in June last year to protest at promulgation of the Act.

At its congress this year Cosatu proposed a week of protest against the LRRAA, starting on the first anniversary of its promulgation on September 1 until the tricameral elections on September 6.

Cosatu spokesman Neil Coleman said yesterday the summit had been called to decide on the nature of the protest. He said workers were committed to the week-long action, which was linked to the MDM's defiance campaign, and Saccola's response was unlikely to stop the action.

The union demands over the Act, sent in a document to Saccola, related to matters such as the right to strike and picket, dismissals, recognition of majority unions, retrenchments, the use of arbitration in place of the Industrial Court and the inclusion of farmworkers, domestic workers, public sector employees and workers in the homelands under the Act.
NUM says ruling will not prevent all discrimination

By Mike Sihuma, Labour Reporter

The National Union of Mineworkers (NUM) said yesterday that a Rand Supreme Court judgment nullifying potentially discriminatory mine regulations would not necessarily remove all racial discrimination in the mining industry.

The judgment followed action brought by the Chamber of Mines, challenging Government regulations introduced in the aftermath of the repeal of statutory job discrimination in the industry.

The scrapped regulations required mine managements to provide latrine and change-room facilities "after negotiation with the individual employees' organisations as to the needs and preferences of their members, and having regard to their physical, moral or social welfare".

Managements were also required to take into account the "proven labour needs of mines and works" before permitting people to do certain jobs.

The chamber asked the court to nullify the regulations because they had not been authorised under the Mines and Works Act, and were likely to discriminate against black mine employees.

A chamber spokesman said it had taken the matter to court because talks with the Government on the matter had been unsuccessful.

He said the court's ruling removed the possibility of the regulations being used to prevent blacks from doing certain mining jobs.

Anglo American's director of industrial relations, Mr Bobby Godsell, welcomed the ruling and said Anglo would continue to consult with black and white unions on the issue.

NUM spokesman, Mr Jerry Manyati, said because of years of educational discrimination, black miners would still find it difficult to get the more skilled jobs. The ruling would not necessarily resolve "the thorny question" of the hostet and migrant labour system whereby black workers lived in single-sex compounds with inadequate facilities, while white miners lived in company homes with their families.

The Minister of Mineral Affairs and Technology, Mr Danie Steyn, whose department introduced the regulations, could not be reached for comment today.
The Commercial Catering and Allied Workers' Union is engaged in four wage disputes with various companies involving hundreds of workers, a union spokesman said yesterday.

The companies are the Fedics Group, Edgars Stores Ltd, Benny Goldberg and Walter Chipkin. Ccawusa official Jack Masuku said 1500 workers at the Fedics group went on a legal strike on August 14 over wages. Workers demanded R800 as a minimum wage and R200 across the board. The company offered them R400 and R90 across the board.

Dispute

Ccawusa's dispute with Edgars involves the workers' proposal for a R230 board increase while the company's offer is R130. Ccawusa has applied for a Conciliation Board hearing to resolve the matter. The union has further declared a dispute over the company's alleged insistence that workers have to dress in fashionable clothes.

At Benny Goldberg, Ccawusa members demanded an across the board increase of R40 plus R10 from January and R30 to be paid retrospective to July.

Demands

About 500 Walter Chipkin workers in Industria are locked in a wage dispute. Workers demand include a R54 per week increase and R95 as a minimum while the company is offering R32 per week and R174 minimum.

Other demands include March 21 as a holiday, 85 percent Christmas bonus, 10 days compassionate leave.

The company's response is 60 percent bonus, five days paid and five unpaid compassionate leave. It has rejected a demand that March 21 be declared a holiday.
Johannesburg.
The National Union of Metalworkers of S.A. (Numsa) have submitted a revised proposal to Goodyear management in Port Elizabeth in an attempt to resolve the disinvestment dispute, Numsa organiser Gavin Hartford said yesterday.

But he did not disclose details of the proposals which, he said, were given to management at a meeting yesterday.

Numsa is due to respond to car manufacturer's revised pay offer when industry-wide negotiations resume in Port Elizabeth today.
No back-pay for union workers, court orders

ATLANTIS Diesel Engines (ADE) has been interdicted by the Industrial Court from back-paying wages to any members of the National Union of Metalworkers of SA (Numsa) because they resigned from the union after August 11.

The order, granted on Monday, followed allegations by Numsa that at least 350 members had been misled by ADE into resigning from the union to qualify for a wage increase.

Numsa, which has about 1 100 members at ADE, has been formally in dispute with the firm over wages since late July.

Presiding officer Mr J P van Niekerk ordered ADE to pay Numsa's costs.

Mr Paul Pretorius, instructed by Ms Amanda Armstrong of Cheadle, Thompson and Haysom, appeared for Numsa. ADE was represented by Mr F P S Erasmus of Erasmus and Steyn
Round-up of labour action

MORE THAN 300 members of Paper Printing Wood and Allied Workers' Union were this week dismissed by Nampak Corrugated Containers, a union spokesman said.

This followed worker demands for changes in the recognition agreement, which would allow for wage negotiations to commence in September, and the alteration of shift times.

He said that the Wadeville branch of Nampak yesterday went out on a sympathy strike for three hours.

By MOKGADI PELA

* The National Union of Mineworkers' health and safety conference will take place this weekend at the University of Witwatersrand.

A union spokesman said 300 worker delegates and 50 guests would attend.

Among the issues to be considered are the Minerals Bill due to be tabled at the next parliamentary session, the high accident rate in the mines—especially in the Westonaria and Carletonville regions.

* About 700 TeDelex workers in Booyseens are now locked in a wage dispute with their company. The workers demand an increase of R5.50 an hour as a minimum and a R1.50 across the board increase while the company offers 56 cents an hour.

* The National Council of Trade Unions resolved at its workshop to participate in the Conference for a Democratic Future. According to Nactu general secretary, Piroshaw Camay, the federation would have two delegates at the planning stage who will then report to the organisation's Central Committee.
Worker unity is on the horizon

By MOGBADI PELA

The government's much-criticised Labour Relations Act has, ironically, acted as a catalyst to unite the entire black labour movement.

Power struggles within labour have apparently been forgotten and confronting factors are now showing a united front. This will be seen at the second Workers' Summit scheduled for this weekend at Sherewood in Johannesburg.

Workers will come from the Congress of South African Trade Unions (Cosa), the National Council of Trade Unions (Nactu), and independent trade unions.

The LRA's reorganized joint action by Nactu and Cosa, as demonstrated in the present by the two federations which saw black workers staying away from work for three days in June last year, to wage a campaign against the national federation, is therefore not surprising.

The LRA councils are divided into three main sections by Nactu and Cosa, to wage a campaign against the national federation, which are divided on the agenda that workers will be the building of the working class unity, which will involve the analysis of why unions are divided.

Labour expert, Manda Sekgane, once said that South Africa's workers are divided further because the government wants it so. It seems our rulers when we search for an answer into the complexities of what matters.

He said it was only through practical involvement with one another that suggestions would disease.

Political comment in this issue by Aggery Khoza and Joe Motsole. Sub-editing, headlines and posters by Sydney Mthethwa. All at 61 Commando Road, Industria West, Johannesburg.

The reproduction or broadcast without permission of articles published in this newspaper on any current economic, political or religious topic is forbidden and expressly reserved to The Argus Printing and Publishing Company Ltd under Sections 12(7) of the Copyright Act 1978.

Write to the Editor at PO Box 6663, Johannesburg 2000. Non-de-plumes can be set but full names and addresses should be supplied or the letter will not be published.

Follow the legislation of black trade unions, as a result of the recommendations of the Webber Commission in 1979, the question of unity has been the most pressing issue facing them.

Attempts at unity date back to 1963. There were the talks between the Council of Unions of South Africa (Cosa), the Federation of South African Trade Unions (Fosa) and the African Confederation of Trade Unions (Azacta) five years later.

Instead of achieving unity, however, these streams became identified with these unions, which later went to adopt the Freedom Charter and its ideals, which seemed politically non-aligned and acceptable to Africaksant and Black Consciousness schools of thought.

In 1980, at a Pretoria meeting, a new baby was born when Cosa and Azacta merged in what was to be known as Cosasacta and later Nactu.

The LRA's reorganized joint action by Nactu and Cosa, as demonstrated in the present by the two federations which saw black workers staying away from work for three days in June last year, is not surprising.

Two unions, the National Federation of South Africa (Nactu) and the Amalgamated Confederation of Trade Unions (Azacta), are divided.

Labour expert, Manda Sekgane, once said that Black workers are divided further because the government wants it so. It seems our rulers when we search for an answer into the complexities of what matters.

He said it was only through practical involvement with one another that suggestions would disease.

Political comment in this issue by Aggery Khoza and Joe Motsole. Sub-editing, headlines and posters by Sydney Mthethwa. All at 61 Commando Road, Industria West, Johannesburg.

The reproduction or broadcast without permission of articles published in this newspaper on any current economic, political or religious topic is forbidden and expressly reserved to The Argus Printing and Publishing Company Ltd under Sections 12(7) of the Copyright Act 1978.

Write to the Editor at PO Box 6663, Johannesburg 2000. Non-de-plumes can be set but full names and addresses should be supplied or the letter will not be published.

Two unions, the National Federation of South Africa (Nactu) and the Amalgamated Confederation of Trade Unions (Azacta), are divided.
Labour Act: Once a safeguard, now a ‘tool of oppression’

WHEN a supreme court judge this year described the Labour Relations Act as a "pernicious" piece of legislation, he may not have realised just how prophetic his words might be.

"Its (the LRA’s) meaning is unclear and its effect is uncertain," said Mr Justice Curlewis. "In other words, the resolution of any particular problem that comes before the industrial court will depend entirely on the length of the chancellor’s foot."

That pronouncement, from a judge who is not well known for making radical statements, came as unexpected support for trade unions which have long feared that arbitrary amendments made to the LRA last year would have the effect of undermining industrial harmony.

This weekend those unions, who represent some two million workers, will rally in Johannesburg to put the finishing touches to a programme they say has been devised to "defy and demolish" the law.

And labour lawyers this week warned that, instead of laying a bedrock for sound labour relations, the changes to the Act have already begun eroding country’s system of collective bargaining.

While union leaders are planning their campaign against the amended labour law, lawyers warn that the Act is eroding the system of collective bargaining. By EDDIE KOCH

Said one attorney: "The nature of the amendments, together with the way they have been put into practice by management and the courts, leaves no doubt that they were designed to kick the hell out of the unions."

Labour lawyer John Brand reached a more considered - but very similar - conclusion in a paper presented to a seminar on industrial relations in Johannesburg last week.

The original Act, passed after the Witheram Commission’s recommendations 10 years ago, had managed to stay scrupulously neutral between capital and labour and had earned the grudging respect of even the most militant unions, Brand said.

But because of changes enacted in terms of the Labour Relations Amendment Act in September last year "a once worthy statute has been transformed from an instrument of neutral regulation into one of oppression."

The law lays down a rigidly defined code of unfair labour practices. These dilute the procedures employers were obliged to follow before sacking workers, they emasculate protections that workers had won against victimisation during lay-offs, and they dispense with the worldwide principal that "last in first out" is the best way to select employees for retrenchment.

"Boycotts are forbidden - not even that most innocent species of collective action, the canteen boycott, escapes the net. Forbidden too, at a strike, are secondary, sympathy and intermittent strikes."

Such provisions, says Brand, make government claims that the law protects both employers and labour "like the laws of Paris in the famous aphorism, preventing rich and poor alike from sleeping under the bridges of the Seine".

However, a more damming feature of the statute is the way it has been used by employers to undermine collective bargaining and to heighten conflict on the factory floor.

Under the new law, parties can now apply to the industrial court for urgent interdicts against industrial action, even if a union has followed procedures required to make a strike legal. These can be granted ex parte, without the union even being present to state its case, and the industrial court has been lavish in awarding them. "The industrial court," says Brand, "has tended to ignore the fact that in a market economy an inability to ultimately resort to industrial action, whether in the form of a strike or lockout, makes collective bargaining a hollow and ineffective institution."

The consequence of this is an inevitable resort to industrial action particularly of the wildcat variety."

When the Act was first passed, unions complained most vociferously about a clause which allows employers to sue for production lost during a strike - and places the onus on the union to prove its innocence. However, although there have been some threats of litigation, employers have not made much use of these powers.

But the mere existence of the clause in the statute has had the effect of drumming up industrial strife.

Summit to plan worker reaction

About 900 trade union members and political activists will attend the workers summit in Johannesburg this weekend to devise a plan of action against the Labour Relations Act.

The one-million-strong Congress of South African Trade Unions has already resolved, at its congress in July, to mount a week of protest against the law to coincide with the general elections.

The federation will be joined by the National Council of Trade Unions and a number of independent unions.

At their first summit, the coalition of unions promised protests and strike action. Employers did not make "significant progress" in meeting their demands around the law.

These included calls for the right to strike without fear of dismissal; recognition of majority unions and no attempts to foster minority unions; the right of workers to stage strikes in sympathy with other employees; negotiations over plans to retrench and use of the "last in first out" principal during lay-offs.

Although a number of meetings have taken place between the labour alliance and the South African Consultative Committee on Labour Affairs since April, the employer organisation responded formally to the union demands late on Wednesday.

Given the lack of progress in negotiations, it is probable that the unions will go ahead with their plans to stage a mass protest early September.

The precise form that the action will be taken is likely to take up most of the discussion at the summit.

But prior to the summit a number of unions have been discussing the possibility of more active forms of protest: sit-in strikes, worker marches and placard demonstrations.

The summit will be attended by 20 observers from each of the main parliamentary political groupings in South Africa. These are: the mass democratic movement, the black consciousness movement, the African National Congress and the unity movement.

Each of the three union groups will send 250 delegates. These will all be rank-and-file workers and officials will not be allowed to address the gathering or vote on decisions taken.
Focus on Workers' Summit

TRADE union interest this weekend will be focussed on the Workers' Summit in Johannesberg.

There is a dual significance to the event: it's probably the first major gathering of unionists in which officials will play no part, and it is also a strong indicator of the desire for a united approach to issues among groups which have often been in severe ideological and physical conflict.

About 750 delegates are expected to attend, representing about 2.5 million workers from unions in the Congress of South African Trade Unions (Cosatu), the National Council of Trade Unions (Nactu) and a group of independent unions.

Also attending will be delegates from the United Democratic Front, the Black Consciousness Movement, the Pan-Africanist Movement and the New Unity Movement.

Each of the four political tendencies will be speaking at the opening and are expected to give unqualified support to the summit and the campaign against the Labour Relations Act.

Main topic on the summit's agenda will be plans for action over the Labour Relations Amendment Act (LRAA). Allied to this will be discussion on building working class unity and state action against unions and unionists.

Unionists see these issues as inter-related. The Act is seen as an attack on gains made by workers in the past decade and on the organisations they have built up. Because this is viewed as an attack on the working class in general, class unity is necessary to combat it and hence the summit has drawn in as many representative organisations as possible.

At the same time, action by the state, such as detentions of unionists and community leaders and restrictions on Cosatu and its allies, such as the UDP, are seen as working in conjunction with the legislative measures.

Other actions by unknown elements such as the bombing of Cosatu House, the bombing of Community House, burglaries and vandalism at union offices are viewed as further attacks on the workers' movement.

The growing consciousness of unity was assisted by the passage of the Act because, together with restrictions on Cosatu, it helped bring home an awareness that the matters which divided worker organisations were less important than those which united them.

The past few weeks have been marked by a series of activities round the LRAA campaign, including balloting on support for planned action and a series of rallies in centres around South Africa.
not coming a white man.  This is why the NUM union, the largest in South Africa, has been targeted by the mining industry. The NUM, under the leadership of Joe Slovo, has been at the forefront of the fight against racial discrimination in the mining industry.

The NUM has been successful in its efforts to win back lost territories and to negotiate better contracts for workers. However, the mining industry continues to resist these efforts, and there are still many workers who are not unionized. The struggle for workers' rights continues, and the NUM remains a powerful force in the fight for justice and equality.
Heavily armed cops watch union summit

By CONNIE MOLUSI

SCORES of heavily-armed police descended on Shareworld in Johannesburg during yesterday’s meeting of major black trade unions there.

Although a police order restricted discussion to the Labour Relations Act and allowed only union-affiliated people to attend, about 800 delegates from the Congress of South African Trade Unions, the National Council of Trade Unions, and independent labour organisations were present.

Police armed with shotguns and tear gas barricaded two exits from the meeting place.

* They also filmed the proceedings.

A joint statement by Cosatu, Nactu and independent trade unions, condemning the restrictions, said: “We want to tell the Commissioner of Police and Minister of Law and Order they will not intimidate workers. On the contrary, it makes us more determined to press ahead with action against the Labour Relation’s Act until it is scrapped.” Sapa reports that Nactu’s James Mdaweni told delegates: “We are determined to crush the Labour Relations Amendment Act.

The era of baasskap over, says Barayi

“We are also going for the final goal – that of total liberation of our country and people.”

He said the outcome of the September 6 elections was irrelevant.

“The concept of negotiations between the PAC, ANC and government is on, regardless of which leader takes control.”

Cosatu’s Elijah Barayi said the summit ushered in a new era in the struggle against racism and bigotry.

“We say to Mr FW de Klerk: your era of baasskap is now over, we will now impose an era of peace and stability in our country.”

Meanwhile acting State President FW de Klerk said at the opening of the Pretoria Show yesterday that, without peace, stability and law and order, economic growth would be impossible.

A riot situation would not be allowed to arise, he warned.

While the table for peace was laid in SA, the ANC and PAC alliance had instructed a UDF and Cosatu delegation to Lusaka to create an atmosphere of unrest until the election, Law and Order Minister Adriaan Vlok told a police generals’ meeting in Pretoria yesterday.

This was to enable the ANC to force government to hold talks on ANC conditions, he said.

Lives and prosperity would be protected with the forces at government’s disposal, he added.

In a statement from Harare, the ANC condemned government’s crackdown on anti-apartheid opponents and said Pretoria had declared war on peacemakers.

Meanwhile, police said two people died in unrest incidents on Friday.

A delivery driver was killed at Gugulethu when his vehicle was set alight.

At Nonzwakazi, De Aar, an 18-year-old youth was shot dead by police when six people stoned police, the report said.

Two bombs were found in the ceiling of a University of Natal residence yesterday, police said.

University maintenance staff found two large coffee tins containing explosives, timing devices, detonators and batteries, police said.
Labour summit closely monitored

JOHANNESBURG — South Africa's major labour organisations wound up their historic workers summit here at the weekend by mapping out a new strategy against the Labour Relations Amendment Act and on plans for consultations with political organisations on action related to the general election.

The close of the summit, closely monitored throughout by a large contingent of uniformed and plainclothes policemen, also saw a new initiative to further unite workers across the political spectrum through a Cosatu-Nactu and independent unions' national co-ordinating committee.

A resolution adopted by the 800 delegates agreed to organise peaceful protests against the Labour Relations Amendment Act.

A confrontation was averted when union legal representatives successfully negotiated with police for the release of a poet who had been arrested. Cosatu president Mr Elias Borany appealed to participants to be cool-headed. "Do not be provoked if you are there will be chaos, which is exactly what some people here would like," he told delegates.

It was negotiations with employer federation Sacola and others on the act would continue, progress would be monitored and "appropriate decisions on future action from time to time" would be made.

Meanwhile, in Cape Town, an estimated 3,500 people attended a report-back rally organised by the Garment Workers' Union at the University of the Western Cape. The issues discussed were opposition to the Labour Relations Act and wage negotiations.

Police monitored the situation but no incidents were reported.

At the Samay Centre in Rylands, the Thornhill Youth Congress held an anti-election meeting. No incidents were reported — Own Correspondent and Sapa
TOUGH TALK FROM UNIONS

The second worker's summit ended at Shareworld, near Johannesburg, yesterday after resolving undisclosed action against employers and the state.

By Mokgadi Pela

In terms of the composite report independent unions and Cosatu and Nactu resolved to organise peaceful protests against the Labour Relations Act until the legislation was removed from the statute books.

Before arriving at the decision they accused employers of continuing to use offensive clauses to undermine the rights of workers which had been negotiated and fought for over the years.

On Saturday police ordered that the summit should end at 5pm. And yesterday police moved on the possum and detained a man who was reciting poetry. He was released.

Reports, pictures and comments in this edition may be censored in terms of the government's state of emergency.

- From page 1
- To page 2

United plan front
Workers lauded

THE exiled Pan Africanist Congress yesterday lauded the worker summit taking place at Shareworld, Johannesburg, saying the deliberations would have a strong bearing in changing the situation in South Africa.

In a message to the summit, the PAC's secretary for labour, Mr Losmo Makhanda, described the talks as "timely in view of the crisis created by the regime".

Dealing with the Labour Relations Amendment Act, which the unions contend severely curtails workers' rights, Mr Makhanda said the legislation threatens the existence of labour federations as the voice of the workers.

Police

In another statement of support, the Black Consciousness Movement of Azania (BCMA) said it noted the provocative presence of the police despite law and order not being under threat. The movement said it wished to reiterate its support for the realisation of the aspirations of the black working class as the presence of police perturbed, what they described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses", described as "bosses".
Marathon Everite wage strike ends

Labour Reporter

The marathon Everite wage strike involving more than 2,000 workers at four plants has ended.

In a joint statement yesterday, Everite and the Construction and Allied Workers' Union (Cawu) said 1,227 of the 2,097 striking workers returned to work yesterday.

The remaining workers at the Kliprivier plant are expected to go back to work next Monday.

The legal strike began on May 29 after conciliation board hearings and mediation failed to narrow the gap between the parties.

Workers demanded an 85-cent across-the-board increase on the minimum hourly wage of R2.85, while the company's final offer tabled on June 22 was set at 50 cents.

The statement said the dispute ended after lengthy negotiations between Cawu and Everite.

The company's Kliprivier, Brackenfell and Durban fibre cement manufacturing plants, along with the Port Elizabeth branch, were affected by the three-month strike.
ANC committed to Natal talks.
Delegates at the historic Workers’ Summit defied the restrictions imposed on them by displaying banners, chanting slogans and singing freedom songs.

DELEGATES at the historic workers’ summit in Johannesburg last weekend committed themselves to peaceful ongoing protest action against the Labour Relations Amendment Act.

After the meeting, delegates emphasised that though the constant police presence might have prevented the summit from finalising details of the action, the commitment to action had not changed.

This follows Cosatu’s recommendation to the summit that all progressive trade unions undertake a week of protest action during this period.

The most likely form such protest action will take seems to be a two-day stayaway probably at the beginning of next week.

Scores of police descended on the summit which took place at Fordsburg near Soweto.

They were met by a crowd of about 500 delegates representing 3.5 million workers.

The delegates had come to the summit to map out a new strategy against the controversial LRAA.

Restrictive order

In his welcoming address, Cosatu president Llyod Baray said the summit ushered in a new era in the struggle against racism and bigotry.

“We say to Mr FW de Klerk, your era is now over. We will prepare a new era of peace and stability for our country.”

Ntsoana president James Maburomi said it did not make much sense to have a so-called dialogue.

“The election is more important to us than the Mr de Klerk-Maburomi talks which will not alter us.”

The concept of negotiations between the PAC, ANC and government is just not on, regardless of which leader takes control. We believe our struggle must continue unabated and undemaded.”

During the summit police drenched with protective clothes and armed with batons and tear gas repeatedly barricaded two exits from the area where the summit took place and a police van loaded both the speakers and the crowd.

Restriction order

A confrontation was avoided when the general secretary of Cosatu and Ntsoana temporarily persuaded police not to enter the area and dispersed the chanting and singing workers-delegates.

Tensions continued to run high throughout the two-day conference.

Last Friday the Commissioner of Police issued a last minute restriction order on the summit.

Non-army members were barred from entering the premises. The decision was confirmed by the LRAA, the meeting could only be held at 9am and 3pm, and no bannas, bannas sticks or pamphlets not related to the Labour Relations Act could be distributed.

The delegates defined the strongest reactions by displaying huge banners, waving placards, chanting political slogans and singing freedom songs.

On Saturday night the Rand Supreme Court debated an application by Cosatu and Ntsoana for an order banning police from the summit.

In a strongly-worded resolution, the summit noted that employers continued to use the offensive clauses of the LRAA to undermine rights which workers had won over the years.

The delegates read the government was committed to a campaign to harass the militant trade union movement in an attempt to crush worker activism.

(Report by M. Rudelius, of 52 Summard St, Johannesburg)
Union declares dispute with Nampak

THE Paper, Printing, Wood and Allied Workers' Union says it has declared a dispute with eight Nampak factories.

Union spokesman Rob Rees added yesterday the dispute is in the corrugated division over wage negotiations, shift allocation and dismissal of 330 workers.

He said the workers were sacked last Tuesday after going on strike the previous day.

Rees said before the dismissals the workers had argued for changes in their recognition agreements which, among other things, would have allowed for pay talks to begin in a few days.

He added they also wanted shift times altered.

"On both sets of demands management failed to make any progress in negotiations," Rees said.

Nampak Corrugated said only one of its companies was in dispute with the union after the dismissal by Transvaal.

SIPHO NGOCOBO

Box of 320 workers last week after protracted illegal strikes.

It added "All our companies have recognition agreements with their unions. These agreements have specific steps which need to be followed before a dispute can be declared. As none of these procedures has taken place at the eight Nampak companies alleged to be in dispute, there can be no dispute."

Rees said Nampak workers throughout the country were anxiously watching the situation.

"We have done all we can to resolve the problems. We have contacted Nampak head office with an aim to setting up reasonable negotiating channels to resolve the dismissals as speedily as possible. We have also given ample indication that we remain open to negotiations," he added.
TENSION: A heavy police presence marked the recent Workers' Summit in Johannesburg.

AS the defiance campaign gained momentum throughout the country, South Africa's two largest trade union federations together with independent unions met in Johannesburg last weekend.

The workers' summit was convened to orchestrate organized labour's protest against the Labour Relations Amendment Act (LRAA).

And it showed the determination of the progressive trade unions to fight the LRAA, described by one unionist as "the greatest threat to the gains won by South African workers.

The summit also indicated how the growing alliance of state and capital has encouraged a growing divide between workers from different regions and industries.

Advance

The 900-strong delegates displayed T-shirts and banners bearing the slogans of unions which have previously been deeply divided in terms of ideology and approach.

The presence of Natsis was in itself a significant advance from the situation in February, when the federation pulled out of the first workers' summit at the last minute on the grounds that it needed more time to discuss the issue.

Observers though, said the delegates' struggle to dominate the federation's leadership, that they might lose the ballot on 10 April on which the federation has won.

Shocked unions decided the federation and attended any way, as did several workers from other Natsi affiliates.

Natsis' flagship, the Metal Workers' Association of South Africa, subsequently reversed its position and came out in favour of attending the summit.

The presence of the Natsi delegates that time also indicates how the federation's leadership had to climb down when faced with a storm within its ranks.

Mobilizing

Meanwhile, Natsis had been working alongside Cosatu speakers on a joint public campaign promoting the LRAA. This co-operation has expanded beyond that which occurred last year with the three-day rally.

Natsi leaders have appeared alongside Cosatu speakers at many rallies and the federation has particularly put pressure on black communities to support the campaign.

The Western Cape has seen some Of its black communities put considerable effort into supporting the campaign.

Similar problems have emerged within the worker Cosatu affiliates where the level of mobilization has not been strong in all regions.

In the establishment of a joint co-ordinating committee at the summit is indicative of the way in which the anti-LRAA campaign is building unity in action.

Delegates to the summit said that they were able to talk to each other and that they saw 10 April as a first step towards a united labour movement.

The absence of officials at the summit helped this process by excluding the readiness that characterized relationships between many officials.

But unity is more than just speaking to each other or working alongside one another.

There remain serious ideological differences between the various groups which mean that Cosatu's dream of a single federation will not be achieved overnight.

Nevertheless, the anti-LRAA campaign as a move towards realizing that dream.

(Comment by C Carver, of The Star, 6 April 1987.)
Clothing workers reject pay offer

CAPE clothing workers have vowed to continue their tough stance over wage negotiations.

The decision was taken by about 3500 militant Garment and Allied Workers' Union (Gawu) members who packed the student centre at the University of the Western Cape for a spirited living wage rally last Sunday.

At the meeting the workers endorsed a decision by the Gawu negotiating team to reject the wage proposals made by employers at the first round of negotiations last Friday.

"They also rejected employers' demands for the union to give an undertaking that there will be peace in the industry while negotiations are taking place.

This follows large scale demonstrations and work stoppages involving about 10 000 workers at 50 factories in the Western Cape earlier this month.

The meeting was addressed by workers who are part of the Gawu negotiating team.

Several speakers called on the union's members to take protest action such as wearing T-shirts and singing protest songs at work.

"We vow to continue our militancy. We will take united protest action. A strike is our last resort," said Awasuf Jacobs, a shop steward at the Rudco factory.

"Employers won't get industrial peace until there is justice in the industry," she said.

At Friday's negotiations, employers upped their wage increase offer from R15 to R17.50 for machinists and from nine percent to 11 percent for all other workers.

Employers' demands include a weekly wage increase of between R50 and R60, a 40-hour week, and Mayday and Sharpeville Day as paid holidays.

United: Gawu members at a rally at UWC last weekend.

Gawu has also rejected employers' demands for the closed shop agreement to be abolished and for across-the-board increases to end.

- Everything is on track for the union's merger with Cosatu affiliate, the Amalgamated Clothing and Textile Workers' Union of South Africa, on September 16 and 17.

According to Gawu's regional secretary, Lionel October, about 600 delegates will attend the inaugural congress of the new union, which will be called the South African Clothing and Textile Workers' Union (Sactwu).
THE controversial Labour Relations Amendment Act - which is one-year-old today - may have been intended to curtail trade union power but instead seems to have united workers across ideological boundaries, thereby increasing their power.

The two Workers Summits one on March 4-5 and the other last weekend brought rival labour federations Cosatu and Nactu together demonstrating the potential power of labour which the LRA might not be able to curb.

Finally, some union leaders thought the LRA Federal unions through such instruments as the Industrial Court which they perceived as passing questionable judgments.

**New law**

After subsequent amendments made to it, union leaders welcomed the law enthusiastically hoping that unions would no longer be in a position to flex their muscle as freely as they had done in the past.

The new law is likely to bring employers more shop floor problems than they have experienced before.

As is presently the case, political issues which management in the past would not be involved with labour unions have now started to feature in negotiations, with the South African Communist Party on one hand and the ANC on the other.

Both labour federations

---

**Unhappy Birthday**

Unions united against Labour Relations Act

**Focus**

**Power is in our hands...**

---

**Bosses can sue for lost hours**

In June last year there was great action by both Nactu and Cosatu which lost black workers staying away from work for three days.

Sars's win on fact leaves them little choice but to deal with the LRA in the same way.

The new law provides that the LRA in fact can now apply to the industrial court for an interdict even if it does not have a full case.

Under the new law, interdicts can now apply to the industrial court for urgent atrocities such as a lock-out.

---

**Summits**

It is understood that both Nactu and Cosatu have been told that the new law will mean that they will have an opportunity to present their case.

---

**Political comment**

The reproduction or broadcast without permission of articles published in this newspaper or any current economic, political or religious topic is forbidden and expresses to be published.

The Argus Printing and Publishing Company Ltd under sections 18 and 37 of the Copyright Act 1978.

Write to the Editor at PO Box 6663, Johannesburg 2000. No one, however, can be used but full names and addresses must be supplied or the letter will not be published.
Gold Strike still holding firm

The company is still standing firm.

The company is preparing for a possible strike.

The company is standing firm.

The company is still holding firm.

The company is standing firm.

The company is preparing for a possible strike.

The company is standing firm.

The company is preparing for a possible strike.

The company is standing firm.

The company is preparing for a possible strike.

The company is standing firm.

The company is preparing for a possible strike.

The company is standing firm.

The company is preparing for a possible strike.

The company is standing firm.

The company is preparing for a possible strike.

The company is standing firm.

The company is preparing for a possible strike.

The company is standing firm.

The company is preparing for a possible strike.

The company is standing firm.

The company is preparing for a possible strike.

The company is standing firm.

The company is preparing for a possible strike.

The company is standing firm.

The company is preparing for a possible strike.

The company is standing firm.

The company is preparing for a possible strike.

The company is standing firm.

The company is preparing for a possible strike.

The company is standing firm.

The company is preparing for a possible strike.

The company is standing firm.

The company is preparing for a possible strike.

The company is standing firm.

The company is preparing for a possible strike.

The company is standing firm.

The company is preparing for a possible strike.

The company is standing firm.

The company is preparing for a possible strike.

The company is standing firm.

The company is preparing for a possible strike.

The company is standing firm.

The company is preparing for a possible strike.

The company is standing firm.

The company is preparing for a possible strike.

The company is standing firm.

The company is preparing for a possible strike.

The company is standing firm.

The company is preparing for a possible strike.

The company is standing firm.

The company is preparing for a possible strike.

The company is standing firm.

The company is preparing for a possible strike.

The company is standing firm.

The company is preparing for a possible strike.

The company is standing firm.

The company is preparing for a possible strike.

The company is standing firm.

The company is preparing for a possible strike.

The company is standing firm.

The company is preparing for a possible strike.

The company is standing firm.

The company is preparing for a possible strike.

The company is standing firm.

The company is preparing for a possible strike.

The company is standing firm.

The company is preparing for a possible strike.

The company is standing firm.

The company is preparing for a possible strike.

The company is standing firm.

The company is preparing for a possible strike.

The company is standing firm.

The company is preparing for a possible strike.

The company is standing firm.

The company is preparing for a possible strike.

The company is standing firm.

The company is preparing for a possible strike.

The company is standing firm.

The company is preparing for a possible strike.

The company is standing firm.

The company is preparing for a possible strike.

The company is standing firm.

The company is preparing for a possible strike.

The company is standing firm.

The company is preparing for a possible strike.

The company is standing firm.

The company is preparing for a possible strike.

The company is standing firm.

The company is preparing for a possible strike.

The company is standing firm.

The company is preparing for a possible strike.

The company is standing firm.

The company is preparing for a possible strike.

The company is standing firm.

The company is preparing for a possible strike.

The company is standing firm.

The company is preparing for a possible strike.

The company is standing firm.

The company is preparing for a possible strike.

The company is standing firm.

The company is preparing for a possible strike.

The company is standing firm.

The company is preparing for a possible strike.
Call for national one-day protest

Leading labour and anti-apartheid organisations yesterday announced a one-day national protest action against the election on September 6, effectively shelving ideological differences that have stymied joint action in the past.

A statement delivered to Sapa said the Congress of South African Trade Unions (Cosatu), the National Council of Trade Unions (Nactu), the Pan Africanist Movement, the Black Consciousness Movement and the UDF Alliance endorsed September 6 as a day of national protest "against the triracist elections".

"The elections are designed to co-opt sections of the oppressed and exploited majority into their own oppression. The protest is also a reminder to the working class of an undemocratic and illegitimate ruling class that passed the unpopular amendments of the Labour Relations Act."

In addition, the statement, which was issued by Nactu, the Pan-Africanist Movement and the BCM, said they were also calling for a day of national protest on September 12.

The announcement follows meetings held between the labour federations and community organisations with the view to thrashing out a response to the general election. — Sapa.
Unions plan industrial action

By GAYE DAVIS and CASSANDRA MOODLEY

Leaders of the mass democratic movement and the National Council of Trade Unions have both announced plans for nationwide industrial action.

After an emergency summit in Cape Town yesterday MDM representatives said the action would climax on September 6, polling day, and called for a month-long consumer boycott starting on September 13.

They said the action was aimed at bringing about the abolition of the Labour Relations Act, the repeal of apartheid laws, the lifting of the State of Emergency and the dissolution of the tri-cameral parliament.

The announcement — after the two-hour summit at the Bishopscourt residence of Archbishop Desmond Tutu — was made hours after police raided the Congress of South African Trade Union's Johannesburg headquarters.

Nationwide shop and factory floor action, ranging from sit-ins to demonstrations and overtime bans, is expected to take place today by workers protesting against the LRA.

The week's programme will climax in "two days of peaceful national
Unions reveal plan for industrial action
Food supplies may be affected

Mineworkers in protest actions

Thousands of mineworkers were this weekend reported to be participating in peaceful protest demonstrations against Wednesday’s election and the unpopular Labour Relations Amendment Act, according to the National Union of Mineworkers (NUM).

And there are reports that supplies of milk, bread and other goods could be erratic tomorrow and on Wednesday when the Congress of South Africa Trade Unions’ protest action peaks.

Dairybelle in Cape Town expects milk deliveries to be disrupted because of stayaways. Witwatersrand suppliers have yet to clarify the situation.

In a weekend round-up of protest action by Cosatu affiliates, the NUM said it had confirmed reports of protests. However, mine managers have not yet confirmed the incidents.

At De Beers’ Kimberley Mine, NUM said more than a hundred mineworkers staged a peaceful protest march on Saturday.

“In the Witbank region, workers on at least six mines have been engaged in protest action since the night shift went down on Friday night,” the NUM said in a statement.

“Mineworkers are singing, dancing and carrying placards against the racist elections and union-bashing Labour Relations Act.

The NUM said the mines where workers were protesting included Arnot Colliery, SA Coal Estates, Kriel Colliery, Goedehoop, Douglas Colliery, Bank Colliery and Vandyks Drift.

The NUM also complained of continuing harassment.

On Saturday, NUM’s Empangeni regional office was visited by police looking for pamphlets and stickers relating to the Act. The Welkom office was also raided and three union organiser were allegedly detained. The Namaqualand office was raided on Friday.

Workers at Waterkloof and Rustenburg Refineries were also demonstrating against the Act. NUM said claims of protest action on the mines came in the wake of protest action on Friday.

Cosatu reported sit-ins “ranging from one hour to the whole day” at several retail stores including certain branches of Checkers, Woolworths, Pick ‘n Pay, OK Bazaars and Ellermes. The sit-ins, which have not been confirmed by the stores, occurred in Vanderbijlpark, Vereeniging, Three Rivers, Meyerton and Bloemfontein.

International support

Several meetings planned by Cosatu and its affiliates were restricted at the weekend. They included a meeting of the National Union of Metal Workers of SA at the Sharpeville Community Hall and a meeting of Cosatu’s Western Transvaal regional congress in Vereeniging yesterday.

Messages of concern and support for the protest action have been received from the International Union of Food and Allied Workers Associations in Geneva, the Commonwealth Trade Union Council, the International Confederation of Free Trade Unions, and the United Automobile, Aerospace and Agricultural Implement Workers of America — Sapa and Own Correspondent.

Union claims supervisor shot activist

Workers at Rustenburg Refineries, owned by Johannesburg Consolidated Investment, have downed tools after the alleged shooting of a black worker by a white supervisor. A National Union of Mineworkers spokesman said last night.

It is claimed that the supervisor committed suicide a few minutes later.

The spokesman said the worker, Mr Jeffrey Nyusa, who was a NUM shop steward and member of the Mass Democratic Movement, went to work at 10 am on Saturday at the base-metals refinery section.

“A white supervisor from another section asked the base-metals section supervisor to enter his section for reasons unknown to workers.

“On entering the section, the supervisor pulled out a revolver and shot Jeffrey Nyusa, who died instantly. Immediately after this, workers downed tools in protest.

“A few minutes later a shot was heard and the supervisor who shot Mr Nyusa was found dead.”

The NUM spokesman said Mr Nyusa had been engaged in defiance activities at the plant since the MDM campaign began and had earlier been charged with using a chair reserved for whites in the refinery canteen.

He said management had been “victimising” workers who used whites-only facilities such as chairs, toilets, canteens and change rooms.

Workers had responded by ignoring warnings from management. — Sapa
303 jobs lost as plant closes in Stellenbosch

By DICK USHER
Labour Reporter

COROBRIK has closed its Stellenbosch plant with the loss of about 300 jobs.

Mr Harry Voorma, managing director of the plant, said the closure had been planned as part of a rationalisation programme but had been accelerated because the economic downturn had reduced demand for bricks and other products.

TWO WEEKS' PAY

He said 303 posts had been made redundant. The company had tried to find jobs for those affected elsewhere in the organisation and 279 employees had been made redundant.

Production stopped on August 31.

Mr Voorma said production formerly handled at Stellenbosch would be transferred to Koelebok.
Cosatu plans major marches

From MONO BADELA

JOHANNESBURG — Trade unions representing more than two million workers are to stage protest marches in Johannesburg and other major cities on October 14.

Congress of South African Trade Unions (Cosatu) general secretary Jay Naidoo said Cosatu, the National Council of Trade Unions (Natuc) and various independent trade unions were calling the marches to protest against the controversial Labour Relations Act (LRA).

Last week, the trade union federations and the Mass Democratic Movement (MDM) launched a two-week consumer boycott of white-owned businesses throughout the country with the exception of the Western Cape and an indefinite ban on overtime by workers.

The consumer boycott is to begin in the Western Cape on October 7.

The main march will take place in Johannesburg with simultaneous marches occurring in other centres, according to Naidoo.

Naidoo said the federations would not ask for permission to march from authorities.

He said the protests so far had been well-disciplined and restrained.

Peaceful protests involving more than 100 000 people had taken place in four different centres recently, he said.

All these marches had been characterised by a peaceful spirit and a high level of discipline and restraint.

The incidents in Pretoria on Saturday seemed to indicate that the security chiefs had taken "the silk gloves off the steel fists".

The government was incapable of dealing with peaceful protest marches, said Naidoo.

Meanwhile, a march is due to take place today in Kimberley.

A Cosatu spokesperson said the march was to protest against repression and that the protesters intended to deliver a list of demands to the local police commissioner.

In East London, an estimated 40 000 people marched through the city centre on Wednesday in protest against repression in the area. A memorandum was handed to the police by a delegation of the marchers led by Bishop David Russell of Grahamstown.

And in Cape Town, an anti-apartheid beach protest will again be held at The Strand on Saturday under the auspices of the Standing for the Truth campaign.

The protesters are expected to be led by church leaders including Archbishop Desmond Tutu and Dr Allan Boesak.
Message for F.W. ... some of the Congress of SA Trade Unions demonstrators who greeted the Acting State President and National Party leader, Mr F.W de Klerk, at the Johannesburg City Hall last night when he wound up the party's election campaign.
CINDI MAROLENG

Women in NUM

A MACHO male in tin hat, heavy boots and a pickaxe. Yes, a tough man with muscles to withstand the rigour of ferreting deep down the bowels of the earth. But to champion their cause are a group of women working for the National Union of Mine Workers.

Miriam Mashaba grew up in Soaphlas Mines near Virginia where her family lived in the married quarters. She is the fifth child in a family of 10.

She saw the abhorring conditions at the mines at a very early age. Now 26 years old, Miriam works as an organiser of NUM to try and correct some of these irregularities.

The single sex hostels should be abolished. They are not human. Men are separated from their families for a long time.

And this creates many problems. In 1987 NUM made a resolution as part of their agreement to do away with these hostels. But so far nothing has been done.

Matric

After completing her matric at Mopedi Bapedi High school in Potgietersrus in 1981, she worked as a computer operator at the same mines where she grew up.

When NUM was established in 1983, her personnel officer encouraged her to join the new union. The conditions they worked under then were very difficult. She said they had no offices then. But operated under a tent.

The union has established a resolution, judging by their plush offices in the centre of Johannesburg. Recruiting members then was not easy. Trade unionists were not yet so well known to the mine workers. It was difficult to explain the need for trade unions. Today NUM boasts a membership of 350,000.

Because of her hard work, she was promoted to national administrator. Her main duty is to see to the smooth running of officers all over the country. Solidarity she says plays a big part in any trade union.

Their slogan, "An injury to one is an injury to all".

Their solidarity extends to other countries. They are the affiliates of MIF (Miners International Federation) which recently had a conference in Harare.

Enjoying

Miriam seems to be enjoying her job as an administrator. She is taking a course in industrial psychology through Unisa.

Nomusa Nkwaka is secretary to Cyril Ramaphosa, NUM's general secretary. Nomusa was born in Mofolo North in Soweto 24 years ago. She completed high school and education at Mncube High in Soweto in 1983. Her father died in 1978. This affected the family a great deal.

Nomusa was in Standard 8 then. She did part time jobs at a chemist in Johannesburg to help her widowed mother. She failed to continue with her studies after matric, because of these financial difficulties.

She worked full time for Edgars stores where as a shop steward she had "her teething" in trade unionism. It is during the Edgars strike in 1985 that she came to know people from the mine union.

"These "comrades", she says "came to give us moral support."

During that time she came to learn of some of the difficulties that miners encountered. She felt determined to give a helping hand.
Retrenchments: Boland workers seek court aid

NEARLY 300 workers at Coorobrik's Stellenbosch brick-making plant have applied for an urgent Industrial Court order restraining the company from retrenching employees before an existing dispute is resolved.

The plant was set to close down on August 31, affecting about 320 manual and more than 300 casual workers, according to papers before the court.

A Stellenbosch attorney acting for the workers said the parties had agreed to postpone the matter till tomorrow, with management undertaking to join talks aimed at resolving the dispute.

About 290 workers, all members of the Construction and Allied Workers' Union (Cawu), are affected by a dispute over the nature and effects of the plant's closure.
57 000 NUM members down tools in protest

By Mike Siluma, Labour Reporter

About 57 000 members of the National Union of Mineworkers at more than 28 mines and refineries downed tools yesterday, the first day of protest action against the Labour Relations Amendment Act and today's election, the NUM said.

It accused management of forcing workers to go to work at gunpoint at Anglo's Elandsrand and Western Deep Levels gold mines on Monday night. Union spokesman Mr. Jerry Majatladi claimed that at President Steyn gold mine, security personnel had surrounded compounds with Casspirs and herded workers underground.

Court interdict

Management served workers and the NUM with a court interdict to compel workers to resume work at Anglo-owned President Brand, President Steyn and Kriel mines.

Mr. Majatladi said preliminary NUM figures showed night-shift workers at the Arnot, Kriel, Matla, Coal Estates, Bank, Blinkpan, TNC, Douglas, Van Dyk's Drift and New Largo collieries had refused to start work. Workers stayed away at Optimum, Goedehoop, New Denmark, Stitzkop, Ermelo and Usutu.

About 11 000 workers downed tools at the Namaqua land, Finsch, Kimberley, Geology and Premier diamond mines, and 20 000 miners stopped work at Kinross, President Brand, Bracken, Marivele and Winkelhaka gold mines. Refineries affected were Impala, Rustenburg, Rand and Ergo.

An Anglo spokesman said 2 507 (26.3 percent) stayed away at the group's coal mines. The only gold mine affected was President Steyn, where 3 370 workers stayed away. About 33 percent of workers stayed away at Ergo Brakpan, 16 percent at Sapporo and 59 percent at Daggafontein.

Gold Fields of SA reported normal turnouts. A Rand Mines spokesman said the Douglas mine had an 80 percent stayaway and Van Dyk's Drift 100 percent.

The Anglo spokesman denied allegations that workers were forced to work at gunpoint and that Casspirs were used. He said eight workers were taken away by mine security after "preventing employees from going to work."

De Beers said about 2 000 workers stopped work at Koffiefontein, Finsch and Geology mines.

Gemmundo said the entire morning shift at the Bracken gold mine stayed away yesterday, 94 percent at Kinross, 53 percent at Marivele, 10 percent at Leslie and 1 percent at Winkelhaka. About 44 percent of workers did not report for work at the Impala Refinery.

There was a total stayaway at Usutu, Ermelo and Kilbarchan collieries and 80 percent at Matla. About 80 percent stayed away at Samancor's Witbank plant.

Cuba 'keeping to agreements'

BELGRADE — Cuba assured the non-aligned summit yesterday that it remained committed to the agreements on Angola and Namibia, and was following its troop withdrawal timetable "in strict detail."

The Cuban commitment was made by the first vice-president, Mr. Raul Castro, brother of Cuban leader Dr. Fidel Castro, at the last moment that he would not be going to the Belgrade summit. His brother said economic and political tasks and international duties were the reason.

Special Correspondent
LIZ ABRAMS became aware of the plight of Boland workers when, as a small child, she would listen to her mother complain about conditions at the food factory where she worked.

Abrahams, affectionately known as 'Nana', herself became a factory worker when she left school at 14. "Nana" became an invalid, but in her youth she was not interested in union activities. "I took no notice of attempts to organise the workers. While others attended luncheon meetings, I would sit in the sun and knit or play dominoes," she recalled.

It was when she was chosen to represent her department on the factory grievance committee that Abrahams first began to think about exploitation at the factory.

**Struggles linked**

"I saw that the bosses did care about people but about productivity. Whatever one said to the boss, he would reply that you must try to work harder," she recalls.

She was drawn into the Food and Canning Workers' Union and was elected to the branch executive in Paarl.

"In those early years youth and working class workers worked with each other from the 1960s onwards...we believed that our struggles were linked."

For most of this period the FCWU was the only progressive union in the area. The union's initial goal was to organise Boland workers. Abrahams wrote:

In the early 1960s, the State crackdown on activities hit the FCWU hard and several members, including Ray Alexander and Becky Lien, were banned.

Abrahams, who was herself later banned, was elected to replace Johnnie Motsie as general secretary.

This meant she had to operate from the union head office in Cape Town and communicate with members from her Pearl home every day.

She recalls it was unheard of for officials to be late for work.

"Ray Alexander used to say that if workers had to be at work when the hooter blew, then we should also be punctual for work."

Abrahams and her colleagues worked under constant harassment from the authorities.

"We were detained in most areas where the union operated. The government tried to hush us up in every way possible."

One such occasion was when she was refused a permit to enter East London's African location. The union released its statement and persuaded an Indian brothel to allow them to use its building as a venue.

The FCWU was the first union to affiliate to the non-racial trade union federation, the South African Congress of Trade Unions (SACTU).

Abrahams remembers Sactu did not have any paid organizers and each affiliate was expected to help the federation.

"One day a week we would put aside our union work to do Sactu tasks."

**Veteran 'Nana' has paid her dues to food union**

"The FCWU played a prominent role in Sactu campaigns."

"There was a huge demonstration in the streets of Paarl in support of the Pound-A-Day campaign."

"We also worked hard on the 'potato boycott' which started after we heard terrible tales of the hardships which workers suffered on potato farms."

"Many of these workers had no skin left around their knuckles because they had to use their bare hands to dig potatoes out of the ground."

"Sactu, the ANC and the Coloured People's Congress worked together on the campaign. We went from cafe to cafe in Paarl and spoke to shop owners to persuade them to support the campaign."

Another big battle in our area was when Elizabeth Mailnken was ordered to move to a remote part of Namaqualand with her youngest child.

"There was a huge protest meeting in Paarl and we smuggled her out of the country to Lesotho."

"Frustration erupted that evening in Paarl and a man who was on his way home from work was shot dead by the police. The State attempted to prosecute us but our lawyers, Albie Saff, proved that the State witnesses had committed perjury and the case was dropped."

Although legislation forced FCWU to form a separate union for its African members the two structures co-existed and the unity was reflected in the Paarl community until Africans were moved to Mkhweni.

**Colour differences**

"We lived alongside each other - we were not aware of colour differences. The adoption of the Group Areas Act had a devestating effect but over a few years the links between the communities have again been built," she said.

"Her commitment to the workers' struggle affected her personal life. Her husband objected to her continual absences and on several occasions she had to slip away from home."

The issue was finally resolved when she told her husband that she would cease her work and the three sons of workers she would have to choose the workers she saw. He backed down and the tope was not mentioned again."

"Many people throughout her life has been Oscar Mphela's devotee."

"We may not agree but we have always worked hard for the betterment of the community."

"Often we would suffer defeats, especially in the 1970s when the union was in a deep decline but we always remembered how Oscar said and took that to heart."

**SOUTH AFRICAN CONGRESS OF TRADE UNIONS — FOOD AND ALLIED WORKERS UNION PRESS COMMUNIQUE**

A SACTU — FAWU Consultative Meeting took place in Lusaka, the capital city of Zambia on 26 and 27 August 1989.

The meeting took place at a very historic period, with the apartheid regime in deep all round political, economic and ideological crises. Our meeting enabled an exchange of frank discussion based on common perspectives of a united, non-racial, non-sexist, democratic South Africa. We in this Consultative Meeting believe that every effort must be made by the food workers and all other workers in the trade union movement and the mass democratic movement to find a lasting political solution to the situation in our country.

Our shared objective is to build a society in which all our people will be treated equally, enjoying full political rights; and bringing an end to poverty, hunger, malnutrition, and shortages of housing, schools and health services.

Both delegations meeting here wish to express their indebtedness to comrade President Dr Kenneth Kaunda, the Party, the Government and the people of Zambia for their hospitality. We believe in the solidarity of workers of all countries and therefore feel the urgent need to make contact with the Southern African, African and international food unions, with the view to examining the present problems in our region.

We reaffirm our belief that there can be no peace in our country or the world until all forms of racial discrimination, oppression and exploitation are completely abolished. We condemn the continued imprisonment of the father of modern trade unionism, 80-year-old Oscar Mphela, founder member and leader of Sactu, last elected Cape President of the ANC, who has remained in the forefront of our struggle. The continued imprisonment of Mphela, despite his age and ill-health, reflects the inhumanity of apartheid, under the leadership of PW de Klerk.

We demand the immediate and unconditional release of our militant and courageous leader, who has throughout refused to compromise with his apartheid jailers.

We totally reject the September 6 racist tri-cameral elections aimed at further entrenching racist oppression, exploitation and repression against the majority. We have every confidence that the MDM, with the trade union movement as its core, shall intensify its campaign rejecting without reservation apartheid rule in our country.

The meeting welcomes the ushering in of a free and independent Namibia under the leadership of SWAPO and National Union of Namibian Workers. We pledge solidarity with the people and workers of Namibia.
Committed to democracy — not only in the union

The Food and Allied Workers Union hopes to reach its target of 100,000 members this year and get deeper into the trenches of struggle alongside all progressive organisations while promoting greater democracy within the union. And all this despite the Labour Relations Amendment Act, threats of being sued for loss of production and numerous interdicts, CHIARA CARTER discovered in an interview with Fawu president Chris Diamini; vice-president Peter Malepe; secretary Mandla Granyana; assistant secretary Mike Madala; and treasurer Irvin Pereira.

At the Congress congress Fawu motives strongly for union to be financially self-sufficient Why does Fawu regard this so important?

Fawu's political strategy is a guiding principle of our union Thus go back to the pre-Fawu days of the F W and Current Workers Union and Sweet Food and Allied Workers Union.

We have a proud record of our organisational costs being covered by fees from subscriptions.

This has become more important than ever because of the (Doornfontein) Foreign funding Act.

No one can tell us that money does not have strings attached.

No money is ever given without a donor having a political agenda — one often doesn't know where the money comes from. For example the ICFU channels funds via other organisations.

Our belief in self-sufficiency asked to our belief that workers can control their own organisation.

There has been much talk about deep divisions within Fawu. What is the situation now in the Eastern Cape where there was a split in the union. The new political committee refused to support the Workers' Summit?

Granyana: The divisions in the Eastern Cape were the result of actions of a few individuals. Whose action was initiated by the individuals in the union. Not only in the Eastern Cape, but in other regions there is still considerable confusion.
Cubing

Cubing Workers

Clothing Workers

Giant Union for

TEXT

SOUTH NEWS

SOUTH, September 7 to September 13, 1989
Union battle with Da Gama

A bitter trade union-recognition battle has erupted at the Da Gama Textile Company, the last major textile firm in South Africa to resist unionisation, according to Cosatu's Amalgamated Textile and Clothing Workers' Union (Actwusa).

Accusing the firm of "union-bashing" and warning that it would become the focus of a major union campaign, Actwusa said more than 1200 workers, an overwhelming majority, had balloted for strike action at the company's East London factory.
STAYAWAYS in South Africa are becoming less frequent but bigger, better organised and part of a sustained programme of protest by organised labour.

That's the conclusion of the Labour Monitoring Group (Lmg) in the wake of this week's protest by up to three million workers around the country to register their opposition to the elections and the Labour Relations Act.

While it did not last as long as the marathon three-day work boycott against the labour law in June last year, this month's stay-at-home was comparable in size.

And like last year's protest it was marked by co-operation and growing solidarity between the Congress of South African Trade Unions (Cosatu), the National Council of Trade Unions (Nactu) and a number of independent unions.

A novel feature of the stayaway was that it was conceived as part of a sustained campaign against the Labour Relations Act (LRA), rather than a one-off display of collective muscle.

The wider campaign includes calls for an indefinite ban on overtime from September 13 and a one-month consumer boycott of stores in the CBDs of white cities.

Another characteristic was the relative absence of intimidation and violence — methods used frequently by township youth to enforce stayaways in the instructionary period between 1984 and 1986.

An in-depth survey by the LMG, an academic monitoring group, indicated an 80 percent stayaway in both the Eastern Cape and Durban and a 70 percent stayaway in the PWV area on Wednesday.

During the stayaway in Cape Town, the area which has become the centre of defiance, was less successful: only 40 percent of workers did not go to work.

The mass democratic movement said in a statement this week that LMG figures were likely to be conservative as they were based on management sources.

"These protests must be seen against the backdrop of worker action against the LRA," the statement said.

"These massive national action demonstrated our people's determination to confront themselves to and intensify a programme of mass defiance which will result in the eradication of the crime of apartheid and the creation of a new South Africa.

"Nactu general secretary Jorshew Comay said the stayaway had been almost 100 percent firm on the PWV.

"The response to the stayaway call was marvellous and indicated that the vast majority is firmly committed to developing a government for the people and by the people.

"The LMG noted that the economic sectors most affected by the stayaway were the chemical, textile and clothing, and motor and metal industries.

"The food sector was hit to a lesser extent and there were indications that a higher proportion of miners responded than during the 1988 protest.

"The LMG said preliminary figures indicated a six percent stayaway on collieries and gold mines, Cosatu claimed 100,000 workers had taken part in the largest political protest ever in the industry.

"Negligible action took place in the rural towns of the Orange Free State and the Transvaal. "Although there was no widespread stayaway in Rustenburg a few companies were severely affected and in the Eastern Transvaal 19 percent of workers stayed away," the LMG said.

"On Wednesday, a 12 percent stayaway was reported in the Transvaal country districts while towns in the Orange Free State experienced a stayaway of less than 10 percent.

"The stayaway was the outcome of a call made at a workers summit in Johannesburg a fortnight ago, for trade unions and community organisations to consult on a programme of action against the September 6 elections and state repression.

Last week Cosatu called for a national stayaway on September 5 and 6, while Nactu urged that only September 6 be observed as a day of protest against the elections.

Confusion over the dates may have accounted for the extent to which the stayaway was observed — initially on day one and escalating on election day.

Compared to the 80 percent stayaway on Wednesday, Durban recorded only a 68 percent stayaway on Tuesday.

The PWV figures for absent black workers was 59 percent on Tuesday but rose to 72 percent on Wednesday.

The LMG listed additional reasons for the pattern:

The fact that Wednesday was election day gave a clearer political reason for the stayaway.

Difficulty with public transport on Wednesday because Paioke Buses were not operating. However, taxis were less frequent on both Tuesday and Wednesday.

An LMG representative said the small response in the Western Cape was that the region comprised smaller factories organised by more conservative unions. "The workforce also comprised a considerable number of "coloured" workers who were less supportive of the protest than other black workers.

A National Union of Mineworkers representative said workers in Western Deep Level, Sappi and President Steyn gold mines had been forced underground by mine security.

"At Western Deep, mine security were assisted by the South African Police, said NUM press officer Jerry Majadlana, the Chamber of Mines representative James Duncan categorically denied the allegations.

Management responses in the LMG survey indicated a general policy of no work, no pay policy, the LMG said.

However, "a small percentage of employers indicated they would be taking a harder line on absent workers.

Bobby Godsell, chairman of the SACCO National Committee, said it was unclear to employers whether the stayaway was aimed at the elections or the labour law.

He did think the action would strengthen the bargaining power of unions in negotiations with the employer body.

"Saccos is totally committed to negotiating with unions on the subject of the LRA and does not need to be pressured into talks by a stayaway," he said.
Union condemns deaths at mine

THE National Union of Mineworkers has condemned "in the strongest terms" the killing of three miners by security staff at Kinross Mine near Evander on Friday night.

A NUM spokesman has said the union viewed the killings of workers as "a gross violation of human rights and a threat to the good human relations presently prevailing. "Basically, Gencor used live bullets to intimidate union members who had been involved in protest action against the general election."
Cosatu march puzzles council

A Germiston City Council spokesman said he could not understand why about 50 Cosatu members staged a march at Germiston Lake yesterday, as the facilities had been opened to all races for some time.

A Cosatu spokesman said the group was marching in protest because the lake should be open to all.

A Parks Department official told the group they could go into the lake provided they paid a 25c levy which all pedestrians entering the lake had to pay.
Bus strike ends in settlement

By Drew Forrest

Settlement has been reached in the three-and-a-half week Durban municipal bus strike, one of the largest and longest strikes of its kind in SA labour history.

The dispute, which has reportedly cost the Durban Transport Management Board (DTMB) R4 million and which affected more than 200,000 commuters daily, paralysed municipal bus services in Durban's white suburbs and the neighbouring black townships.

Workers have accepted a deal hammered out in mediation and agreed at a mass meeting at the weekend to return to work today, said the general secretary of the Transport and General Workers Union, Ms Jane Barrett.

Involving 1,200 drivers and workshop staff, the strike centered on demands for a 20 percent pay rise and later the reinstatement of dismissed strikers.

It was marked by a "remarkable degree of unity and discipline" according to Ms Barrett.

PAY NEGOTIATION

While over half the drivers belonged to Cosatu's TGWU, 350 of the Durban Integrated Municipal Employees Society and 250 members of the Inkata-linked Natal Municipal Transport Employees Association.

The strike took off on August 16 after deadlock had been reached in pay negotiations. The unions rejected the DTMB's 16 percent wage offer, demanding the 20 percent recently awarded to other council employees in a wage arbitration.

Although the final agreement reached in the early hours of Saturday stipulated that the terms of the settlement may not be disclosed, it is understood that all the fired workers are to be taken back.

Although by law municipal disputes must be referred to the courts for arbitration, Mr Barrett said the workers had taken direct action because they could not accept the delays entailed in using the courts.
Union in historic pay accord

JOHANNESBURG — The National Union of Metalworkers (Numsa) has reached a historic pay and working conditions agreement with six motor industry manufacturers affecting about 30,000 workers, a union spokesman said.

Numsa spokesman Mr Les Kettle said the agreement would “eliminate differences in the benefit packages among the different manufacturers, and has laid the basis for greater uniformity of conditions of employment within the automobile industry in South Africa”.

The agreement, effective until June next year, provides for:

- Individual increases on actual earnings of R1 an hour up to R1.60 an hour, backdated to July 1 this year.
- A 40-hour working week.
- The recognition of March 21 (Sharpeville/Langa Day), May 1 (May Day) and June 16 (Youth Day) as paid holidays.
- A 13th cheque from January next year.
Sasol strike escalates

STRIKE action over pay escalated at Sasol’s four plants in Secunda yesterday amid a welter of conflicting intimidation claims by both management and the Chemical Workers’ Industrial Union (CWIU).

Sasol’s media manager, Jan Krynauw, said more than half the 3200 at Sasol 1 and 2 and the company’s explosives and fertiliser plants had failed to turn up for work yesterday.
Consumer action delay

By LEN MASEKO

Another shift from the resolution taken at the second Workers Summit held at Shareworld about three weeks ago will be on the length of the action.

Planning

It will only last for two weeks, between September 22 and October 6, not for a month as had been originally planned.

Cosatu's general secretary, Mr Jay Naidoo, said the decision to postpone the action was taken at a meeting between his federation and Nactu last Friday. The two federations had met to discuss further action against controversial amendments to the Labour Relations Act (LRA).

He said: "It was agreed (by Cosatu and Nactu) that we go ahead with the summit's recommendations for a withdrawal of purchasing power and an overtime ban.

"However, the date for the commencement of these actions was postponed from September 13 to 22 for two reasons:

1) To give Saccola and other employers the opportunity to meet our

To page 2

From page 1

demands on the LRA (2)
To give our members adequate time to prepare and discuss guidelines for these actions," he added.

Nactu official Mr Cunningham Ngcukana said the overtime ban would end on the same day as the consumer action. The action would be reviewed "from time to time" he said.

Soweto 11/9/87
Union federations disagree on stayaway

NACTU and Cosatu publicly disagreed yesterday on a possible work stayaway today, as the two federations geared up for the resumption of their negotiations with employer federation Saccola on the Labour Relations Act.

Nactu, which did not support last Tuesday's work stayaway, announced today's planned action as the LRA's. Today is also the 12th anniversary of the death of black consciousness movement (BCM) leader Steve Biko. Nactu said the August 26 worker summit had resolved on such action.

However, Cosatu general secretary Jay Naidoo said there was no truth in rumours that Cosatu or the mass democratic movement had called a stayaway today.

The Nactu/BCM protest got underway yesterday with a picket by about 100 chanting Azapo supporters outside a Johannesburg branch of First National Bank against the bank's sponsorship of the recent international rugby tour.

The demonstrators, all waving anti-FNB posters and placards, had earlier gathered at the Johannesburg library to mark the start of commemoration services for the late Steve Biko.

Companies

They dispersed after a police warning that the gathering was unlawful.

Saccola chairman Bobby Godsell said yesterday companies with which he had been in contact do not expect a stayaway of any size.

Both Cosatu and Nactu announced they had postponed for nine days to September 22 other anti-apartheid and anti-LRA protests.

Cosatu said the delay was to give Saccola and other employers the opportunity to meet union demands on the LRA, and to give members adequate time to prepare for these actions.

Godsell and Nactu general secretary Prashaw Camay confirmed a meeting between Saccola and the unions was scheduled for Thursday, with a further two days set aside for talks next week.

Camay said at Thursday's meeting unions would seek clarification on Saccola proposals and, where it existed, would confirm areas of agreement.

Saccola has proposed urgent joint submissions to the National Manpower Commission on the deletion of section 79(2) of the LRA.

The SA Agricultural Union, the NMC, the Commission for Administration and Solb have been invited to attend Thursday's meeting.
Petroleum workers on strike at BP, Sasol

By Alan Fine

About 2,000 petroleum sector workers, all members of the Chemical Workers' Industrial Union (CWIU), at Sasol, Secunda, and BP SA, were on strike yesterday in support of disputed wage demands.

The companies said production and deliveries were unaffected at this stage.

Sasol and the CWIU, who agreed that more than half of the 3,200 Secunda workforce were on strike, charged each other with acts of intimidation in the action which began in a small way a week ago.

A Sasol spokesman said management had met 500 workers on Sunday to discuss methods of safeguarding them against intimidation. He said employees were assured Sasol would strive to ensure that loyal employees were allowed to continue with their work.

A CWIU spokesman said Sasol security was going from room to room in company hostels urging employees to report for work, and trying to force members to make false statements alleging intimidation against strikers.

The union said it was open to further negotiation, and was attempting to set up a meeting with management for this purpose.

CWIU members at a number of BP work sites began their strike on Friday. The parties are to meet today in an attempt to resolve the dispute. Issues in dispute include the equalisation of wages within job grades, maternity and paternity leave, hours of work, sports sponsorship, educational assistance for employees and their children and job security proposals.

The CWIU puts the number involved at 350, while a BP spokesman said 200 were on strike.
NUMSA and six of SA's motor manufacturers yesterday concluded their first industry-wide wage agreement after several weeks of talks which included the two-week stoppage last month at four plants.

NUMSA official Les Kettlelaus said the "historic" negotiations had resulted in the elimination of differences in the benefit packages among the different manufacturers, and "laid the basis for greater uniformity of conditions of employment within the industry SA".

He said the agreement, which affects 30,000 employees, took the minimum hourly wage up by R1 to R5.50. Across-the-board increases of R1 to R1.50 were also agreed.

At Samcor, Pretoria, an additional 50c an hour would be paid to all workers so as to create parity with the other companies, Kettlelaus said.

It was also agreed that hours of work at Toyota and Nissan, the two manufacturers at which a 45-hour week is worked, would bring their weekly hours into line with the 40 worked at other companies.

May 1, June 16 and March 21 are to be paid holidays, employees with long service will receive up to an additional six days annual leave, and from 1990 all workers will become entitled to a 13th cheque.

The agreement also provides for the creation of a joint union/management training board for the industry, designed to ensure equal and increased technical and vocational training for women and youth.

All pension funds are to be transformed into provident funds.

Another joint committee is to be established to review the different grading systems used by the different manufacturers "with a view to recommending an alternative and uniform system of grading and classification of categories of workers in the industry, and their transferability to the workplace".

Final offer made to 'talks-stalling' Fawu

SOUTH African Breweries (SAB), accusing the Food and Allied Workers' Union (Fawu) of attempting to stall wage talks until the peak summer season, announced yesterday it had made a "final offer" to Fawu of a 16% wage increase for union members in 1993.

This follows the failure of the parties to reach agreement after two conciliation board hearings and mediation.

The SAB offer includes a R1 063 monthly minimum wage, while Fawu's latest demand stands at R1 50 an hour, or 30%, with other demands including maternity leave and various bonuses, taking the overall demand to 186%, according to an SAB estimate.

Fawu national organiser Rajen Naicker denied it was the union's intention to delay the conclusion of talks and said the union's position remained negotiable. He said Fawu had already substantially reduced its initial proposal, which represented the "true and actual needs" of its 6,000 members at SAB.

Meanwhile SAB human resources director Rob Childs said the original 300% overall demand was "ludicrously high", and management assumed that its intention was to delay negotiations.
Industry-wide wage agreement for motor makers

ALAN FINE

ALSO BY 1974.1.7

INFORMANTS

ATTACH

An industry-wide wage agreement for motor makers has been announced by the employers and the union. The agreement, which is effective for the next two years, covers all workers in the motor manufacturing industry in the United Kingdom.

The agreement includes an increase in wages of 10% for all workers, as well as an additional 5% for those who work overtime. The agreement also includes provisions for training and education, with employers committed to providing training opportunities for all workers.

The agreement was reached after months of negotiations between the employers and the union, and it is hoped that it will bring stability and prosperity to the industry.

For further details, please contact the Industry-wide Wage Agreement Office.
Industry-wide wage agreements

NUMSA and six of SA's motor manufacturers yesterday concluded their first industry-wide wage agreement after several weeks of talks which included the two-week strikepage last month at four plants.

Numsa official Les Kettledeas said the "historic" negotiations had resulted in the elimination of differences in the benefit packages among the different manufacturers, and "laid the basis for greater uniformity of conditions of employment within the industry SA".

He said the agreement, which affects 30,000 employees, took the minimum hourly wage up by R1 to R5.50. Across-the-board increases of R1 to R1.50 were also agreed at Samcor, Pretoria, an additional 50c an hour would be paid to all workers so as to create parity with the other companies, Kettledeas said.

It was also agreed that hours of work at Toyota and Nissan, the two manufacturers at which a 45-hour week is worked, would bring their weekly hours into line with the 40 worked at other companies.

May 1, June 16 and March 21 are to be paid holidays, employees with long service will receive up to an additional six days annual leave, and from 1990 all workers will become entitled to a 12th cheque.

The agreement also provides for the creation of a joint union-management training board for the industry, designed to ensure equal and increased technical and vocational training for women and youth. All pension funds are to be transformed into provident funds.

Another joint committee is to be established to review the different grading systems used by the different manufacturers "with a view to recommending an alternative and uniform final offer made to 'talks-stalling' Fawu

SOUTH African Breweries (SAB), accusing the Food and Allied Workers Union (Fawu) of attempting to stall wage talks until the peak summer season, announced yesterday it had made a "final offer" to Fawu of a 16% wage increase for union members in 1989.

This follows the failure of the parties to reach agreement after two conciliation board hearings and mediation.

The SAB offer includes a R1,063 monthly minimum wage, while Fawu's latest demand stands at R1,50 an hour, or 38%, with other demands including maternity leave and various bonuses, taking the overall demand to 150%, according to an SAB estimate.

Fawu national organiser Rajan Nacker denied it was the union's intention to delay the conclusion of talks and said the union's position remained negotiable. He said Fawu had already substantially reduced its initial proposal, which represented the "true and actual needs" of its 6,000 members at SAB.

Meanwhile SAB human resources director Rob Childs said the original 360% overall demand was "ludicrously high", and management assumed that its intention was to delay negotiations.
Cosatu denies stayaway 'rumour'

JOHANNESBURG. — Nactu and Cosatu publicly disagreed yesterday on purported plans for further protests timed for today, as the two federations geared up for the resumption of their negotiations with employer federation Saccola on the Labour Relations Act.

Nactu, which did not support last Tuesday’s work stayaway, announced today’s planned action “against the LRA.” Today is also the 12th anniversary of the death in detention of black consciousness movement (BCM) leader Steve Biko. Nactu said the August 26 worker summit had resolved on such action. However, Cosatu general secretary Jay Nkomo said there was no truth in “rumours” that Cosatu or the mass democratic movement (MDM) had called for a stayaway today.

The Nactu/BCM protest got underway yesterday with a picket by about 100 chanting Azapo supporters outside a Johannesburg branch of First National Bank against the bank’s sponsorship of the recent international rugby tour.

Saccola chairman Bobby Godsell said yesterday companies with which he had been in contact “do not expect a stayaway of any size.”

Both Cosatu and Nactu announced they had postponed until September 22 other protests, including a two-week “withdrawal of purchasing power from white business” and an overtime ban.
SAB’S FINAL WAGE OFFER

THE South African Breweries’ beer division has made a final minimum monthly wage offer of R1,063 to all members of the Food and Allied Workers Union, which has been conducting wage negotiations with the company.

SAB said in a statement that the final offer, which represented a 16 percent increase, had been made as a result of the union refusing to back down on its demand for a 10 percent increase in wages and a 10 percent hike overall.

"We are reluctant to make a final offer, but have no choice in view of Fawu's delaying tactics," said human resources director Mr Rob Childs.

Childs accused the union of "persistent lack of movement" and said its original demand for a 300 percent overall increase was aimed at stalling negotiations into the peak summer season when demand for beer was high.

Details of the final offer have been circulated to all employees the SAB director said.

Fawu spokesman could not be reached for comment yesterday.
Police stop buses going to Sasol demo in Jo'burg

By Drew Forrest

A trade union demonstration planned to take place outside Sasol's offices in Rosebank, Johannesburg, was thwarted yesterday when police stopped buses carrying workers in Len- dra, according to the Chemical Workers Industrial Union (CWIU).

The planned protest is a sequel to the pay dispute at Sasol's four plants in Secunda, which has sparked a week-long strike now involving about 1 600 workers, or 50 percent of the workforce. Police confirmation that demonstrators had been turned back could not be obtained.

Sasol's media manager, Mr. Jan Krynauw, confirmed the strike continued yesterday. Management and union representatives were locked in negotiations.

INTIMIDATION

Workers are demanding a R150 a month across-the-board increase. Management has offered R150 on the minimum wage scale for unskilled recruits.

Yesterday, both parties to the dispute accused each other of intimidating workers. Mr. Krynauw said a meeting called by workers to discuss alleged intimidation had drawn 500 employees at the weekend.

In a counterblow, the CWIU's Mrs Chris Bonner said workers wishing to meet on hostel premises had been threatened with arrest under the emergency regulations, while SASOL security had tried to force workers to make statements falsely implicating colleagues in intimidation.

Three workers had been arrested and charged with intimidation, she added.
Numsa talks stalled

WAGE talks between the National Union of Metalworkers of South Africa and employers in the motor industry have deadlocked over increases.

Numsa demands a 20 percent across-the-board increase while management is offering a 12.5 percent rise subject to certain conditions.

Numsa official Mr Les Kettle said some of the conditions put forward by the employers were that petrol attendants should be granted a five percent increase only and that clerical employees, shop assistants and salespeople in small towns should be given no pay hike.
Union clinches historic pay deal

By Mike Siluma, Labour Reporter

The National Union of Metal-workers of SA (Numsa) has reached a historic pay and working conditions agreement with six motor industry manufacturers affecting about 30,000 workers, a union spokesman said.

Numsa spokesman, Mr Les Kettle-das, said the agreement would "eliminate differences in the benefit packages among the different manufacturers, and has laid the basis for greater uniformity of conditions of employment within the automobile industry in South Africa."

Unskilled workers

The negotiations were the first ever held at a national level between the union and car manufacturers.

The agreement, effective until June next year, provides for:

- New minimum rates of pay ranging from R5.50 an hour for unskilled workers to R966 an hour for skilled workers.
- The establishment of a joint union/management sub-committee to review the different job grading systems applicable within the industry, with a view to setting an alternative and uniform system of grading.
- The recognition of March 21 (Sharpeville/Langa Day), May 1 (May Day) and June 16 as paid holidays.
- A 13th cheque from January 1990.
- Improvements to maternity leave and retrenchment benefits.

More than 12,000 workers engaged in a week-long strike at several car factories to express dissatisfaction with the progress of the talks last month, leading to the closure of Samcor, Toyota and Volkswagen plants.

‘Intimidators’ now use adverts
Killing of two colliery 
workers investigated

MINE management, the SAP and the NUM have launched investigations into the 
murders of two employees at Anglo American's New Vaal Colliery in the northern Free State on Monday evening.

The killings occurred after a period of tension at the colliery. Events included a brief bus boycott and the dismissal of two NUM shop stewards for, according to the NUM, allegedly intimidating workers into 
supporting the boycott.

A New Vaal spokesman said one of the deceased was an employee who had given 
evidence at the disciplinary hearing which led to the dismissals.

He said it was believed a group of employees assaulted individuals which resulted in the death of the two employees and injuries to others.

"This incident again highlights the importance of a code of conduct to ensure both the prevention and peaceful resolution of conflict," he added.

A NUM spokesman said the union would be in contact with Anglo head office soon to discuss the matter.

Seven employees were questioned by police but, an SAP spokesman said, no arrests had been made yet.

The NUM spokesman said it appeared the deaths occurred as workers were being dispersed by police. They had been waiting for a report back on a meeting between shop stewards and management.

Yesterday's police unrest report on the incident said blacks had clashed at a hostel in Viljoensdrift, resulting in the death of a man and serious injuries to three others. (One of the injured later died.)
Stayaway call ignored after disagreement

SIPHO NGCOBO

A WORK stayaway called by the Black Consciousness Movement (BCM) and Nactu did not materialize yesterday as a hand signal of the movement's members celebrated with low-key commemorations the 12th anniversary of the death in detention of BCM leader Steve Biko.

The failure of yesterday's stayaway followed public disagreements between Nactu and Cosatu, with Cosatu dissociating itself from Nactu's position.

Nactu had called for a stayaway yesterday in protest against the Labour Relations Act (LRA), while the BCM had called for the observance of the death of Biko.

Yesterday's stayaway failure was a repetition of September 6 which saw Cosatu's stayaway call failing as a result of Nactu's refusal to participate.

Meanwhile, confusion reigned in the Reef townships over the stayaway as bickering continued between the two major union federations.

Major employer organisations reported normal work attendance by their employees yesterday and hundreds of taxis from Reef areas like Soweto, Alexandra and the East and West Rand did business as usual.

Putco spokesman Rob Duff said business was normal for the organisation and Adrian Botha of SA Breweries said there were no stayaways at the brewery's major food and beverage sections.

AECT's Andre Botha also said his department had not had reports of stayaways.

Meanwhile, police remained in the background as about 100 people gathered at Soweto's Regina Mundi Church in what was supposed to be the main commemoration service.

BCM speakers said Biko's pronouncements gave rise to a new thinking that sparked off the June 16 uprising in Soweto in 1976.

"His body may be dead, but his spirit will live on in spite of attempts from various quarters to minimize his contribution," said one speaker.
Poll violence sparked confession to spying

CAPE TOWN — Gregory Flatt, 21, of Mitchells Plain yesterday claimed he had been a security police informer since 1997 but that the killings on the Cape Flats on election night had influenced him to confess.

Police spokesman Col Vic Haynes said last night police were aware of Flatt’s allegataions, which had been passed onto the security police for comment.

Flatt appeared at a press conference in Athlone wearing a “June 16” T-shirt, a UDF badge and shoes still stained purple from last week’s protest march in Cape Town.

He said security police had suggested he play the role of agent provocateur. “This is done by inciting crowds and encouraging and actively participating in unrest.” They suggested being particularly brave at barricades and throwing stones,

In the election campaign, (Law and Order) Minister (Adraan) Vlok quoted extensively from this recording. My security police handler subsequently conveyed Vlok’s congratulations to me,” he said.

The handler had told him Vlok wanted to display Archbishop Desmond Tutu’s “clown-like” behaviour on TV to discredit him.

Epol court action settled

SUSAN RUSSELL

A R105,900 claim for damages brought in the Rand Supreme Court against Epol by racehorse trainer-owner Charles Maree and Dr CA Hyams was settled out of court yesterday.

The claim was instituted after seven of their horses allegedly became unsuitable for racing after eating contaminated feed.

The claim of Maree and Hyam represented the total value of the seven horses. One of the conditions of settlement was that the terms would not be made public.

Maree’s horses were among those poisoned at several Transvaal racing stables in February 1985, after eating Epol horse cubes from a batch which had been contaminated by salmenecym — a substance fatal to horses.

Immediately after the incident, Epol set up a panel of vets and experts to test and monitor affected horses.

When the case began before Mr Justice Van der Walt on Monday, Epol conceded that horses passed as normal were subsequently diagnosed as unsuitable for racing.

However, it disputed what the cause of this had been.

Cosatu hearing postponed

SUSAN RUSSELL

THE Rand Supreme Court yesterday postponed to next week the hearing of an urgent application brought by Cosatu and its general secretary Jay Naidoo against Law and Order Minister Adraan Vlok.

Naidoo and the union federation are seeking an order setting aside the warrants used by police during a search of the trade unionist’s home on August 31 this year, and directing the authorities to return confiscated documents.

They are also seeking an order directing the police to either destroy or refrain from using videos and photographs taken of Naidoo’s home.

WATATUNREST DEATHS

<table>
<thead>
<tr>
<th>Period</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>September 1987 to January 1988</td>
<td>665</td>
</tr>
<tr>
<td>February 1983 — September 11 1989</td>
<td>218</td>
</tr>
<tr>
<td>Past 24 hours’ official toll</td>
<td>4</td>
</tr>
<tr>
<td>TOTAL</td>
<td>937</td>
</tr>
</tbody>
</table>
Deal on wages

THE National Union of Metalworkers of South Africa and six car manufacturers have concluded negotiations for wage increases and improved working conditions affecting about 30,000 workers in the industry.

A NUMSA official, Mr Les Kentledas, said the agreement between the two parties was "historical in the sense that it is the first time manufacturers in the automobile industry got involved negotiations on wages and conditions of employment at the same time and a national level".

Under the agreement, the industry's employees will be granted new rates ranging from R5.50 an hour (unskilled worker) to R9.66 an hour (skilled) and across-the-board increases between R1 and R1.60.

An additional increase of 50 cents an hour will be given to employees at Samcor's Pretoria plant to raise their pay to the same level with that of other companies in the industry.
Strikes at Sasol, BP over wage demands settled

By Drew Forrest

Labour peace returned to the fuel industry yesterday when the strike at Sasol's four Secunda plants and the long-running dispute at BP Southern Africa were settled.

The 10-day Sasol strike, which at its peak involved more than 1 600 workers but which did not affect production, was settled after management improved its wage offer for workers in the middle grades from R110 to R120 a month, said Chemical Workers' Industrial Union (CWIU) national organiser Mr Muzi Buthelezi.

The union's opening demand in Sasol's annual wage talks had been for a R150 a month across-the-board rise.

The BPSA settlement followed a two-day strike by up to 350 workers at sites across the country.

At the heart of the dispute were union demands for equality of wages within particular job categories, said the CWIU.

Mr Martin Jansen, BPSA chairman Mr Ian Simms said the company had agreed "to move towards remuneration on a rate-for-the-job basis".

Mr Jansen said the deal also featured a unique management undertaking to give equal consideration to all applications for sports sponsorships.

"The company has favoured non-political bodies like the National Soccer League, mainly for marketing purposes," Mr Jansen said.

"We wanted funds redirected more closely to the demands of the politically oppressed."

The package also includes improved maternity, paternity and compassionate leave benefits.
Sapa editor ordered to appear in court

The editor of the South African Press Association (Sapa), Mr Edwin Limington, has been ordered to appear before a Johannesburg magistrate in terms of Section 205 of the Criminal Procedures Act to give information the State wants about alleged offences by the Congress of South African Trade Unions (Cosatu) during its third national congress from July 12 to 16 this year.

The order calls on him to appear today and to produce books, papers and documents regarding the Cosatu congress and issued or distributed during the congress.

The order refers to alleged offences by Cosatu of contravening the emergency regulations by continuing the activities of a restricted organisation, and of contravening the Internal Security Act by furthering the aims of an unlawful organisation and possessing publications of an unlawful organisation. No details are given.

Mr Limington is to apply for a postponement of the hearing — Sapa
The protests, barricades and boycotts spread from the U.S. to Cape Town. The country was on edge this week as the weekend stretched out and the election results were expected. The police, military and other authorities were on high alert, with checkpoints and roadblocks set up across the country. The protesters called for a boycott and shutdown of the economy until their demands were met.

**Barricades and boycotts in the run-up to the elections**

Hundreds of protesters took to the streets in Cape Town on Saturday, blocking roads and paralyzing the city. The police responded with tear gas and rubber bullets, and at least 10 people were arrested. The situation remained tense throughout the day, with reports of clashes between protesters and security forces.

**Power to the purple in the watery wars**

The water crisis in Cape Town continues to be a major issue, with millions of people facing water restrictions and rationing. The city has been hit by a drought, with less rain falling than in previous years. This has led to a water shortage, with many residents struggling to access clean water.

**Factories halt as E Cape workers stay out**

Strikes and protests continue in the Eastern Cape, with many factories and businesses closed due to a strike by workers for higher wages and better conditions. The strike has been ongoing for several weeks, with tensions high between workers and management. The strike has caused delays and disruptions in the region, with some businesses forced to close temporarily.
Johannesburg —
The Editor of the South African Press Association (Sapa), Mr. Edwin Limington, has been ordered to appear today before a Johannesburg magistrate to give information on alleged offences committed by the Congress of South African Trade Unions (Cosatu) during their 1989 congress.
Mr. Limington is to apply for a postponement of the hearing.
Sapa
Pay rise after Sasol strike

JOHANNESBURG — The 10-day strike by more than 2,000 workers at four Sasol plants in Secunda has ended, with the Chemical Workers' Industrial Union accepting a revised wage package from management.

In a statement yesterday, Sasol management said the wage deadlock ended after two days of negotiations with the union.

The CWIU's national organiser responsible for Secunda, Mr Mizi Buthelezi, told Sapa the minimum wage for the lowest grade remained the same as originally offered, but the rest of the grades received an extra R10, raising the offer from 13 to 14.1%.

The average increase stood at 17.4% — Sapa
DURBAN bus strikers talk about terms.

DURBAN — Officials of unions representing 900 striking Durban bus drivers spent yesterday explaining to their members details of a re-employment agreement with the Durban Transport Management Board (DTMB). It is understood the same applies to the Natal Transport Employees’ Association (LTEA) (11.04.19)

A spokesperson for the Durban Integrated Municipal Employees’ Society said its members had accepted the conditions of the agreement. But the Transport and General Workers Union, which represents about two-thirds of the workers in the month-old strike, appeared to be having problems explaining the terms of the agreement to its members, according to the deputy GM of the DTMB, Manuel Sampano. — Sapa
Better pay packages end strikes at Sasol and BP

TWO petroleum strikes ended yesterday after the Chemical Workers' Industrial Union (CWIU) reached agreement with Sasol and BP.

The 10-day strike by more than 2,000 workers at four Sasol plants in Secunda ended after the CWIU accepted a revised wage package from management.

Sasol management said the wage deadlock ended after two days of negotiations with the union.

"Both parties were prepared to make concessions for the benefit of the workers, Sasol amended their wage offer on the middle scales and the CWIU has accepted all conditions of service," the company said in a statement.

BP chairman Jan Simms said BP and the CWIU reached agreement on a 1990 wage package, ending a strike by at least 200 workers which began on Friday. The parties settled on increases of 15% or R100 a month, whichever was higher.

Simms said the parties also committed themselves to move towards remuneration based on a rate for the job basis. Provision was also made for maternity, paternity and compassionate leave for employees.

"BP salaries and conditions of employment, already among the best in the country, have thus been further enhanced," Simms said.

Business Day Reporter
Wage dispute hits Game

THE Commercial, Catering and Allied Workers’ Union of SA (Cawusa) has declared a dispute with the retail and wholesale giant Game Discount World (Natal), Cawusa spokesman Buhanga said yesterday.

Mngoma said a pay negotiation meeting on Monday between Game Discount management and Cawusa ended in deadlock.

The union was demanding a monthly increase of R100 across the board and a minimum wage of R680 a month; he said. The company was offering R117 across the board, a minimum of R852 and a starting rate of R650 a month, he said.

Game Discount Stores’ management could not be reached for comment yesterday.

Mngoma said other issues in dispute were the annual bonus and a staff discount.

He said the union was preparing to file an application to the Manpower Department for establishment of a Conciliation Board to hear the dispute.

Sapa reports that Cawusa has referred the dismissal of 65 Sun International employees to its lawyers.

The union members were allegedly dismissed after taking part in a protest against the Labour Relations Amendment Act on September 1.
Confusion over Cosatu boycott

EAST LONDON — Consumers boycotted East London retail stores yesterday despite a decision by the head office of the Congress of South African Trade Unions (Cosatu) on Monday to postpone consumer action. There were few black shoppers in most of the bigger retailers in the city.

Cosatu had planned the boycott would run from September 22 to October 6, not September 13 to October 13 — Sapa
Goodyear workers get cash bonanza

Own Correspondent

Johannesburg. — Goodyear employees have won a cash bonanza which could average R6 000 each, and the company has also agreed to write off, over five years, housing loans to employees worth R3 000 to R5 000.

The deal arises from the settlement, announced yesterday, of the 11-week-old strike by 1 200 Numsa members over the terms of divestment of Goodyear's former US parent.

It also includes guarantees on employment conditions, jobs and union contracts, and effectively nullifies the dismissals during the strike.

The agreement provides that employees should return to work by Monday, although a number began streaming back to the Uitenhage factory yesterday.

According to Numsa, the cash payments are to be paid out through the company pension fund.

Each employee is to receive a one-off R1 000 payment as "compensation," Goodyear said it was to pay this money into the fund.

In addition, employees will be entitled to withdraw double their own contributions plus interest back to the date of their last entry into the fund.

Numsa national organiser Mr Gavin Hart said this would average R4 500 to R5 000 per person.

Goodyear divestment was thinly disguised "corporate camouflage," Numsa said yesterday.

Lambasting the company and other large corporations, the union said in a statement that multinationals disinvesting from SA had tried to portray themselves as allies of the anti-apartheid struggle.

Numsa's experience with Goodyear had, however, revealed that this was not true.
Edging closer

If there is a lesson to be learnt from the current wage negotiations between SA Breweries and the Food & Allied Workers Union (Fawu) it is that, unless the unions are prepared to go for broke, there seems little point in making extremely high pay demands.

After almost three months of haggling the union has dropped its demand for R10/hour to R6.50/hour.

The possibility of an agreement being reached has improved after last week's concessions on both sides. On Friday SAB made a final offer of R5.45/hour. This is up 75.3c (16%) from the current R4.70.

SAB says the union's initial overall demand amounted to 300% including ancillary benefits.

Thus far the talks have been characterised by much across-the-table fist-thumping on the part of the union — and threats to seek fresh mandates from union members — while SAB has adopted a position of refusing to be "milked" simply because it is a progressive employer.

The company has also accused the union of wanting to extend the negotiations into the peak summer season when demand for beer is high, playing on fears of a "dry" summer.

SAB human resources director Rob Childs says SAB's minimum wage, taking into the current final offer, is R1.063 a month.

Public affairs manager Gary May says SAB is among the top three payers in the food industry. "It is against this backdrop that we reached a breakdown. If we were notoriously low payers, the situation would be different."

The union denies it has been stalling and blames the company's intransigence for the deadlock.

National organiser Rajen Naicker says Fawu based its demands on SAB's current profitability and the needs of its members. He says an agreement reached with SAB is significant because it tends to set a trend for the food sector wages.

Union members are also threatened by diminishing annual increases. They also feel a need to assert themselves or to be "trampled."

The union has until Monday to accept SAB's final offer or lose out on an offer to backdate it to July 3.

During the second of two conciliation board hearings last Friday, the union also dropped its demand for 12 weeks' bonus leave to six weeks, and cut by half its demand of four weeks' paternity leave.

Both parties are to return to mediation started three weeks ago.
DURBAN BUS STRIKE

All aboard?

After a brief respite on Monday — when striking bus drivers began to fill in application forms following a mediated settlement between union officials and the Durban Transport Management Board (DTMB), the month-old transport strike was on again.

Having extracted from DTMB a 17.6% increase and an agreement to retain many long-term benefits, reinstatement rather than re-employment became the issue, particularly within Cosatu’s Transport & General Workers’ Union.

When drivers filed back to work on Monday morning to re-apply for jobs, union members claimed they had been misled by the DTMB and believed they were to be reinstated, not re-employed. They claimed they would lose sick and annual leave allowances — and soon the dissatisfaction spread.

This sparked the walk-out from DTMB premises (where about 50 drivers had already completed their job applications) and the longest bus strike in SA history was on again.

Amid the confusion arose the possibility of a split between the three unions representing the 900 drivers and 200 related workers.

As the FM went to press, union officials were flying from Johannesburg to Durban for an emergency meeting with their Natal counterparts on the two other unions representing DTMB employees.

It is understood all union officials are committed to the settlement struck at the weekend, as are about half of the strikers.

While there was still a chance of the strike ending by the end of the week, it might only be members of the Durban Integrated Municipal Employees Society (Dimes) and the Natal Municipal Transport Employees Association who return to work. Union officials are concerned that if the agreement is not adhered to, they will be open to legal action by the DTMB.

P.T. D.
Iscor employees were made a three-part offer of about 185m shares in the State steel corporation this week as part of the forthcoming sale. The employee share ownership scheme offers 10% of the corporation’s 1.85bn shares.

Each of Iscor’s 58 000 employees is to receive on application 200 free shares worth R400 (valued at R2 a share at listing). The second part of the scheme is an offer of a number of 20% discounted shares which can be paid for over three years.

Parts one and two of the scheme will take up 92.5m shares (5% of the total shares) while the third part will take up another 5%.

The third option — of a preferential placement — will be open to all employees.

They will be allowed a further allocation of shares equal to the number of shares under the discount scheme, but must pay the issue price of R2.

The scheme has drawn sharp criticism from the National Union of Metalworkers (Numsa) which has the majority black membership in Iscor. Numsa claims the offer is heavily weighted in favour of white employees, particularly those in the upper echelons.

No union has come to Iscor with complaints, though by far more than 50% of Iscor employees fall within the lower salary levels and thus will have the benefit of these shares.

National organiser Bobby Mare says that at the weekend Numsa organisers had to persuade a meeting of suspicious and angry members not to reject the free shares but rather to cash them in. He says “They felt the scheme is so heavily loaded in favour of whites that it amounts to nothing more than a fortuitous hand-out for black workers.”

Numsa estimates that the free share offer will take up only 11.6m shares, compared to 81m taken up by the discount offer and 92.5m by the third. The union calculates that 20 000 black employees stand to earn R123,3m from the deal, while 30 000 whites stand to earn R246,4m.

However, the union says this figure could be altered “substantially” as Iscor managers have offered to set up offices to arrange for the predicted rush of black workers cashing in their shares. The union believes these shares are likely to land up in the hands of other Iscor employees and employers. This perception is causing problems.

Mare says “The scheme is bogus, with the ultimate aim being to buy off the support of the white employees, who are generally right-wing.”

Iscor public relations manager Piet du Plessis says employees in the categories which traditionally include trade union members could get more than 70% of shares in the scheme. Including first-line supervisors, this could go to 80% and beyond. Du Plessis says he fails to see how the union did its sums, which are “incorrect.”

He says the offer to set up offices is merely to assist employees who have had no previous experience with obtaining shares, they will not be used by senior employees to buy worker shares.

Du Plessis defends Iscor’s reluctance to provide information on how the scheme benefits the top two employee categories as being confidential.
Paper union attacks 'bid to break workers' strike

Cosatu's paper affiliate has accused management of trying to break worker resistance to the Labour Relations Act (LRA) after the arrest of 43 workers at the Mondi group's New Scotland sawm mill, near Ermelo, during a strike this week.

Paper, Printing, Wood and Allied Workers Union spokesman Mr Ernest Masala said the strike, by about 300 employees, followed the dismissal of three members after a stayaway last week in protest against the elections.

The arrested workers appeared in the Ermelo Magistrate's Court on Tuesday, apparently in connection with allegations of assault.

In addition to calling in the police, management had brought an interdict against the strike.

Sun International's (SI) George Laxley said management would be meeting the Commercial, Catering and Allied Workers Union over the firing of 65 workers who staged a sit-in at the Riviera Hotel as part of last week's stayaway.
Employees at Goodyear win cash bonanza

GOODYEAR employees have won entitlement to a massive cash bonanza which could average R6,000 each, and the company has also agreed to write off housing loans to employees worth R3,000 to R5,000 over five years.

The deal involving 2,600 employees arises from the settlement announced yesterday of the 11-week strike by 1,200 Numsa members over the terms of disinvestment of Goodyear’s former US parent.

It also includes guarantees on employment conditions, jobs, and union contracts, and effectively nullifies the dismissals technically carried out during the strike.

A union spokesman says Numsa members have “succeeded in defending and advancing the gains made at Mobil” where 2,600 employees won a R6,35m disinvestment package in June.

The agreement provides that employees return to work by Monday, although a number have begun streaming back to the Umhlanga factory. The company expects to be back to full production within a week.

A company spokesman said the guarantees were given, and housing scheme improvements proposed, at the time of the announcement in June of the sale of the company to Goodyear.

According to details supplied by Numsa, the cash payments are to be paid out through the company pension fund. Each employee will receive a once-off R1,000 payment as “compensation.” Goodyear says it will pay this money into the fund.

In addition, employees will be entitled to withdraw double their own contributions plus interest back to the date of their last entry into the fund. They may alternatively transfer their benefits to a new provident fund whose establishment was agreed to in principle before the dispute.

Numsa general organiser Gavin Hart- ford says this will average R4,500 to R5,500 a person. A Goodyear spokesman has been unable to supply an estimate, but says he doubts the figure is that high.

Furthermore, it has been agreed the actuarial reserve, which includes pre-1983 employer contributions, will be calculated for employees back to the date of their first entry into the fund. These amounts will then be transferred to a new provident fund still to be established.

Most black Goodyear employees withdrew their contributions from the fund in the mid-1980s, and then repaid it.

A Goodyear spokesman says the company has become “increasingly concerned about the future welfare and retirement plans of some employees who have made two withdrawals from the pension fund in recent years”.

The R1,000 payment is apparently a bid to discourage further withdrawals.

The other major financial benefit for employees will derive from improvements to Goodyear’s housing scheme.

The company spokesman was unable to say last night how many employees already participated in this scheme.

Goodyear bonanza

Beneficiaries of the scheme, which is open to all employees, will be required to pay only 8% interest on the outstanding amount with the company bearing the capital repayments.

Employees have been guaranteed no re-entrance for 12 months, and that wages, benefits, other employment conditions, and social responsibility programmes will be maintained at least at their present levels for the same period.

Hartford maintains Goodyear’s disinvestment cannot be seen as an anti-apartheid move since Ohio-based Goodyear is maintaining a licensing contract and will continue to transfer technology.
Black Mountain miners on strike

Labour Reporter

A BOUT 1 000 workers at a Namaqualand mine have been on strike since last Tuesday in support of higher wages

The legal strike at the Black Mountain mine, jointly owned by Gold Fields of SA and American copper corporation Phelps Dodge, followed many rounds of wage talks, a conciliation board hearing and a strike ballot, a National Union of Mineworkers (Num) spokesman said yesterday.

Workers revised their initial demand for a minimum monthly wage of R356 to R396, but management was sticking to its final offer of R271, the spokesman said.

Demands for increases between R50 and R214, or 25% across-the-board, were aimed at moving the mine's wage levels up towards the range now being paid by the bulk of the mining industry.

The mine, which is about 120km north-east of Springbok, produces lead, zinc, copper and silver.

Gold Fields of SA spokesman Mr Attie Roets confirmed the strike.
‘Super-union’ to be launched at UWC

Labour Reporter

A NATIONAL super-union representing an estimated 185,000 workers in the garment, textile and leather industries is to be launched at the University of the Western Cape this weekend.

The new SA Clothing and Textile Workers Union (SACTWU) will be forged by the amalgamation of the Garment and Allied Workers Union (Gawu) and the Amalgamated Clothing and Textile Workers Union of SA (Actwusa).

Both unions were affiliated to Cosatu, and the merger will therefore rate SACTWU as the third-largest Cosatu affiliate after the National Union of Metalworkers of SA (Numsa) and National Union of Mineworkers (NUM).

Cosatu assisted in mediating the often acrimonious merger process which was finally ratified by agreement at the end of August.

In a statement issued yesterday, Gawu and Actwusa said a joint national executive committee meeting in Johannesburg on August 23 had finalised a draft constitution, a proposed structure and guidelines on policies. These would be discussed by 600 elected worker-delegates at the launch.

While the National Union of Leatherworkers had been reluctant to become party to the protracted merger talks, “thousands” of leatherworkers had joined Gawu and Actwusa—which had won a seat on the Industrial Council for the Leather Industry, the statement said.

"While the history, culture and experiences of the merging unions may differ, both unions are committed to the long and arduous task of restructuring and building a new national union.

"Only by merging the best traditions of both unions will it be possible to consolidate the structures of SACTWU in the months ahead," Gawu and Actwusa said.
Pension folly

By Robyn Chalmers

GOODYEAR employees may not benefit as much as they hope from a settlement in their favour.

Pension industry spokesmen call it extremely dangerous.

The agreement ended an 11-week strike in protest against Goodyear's American parent company selling its majority share ownership to Consol, a member of the Angloveldi group.

The National Union of Metalworkers of SA (Numsa) and Goodyear reached a compromise this week.

The agreement has been likened to one reached at Molib whose employees gained a R6.2-million disinvestment package.

Goodyear will pay R1 000 for each of the 2 600 employees into the pension fund. They will be entitled to withdraw this amount, plus double what they have already accumulated in the fund, and either transfer it to a provident fund or use it.

Goodyear is thus paying R24-million into the fund.

Workers will not receive a bonus when they withdraw their funds because they will still receive only their own money.

Spokesmen in the pension industry warn that using the pension fund for a payout is a dangerous practice, and could leave employees virtually penniless when they retire.

Although the actuarial return, which includes employee contributions, has been high, will be calculated and transferred into the provident fund, pension experts believe employees are

Domestic interest rates

MONEY MARKET

<table>
<thead>
<tr>
<th>Rate</th>
<th>16/9/88</th>
<th>19/9/88</th>
<th>19/9/88</th>
</tr>
</thead>
<tbody>
<tr>
<td>SARB accommodation</td>
<td>17.10%</td>
<td>17.00%</td>
<td>17.00%</td>
</tr>
<tr>
<td>Treasury bill rate</td>
<td>17.14%</td>
<td>17.12%</td>
<td>17.19%</td>
</tr>
<tr>
<td>Prime call of discount houses</td>
<td>17.00%</td>
<td>17.00%</td>
<td>17.00%</td>
</tr>
<tr>
<td>Three-month banker acceptance</td>
<td>17.35%</td>
<td>17.40%</td>
<td>17.40%</td>
</tr>
<tr>
<td>Three-month NOQZ</td>
<td>18.25%</td>
<td>18.36%</td>
<td>18.36%</td>
</tr>
<tr>
<td>Three-year RSA stock</td>
<td>18.73%</td>
<td>18.94%</td>
<td>18.98%</td>
</tr>
<tr>
<td>Prime overdraft rate</td>
<td>20.00%</td>
<td>20.00%</td>
<td>20.00%</td>
</tr>
<tr>
<td>All-in yield of finest acceptance drafts</td>
<td>18.34%</td>
<td>18.40%</td>
<td>18.40%</td>
</tr>
</tbody>
</table>

CAPITAL MARKET

SECONDARY MARKET

RATES ON MOST TRADED STOCKS

<table>
<thead>
<tr>
<th>Average</th>
<th>Previous Month</th>
<th>As on Friday</th>
</tr>
</thead>
<tbody>
<tr>
<td>Long-term RSA stocks</td>
<td>17.17%</td>
<td>18.70%</td>
</tr>
<tr>
<td>Long-term Eskom stocks</td>
<td>17.08%</td>
<td>18.72%</td>
</tr>
</tbody>
</table>

Best sections this week

Av Av Av

<table>
<thead>
<tr>
<th>Av Av Av</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food</td>
</tr>
<tr>
<td>Insurance</td>
</tr>
<tr>
<td>Banks and Finance</td>
</tr>
<tr>
<td>Development Capital</td>
</tr>
<tr>
<td>Gold</td>
</tr>
</tbody>
</table>

Overall market this week

(Ordinary Shares Only)

Min-Max

<table>
<thead>
<tr>
<th>Volume</th>
<th>9 162 383</th>
<th>24 791 443</th>
<th>33 943 630</th>
</tr>
</thead>
<tbody>
<tr>
<td>Value traded</td>
<td>R205 384 812</td>
<td>R109 709 719</td>
<td>R315 099 530</td>
</tr>
<tr>
<td>Up</td>
<td>27</td>
<td>136</td>
<td>226</td>
</tr>
<tr>
<td>Down</td>
<td>77</td>
<td>195</td>
<td>222</td>
</tr>
<tr>
<td>Unchanged</td>
<td>48</td>
<td>295</td>
<td>345</td>
</tr>
<tr>
<td>Number traded</td>
<td>136</td>
<td>483</td>
<td>618</td>
</tr>
<tr>
<td>New highs</td>
<td>2</td>
<td>40</td>
<td>42</td>
</tr>
<tr>
<td>New lows</td>
<td>6</td>
<td>24</td>
<td>26</td>
</tr>
</tbody>
</table>

JSE Actuaries Index

OVERALL

<table>
<thead>
<tr>
<th>THIS WEEK</th>
<th>LAST WEEK</th>
<th>W/S% MOVE</th>
</tr>
</thead>
<tbody>
<tr>
<td>2731</td>
<td>2767</td>
<td>13</td>
</tr>
</tbody>
</table>

FINANCIAL

<table>
<thead>
<tr>
<th>THIS WEEK</th>
<th>LAST WEEK</th>
<th>W/S% MOVE</th>
</tr>
</thead>
<tbody>
<tr>
<td>1039</td>
<td>1944</td>
<td>0.8</td>
</tr>
</tbody>
</table>

BANKS & SAVINGS

<table>
<thead>
<tr>
<th>THIS WEEK</th>
<th>LAST WEEK</th>
<th>W/S% MOVE</th>
</tr>
</thead>
<tbody>
<tr>
<td>1858</td>
<td>1902</td>
<td>0.2</td>
</tr>
</tbody>
</table>

INSURANCE

<table>
<thead>
<tr>
<th>THIS WEEK</th>
<th>LAST WEEK</th>
<th>W/S% MOVE</th>
</tr>
</thead>
<tbody>
<tr>
<td>1851</td>
<td>1806</td>
<td>0.3</td>
</tr>
</tbody>
</table>

TRANSPORT

<table>
<thead>
<tr>
<th>THIS WEEK</th>
<th>LAST WEEK</th>
<th>W/S% MOVE</th>
</tr>
</thead>
<tbody>
<tr>
<td>1527</td>
<td>1502</td>
<td>0.2</td>
</tr>
</tbody>
</table>

INDustriaL

<table>
<thead>
<tr>
<th>THIS WEEK</th>
<th>LAST WEEK</th>
<th>W/S% MOVE</th>
</tr>
</thead>
<tbody>
<tr>
<td>2375</td>
<td>2769</td>
<td>12</td>
</tr>
</tbody>
</table>

IND REIT

<table>
<thead>
<tr>
<th>THIS WEEK</th>
<th>LAST WEEK</th>
<th>W/S% MOVE</th>
</tr>
</thead>
<tbody>
<tr>
<td>2830</td>
<td>2929</td>
<td>3.1</td>
</tr>
</tbody>
</table>

BEV HOTEL IND | 4725 | 4725 | 10 |

BULDER INVEST | 1917 | 1022 | 0.8 |
New national trade union is third largest in Cosatu

By ANDREA WEISS, Staff Reporter

A NEW national trade union for garment, textile and leather workers, the third largest in the Congress of South African Trade Unions (Cosatu) affiliates, has been launched at the University of the Western Cape.

Membership of the new union is in the region of 185,000 throughout South Africa and the homelands, in an industry among the most widely unionised in the country.

The new union, called the South African Clothing and Textile Workers' Union (Sactwu), is a merger of the Garment Workers' Union (Gawu) and the Amalgamated Clothing and Textile Workers' Union of South Africa (Actwusa).

THIRD LARGEST

With both Gawu and Actwusa already affiliated to Cosatu, the new union becomes the third largest Cosatu union after the National Union of Mineworkers (Num) and the National Union of Metal Workers' of South Africa (Numsa).

According to a joint statement from Gawu and Actwusa, the formation of Sactwu is an "historic occasion for unionised workers in an industry that has been plagued for almost 70 years by the formation and continued existence of regionally based unions."

The formation of the new union falls in line with Cosatu's principle of "one union, one industry."

Although the National Union of Leather Workers has been reluctant to join merger talks, thousands of leather workers have joined Gawu and Actwusa with Actwusa already having won a seat on the industrial council for the leather industry, according to the joint statement.
Unions in call for ‘SA unity’

Labour Reporter

The launch of a giant clothing and textile workers union at the weekend was marked by keynote speakers calling for maximum shopfloor unity and working class leadership of the “national democratic struggle.”

More than 600 worker-delegates, representing over 185,000 workers nation-wide, attended the two-day inaugural congress of the new SA Clothing and Textile Workers Union (SACWU) at the University of the Western Cape.

SACWU unites about 76,000 members of the former Amalgamated Clothing and Textile Workers Union (ACTWU) and another 112,000 members of the Garment and Allied Workers Union (GAWU).

Messages of support were received from the ANC, exiled SA Congress of Trade Unions, British Trade Unions Congress, the National Union of Mineworkers and other South African unions.
Super-union will make impact on industry

By Drew Forrest

The emergence of a giant new trade union in the textile and clothing sectors suggests a mighty river growing out of many smaller tributaries.

The 163,000-strong SA Clothing and Textile Workers Union (Sactwu), formed from Cosatu's Amalgamated Textile Workers Union (Actwusa) and Garment and Allied Workers' Union (Gawa), at a merger conference in Cape Town at the weekend, is South Africa's third largest union.

As it represents some 99 percent of textile and clothing employees, Sactwu is also the only Cosatu union with a majority of members in the sectors it organises.

The merger is the climax to a long process of union consolidation. Actwusa has its roots in the 1973 Durban general strike, while Gawa incorporates the Cape and Natal clothing affiliates of the now-defunct Trade Union Council of SA (Tucsa).

Also absorbed on the way to unity was the National Union of Clothing Workers, once the domain of Mrs Lucy Mvubelo.

In addition, thousands of leatherworkers were members of the new union, a Sactwu statement said — despite the reluctance of the National Union of Leatherworkers to join the merger initiative.

The new general secretary is Mr Lionel October, formerly of Gawa, while Actwusa's Mr John Copelyn will be his assistant.

Given its size and the divergent traditions it embodies, Sactwu could have a major impact on Cosatu's internal politics.

Actwusa is strongly socialist and in favour of worker independence from the broader apartheid movement, while Gawa's Cape-based leadership is understood to have close links with the restricted United Democratic Front.

Industry is also likely to feel the impact of the merger.

Two issues on Sactwu's immediate agenda are a demand for centralised bargaining, which employers are said to be resisting, and a major campaign for union recognition at the Da Gama Textile Company's East London plant.
Ppwawu meeting ‘only for members

By Drew Forrest

Emergency curbs slapped on a meeting of Cosatu's Paper, Printing, Wood and Allied Workers Union at the weekend called into question the Government's new approach to political dissent, the union has said.

Mr Sipho Kubheka, Ppwawu's general secretary, also said police had had been present at the meeting, which was held at Shareworld to report back to members after the union's national congress.

The order restricted the rally to union members, required speakers to deal only with issues on the Labour Relations Act and banned posters and banners not related to labour matters, he said. Similar curbs were imposed on August's "workers' summit".

Confirming the restrictions, a police spokesman said a police presence had been necessary at the meeting to ensure the order was followed.
Super-union will make impact on industry

By Drew Forrest

The emergence of a giant new trade union in the textile and clothing sectors suggests a mighty river growing out of many smaller tributaries.

The 185 000-strong SA Clothing and Textile Workers Union (Sactwu), formed from Cosatu's Amalgamated Textile Workers Union (Actwusa) and Garment and Allied Workers' Union (Gawu), at a merger conference in Cape Town at the weekend, is South Africa's third largest union.

As it represents some 80 percent of textile and clothing employees, Sactwu is also the only Cosatu union with a majority of members in the sectors it organises.

The merger is the climax to a long process of union consolidation Actwusa has its roots in the 1973 Durban general strike, while Gawu incorporates the Cape and Natal clothing affiliates of the now-defunct Trade Union Council of SA (Tusca).

Also absorbed on the way to unity was the National Union of Clothing Workers, once the domain of Mrs Lucy Mvubelo.

In addition, thousands of leatherworkers were members of the new union, a Sactwu statement said—despite the reluctance of the National Union of Leatherworkers to join the merger initiative.

The new general secretary is Mr Lionel October, formerly of Gawu, while Actwusa's Mr John Copelyn will be his assistant.

Given its size and the divergent traditions it embodies, Sactwu could have a major impact on Cosatu's internal politics.

Actwusa is strongly socialist and in favour of worker independence from the broader apartheid movement, while Gawu's Cape-based leadership is understood to have close links with the restricted United Democratic Front.

Industry is also likely to feel the impact of the merger.

Two issues on Sactwu's immediate agenda are a demand for centralised bargaining, which employers are said to be resisting, and a major campaign for union recognition at the Da Gama Textile Company's East London plant.

Cuyler now chief of Bushveld RSC

Pretoria Bureau

A former Johannesburg city councillor and member of the President's Council, Mr Eben Cuyler, has been appointed chairman of the Bushveld Regional Services Council.

The Administrator of the Transvaal, Mr Danie Hough, said in Pretoria yesterday that Mr Cuyler would take up his appointment tomorrow.

Mr Cuyler was elected to the city council in 1951. After moving to Nylstroom, he was elected a member of the Nylstroom town council and served as chairman of the management committee until last year.

He was a member of the Economic and Welfare committees of the President's Council, and is a director of the South African Development Trust Corporation as well as being chairman of the Local Advisory Board for Small Claims Courts.

Mr Cuyler succeeds Mr Fanie Ferreira as chairman of the Bushveld RSC. Mr Ferreira was recently appointed a Member of the Executive Committee of the Transvaal Provincial Administration.
Cosatu goes to court to recover seized documents

By Mike Siluma, Labour Reporter

The Congress of SA Trade Unions (Cosatu) and its general secretary, Mr Jay Naidoo, will ask the Rand Supreme Court today to order the return of documents and other articles seized by security police about two weeks ago.

The action is a sequel to a security police search at the Johannesburg home of Mr Naidoo and a search at Cosatu's city head office, in which a large number of items were taken by police.

The searches occurred on August 31.

DECLARE INVALID

In its application, Cosatu is asking the court to:

- Declare invalid two search warrants upon which the searches were based.
- Direct the police to return articles seized during the searches to Cosatu and to Mr Naidoo.
- Refrain from showing video recordings and photographs taken by police during the searches.
- Direct the police to either surrender to Mr Naidoo the video recordings and photographs, or to destroy them.
Num protests against officials' detention

AN official of the National Union of Mineworkers has been detained under emergency regulations, a Num spokesman said yesterday.

He is Mr Jerry Majatladi, the union's press officer. He was arrested in Johannesburg last Saturday, according to the Num.

Num general secretary Mr Cyril Ramaphosa said Majatladi's detention followed raids at the union's offices in Kimberley, Natal, Namaqualand and Rustenburg over the past weeks. Seven Num organisers were also being held, he said.

A police spokesman said police did not confirm or deny detentions through the Press under emergency regulations.
Labour strike intensifies

By Drew Forrest

Labour conflict in the Fedics contract catering group — where 1,000 workers have been on strike for six weeks — appeared to deepen yesterday with the workers' trade union accusing management of "stubbornly" refusing its mediation demand.

Mr Kaizer Thibedi, branch secretary of the Commercial, Catering and Allied Workers Union, said management and the union had agreed to mediation in respect of three strikebound Fedics' operations.

However, the employers' insistence that strikers at Fedics Food Services (FFS) return to work as a condition of mediation was a major obstacle to settlement, he said.

The strike centres on demands for pay increases — CCAWUSA is calling for a R850 minimum wage, as against the R650 offered by the company — and centralised bargaining.

Fedics' personnel director, Mr John Moore, said only the strikes involving Jan Smuts Airport and two in-flight operations were lawful.

He stressed that the complexity of the group's operations countrywide precluded centralised wage negotiations.
SACKED OVER STAYAWAY

OVER a thousand black workers have either been sacked or given warnings by management for staying away from work on September 5 and 6.

They heeded a call by the National Council of Trade Unions (Nactu), the Congress of South African Trade Unions (Cosatu) and independent unions to stay at home on those days in protest against the white elections.

Spokesmen for the two federations said the majority of employers had decided to apply the principle of "no work, no pay" in response to the stayaway - as suggested by Assocon.

Nactu official Miss Dale Tiffen said at least 1,500 workers belonging to the federation's unions had been given warnings. Nactu unions intended to contest the action. She said.

By LEN MASEKO

Among companies which took disciplinary action against their workforces were Murray and Roberts (950 workers) and Pretoria Portland Cement (500).

At least 135 members of Cosatu-affiliated unions were dismissed by various companies after participating in the two-day protest. A spokesman for the federation said.

Cosatu official Mr Neil Coleman said 36 of the dismissed workers were later reinstated after union officials intervened.

Of those dismissed, 31 were employed by the Ghamatstown municipality.
Bid to prevent collapse of the Industrial Council

COSATU'S Paper, Printing, Wood and Allied Workers' Union (Ppawu) has applied to the Industrial Court for an order barring the SA Printing and Allied Industries Federation from withdrawing from the Printing Industrial Council.

The federation's withdrawal, announced in June and effective at the end of the year, would cause the collapse of the Industrial Council and the end of national bargaining in the industry.

The federation's announcement followed shortly after Ppawu's application to join the council. The union represents some 6,800 of the industry's 47,000 employees.

According to papers placed before the court in Pretoria on Monday, Ppawu, through its national organiser Roban Rees, argued in an affidavit that the federation's motive in withdrawing was to avoid legitimate collective bargaining between the two parties.

The federation's conduct, he argued, was unfair and might have the effect of creating labour unrest and preventing the union from properly representing its members.

Rees's affidavit was supplemented by the confidential minutes of a meeting of the federation's Midlands branch, in which federation executive director Chris Sykes outlined what he saw as the negative implications of Ppawu's membership of the council.

**Voluntary**

The meeting decided unanimously the federation should withdraw from the council.

In his replying affidavit, Sykes said membership of an industrial council was completely voluntary, and the court had no power to compel anyone to join one. He added the federation's conduct did not fall within the definition of an unfair labour practice.

He said the federation's decision to withdraw from the council was based on a number of factors. These included the diverse nature of firms covered by the council, diversity in region, and disparity in size.

This diversity made it difficult for employers to negotiate as a single unit, and council agreements hampered them in achieving the most efficient operation of their businesses.

The council, he said, had also become inefficient in resolving disputes.

Sykes further argued Ppawu's recognition agreements with firms allowed for plant level negotiations, and the union was thus able to effectively represent its members where it enjoys majority representation. Overall, he said Ppawu was representative in a relatively small section of the industry.

Sykes said while there was nothing illegitimate in unions setting as goals the achievement of national bargaining, there was equally nothing illegitimate in employers formulating strategies they perceived to be in their own best interests.

Judgment in the matter is anticipated within the next few weeks.
Police stop march by workers

RIOT police yesterday dispersed a march by about 1,500 Johannesburg General Hospital workers in central Johannesburg.

The workers, most of whom were members of the Cosatu-affiliated National Education, Health and Allied Workers' Union (Nehawu), were trying to march to the Rand Supreme Court to attend the hearing of an application for an interdict to stop them demonstrating on hospital premises.

Police confirmed they stopped the march in terms of the emergency regulations and that they told the marchers the march was illegal until they had permission for it from a magistrate.

The workers had then turned back of their own accord, police said.

Ordered

A Nehawu spokesman said police armed with teargas canisters and batons blocked the march.

He said journalists were ordered to one side but were not told to leave the scene.

The police spokesman said the situation differed from march to march and such decisions regarding journalists were up to the officer at the scene.

SAP policy was that journalists were only ordered to leave if the officer anticipated that teargas or other forms of violence might be deemed necessary.

The march was a sequel to a number of placard demonstrations on hospital premises by the workers against racially segregated health facilities and corruption which they alleged was prevalent among the hospital's personnel staff.
Offers for Iscor shares infuriate govt

Own Correspondent

JOHANNESBURG — In a move which has infuriated government's Privatisation Unit, two financial institutions have approached Numsa with offers to take over the 12m Iscor shares to which its 10,000 members at the company are entitled.

Numsa's Bobby Marie confirmed yesterday that the union had been approached by stockbrokers Mehlau du Ttot, Solms & Co and by the Rand Merchant Bank with proposals.

RMB senior manager Rory Kirk said yesterday it was "not bank policy to confirm or deny deals before they may or may not have occurred."

Mehlau du Ttot's James MacMillan confirmed an approach had been made to Numsa. But, he added, the proposed deal had been called off because of Business Day's inquiries.

The Privatisation Unit's Eugene van Rensburg said yesterday the offers "go against the whole grain of the employee share scheme, which was designed to give workers an opportunity to participate."

He said he was "very upset" to hear of these approaches which were seemingly intended to abuse what the institutions seemed to believe were uninformed employees.

Each employee is entitled to a free allotment of 200 shares, plus — in the case of Numsa members — an average of about 1,000 shares at a 20% discount on the R2 issue price.

Financing the purchase of these shares would therefore amount to some R16m. Assuming the shares came on to the market at around R2.50, the Numsa members' holdings would be worth R30m — a R14m profit equivalent to an average of R1 400 a member.

Marie said the union had no mandate at this stage to negotiate any deals on behalf of Iscor members.

He said, the union was seeking further information and would meet with members at the weekend to discuss various options.

Members, he said, were suspicious of, and reluctant to participate in, the scheme. But, he added, "we are concerned that there are large amounts of money due to workers and we want to protect their interests."

It is understood RMB offered to finance the purchase of Numsa members' share entitlements, on condition that the shares were sold to RMB within a week of the Iscor listing on November 8.

The Mehlau du Ttot's offer was also to be based on financing the employees' purchase of shares, but with a guaranteed R2 a share purchase offer immediately upon hating MacMillan said, however, it had been planned that the offer price was negotiable.

On Monday the firm told Business Day it was mainly a jobbing firm and the bulk of the approximately 12m shares would be for its own book.

Yesterday MacMillan denied this, saying it was an offer made on behalf of a client. When the client was informed the deal may receive publicity, he had said he would rather go another route to acquire Iscor shares.

MacMillan said the cancelation of the proposed transaction was a great disappointment to the firm.

"The deal, which would have meant a great deal to us, is dead. We have lost this business unless the client changes his mind," he said.

He said the firm had spotted the possibility opening on reading a Numsa statement that members at Iscor wanted cash rather than shares.

Van Rensburg said the complex employee share offer, which includes, effectively, interest free loans financed by the state and repayable over three years, was designed to permit all employees to benefit.

For the same reason, shares not taken up this year would be held in trust allowing people to take up at least portions of their unallocated option over the next two years.

He said the Privatisation Unit's view was that employees, as responsible individuals, were entitled to deal with their share entitlements as they chose, on a well-informed basis.
Johannesburg — Some 150 hospital workers will have to wait until November 7 to find out whether an interdict restricting them from industrial action is to be made permanent or set aside.

The case of Mr Jeaneth Mpenyane and others versus hospital superintendent Dr Reginald Broekmann received a brief hearing in the Rand Supreme Court yesterday afternoon.

The proceedings were a sequel to a temporary interdict granted to Dr Broekmann on August 18, restricting hospital employees from industrial action. Workers are challenging that interdict while the superintendent is seeking to have it made permanent.

About 200 workers in court to hear the postponement decision were the remnants of 1,500 who gathered on the premises of Johannesburg Hospital early yesterday morning in preparation for a march to the Rand Supreme Court, where they were to "meet head-on with their management", according to the National Education, Health and Allied Workers' Union.

But a kilometre from the hospital most of them were turned back by police, who said that till they had permission from a magistrate their march was illegal.
IN A move that has infuriated government's Privatisation Unit, two financial institutions have approached Numsa with offers to take over the 12 million Iscor shares to which its 10 000 members at the company are entitled.

Numsa's Bobby Marae confirmed yesterday that the union had been approached by stockbrokers Michael du Toit, Salms & Co and by the Rand Merchant Bank with proposals.

RMB senior manager Rory Kirk said yesterday it was "not bank policy to confirm or deny deals before they may or may not have occurred."

Michael du Toit's James MacMillan confirmed an approach had been made to Numsa. But he added, the proposed deal had been called off because of Business Day's inquiries.

The Privatisation Unit's Eugene van Rensburg said yesterday the offers "go against the whole grain of the employee share scheme, which was designed to give workers an opportunity to participate."

He said he was "very upset" to hear of these approaches, which were seemingly intended, to abuse what the institutions claimed to believe were "uninformed employees."

Each employee is entitled to a free allotment of 200 shares, plus — in the case of Numsa members — an average of about 1 000 shares at a 20% discount on the R2 issue price.

Financing the purchase of these shares would therefore amount to about R16m. Assuming the shares came onto the market at around R2.50, the Numsa members' holdings would be worth R30m — a R14m profit equivalent to an average of R1 400 a member.

Marae said the union had no mandate at this stage to negotiate any deals on behalf of Numsa members. He said the union was seeking further information and would meet members at the weekend to discuss various options.

Members, he said, were suspicious, and reluctant to participate in the scheme. But he added "We are concerned that there are large amounts of money due to workers and we want to protect their interests."

It is understood RMB offered to finance the purchase of Numsa members' share entitlements, on condition that the shares were sold to RMB within a week of the Iscor listing on November 8.

The Michael du Toit offer was also to be based on financing the employees' purchase of shares, but with a guaranteed R2 a share purchase offer immediately on listing. MacMillan said, however, it had been planned that the offer price was negotiable.

On Monday the firm told Business Day it was mainly a jobbing firm and the bulk of the approximately 12-million shares would be for its own book.

Yesterday MacMillan denied this, saying it was an offer made on behalf of a client. When the client was informed the
IN A move that has infuriated government's Privatisation Unit, two financial institutions have approached Numsa with offers to take over the 12-million Iscor shares to which its 10,000 members at the company are entitled.

Numsa's Bobby Marie confirmed yesterday that the union had been approached by stockbrokers Mechiel du Toit, Solms & Co and by the Rand Merchant Bank with proposals.

RMB senior manager Rory Kirk said yesterday it was "not bank policy to confirm or deny deals before they may or may not have occurred."

Mechiel du Toit's James MacMillan confirmed an approach had been made to Numsa. But, he added, the proposed deal had been called off because of Business Day's inquiries.

The Privatisation Unit's Eugene van Rensburg said yesterday the offers "go against the whole grain of the employee share scheme, which was designed to give workers an opportunity to participate."

He said he was "very upset" to hear of these approaches, which were seemingly intended to abuse what the institutions seemed to believe were uninformed employees.

Each employee is entitled to a free allotment of 200 shares, plus — in the case of Numsa members — an average of about 1,000 shares at a 20% discount on the R2 issue price.

Financing the purchase of these shares would therefore amount to about R16m.

Assuming the shares came onto the market at around R2.50, the Numsa members' holdings would be worth R30m — a R14m profit equivalent on an average of R1 400 a member.

Marie said the union had no mandate at this stage to negotiate any deals on behalf of Iscor members. He said the union was seeking further information and would meet members at the weekend to discuss various options.

Members, he said, were suspicious of, and reluctant to participate in, the scheme. But he added "We are concerned that there are large amounts of money due to workers and we want to protect their interests."

It is understood RMB offered to finance the purchase of Numsa members' share entitlements, on condition that the shares were sold to RMB within a week of the Iscor listing on November 8.

The Mechiel du Toit offer was also to be based on financing the employees' purchase of shares, but with a guaranteed R2 a share purchase offer immediately on listing. MacMillan said, however, that the offer price was negotiable.

On Monday the firm told Business Day it was mainly a jobbing firm and the bulk of the approximately 12-million shares would be for its own book.

Yesterday MacMillan denied this, saying it was an offer made on behalf of a client. When the client was informed the...
Iscor shares (\underline{26} 11 1987)

Van Rensburg said the complex employee share offer, which includes, effectively, interest-free loans financed by the state and repayable over three years, was designed to permit all employees to benefit. For the same reason, shares not taken up this year would be held in trust allowing people to take up at least portions of their unallocated option over the next two years.

He said the Privatisation Unit's view was that employees, as responsible individuals, were entitled to deal with their share entitlements as they chose, on a well-informed basis.

He said the firm had spotted the possible opening on reading a Numsa statement that members at Iscor wanted cash rather than shares.

Macmillan said the cancellation of the proposed transaction was a great disappointment to the firm.

"The deal, which would have meant a great deal to us, is dead. We have lost this business unless the client changes his mind," he said.
Cosatu documents seized again

PRETORIA — The SA Police yesterday confirmed they had confiscated documents from Cosatu in terms of a warrant issued by a Johannesburg magistrate, after they returned the documents in terms of Tuesday's Rand Supreme Court ruling.

A statement from the SAP said the documents were handed over to Cosatu's legal adviser.

After returning the documents, the police confiscated all the documents except for one — in terms of a new warrant issued by a Johannesburg magistrate.

"These documents are necessary for investigation," the statement said.

A Cosatu statement yesterday said the tax-paying public paid the costs of failed legal defence by the police.

"Every attack on Cosatu is an attack upon the fragile system of collective bargaining and labour relations in this country.

"These are frivolous adventures that SA cannot afford.

"This morning the security police were told that their new search warrant was invalid. Instead of obtaining clarity on this, they persisted in their actions and we shall again be compelled to go to the Supreme Court to ensure the return of our documents," Cosatu said — Sapa.
Judgment reserved in Cosatu action

By Cathy Stagg

Judgment has been reserved in the case brought by the Congress of South African Trade Unions and its general secretary, Mr Jay Naidoo, against the Minister of Law and Order and a Johannesburg magistrate.

The application was heard by Mr Justice Roux in the Rand Supreme Court yesterday.

A photographic survey

Mr Wim Trengove, SC, submitted that search warrants, used by the police when they searched Mr Naidoo's home and Cosatu's offices on August 31, were invalid and everything done as a result of them was therefore unlawful.

Even if the warrants were valid, the police were not entitled to use the occasion to make a video and photographic survey of the inside and outside of Mr Naidoo's home.

Mr Hans Bornman, who appeared for the Minister, submitted the warrants were valid. But even if there was something technically wrong with them, the police were entitled to act without a warrant in terms of the emergency regulations.

In an affidavit Mr Naidoo said at about 7 am on August 31, about 10 policemen under the command of Captain CA Zeelie of the Security Branch arrived at his home in Bellevue East, Johannesburg.

His attorney, Mr Peter Harris, arrived about 45 minutes later and told Captain Zeelie the search warrant was invalid but the policeman insisted on proceeding with the search.

Mr Naidoo said he was particularly concerned about the video recordings and photographs taken during the search because there had been attacks on persons or property belonging to organisations opposed to government policies.

"For instance in 1987 Cosatu's premises in Johannesburg were badly damaged by a powerful explosion. The person or persons responsible for this act have not been found," he said.

Mr Naidoo said if the widely held suspicion that elements of the police may be involved in attacks was true, the video recordings could be seen by such persons and may be used to plan an attack on him or his home.

He did not know what the police had done with the video recordings and photographs and was afraid they may be copied and fall into wrong hands.

The search at Cosatu's offices lasted from about 11 am until 4:30 pm. He said trade unions which were Cosatu affiliates had about one million members and the articles which were removed were needed for the day-to-day running of Cosatu.
The Argus Correspondent

JOHANNESBURG — Judgment has been reserved in the application brought by Mr Jay Naidoo and the Congress of South African Trade Unions (Cosatu) against the Minister of Law and Order, Mr Adriaan Vlok, and a Johannesburg magistrate.

The application was heard by Mr Justice Roux in the Rand Supreme Court yesterday.

Mr Wim Trengove SC submitted that search warrants, used by the police when they searched Mr Naidoo's home and Cosatu's offices on August 31, were invalid and that everything done as a result of them was therefore unlawful.

VIDEO SURVEY

Even if the warrants were valid, it was submitted, the police were not entitled to use the occasion to make a video and photographic survey of the inside and outside of Mr Naidoo's home.

Mr Hans Bornman, who appeared for the minister, submitted the warrants were valid. But even if there was something technically wrong with them, the police were entitled to act without a warrant in terms of the emergency regulations, he submitted.

Mr Naidoo is the general secretary of Cosatu.

In an affidavit, he said about 10 policemen under the command of Captain C A Zeelie of the Security Branch arrived at his home.

His attorney, Mr Peter Harris, arrived about 45 minutes later and told Captain Zeelie the search warrant was invalid but the policeman insisted on proceeding with the search.

ATTACKS

Mr Naidoo said he was particularly concerned about the video recordings and photographs taken during the search because there had been attacks on people or property belonging to organisations opposed to government policies.

Mr Naidoo said if the widely held suspicion that elements of the police might be involved in attacks was true, the videos could be seen by such people and might be used to plan an attack on him or his home.

He said he did not know what the police had done with the video recordings and photographs and was afraid they might be copied and fall into the wrong hands.
JSE's Norton warns on Iscor/Numsa share deals

Own Correspondent

JOHANNESBURG.—JSE members may not deal in Iscor shares with Numsa or any other prospective shareholder or agent until the corporation is listed on November 8, according to JSE president Tony Norton.

Norton was commenting on yesterday's report that Numsa had been approached by a broker and a merchant bank with proposed deals regarding the share entitlements of its Iscor members.

He said the JSE rules proscribed dealings in the period between the date on which a company's listing application goes up and the date of listing, so as to avoid a "pre-market" in Iscor's case, the application officially went up last Friday morning.

This restriction applies only to JSE members and not to banks and other institutions, Norton said.

Meanwhile, Paul Browning, author of the recently-published book Black Economic Empowerment, criticised the nature of the Iscor privatisation plan and said the privatisation unit was "naive" in its anger at the proposed deals.

Browning's view, as expressed in his book, was that the "greatest opportunity for rapid, even dramatic, promotion of black economic empowerment comes from the transfer of ownership of state corporations to majority black ownership."

He proposed the creation of a trust which would purchase the majority of shares in state corporations.
Boycott on white businesses.

JOHANNESBURG. A national consumer boycott of white-owned businesses is to be officially implemented from tomorrow in line with the decision of last month's Worker Summit proposing "sustained action" against the Labour Relations Act (LRA).

The summit was attended by delegates of Cosatu, Nactu and independent unions which together represent about 1.2 million workers.

Employer federation Sacola secretary Mr Friede Dowie yesterday said employers considered the planned action a breach of good faith bargaining. The matter would be raised at the next round of LRA negotiations with the unions scheduled for tonight.

Nactu general secretary Mr Puroshaw Camay said yesterday that the consumer boycott was being supported by the Mass Democratic Movement.
Clinic for job ailments

A WORKERS' clinic was launched at Community House in Salt River this week by the Industrial Health Group.

The clinic is for people who have work-related illnesses and is open to workers who belong to a trade union affiliated to the Congress of South African Trade Unions (Cosatu), the National Council of Trade Unions (Nactu) or any unaffiliated trade union.

It will operate from the Salt River Methodist church in Durham Avenue on Thursday evenings between 4pm and 7pm; the Nactu offices in Atlantic House, Corporation Street on the second Saturday of the month between 10am and 12 noon, and the Cosatu offices in the Metropolitan Building, Kasselevele Road, every Monday evening between 4pm and 7pm.

Workers wishing to attend the clinic must make arrangements through their shop stewards.

The clinic aims to help unions keep a record and train shop stewards regarding work-related illnesses.

Future plans include opening a properly-equipped and established clinic as well as a mobile one.
Birth of a giant

THE formation of a giant new union for South Africa's clothing workers last weekend brought to a close a chapter of bitter conflict and inter-union rivalry in the industry.

Its formation was historic because it is the first time in more than 60 years that there has been a single national union in the industry.

But it was evident at the union's inaugural congress in Cape Town that there remain divisions which will have to be overcome if proper unity is to be forged.

The new union — the South African Clothing and Textile Workers' Union (Sactwu) — was formed from a merger between former rivals, the Garment and Allied Workers' Union and the Amalgamated Clothing and Textile Workers' Union of South Africa.

With 185,000 members, Sactwu is the third largest affiliate of the Congress of South African Trade Unions.

About 630 delegates attended the inaugural congress at the University of the Western Cape last weekend.

It is the first time a major union has been launched in the Western Cape.

Sactwu officials have acknowledged that the path to the merger was not easy.

A joint GAWU-Actwusa press statement issued last week said that "months of lengthy unity talks" preceded the signing of the merger agreement by the presidents of both unions last month.

The agreement did not end all differences between the two groups.

Contentious

Prior to the congress, a joint merger committee had drawn up a constitution and decided on the structure and name of the union, but the two unions tabled separate resolutions on several issues including political policy — probably the most contentious issue within the new union.

A Sactwu spokesperson said that several resolutions, including one around political policy, could not be debated because of "union constraints" and had been referred to the national executive committee which meets later this year.

Political policy

Meanwhile, the union will presumably be guided by Cosatu's political policy since delegates resolved to affiliate to the federation as well as to the International Textile, Garment and Leatherworkers Federation.

Also referred to the NEC are the national portfolio of media, organizer, collective bargaining, education, administration and legal.

GAWU's regional secretary in the Western Cape, Lonsdell Sampaio, was elected general secretary against Desmond Sampaio, GAWU's general secretary.

It is understood that Sampaio, who was general secretary of GAWU, was backed by Actwusa delegates against October, the regional secretary of GAWU (Western Cape).

Ideological

Actwusa's general secretary, John Copley, was elected assistant secretary and Actwusa president, Amoe Nieuw, was elected president.

The first vice-president is Ellen Beaumont of GAWU and second vice in Actwusa's Bert Pienaar.

Joel Ndelengas from GAWU was elected treasurer.

Aside from ideological differences, the new union will have to make concerted attempts to bridge the differences between the union's officials as different regions.

The union will have to build links between GAWU's largely Indian members in Natal, the "shadow" members who make up the backbone of the clothing industry in the Western Cape and Actwusa's mostly African membership.

It will also have to continue its attempts to win workers in the clothing industry after leather workers were refused to be part of the merger.
Birth of a new union
... and a bouncing girl!

SEPTEMBER 16 is a date the newly elected general secretary of the South African Clothing and Textile Workers' Union, Lionel October, will always remember.

Not only was he elected to the key post in the country's third-biggest union, he also became the proud father of a bouncing baby girl, Tracy.

As delegates met at the main hall of the University of the Western Cape to bring to birth a new union for workers throughout South Africa, October was with his wife at the labour ward of the Mowbray Maternity Hospital.

Union officials had to dash to the hospital with nomination forms for October to sign.

Commenting on the merger, October said it marked the first time in more than 60 years that workers throughout the clothing and textile industry were united in one union.

He said it was also important that more than 80 per cent of workers in the industry were already members of the unions — the highest of any Cosatu affiliate.

Zenzeleini Workers Are Proud to Be Part of the Actwusa-Gawu Merger: Sactwu

FOR CONGRESSES, SPECIAL EVENTS, TEAM OR CLUB T-shirts

SMALL OR LARGE QUANTITIES CONTACT

ZENZELENI CLOTHING
the SACTWU Co-op project
DURBAN
(031-4611400)

The face

By CHIARA CARTER

The formation of the South African Clothing and Textile Workers' Union (Sactwu) shows what a new South Africa would be like, says Cosatu general secretary Jay Naidoo.

"What we see before us is the face of a new South Africa — a face marked by its non-racial character, unity and strong spirit of the working class," he told delegates at the Sactwu inaugural congress at the University of the Western Cape at the weekend.

Naidoo said the merger between Gawu and Actwusa was "an historic occasion".

Appealing for unity within the new union he said: "You are from different traditions and come from unions which had different policies."

"What this merger has shown is that there is more that unites workers than divides them," he said.

Compromises

"You have to forge the unity that will transform the new union into a weapon of struggle against gross exploitation. We hope the necessary compromises unity of work"

Naidoo expressed surprise at the report.

"Our society, with its class divide, is not ready for this kind of unity," he said.

Associated Air Travel Bureau (Cape) (Pty) Ltd.

EXTENDS THEIR WARMEST WISHES TO GAWU & ACTWUSA

We hope the merger between your unions soars to new heights.

Natal delegates toy-toying during the congress

Quiet moment at the Industrial House social

Quickstepp grant new ur
of a new SA

"Trade unions are one of the most organised weapons the working class has had but the working class has much broader interests. There are millions of unemployed, housewives, youth and rural dwellers who form part of the working class.

As the trade union movement we are a federation with certain priorities and the way we achieve our political goals is to forge alliances with those organisations whose goals coincide with ours.

This is why the MDM was formed.

"One of the central MDM campaigns has been the defiance campaign. We have seen the De Klerk regime react in the face of massive opposition from people throughout the country.

The Conference for a Democratic Future is another initiative by the MDM which aims at isolating the reactionary core of apartheid."

Consolidate

"We must discuss the ANC's constitutional guidelines to give them the content of the working class.

"As part of Cosatu, Sactwu's task will be to consolidate its factory floor structure to build one union, industry and federation.

"At a political level, the key task is to build the MDM - not just through slogans but through action.

"One of our key tasks is to discuss what workers want in the new LRA. This is why democracy of the workers' charter is important," he said.

Outgoing Gwama president Ismael Mhlungu called on workers to discuss within their ranks the new South Africa they wanted. Discussion of the ANC's constitutional guidelines and the workers' charter was important in this debate, he said.

"What kind of SA do we want for workers? Our answer will determine the quality of life of workers' children still to be born."

Difficult

He said the path to the merger had been long and difficult.

"We never gave up our dream of one union in one industry. Our grand attempt to unite the industry has ended today."

Acting president Amoj Nini said the merger of the two unions was an historic day for worker control in our industry.

He said there should be greater working class leadership in community organisations.

"A major failing of the liberation movement in our country is that leadership of organisations is not in the hands of workers."

It was important that those who led organisations shared workers' aspirations and directed them towards realisation.

A major point of difference between the working class and other organisations was whether security should be free of capitalist exploitation.

While certain shopfloor issues were exclusively trade union problems, others such as housing and education involved trade unions and community organisations.

While joint action over such issues was important it should not be forgotten that Cosatu had resolved to be an independent organisation.

He called on workers to develop their own independent structures, political demands and political programmes.
Breaking with 'years of subservience' 

The formation of the South African Clothing and Textile Workers' Union (Sactwu) had transformed the clothing industry and was of "major political significance." This was said by the South African Congress of Trade Unions (Sactu) in a lengthy message of support to Sactwu's inaugural congress.

"We congratulate the militancy of workers in this sector, particularly those who have broken with years of subservience and reactionary trade unionism," the message said. "Sactwu said the new union would have "transformed" potential for creating greater unity, permanence, in the Western Cape.

Guidelines

The message said that Sactwu "declared with concern" that unions in the clothing industry had largely participated in the apartheid regime and called on Sactwu to continue organizing leather workers.

Sactwu also called on employers and canvas workers to form part of the new union.

The message called on Sactwu to pay "special attention" to the problems which workers faced and to work towards fuller participation of women workers at all levels of the union.

It called on Sactwu to take its demands to the ANC's constitutional guidelines and for the workers' charter to be discussed at all levels in Sactwu, the Congress of South African Trade Unions, the National Council of Trade Unions and affiliated unions.

Contribution

Sactwu also received a message of support from the South African National Congress which said the formation of Sactwu had "the potential of making a mighty contribution to the unity of action of the working class and the creation of one non-racial democratic trade union federation.

The National Union of Mineworkers said the formation of Sactwu took place at a time when "the oppressed masses were locked in a life and death struggle.

Nasie said, that "united mass action" was the weapon against apartheid.

The South African Municipal Workers' Union (Sowemu) said the formation of Sactwu was "a massive step forward in the liberatory struggle of the working class.

Messages of support were received from several other organizations including the United Women's Congress, the National Union of NUPE, the British Transport and General Workers' Union.

It's good to know you're getting more than just a good wage.

When you're protected by a Metropolitan Life Group Scheme, your job means a lot more than money.

It means peace of mind through financial security for you and your family.

It means a real saving in money, by giving you this financial security at the lowest possible rate.

And it means there's no chance of losing your security, because payment of premiums is made regularly and reliably, by your organisation.

In short, it means you're actually a lot better off.

Metropolitan Life GROUP SCHEMES
Dynamic answers for real people.
The face of

By CHIARA CARTER

The formation of the South African Clothing and Textile Workers' Union (Sactwu) shows what a new South Africa would be like, says Cosatu general secretary Jay Nadoo.

"What we see before us is the face of a new South Africa - a face marked by its non-racial character, unity and strength of the working class," he told delegates at the Sactwu's inaugural congress at the University of the Western Cape at the weekend.

Nadoo said the merger between Claws and Arthurs was "an historic occasion".

Appealing for unity within the new union, he said. "We are from different traditions and come from unions which had different policies."

What this merger has shown is that there is more that unites workers than separates them," he said.

Compromises

You have to forge the unity that will translate the new union into a weapon of struggle against those in power. We hope the necessary compromises will be made to ensure unity of workers in this sector," Nadoo said.

"Our unity is one weapon by which conflict among workers will be brought to an end. For the working class, apartheid does not mean the Mixed Marriages Act, but laws which affect the least supply and demand of labour."

"If we can translate the new union into a weapon of struggle against those in power, then there is more that unites workers than separates them," he said.

"The struggle on the factory floor should not be seen as separate from..."
Tile workers invited back

NINETEEN workers dismissed from the ItalTile Centre in Observatory after a wildcat strike at the beginning of the month are still without jobs.

The workers, members of the Commercial, Catering and Allied Workers' Union of South Africa (Ceawusa), downed tools on September 1 in support of wage demands.

According to a Ceawusa spokesperson, the stoppage continued the following day.

The workers then stayed away from work on September 5 and 6 in support of the nationwide protest action against the Labour Relations Amendment Act.

They were dismissed when they returned to work.

Mr G le Roux, ItalTile spokesperson, said the company had issued written requests and warnings to the dismissed workers on five separate occasions.

The company had not taken into consideration their absence on September 5 and 6 when making the decision to dismiss them, and all 19 workers had been given the opportunity to reapply for their jobs, he said.

Meanwhile, the Construction and Allied Workers' Union (Cawu) plans to go to court over the retrenchment of 279 Cawu members from Corobrik in Stellenbosch last month, a Cawu spokesperson said.
One struggle
Get involved in community, workers told at Fawu meet

By CHIARA CARTER
HIGH school pupils sat among delegates during the annual congress of the Food and Allied Workers' Union (Fawu) in East London's Duncan Village last weekend.

Their presence was part of Fawu's strong emphasis on trade union involvement in "community struggle".

Fawu general-secretary Mandla Gxanyana said the union's 84,000 members should belong to community organisations otherwise they were "selling out on the union's principles".

The five-day congress was characterised by a strong spirit of unity

The entire Fawu executive was re-elected unopposed and most motions were passed unanimously.

Delegates said there were few differences of opinion and these were largely resolved before resolutions were discussed.

Negotiation

Said Fawu president Chris Dlamini: "The congress demonstrated a unity unprecedented in the history of this union."

In line with the Cosatu resolution on Namibia, Fawu resolved to support Swapo and to immediately begin collecting R1 from each member to swell Swapo's election coffers.

It will also share media, administrative, organisational and negotiating skills with the Namibian Food and Allied Workers' Union.

The congress expressed support for the Organisation for African Unity's guidelines for negotiation and called on the South African government to renounce violence.

There was lengthy discussions about peace initiatives locally and internationally and the union resolved to deepen understanding of these initiatives among its membership.

It voted for September 1 to be commemorated as a day of Peace and Solidarity.

It also decided to focus on women in the union and to ensure that women are represented at all levels within the union.

Delegates resolved to intensify Fawu's campaign for the release of veteran trade unionist Oscar Mpetha and to continue with Cosatu's campaign against the Labour Relations Act.

As a cost-cutting measure, Fawu will in future hold its congress every two years.
Ccawusa's bid to end dispute

The Commercial, Catering and Allied Workers' Union of South Africa (Ccawusa) has appealed to catering giant, Fedics, to agree to mediation in an attempt to resolve the 32-day-old wage dispute between the union and the company.

The dispute affects 1,500 workers. Following a meeting between the union and management on Monday, Fedics agreed to mediation for three companies in the Transvaal.

But the company has refused to consider mediation at Fedics Food Services until staff return to work.
Mbeki honoured by print union

From MONO BADELA

JOHANNESBURG — ANC stalwart Govan Mbeki has been made the patron of the 40 000-strong Paper, Print, Wood and Allied Workers' Union (Ppwawu) at its third annual congress in Soweto last weekend.

Last month, the newly launched Association of Democratic Journalists (ADJ) honoured 79-year-old Mbeki by making him one of its three patrons.

Ppwawu's congress proceedings were hampered after the police imposed stringent restrictions on a closing rally at Shareworld outside Soweto on Sunday.

Only unionists were allowed to attend or address the meeting.

Police also occupied the hall where the meeting was held and tape-recorded proceedings.

 Riot police were stationed outside the hall for most of the day and a police officer Captain Marx threatened to close the meeting on several occasions.

An address prepared by veteran trade unionist Harry Gwala was read. Gwala, who is receiving medical treatment in London, is listed and cannot be quoted in South Africa.

The union reaffirmed its political policy regarding the Freedom Charter.

It called for discussion of the ANC's constitutional guidelines and expressed support for Swapo.

Other resolutions were on self-sufficiency and support for the Save the Patriots campaign.

Messages of solidarity were received from the African National Congress and the South African Congress of Trade Union, among others.
Facility maintenance, a key component of the overall goals of the organization, is crucial to the success of any operation. Adequate maintenance ensures that equipment operates efficiently, reducing downtime and minimizing the risk of accidents.

Maintenance includes regular inspections, repairs, and replacements to ensure that all systems function at peak performance. This is particularly important in industries where safety is paramount, such as manufacturing, healthcare, and transportation.

When maintenance is neglected, it can lead to increased costs due to unexpected repairs, reduced productivity, and potentially hazardous conditions. Therefore, it is essential to have a well-defined maintenance strategy that includes preventive measures to address potential issues before they become major problems.

In conclusion, facility maintenance is not just a necessary aspect of running a business; it is a strategic investment that can significantly impact the organization's overall success and reputation.
It's good to know you're getting more than just a good wage.

When you're protected by a Metropolitan Life Group Scheme, your job means a lot more than money.

It means peace of mind through financial security for you and your family.

It means a real saving in money, by giving you this financial security at the lowest possible rate. And it means there's no chance of losing your security, because payment of premiums is made regularly and reliably, by your organisation.

In short, it means you're actually a lot better off.
THE National Union of Metalworkers of South Africa and the Steel Engineering Company have reached agreement on the proposed retrenchment of 250 workers at the Roodepoort firm, a spokesman for the company said yesterday.

The company spokesman said the affected employees had now accepted the firm's retrenchment package after talks between their representatives and management yesterday.

Initially the Boart subsidiary and Numsa had been involved in a row over the proposed retrenchments.

According to management, 80 employees had already accepted the retrenchment package, 50 others accepted early retirement and another 50 offered without loss of pay - "mental jobs elsewhere within the company."

The company spokesman said a further 70 workers had now accepted proposed retrenchments, resolving the row between management and Numsa.

Earlier, Numsa had accused Boart management of embarking on a relocation scheme of its subsidiaries to the KwaNdebele homeland, a union-free zone, to take advantage of what it termed cheap labour in the area.

The union said the company had already opened a new plant there, employing 560.
Unique meeting over Labour Act changes

Like much else in South Africa, the current talks between bosses and workers over a new labour law dispensation have a quality of uniqueness. In effect, historic enemies are jointly supplementing the law-making process.

The talks — between the SA Consultative Committee on Labour Affairs (Sacola), representing most employer bodies, and the Congress of SA Trade Unions (Cosatu), the National Council of Trade Unions (Nactu) and other worker bodies representing over a million workers — aim to produce joint submissions to the National Manpower Commission on changes to the Labour Relations Act (LRA). Some changes are planned for the next session of Parliament.

Much is at stake: Union fury over last year's LRA amendments has already sparked two stayaways, and today the unions launched an overtime ban to protest against the Act.

Joint employer-worker proposals would be a major influence on the legislators, but full consensus is unlikely. What can the talks achieve?

Five problem areas

In a letter asking the State to hold back certain of the amendments last year, unions and employers singled out five problem areas. Rapid progress is possible in four, says Sacola chairman Mr Bobby Godsell.

Chief among them is the LRA's infamous section 79 (2), which broadens unions' liability for damages by creating a presumption of union "agency" in illegal strikes. Meant to deter wildcat stoppages, it has deterred union involvement in settling them, and most big employers agree it has to go.

Other key areas of consensus, according to Mr Godsell, are on the restrictive time limits for dispute resolution and racial union registration procedures.

But all is not sweetness and light. There are marked differences over the definition of unfair labour practice in the Act — specifically over the fairness of sympathy strikes, which unions consider a vital weapon, but which employers reject.

In addition, unions broadened the battlefront in June this year by shifting their focus from the amendments to the entire Act calling for a new LRA, covering workers in the homelands and in the farming, domestic and public sectors. They demanded that the SA Agricultural Union (SAAU), SA Transport Services (Sats) and the Commission for Administration (CA) join the Sacola debates.

Employers doubt the merits of one Act for all, adding that only when Sats privatises are its employees likely to fall under the LRA, and that political pressures rule out full union rights for farm-workers in the short term.

The CA has shunned the talks, and while Sats and the SAAU have attended, sources say they are unlikely to reappear.

The broad union demands have highlighted other differences. In a recent document, Sacola said employers should be able to recognise minority worker bodies — a major union bugbear — and reacted to union demands for statutory job security and maternity and redundancy rights by saying these belonged in the collective bargaining arena.

Such seem to be the short-term prospects — the question is: are they good enough to keep the unions talking?

Employers fear that an "all-or-nothing" approach could lead unions to abort the Sacola talks. "If you insist on agreeing everything before you agree on anything, you don't usually agree on much," says Mr Godsell.

The unions respond that it is unrealistic to expect indefinite worker tolerance of the existing LRA. "We want a very clear and definite response to our demands," warns Cosatu's Mr Jay Naidoo.

Trade unions and employers are meeting again this week over the controversial Labour Relations Act. What are the possibilities — and limitations — of their highly unusual encounter? DREW FORREST reports.
Border's empty shops herald nation-wide consumer action

While the consumer boycott, launched in protest against the amended Labour Relations Act, has already started to affect towns in the Border area, shoppers throughout the country are gearing up to join the campaign.

THUMBAH MAISTRY, VUSI GUNENE and GAYE DAVIS

The consumers called for a national boycott of shops, which should be implemented in their own interests.

The consumer movement, however, has not gone unheeded. The shops have started taking measures to counteract the boycott.

The Border area, which is the most affected, has seen a significant drop in sales. Many shops have closed, and those that are open are experiencing a decline in business.

The Border area is a major supplier of goods to other parts of the country. The boycott has had a ripple effect, affecting businesses throughout the country.

In conclusion, the consumer movement has succeeded in bringing attention to the issues at hand. The government has taken notice, and steps are being taken to address the concerns.

Tombstone vandalism sparks 'buy local' campaign

APARTHEID is in the southern Cape town of Oudtshoorn, where an extensive business strike has been called for this week. The strike is being led by the local business community, which has been hit hard by the economic sanctions imposed by the international community.

The strike is being supported by the local community, who have been affected by the sanctions. The strike is expected to last for two weeks.

Meanwhile, the local authorities are working to contain the situation, and there have been reports of vandalism and looting in the area.
BUSINESS

Numsa strikes disinvestment deals with Goodyear SA

BY HILARY JOFFE

TRADE unions at the Congress of South African Trade Unions have been campaigning since 1984 for companies pulling out of South Africa to negotiate with them the terms of disinvestment. It's no after the fact that they have won their demands.

The settlement reached last week between the National Union of Metalworkers (Numsa) and Goodyear South Africa — aided by a neutral party, the US parent company Goodyear Tire and Rubber in Akron — is only the fourth such agreement but it provides the most substantial cash benefit for employees.

Numsa last year negotiated disinvestment deals on behalf of six members at Sascor (Food) as well as at More purposes, while the Chemical Workers' Industrial Union reached a settlement with Mobil earlier this year following a strike by the oil company's workers when the US parent company decided to pull out.

Goodyear SA agreed last week to pay workers substantial cash sums via the company pension fund and has guaranteed workers' job security for a year. It will uprate all existing agreements with the unions, which have negotiated a substantial housing benefit for workers.

The settlement at Goodyear followed a bitter 11-week strike by the company's workers, as the contract of which workers at Mercedes-Benz, Volkswagen and Nissan accused the company of not increasing pay and not improving working conditions.

In terms of the agreement, Goodyear has guaranteed wages, benefits, terms and conditions of employment, including the payment of a basic wage of R4,000 and, for workers with more than 10 years of service, an above-market increase of 10 per cent.

The housing package agreed on allows workers to take housing loans of between R2,500 and R5,000.

They do not have to pay off the capital amount — the company does that over five years — and in the meantime, they have up to R4,000 to pay off the capital amount of the loan.

Goodyear had conceded a union demand to establish a provident fund, but in terms of the latest agreement it will now transfer to the new fund the capital accumulated to date, including the employer's contributions — for each worker, from the existing provident fund. It previously agreed only to transfer employees' contributions.

Cash payments to employees as compensation for the disinvestment will be made through the company's pension fund. Shelly of Goodyear, 14 black workers had withdrawn from the pension fund and there was no provision in 1981 and again in 1985.

The company has now agreed to pay employees the equivalent of up to R4,000 in lieu of their contribution to the pension fund back to the date of their last entry with the company, or to the date of their participation in the industry's occupational provident fund, whichever came first. In this case, the average is R2,000 per worker for the period of time they were to pay, each worker will receive R1,000.

Numsa's negotiator, Gideon Hardee, said he was pleased the Goodyear strike was a clear warning to all multinational companies to engage with representatives of unions prior to disinvestment.

Goldman Sachs warned that the wealth created by the workers remains on paper and when the company leaves, it will be a loss.
The making of a super-union:纺织工人的合并
Fawu boosts membership by 12,000

MEMBERSHIP of the Food and Allied Workers’ Union (Fawu) has grown 12,000 in the past year to 84,000.

This is in spite of a split in the union earlier this year in the Eastern Cape over the March workers’ summit with the regional chairman breaking away and forming a new union.

It was reported at the Fawu national congress in East London that most of the members who had left and joined the breakaway union had rejoined Fawu. According to a union spokesman only the Queenstown branch remained problematic.

The congress passed resolutions calling for the release of political prisoners, the unconditional return of exiles, the unbanning of organisations and the lifting of restrictions on organisations and individuals.

Congress called for the South African government to get out of Namibia and also resolved to fall in line with the Congress of South African Trade Unions (Cosatu) resolution on Namibia and to collect R1 from each member to support the Swapo election campaign. The union would also share administrative media and other skills with the Namibian Food and Allied Workers’ Union.

The union spokesman said congress also resolved to resist participation in “wars or conflicts initiated by capitalists in defence of profits”, to struggle towards eliminating the root causes of war — oppression and exploitation, and called on the government to renounce violence immediately and to speak to the country’s authentic leaders to establish a just peace.

It was decided to observe September 1 each year as a day of union action for peace and solidarity.

He said the congress came out “quite strongly” in support of involving Fawu in political campaigns and from this flowed a decision to participate in the forthcoming anti-apartheid conference, to intensify the campaign for the release of Oscar Mapha and to call on members to participate in the defiance campaign.

In line with a resolution at the Cosatu congress, Fawu committed itself to financial self-sufficiency.

On this, the spokesman denied recent reports which claimed the union was in serious financial trouble.

He said Fawu covered running costs from subscriptions, which had been increased to R1.50 earlier this year, and only legal costs and part of the educational programme were funded from outside.

On negotiations with the government, congress adopted the document drawn up by the ANC and MDM and later adopted by the Organisation of African Unity and the Non-Aligned Movement.

The document lays out conditions under which negotiations should take place and Fawu decided to distribute the document as widely as possible and to use it for education of members.
Strike forces shut down

PORT ELIZABETH — Production operations were shut down yesterday at Volkswagen in Uitenhage after an unprocedural strike by workers in support of a demand for the unconditional reinstatement of a dismissed shop steward.
Cops raid unions' offices

JOHANNESBURG — Police in search of documents related to the well-publicised national consumer boycott of white-owned businesses due to commence yesterday raided 11 Congress of South African Trade Union (Cosatu) offices and other trade union premises countrywide.
New power in clothing

A NEW trade union in the clothing and textile sectors will strengthen Cosatu’s presence in the Western Cape and have an impact on its internal policy.

The 185,000-strong SA Clothing and Textile Workers Union (Sactwu) was formed in Cape Town last weekend with the merger of the Amalgamated Clothing and Textile Workers Union (Actwusa) and the Garment and Allied Workers Union (Gawu).

It is the third-largest trade union in SA after the National Union of Mineworkers and the National Union of Metalworkers. With the inclusion of the National Union of Leatherworkers, Sactwu will cover almost all major factories and organisations in the garment, textile and leather sectors. This means its impact on industry will be large and it will also have a major say in Cosatu policy.

The new union faces many challenges, however, because the merger has brought together various degrees of militancy, cultures and political traditions.

The Cape-based Gawu has developed a militant consciousness, especially among its Indian and coloured workers, who constitute most of its membership.

It organised the first major strike in the clothing industry in the Western Cape when 2,000 workers at Rex Trueform refused to work for three weeks in support of the union’s living wage campaign.

Gawu tends to agree with the policies of the United Democratic Front and there is support for the Freedom Charter, although it has not adopted it.

Actwusa, on the other hand, is more socialist in its outlook and has come out in support of a workers’ charter. Although it is quick to point out that this does not necessarily mean it is opposed to the Freedom Charter, it believes a workers’ charter offers a broader base for unity.

There has been a long history of conflict between the two unions, and it may be some time before they sort out their differences.
Natal peace talks shaky - Buthelezi

KWAZULU Chief Mangosuthu Buthelezi called for his Inkatha central committee's guidance in the light of serious obstacles to continuing the peace initiative between Inkatha and the ANC/UDF/Cosatu alliance.

In his presidential address to a special meeting of the committee, he disclosed that the future of the peace talks was being bedevilled by certain factors.

One problem related to differences between Inkatha and the alliance over the composition of delegations who would attend proposed peace talks between presidents of the organisations.

Another related to questions of the alliance's peace bona fides following a recent strong attack on Buthelezi by leading ANC spokesman Mr Thabo Mbeki and a document purporting to be an instruction to alliance members to use the talks to undermine the Inkatha leaders.

Buthelezi said the original composition proposal was for Inkatha, the ANC, the UDF and Cosatu each to send five delegates to the meeting of presidents.

Inkatha had rejected this on the grounds that it would be outnumbered virtually three to one because the ANC/UDF/Cosatu alliance was what he called "one political conglomerate."

It had counter proposed therefore that it and the alliance should each appoint 20 delegates.

The UDF/Cosatu group's Dr D Mnt and Mr A Erwin had then proposed that Inkatha, the ANC and Cosatu could each send as many delegates as it wished, with a minimum of 10.
SA Police take action outside Cosatu offices

By McKee Kotole, Pretoria Bureau

Police took action outside the Congress of South African Trade Unions (Cosatu) offices after two right-wing protest meetings in Pretoria's Church Square and the abortive march to the Union Buildings by Women Against Repression (WART) at the weekend.

Trouble started outside the Cosatu offices near the Bloed Street taxi rank after 1pm when a group of union members was dispersed.

Witnesses to alleged assaults said a group of union members gathered outside the Cosatu office block.

They started chanting freedom songs when police arrived in several vehicles.

The witnesses said onlookers had gathered in front of the offices and a contingent of police arrived in a number of vans.

One of the victims said most of the union members had entered the office block when police took action.

People who had gathered outside the taxi ranks were ordered to leave, and when reporters arrived, crowds were dispersed.

All the taxis inside the ranks, and the commuters, were ordered out and the premises were occupied by three police vans.
Employers halt talks with unions over ban

JOHANNESBURG — Employer federation Saccola has suspended its participation in talks on the Labour Relations Act with Cosatu and Nactu because of the union-initiated anti-LRA overtime ban and consumer boycott of white business.

A major retailer said at the weekend that it was still too early to measure the impact of the actions officially launched on Friday. However, it has clearly taken a grip in the Eastern Cape, where a boycott began prematurely 12 days ago.

Saccola told the unions at meetings on Thursday night and Friday that it was unwilling to continue negotiations on the act.

The employer federation has resolved to seek mandates from its constituents — 11 of South Africa's largest employer organisations — as to whether it should continue talks in the face of these actions.

Saccola secretary Mr Friede Dowie said last week that employers considered the ban and boycott an act of bad faith, coming as they did in the middle of negotiations.

At the weekend, Nactu general secretary Mr Proshaw Camay defended the union initiative. "They (Saccola) want us to lay down our weapons while they retain the ability to use the act against us," he said.

He said the overtime ban would be reviewed on October 6. He warned that the only way of ensuring that it ended was for employers to either reach agreement with the unions on amendments to the act by then, or to place a moratorium on the use of its representative provisions.

The boycott is scheduled to end on October 6.
Saccola suspends labour talks

Employer federation Saccola has suspended its participation in talks on the Labour Relations Act with Cosatu and Nactu because of the union-initiated anti-LRA overtime ban and consumer boycott of white business.

A major retailer said at the weekend that was still too early to measure the impact of the actions officially launched on Friday. However, it has clearly taken a grip in the Eastern Cape where a boycott began prematurely 12 days ago.

Saccola told the unions during meetings on Thursday night and Friday it was unwilling to continue negotiations on the Act.

The employer federation has resolved to seek mandates from its constituents to end talks.

SACOLLA SUSPENSES LABOUR TALKS

Talks suspended reviewed on October 6. The boycott is scheduled to end on October 6.

The retailer, who did not wish to be identified, said it would be possible to assess the effect of the boycott only later this week.

He said tighter economic conditions had caused a substantial decline in consumer spending over the last six to eight weeks, and it was difficult to tell whether the boycott had played any part in this.

It was clear, though, sales in the Eastern Cape had suffered significantly more, when compared to the national pattern.

East London's CBD Association Chairman, Frank Bishop said at the weekend the consumer boycott of businesses has hit retail trading in the area by about 10% in less than a fortnight.

Bishop said most businesses affected were furniture trading outlets and chain stores with a large percentage of black customers.

He said East London's CBD was one of the first trade areas to desegregate.

He felt it was disappointing the "generally liberal" Border area appeared to have been snubbed out by the boycott planners.

He called for immediate negotiation with the organisers and described the implementation of the boycott against the East London CBD as "an arbitrary" way of tackling a problem.

Retailers were keen to meet with the people or groups behind the boycott, he said.

"The buzz word these days is negotiation. But we have a problem because we do not know who the organisers are. As an association we were never told what problems the organisers had with us," said Bishop.

In a statement yesterday the Chemical Workers Industrial Union (CWIU) said all its members at BP’s East London and Cape Town plants have embarked on an overtime ban as part of the Cosatu/Nactu anti-labour relations act campaign.

CWIU said management was attempting to persuade workers to call off their action.
MOSCOW — A delegation of six Cosatu leaders is currently on a friendly visit to the Soviet Union, on invitation of the All-Union Central Council of Trade Unions (AUCCTU).

The delegation includes Justice Xaba (Transport and General Workers Union), Blake Mosley (Chemical Workers Industrial Union), Papi Kgona (Commercial, Catering and Allied Workers' Union of SA), Strike Tchwaile (National Union of Mineworkers), Levy 'Mambolo (National Union of Metalworkers of SA) and Isaac Suloman (Printing Paper Allied Workers' Union).

The Cosatu delegation was received by AUCCTU vice-chairman T Yanayev. During discussions between the two trade union movements, the sides exchanged information on trade union activity and discussed AUCCTU-Cosatu co-operation in the international trade union movement.

The Soviet side reaffirmed the Soviet working people’s solidarity with the consistent struggle in which the SA people and Trade Union Movement wage for the uprooting of apartheid in SA.

Besides Moscow, the Cosatu delegation also visited Kiev and Sochi, inspected factories and farms, and met with various trade unionists and working people. — ANO.
Goodyear: R7,5m withdrawn

MORE than 1,500 Goodyear employees have withdrawn an estimated R7,5m from the company's pension fund, in terms of the deal struck with Numsa two weeks ago to end an 11-week disinvestment strike.

A Goodyear spokesman said yesterday that more than 6% of the 2,500-strong workforce -- including a large number of non-Numsa members -- had so far made the decision, although employees had until November before the offer closed.

The agreement included a provision that employees were entitled to withdraw double their own accumulated contributions plus interest, and the company paid into the fund another R1,000 per worker.

Goodyear

R5,000 to R5,000 over five years

The spokesman said the company was bringing in outside insurance experts to give counselling to employees on what would be the best course of action for them.

At the time of the settlement Goodyear management expressed concern about the future welfare and retirement plans of employees.

It had previously been agreed in principle that the pension fund be converted to a provident fund. In the settlement the parties agreed that the actuarial reserve of the pension fund following the withdrawals is to be used as initial financing for the provident fund, the rules of which are still to be negotiated.

The Ohio-based Goodyear corporation sold its SA subsidiary to Consol in a R176m deal which took effect on July 1.
VW will remain shut indefinitely

PORT ELIZABETH — VW's Uitenhage production operations will remain closed indefinitely after Saturday's Port Elizabeth Supreme Court order against Numsa.

The company had applied for an urgent interdict and was granted an order which declared the "unprocudural strike" action by some employees illegal. The return date was reserved for Octo
er 4.

Employers are restrained from entering the company premises until the matter is resolved. Yesterday, several workers converged around the locked gates of the VW plant, but were dispersed. Eastern Cape police liaison officer Capt Bill Dennis said VW employees had not held the rumoured protest march yesterday. They had gathered at the company gates but soon dispersed.

A VW spokesman said some workers went on strike last Thursday after the dismissal and subsequent conditional reinstatement of a Numsa shop steward.

He said management had been forced to take action after a group of employees refused to follow procedure or to adhere to an agreement between the company and Numsa regarding the conditional reinstatement of the dismissed worker.
Boycott begins to bite in retail sector

THE trade union backed consumer boycott of white-owned businesses, designed as a protest against the Labour Relations Act, was beginning to affect major retail stores, leading retailers said yesterday.

Stores that confirmed they were beginning to feel the effects of the boycott included Pick n Pay, Checkers, Dion and the Edgars Group.

Employer organisations and Cosatu and Nactu said the impact of the simultaneous call for an indefinite, national overtime ban was still being assessed.

At least one company has won an Industrial Court interdict against the ban, while other applications may be in the pipeline.

Cosatu Winewater regional secretary Ariel Mabalane said it had been decided the boycott on the Reef would continue for an extra seven days beyond the scheduled two weeks. He added it had been decided to defy interdicts granted against the overtime ban.

Pick n Pay chairman Raymond Ackerman said the effect of the consumer boycott varied from slight to medium. Staff purchasing had dropped in a lot of areas and customer purchasing in some. He was unable to give figures of turnover losses.

Checkers MD Mike Weal said the effects of the boycott were noticeable only in East London and other eastern Cape areas. He said it was contrary to Checkers policy to divulge statistics.

Dion MD Jannie Eils said his company's stores suffered an overall 10% loss in turnover on Friday and Saturday when the boycott began. He said he would be in a position to give yesterday's figures today.

Edgars Group MD Vic Hammond, whose group of stores includes Sales House and Jet, said the consumer boycott was noticeable in the Johannesburg CBD. "I do not have figures yet, but from the look of things some people are adhering to the boycott. It was in the Johannesburg CBD on Saturday and noticed that it was empty."

Meanwhile, East London's CBD Association chairman Frank Bishop said his organisation was still prepared to negotiate with the boycott planners but said the task was almost impossible since the planners were faceless.

"Wanting a meeting with these guys is like wanting a meeting with God. Just like God, they do not have telephone numbers nor offices where they could be contacted," said Bishop.

Spokesmen for the FCI and Seifsa said they were still awaiting reports from members on the extent of the overtime ban. And Cosatu and Nactu officials said they were awaiting feedback from their regions and affiliates.

Transvaal Mattress was granted an interdict last week against the Paper, Printing Wood and Allied Workers' Union.

Industrial Court spokesmen and another four notices had been received in respect of urgent applications against overtime bans. However, these had not been carried through and it was possible the matters had been settled out of court.
A NUMBER of Dion stores on the Reef and in Pretoria were hit by strike action yesterday, apparently over demands for the recognition of the Commercial, Catering and Allied Workers' Union (Ccawusa).

Mr Howard Davison, Dion human resources director said about 200 workers had downed tools at the Johannesburg City, Wynberg, Randburg, Springs and Arcadia (Pretoria) outlets, and at a warehouse in Denver.

The strike was partial and the stores remained operational, he said. Union comment was not available.

Davison said management considered the strike unlawful, and would be seeking to interdict it. The workers had been told they faced disciplinary action, including dismissal.

Reacting to Ccawusa's recognition demands, Davison said the union had failed on eight occasions to prove it was representative, while a recent validation exercise had shown it represented only 18 percent of the workforce.
MOSCOW - A six-person delegation of the Congress of South African Trade Unions (Cosatu) is currently on a friendly visit to the Soviet Union on invitation of the All-Union Central Council of Trade Unions (Aucctcs).

The Cosatu delegation includes Justice Xaba of the Transport and General Workers' Union, Blake Mosley (Chemical Workers' Industrial Union), Papi Kganare (Commercial, Catering and Allied Workers' Union of SA), Siwelele Tshwala (National Union of Mineworkers), Levy Mambolo (National Union of Mineworkers, SA) and Isaac Suliman (Printing Paper Allied Workers' Union).
VW closed for indefinite time

PORT ELIZABETH. — Volkswagen production operations in Uitenhage will remain closed indefinitely following a Port Elizabeth Supreme Court order against the National Union of Metalworkers.

The company had applied for an urgent interdict and on Saturday was granted an order which declared illegal the "unprocedural strike" action by some employees, with the return date reserved for October 4.

Employees would be restrained from entering the company premises till the matter was resolved.

Today, several militant workers converged around the locked gates of the VW plant, but later dispersed.

A spokesman for VW's public affairs department confirmed that the situation remained unchanged and that the plant would remain locked for an indefinite period, while negotiations between Numsa and management continued.

Captain Bill Dennis, SA Police liaison officer for the Eastern Cape, said there was no march procession by VW employees yesterday. He said they had gathered at the company gates but soon dispersed.

There had been rumours in Uitenhage that workers were going to march to the town centre. Capt Dennis said earlier, a VW spokesman had said some workers in the press shop had gone on strike on Thursday, following the dismissal and subsequent conditional reinstatement of a Numsa shop steward.

He said management had no option but to take action, after a group of employees had refused to follow agreed procedures or to adhere to an agreement between the company and Numsa shop stewards regarding the conditional reinstatement of the dismissed worker. — Sapa.
VW in Uitenhage close following court order

VOLKSWAGEN production operations in Uitenhage will remain closed indefinitely following a Port Elizabeth Supreme Court order against the National Union of Metalworkers, granted recently.

The company had applied for an urgent interdict and was granted an order which declared illegal the "unprocedural strike" action by some employees, with the return date reserved for October 4.

Employees would be restrained from entering the company premises until the matter was resolved.

Several militant workers converged around the locked gates of the VW plant, but later dispersed.

A spokesman for VW's public affairs department confirmed the situation remained unchanged and the plant would remain locked for an indefinite period, while negotiations between Numsa and management continued.

Captain Bill Dennis, SA Police liaison officer for the Eastern Cape, said that there was no march by VW employees. He said they had gathered at the company gates but soon dispersed.

There had been rumours in Uitenhage that workers were going to march to the town centre, Dennis said.

Earlier, a VW spokesman had said some workers in the press shop had gone on strike on Thursday, following the dismissal and subsequent conditional reinstatement of a Numsa shop steward.

He said management had no option but to take action, after a group of employees had refused to follow agreed procedures or to adhere to an agreement between the company and Numsa shop stewards regarding the conditional reinstatement of the dismissed worker - Sapa.
RMB gives guarantees to Numsa

R36m offer to aid purchase of Iscor shares

RAND Merchant Bank (RMB) has disclosed details of an estimated R36m offer to finance the purchase by 10 000 Numsa members of the Iscor shares to which they are entitled in terms of the employee share scheme.

The offer, which was disclosed yesterday, included a guarantee that no Num sa member would lose money on the issue even if trading in the shares occurred at below the listing price.

This would occur through offering each subscriber a right to sell his shares to RMB at a price which covered the issue price, interest and underwriting costs.

RMB chairman G T Ferreira also criticised what he called ill-informed and speculative Press reports which had created the impression RMB intended to exploit uninformed employees and which had caused the bank to suffer embarrassment and a loss of goodwill locally and internationally.

RMB said it had offered to make a short-term facility available to Num sa members to take up shares, on which interest would be charged at the prime overdraft rate, plus 1%.

RMB said it would also charge a 2.5% underwriting fee to cover brokerage, administration costs and costs of hedging against market risk. Num sa members wanting to take up the offer would apply individually through the union.

In addition to the free 200 shares being offered to each Iscor employee as part of the privatisation process, each Num sa member was entitled to an average 1 000 shares at a 20% discount on the R3 issue price and a further, equivalent, preferential allocation at the full listing price.

A Num sa spokesman yesterday refused to comment on the offer, saying members had asked the union to conduct a series of discussions with them on the entire Iscor share scheme.

RMB said each member would have until November 18 — a week after the listing — to decide whether to sell or hold any of his shares. If he decided to sell this would be done by asking Num sa to instruct RMB's transfer secretaries to sell the desired number at market prices. The surplus would then be paid over to him.

If he decided not to sell, he would have to arrange his own financing and settle his indebtedness to RMB by November 30.

The guarantee would give participants the right to sell their shares to RMB at R2.085 at any time in the first week after listing. However, no one would be forced to sell shares to RMB. The offer would not apply to the free shares.

Ferreira said the offer had been made in August after Num sa had made known its reservations about the Iscor employee share scheme.

This was before details about the share price and the state's special financing scheme (which included deferred repayments over three years for the discount shares) for employees had become known.

He said RMB was well aware that the intention of the employee share scheme was to encourage employees to become long-term holders of such shares.

In this regard, he said, RMB and Num sa had originally discussed the establishment of a trust to hold the shares on an ongoing basis.

RMB had done its utmost to provide Num sa members with the facility to gain full benefit from their share entitlement.

RMB R36m offer

With a guarantee of no loss. The bank stood to gain only the underwriting fee and about 0.5% of the interest.

The bank had no intention of taking over the shares.

Ferreira objected to insinuations about "taking candy from kids" (the headline of a Business Day editorial on the matter) and premature Press reports, as well as what he called "shoot-from-the-hip journalism".

He said RMB had previously refused to comment on its proposals to Num sa because the dealings were confidential and details had been revealed now with the bank's client's consent.

Before publishing the initial article on the matter last Wednesday, Business Day put its information to an RMB spokesman who refused to comment.

From Page 1
8,000 De Beers miners begin strike ballot

The National Union of Mineworkers (NUM) is to begin a strike ballot tomorrow among more than 8,000 of its members employed at five De Beers mines after yesterday's deadlock in annual wage negotiations. The NUM represents more than 50% of the workers in the bargaining units.

De Beers spokesman Neville Huxham said the deadlock had been reached at the second conciliation board meeting. The company offered 16% to 17%, while the NUM was demanding 19% to 27% increases.

Huxham said the union had requested, and would be granted, balloting facilities on company premises. He said the wage offer was "fair and reasonable" and well above that agreed to by the NUM and the Chamber of Mines.

He said the employer's offer would take the minimum monthly wage up to R647, and would represent R1 858 in the top job category covered by the negotiations. The NUM could not be reached for comment.
Fedics and union hit a stalemate over wage rise

The strike by about 1,000 Fedics employees continued earlier this week, with both management and the workforce still locked in a wage stalemate.

The industrial action revolves around the union's demand for pay increases of R350 a month, against the R600 offered by the catering company. The union, in addition, demands a centralised bargaining forum for all Fedics subsidiaries.

Fedics management has rejected centralised bargaining, saying the complexity of the group's operations precluded such a structure.

A Ccawusa spokesman said: "The bosses at Fedics, as a way of dividing and making our struggle more difficult, have insisted that we bargain with individual plants."

"This would mean, for example, in Fedics Food Services' case, we would have to negotiate with over 500 plants. The company has canteens in many commercial, mining, chemical and manufacturing companies," he said.

Meanwhile Ccawusa's Johannesburg branch is locked in dispute with Main Paper, a spokesman for the union said.

Ccawusa members employed by the company demand a minimum wage of R150 a week while management is offering R130 a week, according to the union.

A demonstration by the union's members at the company's Johannesburg plant was stopped by police last Thursday.

Ccawusa official Mr Jackie Masuku said the dispute revolved around a wage deadlock between the two parties. The dispute has led to a strike by the union's members two Main Paper plants in Johannesburg and Pretoria.
Court ruling strengthens unions' hand

By Drew Forrest

In a watershed ruling, the Appellate Division yesterday upheld workers' right to impose a boycott on overtime where there is no contractual duty to perform it.

The judgment, on an appeal by SA Breweries, will greatly strengthen the hand of the trade unions in their current national overtime ban. It has prompted SAB to call for changes in the Labour Relations Act "in the interests of labour peace."

Binding on all ordinary courts, it is likely to influence the Industrial Court in deciding whether to grant employers injunctions against the ban. Lawyers said

The appeal was against a Rand Supreme Court judgment last year that had rejected an SAB application for an overtime ban by Food and Allied Workers Union members to be declared an unlawful strike.

Upholding that decision, the Appellate Division ruled that an overtime ban was not a strike and that employers could protect themselves against such action only through contracts with employees.

Reacting to the ruling, SAB said it hoped employers would "not now be forced to make overtime contractually compulsory". It called for amendments to labour legislation to plug the "loophole" highlighted by the ruling.
Cosatu wins case

Mr Jay Naidoo and the Congress of South African Trade Unions yesterday won their urgent application against the Minister of Law and Order and a magistrate for the return of all goods seized during a Security Police raid on his home and the union's offices in August.

Naidoo, general secretary of Cosatu, had his home searched and filmed on August 31.

Seizures

Cosatu's offices were searched later that day and various items seized from the two addresses.

Handing down judgment in the Rand Supreme Court yesterday, Mr Justice Roux declared the two search warrants, issued in terms of a new section of the Criminal Procedure Act, were invalid and that everything done as a result of them was unlawful.

Concerned

He ordered the Minister, through members of the South African Police, to return the items seized in terms of the warrants, plus any copies made of the documents.

Naidoo had expressed concern about video recordings and photographs taken during the search falling into the wrong hands.

The judge intimated the Minister and the police from showing these to anyone.

Option

He gave the Minister the option of giving the originals and any negatives or prints to Naidoo or having them destroyed and swearing under oath that that had been done.

The Minister was ordered to pay costs, including the costs of the two counsel.

After the judgment, Naidoo said, "We have been vindicated."
Court upholds overtime ban

THE Appellate Division yesterday upheld the right of the South African Breweries' employees to refuse to work overtime - giving impetus to the current national overtime ban by more than a million workers countrywide.

The judgment follows an appeal by the SAB against a Supreme Court ruling which dismissed with costs an application by the company that an overtime ban by its employees be declared illegal.

The court held that under the common law "no employee can be directly or indirectly compelled to perform work he is not contractually obliged to do, in matters whether in refusing to do such work he acts individually or collectively with others, and irrespective of the reason or purpose for such refusal."

Mr Justice Smalberger, concurring with four other judges, added "The right of workers to withhold labour they are not contractually obliged to perform is an important weapon they possess in the bargaining process that underlies the theory of modern labour law."

The case stems from the decision by members of the Cosatu-affiliated Food and Allied Workers' Union to institute an overtime ban at SAB in an effort to force management to accede to their wage demands in September 1987.
Cosatu praises "watershed judgment"

Overtime: Choice lies with workers

JOHANNESBURG — Cosatu has lauded as a "watershed judgment" a decision by the Appellate Division of the Supreme Court to uphold the right of workers not to work overtime.

In its decision handed down yesterday morning, the Appellate Division in Bloemfontein ruled in favour of the Cosatu-affiliated Food and Allied Workers' Union (Fawu) and found that South African Breweries (SAB) could not force workers to work overtime if they were not contractually bound to do so.

A year ago, SAB took the union to the Supreme Court here, but lost the case. The company then appealed to the Appellate Division.

"Under the common law, no employee can be directly or indirectly compelled to perform work he is not contractually obliged to do, no matter whether in refusing to do such work he acts individually or collectively with others, and irrespective of the reason or purpose for such refusal," said the judgment.

The court said this right not to work overtime was an important weapon workers possessed in the bargaining process.

Cosatu said the watershed judgment "vindicates our position on the overtime ban."

"The decision to call a national overtime ban taken at the second Workers' Summit was taken against the backdrop where the majority of workers are disenfranchised and many members victimised through the new LRA (Labour Relations Act)."

Cosatu said it wished to warn employers who threatened legal action to heed yesterday's judgment.

Earlier, SAB said the ruling highlighted a loophole in labour legislation.

"We believe that any collective refusal to work, including voluntary overtime, to induce an employer to meet a union demand, should be preceded by negotiations and consultation," said Mr. Adrian Botha, a company spokesman.

"We hope the labour law will be amended in the interests of labour peace. We also hope that until it is amended, trade unions will agree to negotiate and conciliate before invoking overtime bans."

Sapa
JOHANNESBURG — The Rand Supreme Court yesterday ordered the police to return all goods seized during a raid on the home of Cosatu general-secretary Mr. Jay Naidoo and at the labour federation's headquarters on August 31.

The court also ordered the police to return or destroy all videos and photographs taken during the raid. This must be done within seven days.

Delivering judgment, Mr. Justice Roux said the two search warrants empowering the police to raid Mr. Naidoo's home and offices were fatally flawed.

The judge also granted an interdict against the Minister of Law and Order restraining the police from showing all videos or photographs of police action to anyone.

Responding to the judgment, an elated Mr. Naidoo said the labour federation had been vindicated.

"We always believed that the police had acted outside their authority. The judgment will not end harassment of us and our members, but it shows the police cannot just do as they please," he said.

The authorities were ordered to pay all costs of the application, which was launched by Cosatu last week.
E Cape boycott affecting many white stores

By Jacqueline Myburgh

Retailers in parts of the Eastern Cape are beginning to feel the effects of the consumer action promoted by Cosatu and the Mass Democratic Movement.

The action, which began last Thursday, was called in protest at the Labour Relations Act and is due to run until October 6, except in the Western Cape where the protest will run from October 7 to 20.

It seems the "nation-wide" action is chiefly affecting the Eastern Cape and Border area.

Major chain stores in Queenstown, King William's Town and East London reported that black customers were shopping in Bishi in the Ciskei or buying groceries from traders in the townships.

LAY-BY SYSTEM

Blacks still came into some shops, such as Ackermans in King William's Town, but the manager said none bought any goods because they were afraid. Mrs Genny Birkholtz said some black customers had bought articles on a lay-by system and would collect them once the action was over.

Some blacks did shop at Clicks in Queenstown, the manager said, but they all removed the price and other identifying tickets before they left the store.

No intimidation of shoppers has been reported in the towns, but in Stutterheim one trader said children were checking people's parcels before they entered the townships.

He said white and black traders outside the town were being supported.

Black traders are having to cope with more customers than usual. One such trader complained of increased theft in his store because of the large number of people shopping there.
First Woman advocate dies

The nurse, resident by location — 

A local of St. Luke's Student Nurses have been

Striking Student nurses friend

Exchanging student and patient care and roles in the clinic.

Exchange control 2 fired

APPAB appeal for Justice in 1966

The original appeal for Justice in 1966 was made by the

University of St. Luke's student nurses and patients in the

Crisis of the modern hospital in the South African student nurses debate.

South African student nurses debate.

Respect Inquest

The inquest was opened by the Minister

We have been visited by the Minister.

After the inquest Dr. Faggio said

Mr. Naidoo had expressed concern about video recordings and photo-copies. He gave the

police to show the remains under the

title of their work. A number of questions were raised in terms of a new case.

Rand McNally, the media, and media

were asked for all addresses.

Respect for Freedom of speech.

Cosatu Wins Appeal on SAP Raid

John F. tan
Unions to stage protest marches in major cities

By Drew Forrest

Trade unions representing more than a million workers are to stage protest marches in Johannesburg and other major cities on October 14.

Speaking at a press conference in Johannesburg yesterday, Congress of SA Trade Unions general secretary Mr Jay Naidoo said Cosatu, the National Council of Trade Unions and non-aligned unions were calling the marches to protest against the Labour Relations Act.

The marches come after the launch of a two-week national consumer boycott and an indefinite overtime ban by the unions in protest against the Act.

Mr Naidoo said the main march would take place in Johannesburg with simultaneous protests in other major cities.

The unions' current view was that they should not ask for permission, he said.

Challenging a Government statement that the authorities were being forced to act against protest marches because they were illegal and violent, he said, Mr Naidoo said the protests, had been disciplined and restrained. The violent incidents which followed the recent Maritzburg march appeared to be the work of criminal elements or provocateurs, he said.

The indications were that the State, shaken by the demonstrations, had instructed them to be stopped "by whatever means".

Mr Naidoo said that while police had acted against peaceful women marchers in Pretoria at the weekend, no action had been taken against armed right-wingers who had threatened and attacked passers-by.
R36m Numsa/Iscor deal

Share plan disclosed by RMB

JOHANNESBURG — Rand Merchant Bank yesterday disclosed details of an estimated R36m offer to finance the purchase by 10,000 Numsa members of the Iscor shares to which they are entitled in terms of the employee share scheme.

The offer included a guarantee that no Numsa member would lose money on the issue even if trading in the shares occurred at below the listing price. This would occur through offering each subscriber a right to sell his shares to RMB at a price which covers the issue price, interest and underwriting costs.

RMB chairman G T Ferreira also criticised what he called ill-informed and speculative press reports — which had created the impression RMB intended to exploit uninformed employees and which had caused the bank to suffer embarrassment and a loss of goodwill both locally and internationally.

RMB said it had offered to make a short-term facility available to Numasa members to take up shares, on which interest would be charged at the prime overdraft rate plus 1% RMB said it would also charge a 2.5% underwriting fee to cover brokerage, administration costs and costs of hedging against market risk. Numasa members wanting to take up the offer would apply individually through the union.

In addition to the free 200 shares being offered to each Iscor employee as part of the privatisation process, each Numasa member is entitled to an average 1,000 shares at a 20% discount on the R2 issue price and a further, equivalent, preferential allocation at the full listing price.

A Numasa spokesman yesterday refused to comment on the offer, saying members had asked the union to conduct with them a series of discussions on the entire Iscor share scheme.

RMB said each member would have until November 15 — a week after the listing — to decide whether to sell or hold any or all of his shares. If he decided to sell this would be done by asking Numasa to instruct RMB's transfer secretaries to sell the desired number at market prices. The surplus would then be paid over to him.

If he decided not to sell, he would have to arrange his own financing and settle his indebtedness to RMB by November 30.

The guarantee would give participants the right to sell their shares to RMB at R2,005 at any time in the first week after listing. However, no one would be forced to sell shares to RMB. The offer would not apply to the free shares.

Ferreira said the offer had been made in August after Numasa had made known its reservations about the Iscor employee share scheme.

This was before details about the share price and the State's special financing scheme (which includes deferred repayments over three years for the discount shares) for employees had become known.
Three-day lock-out at VW should end today

By Drew Forrest

The three-day lock-out of the 6 500-strong workforce at Volkswagen's Uitenhage plant is set to end today.

VW said, after talks with National Union of Metalworkers shop stewards, that it had agreed to lift a Supreme Court interdict barring workers from the plant.

'Violent intimidation'

The lock-out followed a strike over a dismissal last week, which management said was accompanied by "violent intimidation". Union comment could not be obtained.

• Dion Stores has agreed to start recognition talks with the Commercial, Catering and Allied Workers' Union once it establishes that it represents company workers.

A "validation" exercise to test union membership is to start shortly. It follows Monday's strike by 550 workers at Dion's Johannesburg city, Wynberg, Randburg, Springs and Arcadia stores, and at its warehouse in Denver.

• National Union of Mine-workers members began a strike ballot at five De Beers diamond mines on Monday, after deadlock in annual wage talks. About 7 500 workers are affected.

Mr Neville Huxham of De Beers said the stalemate was mainly over wages for the lower-paid.

37 pc demand

De Beers had offered 17 pc per cent at the bottom, as against the union's 37 percent demand.

• The Rand Water Board has given 400 workers fired after last week's strike at its Zuikerbosch pumping station, near Vereeniging, until October 6 to apply for re-employment.
NUM lists 'acts of defiance'

By Drew Forrest

Black miners defying racial segregation made an interesting discovery at the Springfield Colliery, near Secunda, according to the National Union of Mineworkers — liquor was cheaper in the white workers' recreation club.

The NUM makes the claim in a report released last week on its campaign against discrimination on the mines and in mining towns Anglo, which owns Springfield, says it is not policy to sell liquor at different prices at different outlets.

Dedicated to Mr Jeffrey Njusa — a Rustenburg Refinery employee shot dead by a white supervisor, allegedly after using a "whites only" teacup — the booklet lists a range of acts of defiance by black miners in the two-month-old campaign. They include:

- The use of white worker change-rooms at Anglo American's President Steyn and Vaal Reefs mines, and its Eko plant.
- Anglo says it does not separate facilities by race, but according to the "worldwide practice of differentiation on the grounds of skill and seniority".
- White workers allegedly assaulted NUM members trying to board "whites only" buses at Springfield. Anglo says no such incident took place.
- At Gemini's Grootvlei mine, black workers used the white cage and at Vaal Reefs South made whites join an underground queue.

Management says cages at Grootvlei are not segregated, while on the queue incident, Anglo has accused NUM members of threatening violence and seeking to undermine supervisors' authority.

At Impala Refinery workers using segregated toilets were allegedly assaulted by mine security and white workers carrying pick-handles.

Management says isolated assault allegations are being investigated. It adds that it is negotiating to open "historically" segregated facilities.

At Anglo's Arnot Colliery, management allegedly locked toilets and change-rooms to stop black miners from using them. Anglo denies this.

Disciplinary measures were taken against workers using the white change-house at Rand Mines' RM3.

RM3 says its change-rooms are divided by rank, not race, and that the workers concerned were merely counselled.

Elaborating, NUM press officer Mr Jerry Majatladi said whites were exempt from the "repeated" searches to which black miners were subject. Compounding room searches — conducted "in military style and without notice" — were a special bugbear, he said.

Employers say acts of defiance have been rare.

Said the Chamber of Mines' Mr Peter Bunkell: "The Chamber has repeatedly said it is opposed to racial discrimination of any kind and has done much to get rid of discriminatory practices."
Wage deal pending

By DICK USHER
Labour Reporter

WAGE negotiations in the Western Cape clothing industry are delicately poised following deadlock and mediation.

In three days of mediation last week a package was hammered out between employers and what is now the South African Clothing and Textile Workers' Union (Sactwu), following the recent merger between clothing and textile unions.

Mr Colin McCarthy, secretary of the Cape Clothing Manufacturers' Association (CCMA) said the package had been through CCMA and the Cape Knitting Industry Association (CKIA) structures and received conditional approval.

But it was dependant on the package being accepted by Sactwu shop stewards and members.

Deadlock was reached when the union rejected the employer offer of a R21.50 a week increase for grade B machinists and 16.5 percent for all other grades.

Employer sources said they understood Sactwu proposed taking the package to factory meetings to be mandated and said they were uncomfortable with this. They feared rejection at one plant sparking rejection at others.

The negotiations affect about 55,000 employees in the industry and about 400 employers, about half of whom are members of the CCMA and the CKIA.
Returned documents seized

JOHANNESBURG

Police yesterday immediately confiscated documents taken during a raid from the home of Cosatu secretary-general Mr. Jay Naidoo when they returned the documents in terms of Tuesday's Rand Supreme Court ruling.

Members of the security branch returned the documents yesterday after the court ruled that the search warrant used to raid Mr. Naidoo's home was invalid.

The police immediately, however, confiscated all the documents except one in terms of a new warrant issued by a Johannesburg magistrate.

Meanwhile, Cosatu commented last night that it was the tax-paying public that paid the costs of failed legal defence by the police. — Sapa
Ccawusa under strain again

FRESH cracks appeared yesterday in the
ranks of the Commercial Catering and Al-
lied Workers Union of SA (Ccawusa) as
about 200 members protested against
branch officials in what could be a repeat
of the strains that split the union in 1987.

The union members, holding placards
and chanting slogans against the Johannes-
burg branch executive, marched up and
down Kerk Street for 20 minutes before
entering a building where they held a
meeting about their grievances. ([LOI])

Union official Vuyani Mthembu said the
members were dissatisfied with the recent
dismissal of union officials who "dared
question" the authority of the 15-member
branch executive.

"Our branch executive is acting like a
private company. Whenever workers ques-
tion the bureaucracy of the branch or re-
ject what we believe are negotiations with-
out the executive receiving a mandate, the
officials then summon us, institute an in-
quiry and we are dismissed or disciplined.

"Recently, the catering section of the
union questioned our branch secretary,
Kaiser Tulloch, on his holding merger
talks with the Hotel and Restaurant Work-
er Union (Harwu) without a mandate. In-
stead of dealing with the issues, he began a
witchhunt of union officials who dis-
agreed," said Mthembu.

The last straw, he said, was a summons
issued to a further two officials to appear
before a disciplinary committee.

"The branch executive does not allow us
to question their activities in any way.
They have also refused to deal with us on
the most basic rights a worker should en-
joy. They maltreat us and then institute
disciplinary hearings when we air our
grievances. This is an unfair labour prac-
tice," charged Mthembu.

He said they had not approached the
national executive on the issue as it was
still at branch level, but if the matter was
not sorted out they would do so. — Sapa
VW still has 'relationship' problems

VOLKSWAGEN'S Unterhage plant, shut down due to industrial action since Friday, is to reopen today after the conclusion of lengthy negotiations between management and Numsa shop stewards.

However, both parties agreed serious "relationship" problems at the factory would have to be solved over the next few weeks. The plant has suffered at least four unprocedural stoppages costing 18 days of production in the last two months.

VW human resources director Brian Smith said agreement had been reached on the strike issues — disciplinary action against a shop steward.

He said that based on these agreements and an undertaking that workers would refrain from the conduct that gave rise to the Supreme Court interdict last Friday, VW had agreed to lift the interdict against Numsa and its members.

Numsa regional secretary Les Kettledeas confirmed the settlement of the dispute, but said the use of court interdicts was not conducive to resolving problems.

The union's motor department secretary Fred Sauls said the court action and subsequent lock-outs were a worrying symptom of a new "hardline" management attitude.

Smith responded that violent acts on Friday had left the company with no choice but to use the courts.
Court asked to rule on off-shore oil workers

By CHIARA CARTER

DOES South African law apply to all labour disputes which arise in the country or is it only applicable if the workplace is in South Africa?

This was the central issue in a landmark case argued in the newly-formed Labour Appeal Court in Cape Town on Monday.

The case arises from a section 17 application to the industrial court last year by the Chemical Workers' Industrial Union (CWIU) against Sopelog, an oil-drilling outfit contracted by the parastatal Sonkor to search for oil along the South African coast.

The dispute is over changes in conditions of employment including a changeover from fortnightly to monthly payments made in Cape Town.

The industrial court found that it had no authority over Sopelog because its employees work on rigs outside South Africa's 10 km territorial zone.

The court referred the matter as a question of law to the Labour Appeal Court.

This week, lawyers acting for the CWIU argued that the dispute arose in South Africa and should therefore fall under the jurisdiction of South African courts.

This is consistent with the ruling of a full bench of the Eastern Cape Supreme Court in a dispute between the Ciskei bus company, which moved its headquarters from East London to Bisho, and two employees. That court had ruled that the central issue was where the dispute had arisen.

The CWIU argued that the case should be under the jurisdiction of the South African courts because the workers were South African citizens and their employment had been on the basis of South African work conditions.

Advocate WC Burger, who appeared for Sopelog, argued that because the company provided services outside South Africa's boundaries, the South African courts had no jurisdiction over the dispute.

Judgment was reserved.

CWIU has been trying since 1987 to get recognition from Sopelog, a subsidiary of the Paris-based company, Forasol Former.

The case has broad implications for workers employed by South African companies but working abroad.

This includes workers who are employed in the homelands.
Hope is the thing with feathers
That perches in the soul... - Emily Dickinson
ADE strike stalemate

The National Union of Metalworkers of South Africa has appealed to management at Atlantis Diesel Engineering (ADE) to agree to further negotiations with the union.

More than 400 strikers have been locked out of the Atlantis factory since last week after they downed tools following a dispute over annual wage negotiations.

A Numsa spokesperson said that shortly after the legal strike began, the workers informed management that they were prepared to renew their demands, but were told that management's offer of a 50 cents/15 percent increase was final.

The workers had demanded an increase of 90 cents/24 percent on the minimum wage.

Other issues in dispute are public holidays and rent enforcement.

Meanwhile, the company has claimed that the strike is almost over.

A company spokesperson said that more than 40 percent of the strikers had returned to work.

Sixteen percent of the total workforce were still locked out, he said.

"The Numsa spokesperson said that a "small number of workers" had accepted the company offer."

He said that strikers were this week warned that their increases would not be backdated to July 1 if they did not accept management's offer.
Industrial court hears overtime ban case

By Drew Forrest

The SA Clothing and Textile Workers Union (Sactwu) is to meet a Pretoria firm in the Industrial Court today on the vital question of the fairness of an overtime ban.

This week the Appellate Division gave an indirect boost to the labour movement's national overtime boycott by ruling that the refusal to do overtime was not a strike.

The current case, in which Silverton Tannery is seeking an interdict against an overtime ban by Sactwu members, is the first to go before the Industrial Court since the Appellate Division ruling.

DISPUTE DECLARED

The tannery's managing director, Mr Glen Manley, said the company would argue that the overtime ban was an unfair labour practice.

In a related development, Sactwu this week declared a dispute after industrial council talks with Western Cape cotton employers over demands that employers bypass controversial clauses in the Labour Relations Act (LRA). Sactwu's Mr Ebrahim Patel said demands included a management undertaking not to use section 79 (2) of the A-l, which creates a presumption of union involvement in illegal strikes.

Sactwu has put the demands in over 150 bargaining forums. More than 20,000 members are already covered by agreements bypassing the LRA, it says.
1000 on strike

By LEN MASEKO

More than 1000 Coke employees yesterday embarked on a work stoppage at plants in Pretoria and Johannesburg apparently triggered by a row over the current national overtime ban.

Their grievances were attended to.

Fawu members demanded that management "recognise" the overtime ban called for by Cosatu and Nactu; reinstatement of 300 Sparletta employees fired by ABI after it took over the firm; cancel pending disciplinary hearings against union members.

Scores of members of the Black Health and Allied Workers Union of South Africa (Bhawusa) have embarked on a go-slow strike at American company Warner-Lambert in protest against management's alleged refusal to reinstate a dismissed worker.

A Bhawusa spokesman said the union members wanted management to unconditionally reinstate their colleague, dismissed after he was alleged to have been involved in a theft. The said worker was later acquitted of theft charges by a magistrate, he said.
Textile industry hit by stoppages

By Drew Forrest

Success in the recent Hextex, Worcester, strike has sparked a wave of industrial action in the western Cape textile industry, says the SA Clothing and Textile Workers' Union (SACTWU).

In its latest newsletter, the union says that since the July settlement of the seven-week Hextex strike, the longest in the sector, more than 20 stoppages have occurred.

About 325 National Union of Metalworkers of SA members on strike at Atlantis Diesel Engines had accepted management's pay offer and returned to work, the company said.
Chemical workers may strike over retirement benefits

THE Chemical Workers' Industrial Union is in dispute with several large industry employers over their refusal to join an industry-wide provident fund.

The union was conducting legal strike ballots this week at drug multinational Ciba Geigy, as well as at PDC (previously Pretoria Wholesale Druggists) and US-owned chemical manufacturer SA Cyanamid, following conciliation board meetings which reached deadlock, with employers rejecting union demand that they join the Chemical Industries National Provident Fund (CINPF).

The union is also in dispute over the issue with Shell, the Pilkington Glass plant in Roodepoort and Culeman and Unilever and plans further strike ballots next week.

The fund, founded by the CWIU in 1987 and controlled jointly by shop stewards and participating employers, now has 900 members, more than 300 of them large national employers, have agreed in principle to join the fund. First to join it was Natal-based Nicholas Kiwi, the shoec-polish company.

The fund is unusual in that it is national, Trade unions and majority black membership, particularly those affiliated to the Congress of South African Trade Unions, have in recent years scored significant successes in negotiating with individual employers to establish company-level provident funds, governed jointly by worker and employer representatives. These have replaced existing pension funds or have provided retirement benefits for black workers who previously had none.

With an industry-wide fund, the CWIU wants to "use its members combined buying power to lower the costs of insured benefits which are linked to most provident funds and to maximise asset earnings", according to union general secretary Rod Crompton. Provident funds generally provide insured benefits such as death, disability and funeral benefits along with retirement cover.

Crompton points out a national fund is particularly necessary in the chemical industry where 77 per cent of factories employ less than 100 workers and 98 per cent employ less than 1,000 workers.

The fund is professionally administered by commercial administrators and its assets invested by one of the life assurance in a guaranteed fund.

It is designed to maximise both plant level participation and the economies of scale of a national fund — contribution and benefit levels are negotiated by shop stewards and employer representatives in each plant where there are members.

Ciba-Geigy and Shell indicated this week they wanted in-company provident funds and would not join the national fund.

Pointing to multinationals which had taken a "viciously anti-CINPF stance", Crompton said Shell subsidiaries were "some of the worst offenders".

He said some had unilaterally introduced their own provident funds, others like Cera Oil refused to budge despite a recent strike in which the fund was one of the issues, and Reef Chemicals, which had initially agreed to participate, withdrew its support after being taken over by Shell.

A Shell spokesman said the group was "not in favour of a general industry fund which would be subject to interests and pressures far removed from the needs of employees at the workplace".

He said Shell had established pension or provident funds at all of its operations, which differed "according to employee wishes and operational circumstances. It has therefore confirmed to the CWIU that it is ready and willing to negotiate with the union on the particular retirement benefits for any group of employees whom it represents".

Ciba Geigy human resources manager Chris van Staden said the company understood the workers' need for a provident fund — it would establish an internal company fund, where management and workers would have equal representation on the board of trustees. But, he said the company was not willing to make contributions to a body outside Ciba Geigy. He said the main board of trustees of the national fund comprised 24 people, including 12 management representatives from various companies and 12 worker representatives. The chances of Ciba Geigy being represented on this board on either the management or worker side were slim. "Our social responsibility would be taken away from us," Van Staden said.

He said there were about 200 CWIU in the group's two plants at Spartan and Brits, representing 25 per cent of total employees.

SA Cyanamid human resources director Pat Rademan confirmed that the company was in dispute with the CWIU. The company had applied for a conciliation board and they would meet next Thursday. He said he would not comment on the dispute with the union prior to the meeting.

The CWIU represents about 37 per cent of SA Cyanamid's total workforce of 750 — or over 70 per cent of hourly-paid workers, Rademan said.

The CWIU is also in dispute with Caltex Oil, which, along with Pilkington and Unilever, "unilaterally changed their pension fund rules to try and undermine the union's provident fund", Crompton said. The union has brought unfair labour practice charges against Pilkington and Caltex, but Caltex this week proposed a settlement which the union is considering, he said.

Crompton described employer opposition to the CINPF as "paternalism and the maintenance of white privilege".

"The bottom line is money and power and whether or not black workers are going to have a say in their own futures and in the future of the country," Crompton said.

He said more than a third of the value of the stock exchange and gilt market is attributable to retirement fund investment and that of approximately 65 per cent of the money belongs to blue collar workers.

Through the national provident fund, the union hopes in the longer term also to influence the industry to design products with consumers interests in mind. Crompton said life insurance products tended to cater primarily for white middle class lifestyles rather than black working class lifestyles and there was a need for more appropriate products.
Union action off to slow start

THE nationwide consumer boycott and overtime ban launched by unions last weekend made a slow start in most parts of the country this week, except in the Eastern Cape where there was a reported 90 percent drop in sales figures.

The launch of the boycott and an overtime ban followed a resolution passed at the workers' summit last month to protest against the Labour Relations Act.

The campaign appeared to get off to a patchy start this week but was given a boost when the appellate division of the supreme court in Bloemfontein ruled that the overtime ban was a legitimate form of industrial action. The decision was the outcome of a lengthy legal dispute between the Food and Allied Workers' Union (Fawu) and SA Breweries.

Most unions were still assessing the success of the overtime ban and the consumer boycott. However, the Chemical Workers Industrial Union reported successful implementation of overtime bans in the Eastern Cape, Transvaal and the Western Cape.

In the paper industry, the Paper, Printing Wood and Allied Workers' Union (Ppipawu) said the overtime ban was strongest on the Witwatersrand and the Eastern Cape.

On the Highveld the National Union of Metal Workers of South Africa has successfully implemented bans at all organised plants except for Highveld Steel and Ferrometals, where workers have to work continuous three-cycle shifts.

A Nactu representative said employers in Potchefstroom and Klerksdorp visited union offices on Tuesday to establish why workers were not doing their overtime shifts.

Nactu affiliates in the metal, chemical, construction and food industries have been threatened with interdicts against the holding of overtime bans.

The Federated Chamber of Industries (FCI) said that according to reports from eight regional chambers and 50 companies, employers had little difficulty getting employees to work overtime. The overtime bans were partly effective only where there was a strong union presence.

The Associated Chamber of Commerce (Assocom) reiterated that the consumer boycott had made no drastic effect on retail sales — but said it had not yet received a full report from all regions. Assocom's Bill Lacey said that last Saturday a 30 percent drop in sales was recorded in Pretoria.

"This could have been related to the planned marches and the fact that streets were closed to the public," he added.
Metalmen consider accepting Iscor share offer

BLACK metalworkers at Iscor held a series of union meetings this week to decide whether to take up Iscor's offer of discount shares to employees when the company is privatised.

Bobby Marie, organiser for the National Union of Metalworkers of South Africa (Numsa), told the Weekly Mail that union members were adamant that they would not participate actively in the share ownership scheme.

However, Numsa has calculated that its 9 000 members at Iscor could make a combined profit of up to R12 million if they took up the maximum number of discount shares offered to them and then sold these one week after the company's public listing in early November.

For this reason workers were discussing an offer by Rand Merchant Bank to put up R36 million to finance the shares that Numsa members are entitled to, said Marie.

"But workers are clear that prolonged participation in the scheme amounts to co-optation and will have the effect of preventing workers from using the strike weapon to back their wage demands."

For this reason the union was not prepared to take advantage of the government's incentive scheme which allows Iscor employees to borrow state funds to buy the shares and to repay what would amount to interest-free loans over three years.

The union is wary of the amount of confusion and division that the issue could cause and is holding a series of seminars and meetings before taking a decision based on a clear mandate from the workforce.