COSATU - 1990

August.
Coal workers' strike looms

JOHANNESBURG. — A strike by about 20,000 coal workers is looming following a ballot conducted by the National Union of Mineworkers (NUM). A NUM spokesman said 90% of its colliery workers had voted in favour of going on strike in support of wage demands. The workers are demanding wage increases of between 15% and 20%.
UCU wage deal agreed for non-academic staff

By JILLYN PITMAN

UCU's staff in pay classes 1-3 (non-academic staff) have received net salary increases of between 15% and 21.2%, backdated to April, in the new pay package negotiated between the university and the Transport and General Workers Union.

Pay classes 1-3 represent cleaners, gardeners, residence workers, cooks, catering hands, stage hands, laboratory assistants and other non-academic staff working at the medical school campus at Groote Schuur, the Baxter Theatre in Rosebank, and the main campus of the university in Rondebosch. The agreement, which concerns 900 staff members, represents higher wages and more perks.

Chairs, who are part-time employees and part of class 1, had their salaries increased from R581 per month to R794 per month. They work five hours a day or 120 hours per month. This represents an increase of 21.2%. They are now eligible for medical aid.

The minimum salary for full-time employees (pay classes 1-3) increased from R560 per month to R1 004 per month with a 5% increase in subsidised medical aid subscriptions to 90%, paid by the university. The 13th cheque remains intact.

Housing subsidy

Henceforth every month classes 1-3 workers will receive:
- A 15% increase in the minimum wage of between 15% and 21.2%
- A 5% increase in the medical aid subsidy.
- Group life insurance cover is free up to one year's salary. UCU pays the premium.
- 30 workers on 3x10 month contracts are now permanent employees.

Other items agreed included:
- Maternity: Pregnant women on staff have the right to take maternal leave.
- Adoption: When a baby is adopted or is still-born, the mother should come back to work four weeks after the adoption or after the still-birth.
- No deduction in salary.
- Housing subsidy: To be extended to workers affected by the 1913 Land Act.
- Literacy: Workers will be able to attend literacy classes for 20 hours per week during work time. These classes will be organised by the union and the university's training officer.
- Study assistance: A study assistance loan scheme at an interest rate of 8% is available to workers whose children are studying at other universities and technikons. The full loan and interest will be repaid to the university once the child stops study.
- "A performance barrier" notch will be available (on recommendation) for staff who are at the top of their salary scale.

Money re-allocated

Ms Wilhelmina Trout, a member of the negotiating team and full-time shop steward at UCU, said, "We will continue to demand that there be no discrimination between non-academic and academic staff on medical aid benefits and continue fighting for parental and maternity rights."

Professor James Leat, chairman of the Industrial Relations Management Committee at UCT, said, "Negotiations were protracted. Options were put to the union, one of which included non-contributory medical aid. But they preferred an increase to the basic salary so the money was re-allocated."
Hard line taken on worker demands

THE Goodwood Municipality 'would not give into "socialist demands" nor would it hesitate to privatise its services if strikes persisted,' town clerk, Mr Dave Wilken said yesterday.

Up to 200 workers at Goodwood downed tools on Thursday demanding a R1 000 minimum wage and recognition of the SA Municipal Workers' Union (Samwu).

Samwu has played a pivotal role in representing council employees in strikes at the Cape Town, Parow, Goodwood and Bellville Municipalities, as well as the Ikapa Town Council in Khayelitsha.

Commenting on the unprocedural stoppage, Mr Wilken said: "My door is always open and if a strike happens again I'll not hesitate to dismiss."

The Goodwood Municipality had granted its staff a 19.5% wage hike on July 1 and could not continue increasing the minimum wage to more than what matriculants earn, he said.

Samwu was not available for comment.

Mr Olivier said a logical solution could be to make the Labour Relations Act accessible to all public servants "in view of the fact that it is an easier avenue for the solution of the present problems."
20% pay increase - City Councillors vote themselves a 20% increase.
Union speaks out as city councillors vote themselves a 20% increase
Natal violence high on the agenda

Hopes high for today's crucial talks

PRESIDENT F W de Klerk and ANC deputy president Nelson Mandela meet in Pretoria today for crucial talks which both sides believe will place SA irrevocably on the road to a negotiated settlement.

Both leaders will be accompanied by four of their closest lieutenants when the first item on the agenda, a report by the working group appointed at Groote Schuur, comes up for discussion.

One of the suggestions by the working group is understood to be a de-escalation in levels of violence in the country linked to the release of political prisoners and the return of exiles.

Another priority, sources said, would be to come up with an agreed definition of political offences.

The working group is understood to have suggested that a panel of local experts be appointed to decide whether so-called "hard case" prisoners and exiles qualify as political offenders.

Diplomatic sources said at the weekend that Mandela was so confident of achieving a breakthrough on these issues, as well as the removal of security legislation which inhibits political activity and the lifting of the emergency in Natal, that he recently suggested it would be possible to clear the remaining obstacles this morning and begin discussing real negotiations this afternoon.

Members of the working group have not been named but it is understood that ANC national executive committee (NEC) members Aziz Patada, Jacob Zuma and Joe Nhlanhla, as well as Penuel Maduna and Matthew Phosa served as ANC representatives.

MIKE ROBERTSON

To Page 2
AT LEAST R2.5 million is at stake in a battle by the National Union of Metalworkers to force giant Delta Motor Corporation to join the motor industry's informal National Bargaining Forum.

Delta has steadfastly refused to implement last year's wage agreement between the union and the NBF on a R1 per hour increase.

Joining the NBF would not be in the interests of the company or its 4,000 employees, Delta said.

It obtained a Supreme Court interdict earlier this year against the local Industrial Council when it tried to force the motor giant to join the NBF.

The NBF's wage agreement was concluded in July last year, but has not yet been gazetted by Manpower Minister Mr Ebi Louw.

Numsa spokesman Mr Gavin Hartford said he believed this was on Delta's request.

Delta instead introduced a 50c raise in August last year and another 50c in February.

If the dispute remains unresolved, Numsa could move to a strike ballot.

Three demands are at issue. They are:
- That Delta participate in the NBF with immediate effect;
- That it implement last year's wage agreement with retrospective effect from July 1; and
- That it implement any agreement made by the NBF and Numsa for the 1990-91 contract period.

Delta spokesman Mr George Stegmann said yesterday the company was considering taking legal steps because the continued attempts by Numsa to force it into the NBF constituted an unfair labour practice.

The two sides are due to meet the Industrial Council tomorrow, subject to confirmation, to try resolve the issue.

Numsa is scheduled to hold a last-ditch meeting with car and tyre employers later this week over annual wage negotiations and is also conducting a strike ballot in the metal engineering industry involving about 115,000 workers.
Union organiser is assassinated

A National Union of Mineworkers (NUM) organiser was yesterday shot dead in an apparently well-planned and politically-motivated assassination.

Two women were also shot and wounded during the same incident in Doornfontein, Johannesburg at 4.50 pm.

The dead man is Clement Msome, employed by National Plumbers in Doornfontein.

Two gunmen carried out the murder, said police spokesman Captain Eugene Opperman. Mr Msome was walking in Miller Street when two black men jumped from a blue Toyota Cressida and opened fire.

Mr Msome was hit in the head and neck and died on the spot.

Anyone with information is asked to contact the Jeppe CID at (011) 618-4984.
Chamber, NUM fail to reach agreement

By Brendan Templeton

Mining bosses and the National Union of Mineworkers (NUM) last night failed to resolve whether a strike by about 20,000 miners would go ahead or not. NUM spokesman Jerry Majalladi said the Chamber of Mines had made some concessions at the last-ditch meeting.

They had made concessions on holiday allowances and had increased wages on only one mine

In a strike ballot about 90 percent of the NUM's members voted in favour of striking after the Chamber of Mines failed to meet the union's demands for wage increases of between 18 and 29 percent

Later revised wage increases from Anglo American's Amcoal and General Mining's Transnatal were also rejected by the union.

The Chamber of Mines offered increases between 14.5 and 17 percent, Amcoal between 16.4 and 18 percent and TransNatal between 14.5 and 28 percent

Although the NUM has accepted offers from the gold mines in financial difficulty, it believes the coal mines can meet its demands.
Meat prices rocket after 300 abattoir men sacked

By PETER DENNEHY

RED meat prices have rocketed in the Western Cape in the wake of the sacking of 300 wildcat strikers at the Mainland abattoir.

A spokesman for Cape Slaughtering confirmed yesterday that about 300 of the company's 420 workers were fired yesterday morning for going on an illegal strike over wages.

Mr Ted Doman, PRO for the City council, which owns and runs the abattoir, said between 600 and 700 cattle were normally slaughtered every day, and between 5,000 and 6,000 sheep.

But yesterday the expected figures were 52 cattle and 1,000 sheep, Mr Doman said.

Mr Malcolm Simpson, general manager of Blue Ribbon Fresh meat centres in the Western Cape, said lamb prices at the wholesalers' auction had already risen from R6.50 a kilogram on Monday to R7.50 yesterday.

A striking worker said the strike revolved around nine weeks of backdated wages.

"We got an increase from June 1, but management said they would keep the wages back for a certain time. Then last week they said they would only give us R120 each for the backdated pay, and if we don't accept it, it will be nothing. It was supposed to be more.

"Our lowest wages had been R115 a week before the rise, and they were brought up to R150."

A management spokesman said workers had rejected a written wage agreement reached two months ago between themselves and management and negotiated through the Food and Allied Workers' Union.

He could not confirm reports that a new wage agreement would be brought in from Johannesburg — even at the risk of upsetting non-striking workers into extending the strike.

"We will be planning as we go along," he said.
Abattoir crisis: Meat prices set to soar in city

By SHARON SOROUR, Labour Reporter

MEAT prices are set to soar and a shortage is expected if the abattoir crisis continues at the Maitland abattoir after 300 striking workers were sacked.

Slaughtering at the abattoir has nearly ground to a halt with thousands of animals waiting to be slaughtered after a wildcat strike over wages by Cape Slaughtering employees led to their dismissal yesterday.

A company spokesman said a back-up slaughtering team would be flown from Pretoria today and casual labourers were being mobilised to stave off the crisis.

Abattoir director Dr Wally van Heerden confirmed the price of meat would be affected by the dismissals and a crisis could develop if slaughtering did not pick up.

"There are about 12,000 sheep, more than 1,000 cattle and 1,000 pigs to be slaughtered," he said.

Remove animals

Mr Ted Doman, spokesman for the city council, which owns and runs the abattoir, said meat producers had been given permission by meat hygiene officials to remove the animals from the abattoir to avoid a health crisis.

"There is also the problem of feeding and watering the animals while they are waiting to be slaughtered," Mr Doman said.

He said about 700 cattle were slaughtered at the abattoir daily, but only 32 were slaughtered yesterday, while about 1,000 of the usual 5,000 sheep were slaughtered.

The price of meat could go up drastically next week if the crisis remains unresolved while supermarket suppliers try to "weather the price hikes."

Mr Malcolm Simpson, general manager of Pick 'n Pay Fresh meat centres, said meat supplies, especially beef, had already been affected while lamb would be in short supply today.

Meat prices went up yesterday and were expected to increase today, he said.

Cost prices of lamb went up yesterday from R6,50 a kg to R7,50 a kg while quality beef prices were over R8 a kg.

Another supermarket meat centre said while they were only affected by lamb prices, an effort was being made to buy meat on other markets like Port Elizabeth.

A Cape Slaughtering spokesman said annual wage negotiations between the company and the Food and Allied Workers' Union were completed two months ago and the sacked workers had now decided to reject the offer.

Thousand of coal miners are poised to strike after a last-minute bid to resolve a wage dispute failed as industrial action hits the mining industry.

Talks between the National Union of Mineworkers and the Chamber of Mines ended in deadlock on Wednesday after mining bosses offered no substantial changes on initial wage increase offers, a union spokesman said.
22 500 in strikes, protests

By Brendan Templeton

About 22 500 workers were involved in strikes and protest action at mines in the Free State and Transvaal, the National Union of Mineworkers (NUM) said yesterday.

About 18 000 workers were boycotting stores and kiosks at JCI platinum mines around Rustenburg in protest against "repression" and working conditions, said NUM spokesman Jerry Majatladi.

Talks with the Chamber of Mines over wage demands on coal mines deadlocked on Wednesday, he said.

Another 1 500 workers at the Modderfontein gold mine, near Brakpan, were sleeping on a football ground after being locked out following a strike over wages, recognition of the NUM, and dismissals.

At the Harmony gold mine, near Welkom, about 3 000 workers are striking over the detention of 11 colleagues arrested in June in connection with the death of a mine official.

A strike by about 20 000 workers is looming after a strike ballot by NUM.

Talks with the Chamber of Mines had failed to bring about any substantial changes in the miners' wage offer, said Mr Majatladi.
Randburg 2/3/90

Strikers talk

Staff Reporter

Council officials and 900 striking Randburg municipal workers met this morning following an ultimatum yesterday that they would be dismissed if they did not return to work today.

Randburg Town Clerk Bart van der Vyver said the workers came to work but gathered at their usual meeting place and showed no signs of working.

Workers are demanding a R550 minimum wage in contrast to the council's R525 offer, a National Union of Public Service Workers spokesman said.

Another 1,500 municipal workers are engaged in a pay strike in Meyerton and Vereeniging.
JOHANNESBURG. — The National Council of Trade Unions, led by its president Mr James Mndaweni, met an ANC NEC delegation led by Mr Nelson Mandela yesterday.

Report by Staff Reporter, Rome Correspondent, Radio Africa-AP and UPI.
Grooms in wild-cat strike

ABOUT 100 Milnerton grooms staged a wild-cat strike yesterday, according to racehorse owners — but this will not affect racing today. Negotiations on wage demands between owners and the SA Commercial, Catering and Allied Workers' Union began almost two months ago and are still on track. Last week grooms stopped work for an hour in demand of a minimum wage of R250 a week.
Strike: Meat price 'to remain stable'

Staff Reporter

MEAT prices in the Western Cape are not expected to rise dramatically over the next week, even though a Matfield abattoir has been unable to meet huge wholesale demands following the dismissal of about 300 of its striking workers on Thursday morning.

This was said by Blue Ribbon Meat Corporation general manager Mr Malcolm Simpson, who said Pick 'n Pay's 26 Western Cape outlets would have enough meat to last the weekend, after which they would be stocked with carcasses trucked from the Transvaal.

Asked how much meat Blue Ribbon had bought from the Cape Slaughtering abattoir yesterday, Mr Simpson replied "None."

"If the strike continues till next Wednesday we could be in trouble. Hopefully the abattoir and the union will sort out the problem, otherwise there could be a drastic price increase," Mr Simpson said.

Checkers consumer executive Mr Theresa Erasmus said the giant retail chain did not foresee any problems at this stage, and that "a problem will only depend on the duration of the strike."
Workers on the march
Weekend Argus Report

ABOUT 400 members and supporters of the South African Municipal Workers' Union boycotted through the centre of Cape Town today to deliver to the Cape Provincial Administration a petition demanding higher pay and better working conditions.

The petition demanded an explanation why some workers who were paid by the local authorities got a different wage from workers employed directly by the Provincial Administration, even though they did identical work.

This caused division among workers, it was claimed.
Inkatha claims violence, says Cosatu
Wildcat strike: 800 Cape grooms sacked

Racing Staff and Sapa

NEARLY 800 grooms involved in a wildcat strike at the Milnerton and Philippie stabling complexes over the weekend, have been dismissed.

The grooms, who have been on strike since Friday, were given until 4pm on Friday to return to work. This ultimatum was extended to 6am on Saturday.

When the grooms refused to report for work, they were given notice of dismissal for today and warned of being evicted from their quarters. The morning they stood still not returned to work.

A spokesman for the trainers said today they had not spoken to the grooms and assumed they were demanding wages of R230 a week — their initial demand at a former strike.

The spokesman said if that demand was met it would put too many small owners, and certainly a good percentage of the smaller trainers out of the business. "And if they go out, so will the jobs of most of the grooms."

"It would cripple the industry."

The consensus among trainers is to find alternative staff and cut down the size of their strings. Friends, family and even strangers are being exercised and cared for this morning at both centres.

The strike is presently restricted to the Cape, but the spokesman said he believed the area was being used as a "testing ground" and expected the up-country grooms to follow suit soon.

There are about 600 grooms employed at the Milnerton complex and about 200 at Philippie.

The grooms have been marching, chanting and toy-toying on and off since Friday.

Most trainers interviewed said many of the older grooms were prepared to work but were being intimidated by younger ones. They also said they would re-employ some of the grooms, but would be looking for new staff.

Trainers also complained about a lack of security at the Milnerton complex. Reacting to this, Mr. Eddie Price, general manager of the Cape Turf Club, said: "The security people are there to ensure the correct people are in the complex. That is their only function."

Saturday's race meeting at Kenilworth was almost disrupted with 30 scratchings. About four were withdrawn for legitimate reasons. The rest of the scratchings due to the strike amounted to about a quarter of the acceptances.

However, members of Cape Town's horse community rallied to trainers' aid and the meeting went off smoothly.

Climbers in death plunge

AOSTA (Italy). — A shower of rocks from the Italian side of Mount Blanc struck two Japanese climbers, causing them to fall 800 metres to their deaths. — Sapa-AP.

Anger as SABC ko’s big fight reportedly

JOHANNESBURG. — After sitting through 12 disappointing rounds of boxing from Barranquilla, Colombia, in the early 1940s, according to the American commentators was won comfortably by Malanga on points, a call to SABC...
Inkatha slams Cosatu over ‘war’

INKATHA yesterday slammed Cosatu and organisations loyal to the African National Congress for their campaigns to isolate the movement.

Addressing a rally in Diepkloof, Soweto, Inkatha’s Reef leadership dismissed as “laughable” attempts by the Vaal Civic Organisation to stop Inkatha from operating in Sebokeng.

The meeting was attended by an armed impi of more than 3 000.

Inkatha’s West Rand secretary, Mr Humphrey Ndlovu, said attacks on Inkatha members should stop and warned that his organisation would continue to mobilise its members anywhere in the country.

He said people who did not believe in the ideals of his organisation should “leave us in peace and not provoke us”.

Inkatha had promoted the concept of negotiations long before the ANC. “Inkatha is the first organisation to condemn pass laws, leaving behind means leaving liberation behind,” he said.

A spokesman for the United Workers Union of South Africa (Uwusa) criticised Cosatu for “using its workers for political gains”. He attacked organisations which called for sanctions and disinvestment, saying many people were “now without jobs”.

Inkatha’s Youth Brigade chairman, Mr Themba Khoza, took a swipe at student organisations for “enforcing” school boycotts. He said Inkatha supported the campaign of “education for liberation” - not “liberation before education”.

Some of the Inkatha supporters march through the streets of Diepkloof after attending rally.
Number of strikers drops by 9,000

By Brendan Templet

Over 19,000 workers were on strike last week—almost 9,000 down on the previous week. About 115,000 metalworkers are participating in a strike ballot, and 23,200 ended their strikes over the past seven days.

Companies with workers on strike include:
- Southern Sun/Holiday Inns and 6,000 South African Commercial Catering and Allied Workers Union members at 41 hotels
- Strike 24 days old. Union demanding R160 increase, reinstatement of 105 workers and right of part-time workers to join union
- Hotels offering R100 or 15 percent increase
- Liquor producers and the National Union of Wine, Spirits and Allied Workers Union 3,800 on nationwide strike over demand for R40-a-week increase. Employers offering R35. About 70 workers arrested during the 35-day strike.
- Modderfontein Gold Mine, Brakpan, and 1,500 National Union of Mineworkers over NUM recognition, wages, 30 dismissed workers, and working conditions.
- Ciba-Geigy and 172 Chemical Workers Industrial Union (CWIU) members in 92-day strike over company’s non-participation in union’s provident fund. Mediation on Friday.
- Heckitt-Colman and 400 dismissed CWIU members over company’s non-participation in provident fund.
- Labethica, Bethlehem, and 165 SA Chemical Workers Union (Sacwu) members Total of 104 people arrested during eight-week wage strike.

- AECI, Modderfontein, and 80 Sacwu workers. Drivers demanding equal job grading between races.
- African Cylsmiths, Sasolburg, and 30 Sacwu members. Demanding wage increase be backdated to April 1.
- Steeladale FBE, Epping, and 120 Numsa members over 28 retrenchments. Strike in its third week.
- Parow municipality and 500 SA Municipal Workers Union members over wages and union recognition. Negotiations in progress.
- Meyerton municipality and 250 Municipal, State, Farm and Allied Workers Union (MSFPAU) members over wages. Workers want R800 minimum wage. All strikers dismissed.
- Randburg municipality and 900 National Union of Public Service Workers over their demand for a R650 minimum wage. Council offering R525.
- Harmony gold mine, Welkom, and 6,000 miners over continued detention of 11 col leagues and implementation of wage agreement.

Strike settlements included:
- Frame Group and 11,000 SA Clothing and Textile Workers Union members over wage demand for R35 increase a week from July 15. R35 from next January. Final agreement not yet published.
- Metro Cash 'n Carry and over 5,000 Sacos workers at more than 150 stores. Workers given R140 across-the-board monthly increase. Initially demanded R150 and management offered R130.
- Harmony gold mine and 6,000 NUM members who returned to work after negotiations with the union.
- Vereeniging council and 1,200 MSFPAU workers. Strikers returned to work pending negotiations with council on August 8.

Strike ballots pending:
- Numsa with 115,000 workers employed by Steel Engineering Industry Federation of SA — from July 20 to August 10.
- NUM held a successful strike ballot on coal mines last week.

Issues:
- Boycott by 18,000 NUM members at JCI platinum mines of concession stores, liquor outlets and kitchens. Workers’ demands include a living wage, dismantling of mine security, an end to dismissals, free political expression, an end to the transfer of NUM members to the rival Federated Mining Union (FMU), and the reincorporation of Bophuthatswana into South Africa.
Grooms strike; women step in

NEARLY 400 grooms on a wildcat strike for higher wages would be served with an interdict today stating that they either come back to work and negotiate with trainers, or face dismissal, according to trainer Mr Darryl Hodgson.

The grooms yesterday failed to show up for the second day at the Milnerton and Philippi stables. Discord between owners and grooms began almost two months ago with a demand for higher wages, and the SA Commercial, Catering and Allied Workers' Union stepped in to present demands for a R1 100-a-month minimum wage. Some grooms are paid only R65 a week, a union spokesman said.

About 50 women took the place of the grooms on Saturday. According to Mr Hodgson, the horses were more manageable on race day at Kenilworth because the women "are far gentler."

"All the trainers commented on how efficient everything went, how quiet the horses were, how much more manageable they were," he said.

The women grooms at Milnerton stable said they would enjoy working on a full-time basis with the horses if given the chance because it was rewarding work.

They did not want to comment on how much grooms were paid.
Most Mossgas workers back

MOST of the Mossgas refinery workers who stopped work for four days in a wildcat strike, resumed their duties yesterday. Mossgas spokeswoman Ms Denise Gee said the return-to-work follows two days of negotiations between 22 contractors and a 17-member employee team led by the National Union of Metalworkers.
2. Cape Times, Tue

Wage deal ends Sun hotel strike

JOHANNESBURG — Striking workers at Southern Sun Hotels signed a wage agreement with management yesterday, ending a five-week nationwide strike involving about 6000 workers.

Mr Carl Ludick, Southern Sun Hotels spokesman, said workers would return to work tomorrow.

The agreement provides for a phased increase in wages of R120 and the reference of other disputed issues to arbitration.

Mr Ludick said workers would get R100 or 15% effective from April 1 and a further increase of R20 or less from September 1.

"All striking workers have been allowed until August 22 to return to work, whereafter they will have to reapply for positions with the company," Mr Ludick said. He said disciplinary action would be referred to arbitration.

The strikers, who picketed the hotels throughout the country, had also charged the company with practising racism.

The end to the strike comes shortly after the conclusion of wage agreements at the OK Bazaars and Checkers supermarket chains — Sapa
Mossgas strike talks continue

THE mass wildcat stoppage by 9,000 Mossgas workers remained unresolved yesterday as management and trade unionists tried to establish the causes of the paralysing walkout. Mossgas spokesman Mr Harry Hill said the strike appeared to have been sparked by engineering and instrumentation workers embroiled in a dispute with Seifha. — Sapa
Fired grooms refuse to quit stables

By PETER MALBIN

A U D T 450 grooms are refusing to leave stabling complexes at Milnerton and Phillippi after they were fired yesterday.

An urgent meeting was held late yesterday afternoon between racehorse trainers and their attorneys in an effort to resolve the situation.

Trainers have tried to hire new grooms since they fired 700 grooms for calling an illegal strike on Friday but they have been prevented from doing so by angry fired staff.

Trainer Mr Darryl Hodgson and his assistant, Mr Patrick Labuschagne, went to Goodwood showgrounds on Sunday to hire seven new grooms. An hour after returning with the new men, they were surrounded by 450 angry fired grooms, who threatened to kill their new grooms if they worked there.

"I had to take them back," Mr Hodgson said.

He said the fired grooms had been sitting around and every few hours they go around the stables toyi-toying. Police dispersed marchers near the Cape Turf Club yesterday afternoon, an eyewitness said.

Trainers' wives and friends, mostly women, have been filling in for the grooms. The horses need to be brushed for 45 minutes every day and some are feeling the effects of the strike, Mr Hodgson said.

Grooms were fired after they failed to return to work by 6am on Saturday. They were demanding salaries of R250 a week. At Mr Hodgson's stable, grooms are paid between R100 and R130 a week and were offered an increase of R30 a week when they went on strike.
900 Randburg municipal workers dismissed

About 900 Randburg municipal workers were dismissed yesterday when they failed to report for duty, municipality spokesman Andre Jacobs said.

Final warnings were issued to them on Friday.

A minimum wage of R650 is being demanded by the National Union of Public Service Workers (NUPSW) against the R525 offer by the council.

The dismissed workers did not include those on leave or who were sick, the council would only know later in the week exactly how many were on strike, Mr Jacobs said, adding that municipal services were still functioning, "but not as productively as we would like them to be" — Staff Reporter.
Building stops as 9,000 go on strike

By Brendan Templeton

Construction on the Mossgas on-shore plant has been crippled by a wildcat mass walkout involving about 9,000 contracted construction workers.

Mossgas Public Affairs Manager Harry Hill confirmed the walkout and said management at Mossel Bay was meeting the workers to find out what their demands were.

Union officials were also meeting the workers, the National Union of Metalworkers (Numsa) and the Construction and Allied Workers Union (Cawu) said.

All construction at the plant came to a halt following the sudden tools-down on Thursday. Workers were due to hold a "contractors' weekend" starting on Friday which made it difficult to quantify the effect of the strike at this early stage, Mr Hill said.

The strike appeared to have been sparked by engineering workers whose union, Numsa, was involved in a dispute with the Steel and Engineering Industry Federation of South Africa, he said.

The strike is the biggest to hit the multibillion rands oil-from-gas project — about 4,500 construction workers went on strike in March over union recognition and higher wages.
Bid to defuse stayaways, boycotts fails

Political Staff

The Pretoria Minute contains an effort to defuse mass actions such as boycotts, stayaways, strikes and defiance campaigns.

It said the Government and African National Congress considered it necessary, in viewing the roles and involvement of other parties, that whatever channels of communication were necessary should be established at local, regional and national levels:

"This would enable public grievances to be addressed peacefully and in good time, avoiding conflict, said the document.

Commenting on the ANC's "mass action" campaign, Nelson Mandela said the fact was that there were no mechanisms for black people to address their grievances in South Africa.

Strategies

"Therefore it is to be expected that in the absence of mechanisms, mass action should be resorted to by the mass of the people. As long as that mechanism is not available, it is natural that people will have such strategies as are available to them," he said.

Nobody should expect an end to mass actions until those mechanisms were in place. They would reduce their number, Mr Mandela said.

Mass mobilisations have been increasingly worrying the Government, which feels they are a "disguised" form of violence, intimidation and instability.

The Government wanted a clear commitment yesterday from the ANC against campaigns such as rent boycotts, schools defiance, strikes and stayaways.

Mr Mandela's words, however, fell far short of that, and there was no specific mention in the Pretoria Minute denouncing mass action.
Hotel strike over, agreement signed

By SHARON SOROUR
Labour Reporter

AFTER a five-week nationwide strike at 41 hotels, more than 6 000 Southern Sun/Holiday Inn workers return to work this week.

A wage agreement was signed last night between the SA Commercial, Catering and Allied Workers Union (Saccawu) and management, according to Southern Sun spokesman Mr Carl Ludick.

The strike ends tomorrow and all striking workers had until August 22 to return to work, after which they would have to re-apply for positions with the company, he said.

Mr Ludick said workers would get a R100 or 15 percent increase effective from April 1 and a further increase of R20 from September 1.

The agreement provided for a phased increase in wages of R120 and referral of other disputed issues to arbitration.

Confirming a settlement had been reached, union spokesman Mr Allan Horwitz said in a statement the strike had been a success as the union had secured better working conditions for its members.

"Regarding conditions of work, the strike was a clear victory for Southern Sun workers," he said.

A R710 minimum wage had been secured, R80 short of their initial demand, Mr Horwitz said.

The union initially demanded R160 across-the-board and a monthly minimum wage of R300.

In a major concession the company agreed to recognise March 21 — Sharpeville Day — as a paid public holiday, he said.

Other agreements — regarded by the union as achievements in terms of improved working conditions — reached were:

- The right to join the company medical aid with Southern Sun agreeing to contribute 50 percent to medical costs
- The right of casual workers to join a union within the company
- Mr Ludick said disciplinary action related to the conduct of strikers during the industrial action and dismissals at the Cape Sun and Pietersburg Holiday Inn and retrenchments at Pine Lake and Sabie would be referred to arbitration.

Mr Horwitz said about 300 strikers had been dismissed during the strike.
Barlow Rand considers a workers’ charter

COSATU affiliated unions will present plans for the establishment of a “workers’ charter” at Barlow Rand during the union federation’s next meeting with the corporation on September 16-18.

Cosatu representative Rob Rees said yesterday Cosatu was seeking to entrench Barlows worker and trade union rights in areas such as job security, retraining, and casual labour.

He hoped the discussions would lead to the incorporation of the charter into the group’s industrial relations philosophy.

Barlows group public affairs GM Ken Ironsude said the group accepted in principle the establishment of a workers’ charter SA, would be examined.

and confirmed “matters of broad principle” would be discussed in September.

The unions involved are the NUM, the National Union of Metalworkers (Numsa), Paper Pulp Wood and Allied Workers’ Union (Ppawwu), the SA Clothing and Textile Workers’ Union (Sactwu) and the Food and Allied Workers’ Union (Fawu).

There is no precedent for such a code in SA, but Cosatu organiser Mark Bennett said the European Social Charter, German Industries’ 14-point labour code and the code established by the Chemical Workers’ Industrial Union with Dutch companies in
Union angry over foreign workers

By Brendan Templeton

Mossgas was importing cheap labour from East European and Asian countries while thousands of equally skilled workers were available in South Africa, the National Union of Metalworkers (Numsa) said yesterday.

The union's claims followed a return to work by about 9,000 strikers at the multimillion-rand construction yesterday after they downed tools over the recruitment of foreign labour and accommodation problems.

Negotiations between Numsa and Mossgas on the issues are due to start soon.

Mossgas and Gencor public affairs manager Mr Harry Hill refused to comment on the union's claims, saying he did not wish to negotiate through the media.

Between 1,000 and 2,000 foreign workers from Taiwan, Yugoslavia, Poland, Turkey and the Phillipines were being brought into South Africa to do jobs which many unemployed South Africans could do, although it would cost more to employ them, Numsa spokesman Dr Bernie Fanaroff said.

"It is our experience that these workers require retraining when they reach South Africa," he said.

Cheaper

Workers who received training at the Mossgas-backed South African Fabrication and Construction Training Trust Fund (FCTTF) had to wait in line while foreign workers were employed at cheaper rates, he said.

One of the supposed justifications for the cost of Mossgas was that it would create thousands of jobs locally.

The FCTTF collapsed recently after Mossgas cut off funding.

Executive Director of the FCTTF Rene Schmetz said there was a lack of support from some major companies who seemed to prefer to import foreign labour - a costly short-term solution.

The importation of Portuguese artisans by Mossgas contractor Dorbyl sparked off a strike by local workers at its Durban plant in June.

Dr Fanaroff said Gencor - a 30 percent shareholder in Mossgas - and the Departments of Manpower and Internal Affairs needed to explain why workers who did not have better skills than South Africans were being allowed into the country.

Energy Affairs Minister Dawie de Villiers admitted earlier this year the initial decision to go ahead with the Mossgas project was not necessarily a good one.

"But to stop now would be highly detrimental to the State," he said.
Johannesburg — The National Union of Mineworkers has declared a deadlock in the Conciliation Board established to consider a dispute between the union and De Beers over improvements to wages and conditions of employment, the diamond house said yesterday. The union is currently demanding a 22.3% increase in the current minimum wage of R553.
Provincial Administration (CPA) is prepared to meet the SA Municipal Workers' Union (Samwu) following a weekend protest demand by workers demanding direct talks with the provincial authorities. Samwu cited as "unbearable" the situation regarding wages and demanded to meet the "highest" CPA officials.

— Sapa
Post Office workers
strike over dismissal

By Brendan Templeton
Postal workers at several
ing engineering yards on the
East Rand went on strike
yesterday over the dis-
missal of a colleague.
The Post Office and
Telecommunications
Workers Association
(Potwa) claimed the Post
Office intended using the
man’s dismissal as a
precedent paving the way
to mass retrenchment
pending privatisation.

Stayaways
But a Post and Tele-
communications liaison
officer denied the claim —
privatisation was an
outmoded issue and was
no longer on the cards,
she said.
The worker was dis-
missed because he was
absent from work for
more than five days when
general stayaways were
called, Potwa said.
The Post Office intend-
ed reducing costs to
make Post and Telecom-
munication shares more
attractive to investors
when the Post Office was
privatised, a spokesman
said.
But the Post Office of-
ficial said this was “non
sense”.
“We were considering
it a few years ago, but
times change. This per-
son was dismissed and
management has fol-
lowed all the necessary
disciplinary procedures.
“Negotiations with the
union are on, but his dis-
missal has nothing to do
with privatisation,” she
said.

About 720 workers at
engineering yards in
Boksburg, Ravensklip
and Schapensrust near
Benoni were on strike she
said.
Potwa claimed more
than 1000 strikers and
said workers at Witfield
and Brakpan were also
expected to down tools
soon.
Women's champion on the factory floor

By CHIARA CARTER

WOMEN'S issues must become a central focus of organisations rather than trail as an after-thought at the end of an agenda.

This is the view of Connie September, the newly-elected treasurer of the South African Clothing and Textile Workers' Union (Sactwu).

September regards the election of two women to the union's national executive committee as a "move in the right direction" for Sactwu, of which women form the vast majority.

"It is a move towards reflecting the composition of our membership, but more women must become actively involved in the union's structures and assume leadership," she said.

Responsibilities

September is employed as a warehouse clerk at the Rex Trasform clothing factory in Salt River, the heart of Cape Town's clothing industry.

As national treasurer she is in charge of the finance department and must check the union's financial records.

She is also the chairperson of Sactwu's Salt River local committee and regional vice-chairperson.

Her public involvement is not limited to the union.

She is the branch secretary of the ANC in Grassy Park/Lotus River, is a former secretary of the Advice Office Forum and was previously active in civic and youth organisations.

September's involvement in the union has spanned a period during which, for the first time, a largely female workforce in the Western Cape was organised into a progressive industrial union capable of winning gains from employers.

There are special problems in having a mostly female membership.

"Women often can't come to meetings, especially if there's no transport. They can often stay for only a limited time because they have a whole range of household duties as well as their jobs," September said.

"Many women who are shopstewards are married to men who aren't even unionised. This leads to fights at home and even divorce - as the Sactwu legal department can tell you."

September herself has to juggle being the mother of an 11-year-old daughter with her organizational responsibilities.

"Often you want to spend more time with your child, like at exam time, but you have meetings or you have to travel." She says she has tried to be "open" with her daughter, explaining why she has to attend meetings and be away from the house.

September feels that, while women's issues are starting to be examined in Sactwu, they need to be looked at more seriously.

"There's no real buzz about these issues. Women's issues are often seen as separate and placed at the tail-end of the agenda where they often are not discussed."

The complexity of the problem can be seen in the fact that even though Sactwu's membership is largely female, the union has tended to be male-dominated - with women lacking confidence in themselves and other women.

September has no doubt about the innate strength of women.

However, this is not evident in the role played by women at a leadership level and within the union's structures.

"Although women make up the vast majority of Sactwu, one is not really aware of the strength of women," said September.

"In elections you often see women pushing men for the positions. In discussions, women listen to the men rather than participate in the debates."

"The big question is how to build the confidence of women in our union. The whole question of women in the union needs serious examination."

"It is not enough to say there must be women in leadership. The issue is more complex. There is sexism in the broader society and there is sexism in our organisations."

"Women must be accepted in organisations as equals and they must accept themselves as such."

"They need to be given confidence through an educational process. But education must not be for women only. It involves men and women."

September says that even when women accept the responsibilities of leadership, they face extra burdens as opposed to their male counterparts.

One of these problems is loneliness.

"As the only woman on a structure, there are often times when you are lonely. You want the company of another woman. For example, you don't want to sit in a hotel room, talking to one of the men."

Acceptance

Another is winning acceptance as a leader.

"Many people find it difficult to accept you can be a leader. They are more comfortable with a man in the position."

"Other women find it easier to criticise you rather than one of the men. You also become a target for gossip and have to watch your step all the time."

Despite these problems, she is confident that more women will follow the path of other women leaders in the union and in other walks of life and that this will help place women on the centre stage beside their male counterparts.

Speak is no ordinary mag

The term "women's magazine" conjures up the image of one of those...
Against the grain

Freedom or death — funding is certain

I wanted to find out about grassroots democracy, so I look up gardening. Was it one pot, one vase or one grass, one smile?

When I found a man, I might be on the wrong track, so I should belong to an existent organisation. I joined the Catholic Church.

Many masses later, I asked the man in the funny clothes about democracy from below. He said he didn’t know, his mandate came from above.

Then I found that democracy was about listening to the voice of the people. So I listened.

And I heard the people say “Viva” “Viva!” “Viva!” Some people, three words, was too much to listen to.

“An” said my friends. “That depends on who the people are.”

She led me to a party room bounced on pot oil, pulsed with chanting sullen graffiti, to a church hall whose doors were as welcoming as a religious church.

“Here is a meeting of a people’s organisation,” she triumphantly announced.

Cool comrade

Sincerely, there was more to see — more pot than dancing. It was a mitre of Westmins and Gunna.

Through the haze, I made out the shapes of seven people. The masses had gathered. Everyone was cool, no laughter, no smiles.

And such names were used.

The discussion was intense. The question as to why was to be answered.

“This is the third time we’ve tried to have a meeting, and I don’t think we’re going to do it,” said Com. I proposed we forget it.

“No,” said Com. “We’re going to do the next one on Tuesday.”

“But that’s what the people want.”

“[name]?”

“Isn’t this fantastic?” said my friend through the Guestion seminar. “Gaussian democracy — where everyone has the right to participate.”

So for the next three hours, the masses met and decided to give a show of democracy. And whether the meeting should be on Saturday at 3pm or Saturday at 3pm.

Adorned

The meeting was brisk.

Then a Com whose second name was [name] said: “We have to decide whether we’re going to do it or not.”

Which led to a further two-hour debate. But the meeting was decided when the next meeting should be was adjourned to the next day on a few Coms had to attend another the same day.

My friend was excited. She told me that an old man who refused to do anything was given a democratic choice. They could either have Duncan or Finnis.

“Why not [name]?” I asked. “Because [name] might be a jerk,” she said.

Just in case the old man came back again, I decided to be accommodated and not given a mandate.

So now I go to lots of meetings. I don’t do this very often now. I’m supposed to be forever traveling by foreign funding and I’m dying of long cancer, but at least, I’m accommodated.

Accountability: theory or practice?

THE second round of talks between the government and the ANC took place that week. However, very few ANC members received a report-back on the first round of talks held in May.

And after the Pretoria meeting, ANC deputy president Nelson Mandela and the organisation had decided to suspend the armed struggle before they could carry out the talks with the government.

What he did not explain was what level the decision had been taken — whether the rank and file in the leadership had been consulted or whether the national executive council had decided on this step unilaterally.

Corrupt February 2 and the embarrasing of the policy of organisations functions among the terrain of struggle in South Africa.

This was preceded by the collapse of socialism in Eastern Europe and the consequences of crisis democracy which was then the scandalous organisation.

Committed Jay Naidoo general secretary of Congress “Leadership must be earned, not imposed.”

“Among the most important lessons of leadership can be said. An example is the building of democratic practices at every level of our organisation. "Our organisation must adopt a mode of conduct, mandate, and rules that are both acceptable and accountable to the people."

However, the promise of a slow, deep drive towards South Africa offset the negative implications of the lack of democracy in socialist Europe.

The ANC, SAPC and PAC emerged from the shadows of the underground and announced their intention to re-establish contacts with the world-South Africa.

At a NEC meeting in Lusaka, the ANC appointed people to serve on regional structures.

Democratic consolidation was hampered by the absence of democratic organisation. The ANC — the branches, regional congresses and the ultimate decision-making body, the annual congress.

Secrecy The organisations which had been involved also needed to adapt to working above ground, operating without secrecy and allowed to contact members openly.

For a while, the gap between the leaders and the members on the ground hampered effective work of the organisation.

Members felt out of touch with the decisions taken by the ANC. The organisation needed for reports-back to membership were mass rallies and reports in the Western Cape was a case for concern.

There had been very little discussion among workers in the factory around the campaign — and therefore little responses on July 2.

But a recent campaign by the South African Clothing and Textile Workers Union (Sacow) as a supporter of the Workers' Congress campaign drew massive support. The workers were consulted about their production actions.

Rubberstamp

The way the National executive policy through a thorough process of contact and support in South Africa seems to be very important to socialist organisations. This can be seen in the January 14th resolution of the South African Communist Party.

The report recommended that all levels of the leadership must be democratically elected by the rank and file. The leaders should not be leader by the organization without involving the members.

The lack of accountability in organisations was a serious problem, he says. The Tongaat and the Congress of the South African Communist Party.

The Party recommended that all levels of the leadership must be democratically elected by the members and that the leaders should be accountable directly to the members.

Public accountability as the principle which the Party should serve to uphold. We cannot continue, solely on our own, as the Tongaat's minutes read.

The Party concluded that in building our rallies and mass meetings we must have an absolute respect for the democratic and accountability to the people of South Africa.

It questioned its ability to “always do it right in the long run, but it must learn to demonstrate as we are more of the people.”
Dispute called
at beer plants

LESS than a year after a marathon national beer strike, the Food and Allied Workers' Union has declared a dispute with the giant South African Brewery (SAB).

The dispute about overtime arises from annual wage negotiations between the two parties.

Fawu organiser, Mr Rajn Naicker, said that workers were not prepared to agree to contract into overtime.

Naicker said that such an agreement would negate the gains won by workers in shopfloor battles against overtime and an Appellate Court ruling last year which found that workers had the right to refuse to work overtime.

The dispute involves more than 6,000 workers at SAB, which has a virtual monopoly of the industry.

At the time of going to press, SAB could not be contacted for comment.
Strikes: 1 000 fired

By CHIARA CARTER

The number of workers fired in the Western Cape over the past month for taking unprocedural strike action is fast approaching 1 000.

About 400 members of the Food and Allied Workers' Union (Fawu) were fired at the end of last week after a stoppage at the abattoirs.

More than 40 metalworkers were fired this week after taking part in an illegal stoppage at Bremco Productions in Atlantis.

The workers, members of the National Union of Metalworkers of South Africa (Numsa), downed tools over wage demands last Friday.

A shop steward at the factory, Mr Michael Davids, said the stoppage by the dayshift workers at the factory followed a report-back on mediation in a dispute over annual wage negotiations the previous day.

At the mediation meeting, the company had offered workers an increase of 75c an hour, while Numsa dropped its demand from R2 across the board to R1.50.

Davids said workers were unhappy with the offer, especially because they feared they would have to pay for their own transport to Atlantis next year.

The workers were issued with warning letters before being dismissed on Monday.

Hundreds of Numsa members in Cape Town have recently been fired after similar stoppages.

About 250 workers fired from Gabriel in Retreat following a strike last month have rejected an offer of selective reinstatement for 150 workers and hardship pay for the other 100.

The union has declared a dispute over the dismissals and is receiving support from the American United Automobile Workers' Union and community organisations.

SA Metal, where workers were fired last month, has also proposed selective re-employment.

About 300 Numsa members downed tools at Gearing foundries in Epping this week after management attempted to introduce short-time measures.

The workers returned to work on Wednesday after the company withdrew the proposal.

Meanwhile, more than 100 000 Numsa members throughout the country are gearing up for strike action over an industrial council wage dispute.

Numsa is presently balloting its membership in the metal industry to canvas support for strike action.

Deadlock

There are fresh attempts to resolve a marathon strike by about 4 500 members of the National Union of Wine, Spirit and Allied Workers (Nuwsaw) throughout the country.

The union is meeting with management in an attempt to break the deadlock over wage increases.

Another lengthy national strike ended this week when about 6 000 South African Commercial, Catering and Allied Workers' Union members returned to work at Southern Sun hotels.

Following a spirited march by about 600 members of the South African Municipal Workers' Union in Cape Town last Saturday, the Cape Provincial Administration has agreed to meet union representatives to discuss workers' grievances over wage discrepancies.
De Beers is facing strike

By Brendan Templeton
The National Union of Mineworkers (NUM) intends ballotting members for strike action at De Beers Consolidated Mines.

This was confirmed by the union and management yesterday after talks deadlocked.

The NUM is demanding a 22.5 percent increase in the minimum wage of R655. The company has offered between 15 percent for skilled and up to 16 percent for unskilled.
Fawu: Join SACP-ANC

From XOLA SIGONYELA (44A)
PORT ELIZABETH — The Food and Allied Workers Union (Fawu) with its long history of Congress tradition has called on all its members to join the South African Communist Party (SACP) and the African National Congress (ANC).

The "Join SACP-ANC Campaign" was discussed at Fawu's annual general meeting, held at the Great Centenary Hall in Port Elizabeth last Sunday.

Fawu is believed to be the first union to make such a call — PEN
Their own intervarsity

Staff Reporter

An alternative intervarsity will be held at the University of Cape Town tomorrow for students who do not want to attend the traditional encounter at Newlands between UCT and Stellenbosch.

Teams from the universities of Cape Town, Stellenbosch and Western Cape and Good Hope Training College, Khayelitsha, will take part in the alternative intervarsity organised by the South African Tertiary Institutions' Sports Congress.

The day starts at 10 am and the highlight will be at 5 pm with a rugby match between UCT and Stellenbosch.

Council, workers to split court costs

Supreme Court Reporter

A PROVISIONAL Supreme Court order of restraint on thousands of striking Cape Town City Council employees last month has been discharged by consent between the parties with each to pay their own costs.

The urgent application was brought against the South African Municipal Workers' Union, Mr Sale Mame and about 4,000 striking workers on June 12, restraining them from gathering in the Civic Centre, intimidating municipal employees and inciting others to support an illegal strike.

The strike was called off about two weeks later after wage agreements between the union and the council.

Acting judge, Mr Justice J van Deventer presided, Mr H Viljoen SC, assisted by Mr R P Hoffman, instructed by Silberbauer, appeared for the municipality.
Wage talks bog down — grooms' strike goes on

By SHARON SOROUR
Labour Reporter

CONFLICT in the Western Cape horseracing industry continues after "very little" progress was made following talks between officials representing trainers and nearly 800 grooms sacked after a wildcat strike.

Representatives of the SA Commercial, Catering and Allied Workers' Union (Saccawu) met a trainers' committee yesterday but the talks over wages and the re-employment of dismissed workers failed to resolve the dispute.

Union spokesman Mr Edward Hurley told Sapa that employers refused to budge on their final wage offer of a R30-a-week increase and proposed selective re-employment.

TWO ULTIMATUMS

Philippi trainer Mr Stan Ellery said "Very little progress was made and the discussion centred on wages and re-employment."

Another round of talks was scheduled for Monday, he said.

The crisis began last Friday when hundreds of grooms from the Milnerton and Philippi stabling complexes went on strike and were dismissed at the weekend after ignoring two ultimatums to return to work.

On Monday a Supreme Court interdict was issued restraining more than 400 strikers at the Milnerton stables from intimidating other workers.

This week, as trainers' friends and family stepped in to replace the strikers, trainers expressed concern over the health of their horses.

"VERY CRUEL"

Milnerton trainer Mr Mike Lebovich said racehorses which were kept in a confined space were prone to certain diseases.

He said: "What is happening to the horses at the moment is very cruel — they have to be exercised, fed and cared for, otherwise they will die."

Philippi trainer Mr Colin Burroughs said most trainers were concerned because their horses were not getting adequate attention.

"We've just got to carry on and do the best we can until a settlement is reached between trainers and the grooms," he said.
Whites down tools, refusing to do work of black strikers

By Brendan Templeton

About 200 white Spoornet artisans in Braamfontein threw a spanner in the works yesterday when they downed tools in protest against having to do the jobs of 350 black workers who went on strike last week.

The strikers' jobs included fetching materials, carrying tools to job sites, and assisting in repair work.

A spokesman for the white workers said they wanted to be paid their own salaries and that of the black workers as they were doing more than one job.

They would return to work tomorrow but in all likelihood, would refuse to work and return home, he said.

This could hold serious implications for Spoornet because the railway traditionally relies on its white workers to do manual jobs during strikes.

The South African Railways and Harbour Workers' Union (Sarwhu) said it expected the strike among its workers to escalate because negotiations with Spoornet management were progressing slowly.

The strike was sparked off by the dismissal of three workers and the issuing of a final warning to another.

Spoornet spokesman Ian Bleasdale said the workers had been told they could appeal against the disciplinary hearing's findings, but they had insisted on embarking on strike action.
Unions’ demands may harm SA, says Minister

Own Correspondent

The often unreasonable demands of trade unions could effectively price South Africa out of world markets, Prime Minister Barend du Plessis warned today.

Mr du Plessis was addressing the President’s Council on a private member’s motion by Democratic Party councillor David Gant on steps the Government should take to improve the economy and lift living standards.

In his address, Mr du Plessis highlighted difficulties faced by industrialists because of union activity as a factor in the decline in investment in South Africa.

He said the cost of labour was already higher in South Africa than in other comparable countries in the world and he warned that South Africa had to beware of pricing itself out of world markets by allowing labour costs to rise even higher.

“We must get the unions to understand they will price themselves out of the market and lose their jobs if they continue to make unreasonable demands,” he said.

Mr du Plessis said increased productivity was the key to increased wealth and increased investment for the country as a whole would ultimately benefit individuals too.

He said union activity also had an important bearing on the confidence in the economy and this was an important factor when it came to investment.

Earlier, Mr du Plessis said that while the Government believed the country’s economic answers were to be found in capitalism, it did not believe that “pure unbridled capitalism” would provide all the answers.

He said the great challenge facing South Africa was to achieve a delicate balance between the generation of wealth and the distribution of the wealth in a way which would also involve state responsibilities.

He said he believed that the best way to redistribute income was through the creation of equal opportunities.

This would allow everybody to gain access to the economy and to strive for the highest level of income their skill and talent would allow, in a regime of the lowest possible taxation.

The Government was against nationalisation, but aimed at maximum employment and price stability.
Minimum wage: A vital shield ... or just a recipe for disaster?

In a ground-breaking move with vital economic implications, Cosatu looks set to adopt a national minimum wage next month. But not all its unions approve, reports DREW FORREST.

ONTROVERSY appears to be looming over the issue of a national minimum wage after the Congress of South African Trade Unions' campaign conference next month.

And moves towards the adoption of a specific minimum wage figure have drawn an alarm response from business leaders, one of whom described the economic implications as "horrible."

Cosatu's latest campaign bulletin has revealed that the federal minimum wage committee will recommend a R700 monthly minimum wage—translated into R160 a week and R5.60 an hour—for adoption at the campaign's conference next month.

In the short term, the figure would be used as a tool to rally the low-paid and organise against "low-wage exploitation," but the goal is to adjust it annually to offset inflation and ultimately, under a friendly government, give it the force of statute law.

The minimum wage idea has deep historic roots in South Africa where in the 1910s and 1920s, powerful unions demanded the right to strike, and in the 1930s, the concept was floated by the Nationalists to increase the wages of their workers. The Freedom Charter demand, it forms part of the South African Communist Party's draft workers' charter in 1947, and the Cosatu convention in 1953, Cosatu committed itself to fighting for a "national minimum living wage," but by the late 1970s, the concept was abandoned.

Now, the issue is being revisited in a bid to provide a safety net for workers. The federation's national executive committee has instructed the federal committee to recommend a minimum wage that is "reasonable" and "affordable" for workers.

But because of the widely divergent conditions across industry, a specific figure has not yet been agreed on. The federation's national executive committee has instructed the federal committee to recommend a minimum wage that is "reasonable" and "affordable" for workers.

Moves by the Congress of South African Trade Unions towards adopting a monthly minimum wage of R700 have alarmed business leaders.

In low-wage sectors a national minimum would be "detrimental," and one union official said the R700 figure is "inflated" by the current high levels of unemployment.

"In low-wage sectors a national minimum would be "detrimental," and one union official said the R700 figure is "inflated" by the current high levels of unemployment. The federation's national executive committee has instructed the federal committee to recommend a minimum wage that is "reasonable" and "affordable" for workers."

For Steel and Engineering Industries Federation economist Michael McDonald, "indexing" wages for inflation holds special dangers. "Over a 10-year period, pay will tend to keep up with the CPI. But once you legislate, you lose flexibility. It's a recipe for rampant inflation wherever it's been tried."

Describing the national minimum approach as "wrong-headed" and "unimaginative," business leader Bobby Godsell said the fixing of a specific figure would involve assumption about people's needs.

"Collective bargaining aims to reach a tolerably fair wage," he added. "Once you unaccept that from a particular industry and its economic realities, you're in trouble."

A crucial variable was the capital intensity of the industry concerned. In capital-intensive sectors, wages might represent 10 percent of costs, whereas in mining they could be 50 percent.

Commentators believe that because of its current push to rally the unrepresented, and to give workers demands a high political profile, Cosatu is likely to adopt a national minimum wage next month.

NUM economist Martin Nicol, said significant wage increases were likely to have a serious impact on the economy. "If they pay more, employers will have to ensure a higher level of profitability."

Nicol conceded that over time, employment levels in sectors such as textiles could fall. But he added: "The unions have to face this squarely, as we go on, to cultivate a competitive advantage through slave wages? I believe we have sufficient natural resources to provide jobs for all at a decent wage."
Barlow Rand

bugging us,

say unions

By Brendan Templeton

Two Cosatu unions yesterday accused Barlow Rand of a "drastic breach of trust" after bugging devices were found in offices used for union meetings.

The National Union of Mineworkers (NUM) and the Paper, Print and Allied Workers' Union (PPAWU) said they believed secret bugging of union premises was a general practice.

This was denied by Barlow spokesman Ken Ironside. "The practice of bugging, if and when it occurs in the group, is completely unacceptable to us. "But I will only be able to make a more detailed statement tomorrow," he said.

Companies who discovered bugging was being practised should "take appropriate action", he said.

A listening device was found last week in an office used by PPAWU at Barlow subsidiary Nampak Corrugated, in Roslyn.

PPAWU said management initially refused to confirm or deny any knowledge of bugging, but "broke down" when the union called in experts. Management said the device, which was linked to the managing director's office, had been used for over two years, the union said.

Another bug was found this week in NUM's office at Barlow Rand's Harmony mine in Welkom, a union spokesman added.

This followed the discovery of a similar bug last year. Management removed it and the union thought that was the end of any secret surveillance of the union's activities, it said.

But the latest one was found when a worker at the mine who was fiddling with his portable radio, suddenly tuned into the local NUM meeting. He warned the union and a subsequent search of the room revealed the hidden transmitter.

The unions were investigating the possibility of legal action.
Vereeniging boycott to be lifted

Staff Reporter

The three-week consumer boycott in Vereeniging is to be lifted.

This follows an agreement by the town council to allow protest marches through the streets, the Congress of South African Trade Unions (Cosatu) said yesterday.

But consumer action in Vanderbijlpark would continue because peaceful protest was still prohibited there, it added.

Cosatu said boycotts in Sasolburg and Meyerton would be lifted.

Cosatu has not wasted any time in putting the new agreement into practice, announcing a march on August 18 to protest against the proposed switching off of township lights and police action against Sebokeng hostel inmates.

"This will be the first legal march in the Vaal where people will be marching without fears of being gunned down," it said.
Union discovers electronic bug in Nampak boardroom

NAMPACK management yesterday admitted that an electronic bugging device had been found in the company's Roslyn plant boardroom where union officials held their meetings.

Nampak deputy MD Peter Campbell said the company was investigating the incident and would discipline those responsible. At no time had Nampak sanctioned the installation of bugs to spy on unions or customers, he said.

At a Cosatu Press conference yesterday, the union federation disclosed a bug had been found at Nampak, as well as another device in the NUM offices at Rand Mines' Harmony gold mine in Welkom.

NUM Press officer Jerry Majatladi showed journalists a radio transmitter which had allegedly been discovered above the ceiling in Harmony's NUM offices. He said a similar device had been found at the mine in February.

Rand Mines MD Mike Watson was unavailable for comment yesterday, but a Harmony spokesman said management "knew nothing" about the bugs.

Majatladi said a mine worker at Harmony was taping his radio in his hostel room when he picked up discussions between union officials.

He went to the NUM office where a meeting was in session. Union officials found a microphone linked to the transmitter in the ceiling.

Majatladi said the NUM approached management, who "dismissed" the affair.

Commenting on the Nampak bugging, Cosatu assistant general secretary Sipho Kubeka said what he called an "emerging trend of industrial espionage at Barlows' subsidiaries".

Barlow Rand group public affairs GM Ken Iroko said bugging was a "completely unacceptable practice", and Barlows expected companies to take appropriate disciplinary action.

Legal advice

Cosatu-affiliated Paper Pulp and Wood and Allied Workers' Union (Ppwawu) general secretary Sipho Kubeka said Nampak's Roslyn management admitted on August 4 they installed a bug to listen in on meetings with customers. He said the union had been told about the bug by a "senior management person".

The informant said a training centre at Nampak Wadeville was bugged.

Mafumadi said Cosatu intended taking legal advice.

Comment: Page 8
White railway workers join Sarhlu strike

By KATHY STRACHAN
ABOUT 100 white railway workers — previously a bastion of the right-wing — yesterday joined a work stoppage in solidarity with their black colleagues at the Braamfontein station, according to management sources.

"This is the first time in South African history that white workers on the railways are sympathising with the black workers' cause," said Elliot Sogoni of the South African Rail and Harbour Workers' Union (Sarhlu).

"We consider it a victory as we have been trying to get everyone to become Sarhlu members," he said.

The strike, which began last Friday because of Transnet's disciplinary procedure and the dismissal of three black workers, has spread to most depots of the station. The running shed closed down yesterday when the white workers joined in.

Johan Bearn, a Sarhlu organiser, said he had worked at the Braamfontein station previously and was surprised at this turnabout as "those people were racist before. They threatened me with my life when I joined Sarhlu and made it impossible for me to work there."

"Now the militancy of the white workers in the 1921 and 1963 mine strikes is coming back again."
Mossgas workers strike

Work at the Mossgas refinery ground to a halt shortly after lunchtime yesterday when an estimated 9000 workers downed tools for the second time in a week, upsetting talks to resolve a dispute over accommodation and wages.

The disaffected workforce charged the 22 contractors involved in the dispute had not fully addressed their demands, said Mr Bimba Manqabashana, of the National Union of Metalworkers of SA (Numsa).

Mr Manqabashana said management had issued a notice on negotiations to workers after lunch. These had been rejected and caused the stoppage.

Dissatisfaction with their accommodation prompted about 500 civil engineering workers to stage a wildcat stoppage last Thursday. The entire workforce was involved and the plant was paralysed for 3½ days — Sapa
SAB set for dispute talks

SOUTH AFRICAN BREWERIES are to meet representatives of the Food and Allied Workers Union (Fawu) next week in an attempt to resolve a dispute concerning overtime.

A union spokesman said yesterday although SAB was prepared to pay an above-average wage, they "become repressive in their working conditions in an attempt to gain extra productivity in return".

He called on SAB to "pay a living wage within normal working hours", as workers did not want to be "well-paid slaves".

SAB national public relations manager Mr Andre Botza, who described the declaration of a dispute as "premature", said the lowest wage paid to SAB workers was R1200 a month.
A MANAGING director of Nampak could face disciplinary action after the discovery of a bugging device allegedly used to tap union meetings at the firm's premises.

The discovery was made by Paper, Printing, Wood and Allied Workers Union shop stewards in the boardroom of Nampak Corrugated in Rosslyn, Pretoria.

The device, hidden under a window-frame, was connected to a tape on the MD's table.

Neil Cumming, an official from Nampak holding company Barlow Rand, said an inquiry was underway, and if anyone was implicated steps would be taken.

"It is not our policy to bug, and we will not condone it."

Congress of South African Trade Union officials said the spying activities seemed to be in line with Barlow Rand's hardline industrial relations policy.

"They want to ensure union activities at each plant are closely monitored and any plans are pre-empted."
Stop 'bugging' us, unions tell Barlow subsidiaries

By GLINDA DANIELS

A ROW has broken out over allegations that the management of at least three Barlow Rand subsidiaries have been using electronic listening devices to monitor union activities at their plants.

The Congress of South African Trade Unions says this is in line with a coordinated campaign by the group to undermine militant unions in its subsidiaries. Group management denies that it is using "bugging" devices against the labour movement.

Bugs were discovered this week at Nampak factories in Roslyn and Wadeville as well as Harmony Gold Mines, owned by Rand Mines. All three plants belong to subsidiaries of the Barlow Group.

Cosatu yesterday challenged Barlow to come clean on the alleged buggings and state whether the use of listening devices was part of an anti-union campaign on the part of management.

"Barlow Rand has been saying that it is opposed to apartheid but it has been actively contributing to the production of technology and armaments for the South African Defence Force — does this also include sophisticated listening devices?" a union representative asked reporters at a press conference in Johannesburg.

"We know already that Barlow Rand will deny all knowledge of these activities. Nampak will also try to use the Roslyn manager as a scapegoat. But that will not satisfy us at all, because our information is that bugging is a widespread practice at Nampak."

Ken Ironside, Barlow Rand general manager for group public affairs, replied: "Any instance of bugging within the group is unacceptable and contrary to our values. The companies should investigate and take appropriate action. There is no question of us having a policy on bugging. These allegations are as distressing to us as they are to the unions."

Nampak manager Ned Cumming said the company was following normal procedures of taking statements and affidavits from various sources. "We can't take disciplinary action without proper investigations."

He added, "From a Nampak point of view we don't condone this sort of thing, we view it seriously and will decide on what action to take. So far investigations reveal it is an individual thing and not the company."

Cosatu said that on August 5 the Paper Printing Wood and Allied Workers Union shop stewards occupied the boardroom and managing director's office at the Nampak Corrugated Roslyn plant acting on information that the boardroom — used for union caucuses meetings — was bugged.

Experts discovered a microhone hidden in a window frame which was linked to a tape recorder in the managing director's office. The managing director admitted that the recording facilities had been installed more than two years ago.

At the Wadeville plant the union's informant gave them similar information — but stressed that the managing director attended removing the device.

PPWAWU official, Sipho Kubeka, said: "The experts were brought in, but the recording devices were no longer there."

This week, it was revealed that at Rand Mines Harmony Gold plant in Welkom a radio transmitter was discovered two weeks ago, apparently by a worker who was tuning his radio. He turned to a National Union of Mineworkers meeting where his comrades were discussing their grievances — 300m away from his hostel room.

Jerry Majatlhe, spokesman for the union said: "The worker walked with his radio to the union office and to his amazement discovered the voices got louder and clearer."

The meeting, Majatlhe added was immediately terminated and a search began for a wire. A small microphone was found in the ceiling and when it was pulled the ceiling came apart to reveal a radio transmitter.
Blacks to decide on wages for workers

BLACK local authorities are to be granted autonomy by the Cape Provincial Administration to determine wages for their employees.

This follows talks between senior CPA officials and the SA Municipal Workers' Union (Sawmu) on Thursday and Friday — precipitated by a protest march by more than 400 workers last week to draw attention to an "intolerable situation" regarding the authorisation and payment of wages.

The decision hailed "a new era" in the managing of wage disputes between black local authorities and their employees in that authority to grant increases formerly rested with the chief director of local authorities, a CPA statement said.

DISSATISFACTION

During the march in Cape Town a memorandum was handed to the CPA in which workers criticised the system of different wages being paid to workers doing the same jobs but employed by either black local authorities or the CPA.

"The system causes divisions among workers and dissatisfaction and industrial unrest," the document said.

The three local authorities involved are the Ikapa and Crossroads town councils and the Lingleithu-West Town Committee.

Dr Albert Louw, chief director of local authorities, who chaired the meetings, said the CPA was grateful that it could be instrumental in getting parties to the negotiating table.

"The CPA wishes to express the hope that the new approach and commitment to discussions will be continued to the satisfaction of all the parties," he said.

Proposals on ways of resolving the issues were tabled, discussed and accepted by all the parties.

It was also agreed that talks between the union and local authorities would take place on a continuous basis and the CPA requested all workers to "give their full cooperation to Sawmu." — Labour Reporter and Sapa
Over 20 000 on strike

By Brendan Templeton

More than 20 000 workers were on strike last week — about 200 more than the previous week — and about 115 000 metalworkers are on strike this week.

Companies with workers on strike included:

● Mosgas and 9 000 construction workers at its onshore plant
● Workers struck over grievances about accommodation, attendance bonuses and project allowances
● They returned to work on Wednesday pending talks

● Liquor producers and the National Union of Wine, Spirits and Allied Workers Union. A total of 3 600 went on strike over a demand for a R40-a-week increase.

● Employers offered R35

● Cape Town trainee and 600 sacked grocers belonging to the SA Commercial Catering and Allied Workers Union over wages and working conditions

● Parow municipality and 500 SA Municipal Workers Union members over wages and union recognition

● Meyerton municipality and 250 Municipal, State, Farm and Allied Workers Union members over wages. Workers want an R800 minimum wage. The strikers were dismissed.

● Randburg municipality and 300 National Union of Public Service Employees workers on strike over a demand for a R650 minimum wage. The council offered R550.

● Maritzburg municipality and 700 municipal workers over bonus pay.

● The Post Office and 1 000 Posts and Telecommunication Workers Association members on the East Rand over the firing of a worker.

● Spoornet, Bramfontein, and 350 SA Railway and Harbour Workers Union members over the dismissal of three workers. A total of 200 white workers subsequently went on strike, refusing to do the strikers' jobs.

● Zebedelea citrus farm, Pietersburg, and its workers over a R400 minimum monthly wage demand.

● Modderfontein gold mine, Brakpan, and 1 500 National Union of Mineworkers over NUM recognition, wages, 30 dismissed workers and working conditions.

● Satchwell Controls, Paarl, and 60 percent of its workforce, who are members of the Steel, Engineering and Allied Workers Union. Workers demanded a R50-a-week increase, management offered R40.

● Xactus Rigid Plastics, Cape Town, and 8 172 Chemical Workers Industrial Union members over the union's non-participation in the company's provident fund.

● Heinz-Geigy and 172 Chemical Workers Industrial Union (CWIU) members in a 99-day strike over the company’s non-participation in the union's provident fund.

● Reckitt-Colman and 400 dismissed CWIU members over the company's non-participation in the provident fund.

● Labethica, Bethlehem, and 169 SA Chemical Workers Union (Sacwu) members.

● AECL, Modderfontein and 89 Sacwu workers. Drivers are demanding equal pay and job grading between races.

● Well's, Wynberg, and 35 Sacwu members demanding a R300 increase on the current R1 005 minimum wage. Management offered R140.

● Justine, Wynberg, and 60 Sacwu members demanding improved working conditions and a R150 weekly increase on the current minimum wage of R174. A week. Management offered R50.

● Raminnen Products and 40 Sacwu workers demanding a R150 monthly increase. Management offered R55.
Bus strike
Sit-in by drivers, thousands late after union dispute

THE LONG WAIT. A sit-in strike by drivers led to long queues of Mowbray station bus stops today.

By JOHN YELL and JOHN VILJOEN
Staff Reporters

THOUSANDS of commuters were delayed today after several hundred City Tramways bus drivers refused to work because of a union dispute. When buses failed to arrive, hundreds of commuters turned to alternate forms of transport.

A spokesman for the Taxi Owners Association said that the buses were not the only ones that were operating.

"We are more than 100 percent full today," he said.

The bus drivers are members of the Coasa-affiliated Transport and General Workers Union, which is attempting to claim a majority recognition from management in place of the Tramways and Omnibus Workers Union (TOWU).

A union official at the Arrowgate Depot said that commuters had started a sit-in after a decision was made on Friday.

He believed more than 100 drivers were also involved in the sit-in at the Phillipse depot.

"They are also being denied a majority share. The other two depots (Selo Line and Victoria) have also followed suit," he said.

Annoyed

He said management had originally suggested a ballot to decide on majority recognition but was now refusing to hold the ballot, despite a request from the union.

"We want a ballot but they're refusing. We will sit here until they come back to us," he said.

At Mowbray station, annoyed commuters complained to City Tramways inspectors that there were no buses.

"I can't use a clipper card on a bus," one said.

Another commuter said he had wasted "much longer than usual" for a bus and that he was "very late for work."

City Tramways PEG Mr Bob Kresser said they would issue a statement later today. The TOWU could not be reached for comment.

Goodwood heart recipient 'well' after transplant

Medical Report

GOODWOOD heart recipient Mr Clifford Williamson, 27, who was given the heart of California missionary Mr Tim Fultz, 35, over the weekend, is "doing very well," according to Groote Schuur Hospital.

Mr Williamson, who had to retire early because of his heart condition, had been waiting for three months when the dramatic rise in the number of heart transplants in the country raised his hopes.

Donor Mr Fultz fell off the roof of a church and was in the hospital for treatment on Saturday. He was declared brain dead and his family agreed to the donation.

The flight from Johannesburg to Cape Town was organized by Medical Review International.

Mr Fultz's kidney, thyroid and spleen were to be used for transplants in Johannesburg.

The transplant marked the beginning of National Organ Donor Week.

Mr Fultz's wife, Norma, has appeared on national television to encourage organ donation.

Playful pup calls the cops

The Argus Foreign Service

LONDON - When the police in Wolverhampton answered a 999 call they received at the police station, they found a 12-year-old Staffordshire bull terrier had knocked the phone off its hook and nudged the 9 button.

Mrs Knighton, 50, said "It's incredible. She must have touched the button with her nose or paw."
All aboard as bus drivers return to work

By SHARON SOROUR, Labour Reporter

CITY Tramways bus drivers returned to work today after a one-day stoppage which left thousands stranded.

Scores of drivers staged sit-ins at the Arrowgate and Philippi depots yesterday.

All members of the Transport and General Workers' Union (TGWU), they were demanding a ballot to prove the union's claim that it represented most workers. The Transport and Omnibus Workers' Union (TOWU) has management recognition.

Tramways managing director Mr Barry Gie said the drivers had offered to return to work after negotiations took place yesterday between the management and the union.

Mr Gie said negotiations would continue.

"The drivers offered to return to work and asked me to respond to their demand for a ballot by Thursday at 10am," he said.

While union officials claimed several hundred drivers had stopped work, Tramways public relations officer Mr Bob Krause said 150 drivers at Arrowgate and 45 at Philippi were involved.

TGWU shop steward Mr Valentino Clarke said the drivers had been threatened with dismissal if they did not return by 3pm yesterday.

Mr Gie said the strikers' action was "unreasonable, unprocedural and illegal".

"I told the union that if the drivers did not return I reserved the right to take legal action which might include their dismissal."

Mr Clarke said it was up to management to "do the spadework and negotiate with the TOWA to hold a ballot."

"TGWU workers agree that if the ballot is in favour of the TOWA, they will accept it and the agreement which exists between the TOWA and City Tramways management," he said.

A victory for the union would mean new negotiating structures under Cosatu guidelines.

Mr Gie said it was difficult to assess the effect of the stoppage but it had "obviously" affected the company financially and had inconvenienced commuters.

The strike over a pay dispute by more than 1,000 Ikapa (Langa, Nyanga and Khayelitsha) council workers has ended and all workers have returned to work, a worker representative said today.

She said the dispute was resolved after a day-long meeting between the South African Municipal Workers Union (Samwu) and management at the council's Guguletu offices yesterday.

The management had promised backpay at the end of the month.

The stoppage started on Friday after the council failed to honour promises of pay increases backdated to January; the representative said...
Ikapa workers on strike over wage demands

Municipal Reporter

Hundreds of Ikapa Town Council municipal workers — who serve the Langa, Guguletu and Nyanga areas — came out on strike yesterday over wage and wage-related grievances.

Negotiating teams from both the Cosatu-affiliated SA Municipal Workers Union (Samwu) and the council were engaged in meetings from 8am yesterday until late afternoon at the council offices in Nyanga.

Several security men guarded the gate at the offices yesterday, while hundreds of workers sat in the sun outside.

Workers, who claimed nearly 2,000 were out on strike, said they wanted R857 a month as a starting wage for a labourer, as opposed to the present rate of between R500 and R600 even for those with 20 years of service.

"Ikapa told us we were employed by the CPA, and the CPA now says we are employed by Ikapa," one of the workers complained. "We came to an agreement in June but afterwards we were told to go to the CPA.

"It's August now, and we have got nothing yet (out of that settlement)."

Another worker complained that whites without matric landed up in high positions in the Ikapa administration, yet there were plenty of black matriculants in the townships who could not get jobs.

Officials at the offices could not be reached by telephone yesterday.

STRIKE II... Some of the hundreds of Ikapa Town Council municipal workers on strike. "We want R1,500 (per month) NOW," reads the sign.
ON STRIKE... City Tramways bus drivers who went on strike yesterday stand on the first-floor balcony at the Arrowgate depot.

Bus drivers back at work

By GLYNNIS UNDERHILL

HUNDREDS of City Tramways bus drivers who staged a wildcat strike yesterday over a union dispute went back to work this morning.

Further action by the Transport and General Workers Union will be decided on Thursday morning when City Tramways management is expected to respond to a demand by the union members for a ballot to test its strength at both Phillipi and Arrowgate depots.

The striking drivers are unhappy that the current negotiating union recognised by Tramways Management is the Transport and Omnibus Worker's Union — dubbed a "management sweetheart union" by its opposition.

The Cosatu-affiliated Transport and General Workers Union is hoping to establish itself as the majority union with full negotiating rights.

"City Tramways management has agreed to give us an answer on the ballot by 10am on Thursday. Then we will see if further action will be taken," said a spokesman for the Transport and General Workers Union.

Thousands of bus commuters were late for work yesterday when the striking drivers staged sit-in protests at both Arrowgate and Phillipi depots.

The day-long strike yesterday involved more than 400 dissatisfied City Tramways drivers who have been pushing for a ballot to establish their union as the majority union, according to the Transport and General Workers Union spokesman.

"For years the Transport and Omnibus Worker's Union has been seen to work in an unhealthy cosy relationship with management," he said.

Meanwhile City Tramways have condemned the strike by the Transport and General Workers Union members as being "without justification" and "illegal".

"The allegation by the union concerned that the action it has taken is connected to a dispute over management's recognition of the union, is rejected," claimed a City Tramways statement.

"Two meetings have been held with the union to discuss the suggestion that a ballot should be conducted to prove the Union's claim that it represents the majority of workers. The documentary evidence put forward by the union to justify its claim failed to do so, and the union conceded that this was so," it said.

A spokesman for City Tramways said that the "question of a ballot was out of our hands".

City Tramways management will be holding discussions with the majority union, the Transport and Omnibus Worker's Union before Thursday morning, to find out if they agree to a ballot, confirmed the spokesman.

A spokesman for the Transport and Omnibus Worker's Union declined to comment.
Trainers look at ways to replace strikers

By DANIEL SIMON

STRIKE-AFFECTED re-horse trainers at Milnerton are considering several options to replace staff if about 450 striking grooms are deported from stable complexes tomorrow, when an eviction order comes into force following a two-month wage dispute.

The fate of more than 200 others at Phillipi is still unknown, as they have "not been advised with eviction orders." It was disclosed yesterday that before the wildcat strike 10 days ago trainers were paying grooms R30 to R50 a week — plus food and accommodation — and were only prepared to increase the rate by R10.

After talks with trade union representatives, the BA Commercial Catering and Allied Workers Union (Saccawu) dropped its weekly minimum wage demands of R250 to R250 and lowered the across-the-board wage increase demand of R50 to R40 yesterday afternoon. Saccawu official Mr. Raulde Hlumungane says Thursday that at a meeting with the trainers yesterday afternoon, the dismissal of grooms if a settlement was reached — except for 150 whom they had labelled "instigators" — would be "less of a problem than the "dismissals.""

Lesotho recruits?

Mr. Hlumungane said Saccawu would make a final attempt today to resolve the deadlock before the eviction of the grooms begins tomorrow.

Trainers are considering several options to replace the grooms.

One of them is to introduce a Milnerton trainer yesterday was the recruitment of 600 Lesotho nationals at the "trainers' rate." If the strike dispute between about 45 trainers and the Saccawu is not resolved during the day, "the trainers considered the Lesotho nationals to be "better" horsemen than the "dismissed" grooms."

Another option was the recruitment of white women who would receive about R250 a month — the weekly minimum wage Saccawu put forward last week but which was rejected by the trainers.

The last option was the selective re-employment of dismissed grooms, coupled with the recruitment of unemployed coloured people from the region.

Several trainers said the strike had made them realise that they could get by with less labour.
Wine workers to decide on wage offer

By SHARON SOROUR
Labour Reporter

THOUSANDS of striking workers in the wine industry will decide this week whether to accept a revised wage offer.

The National Union of Wine, Spirits and Allied Workers Union met the SA Wine and Spirit Industry Employers Association last week in an attempt to resolve the five-week strike by more than 3 800 workers.

Association spokesman Mr Rian Kruger said in a statement that negotiations had not been completed.

Revised offer

Mr Kruger said a revised employers' offer was tabled on Thursday.

"The union will inform the association of the members' decision as soon as practicably possible," he said.

Mr Kruger declined to divulge details of the revised offer before the union's response was known.

Association spokesman Mr Charlie Hoeflisch said employers were hoping the strike action would be resolved "as soon as possible".

Union spokesman Mr William Makhubu said the union hoped to have canvassed all its members by next Thursday.

Negotiation resumed last week following a two-week stalemate after the two parties met for the first time on July 18.

The workers — part of a national bargaining unit of 10 000 — have been on strike at 83 plants since July 11.

Six companies represented by the association have been affected by the strike: Gilbeys, Distillers Corporation, Union Wine, Stellenbosch Farmers' Winery, Douglas Green and Henry, Taylor and Ries.

Beer giant SA Breweries has come under fire from the Food and Allied Workers' Union (Fawu) for insisting that employees agree to work overtime.

The union has declared a dispute on overtime after five rounds of talks on the issue failed to shift the company's position.

Fawu said in a statement that the breweries insisted that workers contract to work overtime and on weekends "in spite of the workers' position on the issue and the disruption it creates to their family, social and sporting lives".

"SAB also proposes a clause that claims that workers' refusal to contract to overtime constitutes an overtime ban and is therefore a form of industrial action, although the Appellate Division upheld a decision granting workers the right to refuse or agree to contract to overtime," the statement claimed.

Breweries public affairs manager Mr Adrian Botha said the union's decision to declare a dispute was "totally premature as the company is always prepared to talk and it's not our final offer on the table."

In a separate statement, Cosatu accused a Barlow Rand subsidiary of a "serious breach of trust" after buggings devices were found in offices used by two unions for meetings and other activities.

According to reports, Barlow Rand spokesman Mr Ken Ironside denied the allegations and said: "The practice of bugging, if and when it is occurring in the group, is completely unacceptable to us."

Talks between sacked grooms, trainers resume

Labour Reporter

TALKS between Cape Town racehorse trainers and nearly 800 grooms — sacked after a wildcat strike — were scheduled to resume today.

This follows a meeting between the trainers' committee and the SA Commercial, Catering and Allied Workers' Union (Saccawu) on Friday when "little progress" was made in talks about wages and re-employment.

The grooms, from Minerton and Philippi, went on strike on August 3 and were dismissed for ignoring two ultimatums to return to work.

Last week a Supreme Court interdict was issued restraining more than 400 strikers at the Minerton stables from intimidating workers.
Call for probe of rightists

Pretoria Correspondent

Anti-apartheid organisations allied to the ANC have called on the Government to investigate right-wing organisations following the bloodshed in Pretoria.

And they have warned that failure to act could lead to a backlash — possibly in the form of marches and consumer boycotts.

The United Democratic Front (UDF), supported by the Congress of South African Trade Unions (Cosatu) and the South African Youth Congress Organisation (Sayco), has laid blame for the bomb at the door of the right wing.

UDF spokesman, Mr Siphiwe Ngwenya, called on State President de Klerk to set up a commission of inquiry to "look seriously into the activities of the right wing".

Safety at taxi ranks comes into the spotlight at a meeting of the Pretoria United Taxi Association (Puta) today, following the bomb blast which occurred opposite a busy taxi rank and injured 40 people.

Chairman of Puta and the city's representative at the South African Black Taxi Association (SABTA), Mr Enos Makena, said he deplored the planting of the bomb, especially at a busy taxi rank.

"The safety of our commuters comes first and we have called an emergency meeting to look into the question of safety at taxi ranks," he said.

This could include the appointment of plain-clothed security officers who would patrol taxi ranks. However, he also appealed for vigilance on the part of commuters who could point out suspicious people or parcels to taxi drivers or officials.

Mr Siphiwe Ngwenya of the UDF said information received by his organisation indicated that 44 people — and not only 12 reported as hospitalised — had been injured in Saturday's blast.

He said many of those injured had run away — an explanation confirmed by Mr Lola Mogela of the SA Youth Congress Organisation, who said people may run from a bomb for fear of being associated with it.
Ikapa workers return while talks continue

Municipal Reporter

THE entire 1300-strong workforce of the Ikapa town council, which serves Langa, Nyanga and Guguletu, returned to work yesterday after a 1½-day salary and wage-related work stoppage.

Mr Kobus Olivier, acting Ikapa chief executive officer, said an agreement had been reached with the South African Municipal Workers' Union (SAMWU) on Monday.

Yet negotiations would continue over 14 firemen and fewer than 100 other staff members on "personal" pay scales, he said.

Some staff had recently been given back pay from January to June in terms of a settlement with the union, but others, on "personal" pay scales, felt discontented, and this had led to the stoppage, he explained.

SAMWU regional organiser Mr Russell McGregor said that on August 9, when some workers were given their agreed back pay, "we found out that 692 workers — half the workforce — were on personal pay scales, so they received nothing."

He said an agreement had been reached this week that these workers would get some back pay by the end of August.

Yet there was still a problem because as far as the union was concerned, a minimum salary of R857 should have come into effect from July 1, but now the CPA had vetoed this part of the union's agreement with Ikapa.

The CPA wanted it "re-negotiated", but the union saw no sense in this, Mr McGregor said.

Mr Olivier said many employees had been on "personal" pay scales because they had been transferred from the Cape Provincial Administration or the divisional councils or development boards.
Liquor strike to continue, say workers

By Brendan Templeton

The nationwide liquor workers' strike, the longest ever in the industry, is set to continue after yesterday's rejection by most workers of management's latest revised offer.

The South African Wine and Spirits Industry Employers' Association (Sawsea) last week offered increases backdated to April 1 ranging from its original R33 a week for lower grades to R40 at the highest grades. About 400 Stellenbosch Farmers' Winery workers at Stellenbosch and George had accepted the offer, an association spokesman said.

This leaves about 3000 workers still on strike. Management's original offer was R33 in response to the workers' R40 demand.

The organisation was due to meet the National Union of Wine, Spirits and Allied Workers last night.
Cosatu to protest over growing ‘reign of terror’

By Shareen Singh

Cosatu will present a memorandum to President de Klerk later this week listing attacks on its members country-wide and calling on the President to intervene in accordance with the Pretoria Minute in stopping the “reign of terror”.

Cosatu spokesman Neil Coleman said the situation was critical, with at least 13 people killed and more than 40 injured in Sebokeng alone in the past two weeks. The clash between Inkatha and the ANC/Cosatu brought to 40 the number recently killed in the township.

Both the ANC and the Government expressed concern over the increasing violence in the country last week.

The Pretoria Minute declared a commitment from both parties to undertake measures to promote peace and normalise the situation.

Residents in the area and hostel-dwellers claimed municipal police, kusiskusilets and the some members of the SAP were behind the attacks.

The following incidents will be included in the memorandum to the President:

Ambush

August 1 — Two people killed in an ambush by unknown people on Sebokeng hostel dwellers at a station in the township.

The same evening police raided the hostel, confiscating weapons which hostel-dwellers were keeping for protection.

August 2 — Shots fired through hostel windows killed two people. Eleven needed hospital treatment.

August 3 — Unknown gunmen fired on a taxi from Sebokeng.
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- The same evening police raided the hostel, confiscating weapons which hostel-dwellers were keeping for protection.
- **August 2** — Shots fired through hostel windows killed two people. Eleven needed hospital treatment.
- **August 3** — Unknown gunmen fired on a taxi from Sebokeng hostel. Four passengers were seriously wounded.
- **August 4** — Vigilante accompanied by municipal police fired through hostel windows, leaving 20 injured.

- **August 5** — Commuters from a train were shot at next to a station in Zone 10.
- **August 6** — One person was killed and two injured in an attack on hostel dwellers by unknown people.
- **August 6** — Another person was shot dead outside the hostel. The following day, a blast outside the hostel injured one person.
- **August 7** — Two hostel dwellers were abducted by six white police uniforms in a raid on the hostel.

Bafokeng tribe worth millions

The Bafokeng tribe, who bitterly fought their inclusion into Bophuthatswana last year, have become shareholders in Impala Platinum Holdings in the homeland, and can subscribe to shares worth over R300 million according to the company’s annual report. 72 Bafokeng councillors and heads unanimously accepted

Pollution in Buffa

By Jacqueline Myburgh

The Buffalo River in Natal, which for the past 10 years has been polluted by coal mines in the north of the province, may now be threatened by other industries operating on its banks.

Despite a campaign launched by the Department of Water Affairs in Dundee to clean up the river, the local water board has been discharging chemicals into the stream of water, a water affairs spokesman confirmed.

The owner of a farm about 59 km south of the waterworks, David Rattray, reported the pollution to the Department of Water Affairs when he noticed piles of brown and white foam drifting down the river last week.

A spokesman for the Department said the foam was "backwash" from the waterworks’ pump station, but the chemicals contained in it were non-toxic.

The foam — and the long-term pollution of the Buffalo River — has not affected the ecology of the river, the spokesman said.

Keith Cooper, conservation director of the Wildlife Society, said he was very distressed by news of the pollution since the Buffalo River had exceptional qualities in terms of the environment.
Union pay demands shock
Cape clothing industry

By TOM HOOD, Business Editor

THE hard-hit Cape clothing industry is amazed at trade union demands for a 50 per cent increase in their pay package, says Mr Simon Jocum, chairman of the Cape Clothing Manufacturers Association.

"The pay claim is obviously an opening move before negotiations begin, but it comes when a great deal of the industry is working short time," he said today. "Business is still pretty poor all round and there is no way of companies being able to meet it."

"Even in the good times, union demands were not as high as this."

50 percent increase

The claim submitted to employer organisations amounts to a 50 percent increase in the overall package.

The demand is for a R45 a week across-the-board increase, a R1 a week bonus for each year's service, a 40-hour week, an extra paid public holiday and five days' extra leave for all workers.

A controversial proposal is a national industrial council for the clothing industry.

"Coming at a time of industrial depression and shrinking profits in many manufacturing companies, the union's claim is certain to lead to tough negotiations before new agreements are reached," union sources concede.

"Many companies are simply making fictitious profits — well below the rate of inflation and are struggling to avoid retrenchments," said a director of a clothing company.

Many smaller firms, especially the CMT operations — had been on short time, with one firm reporting falling orders and working for two-day weeks for more than three months.

The country's largest clothing group, Seardel Investment Corporation, reported only a 4.2 percent rise in bottom-line profits last week.

Shareholders got a mere 4.7 percent rise in their dividends, total payouts rising to 22c a share from the 21c paid last year.

South African Labour News, the Cape Town-based digest of trade union affairs, quoted a union spokesman saying employers, hard-hit by the depressed economy, rising costs and a tougher market, would certainly resist any reduction in production time.

High starting point

While the union regarded the R45 a week demand as a reasonable starting point for negotiations, this was well above the 21 percent the workers gained last year, and it was unlikely that employers would this year counteract increases of similar size, said a union spokesman.

On a centralised national bargaining unit, he said although it viewed this as a priority, employers remained to be convinced of the need for such a body.

Demands presented to employers at the other regional councils in the clothing industry are likely to follow those in the Western Cape, the dominant region in the sector."
Union wants 50 percent hike

By CHIARA CARTER

CLOTHING bosses squared up to the South African Clothing and Textile Workers' Union (Sactwu) for a preliminary round of talks in Cape Town this week. 

The talks were a "scene-setter" for annual industrial council wage negotiations in the largest industry in the Western Cape. 

Sactwu is demanding an across-the-board increase of R45 — an increase of almost 50 percent.

The union has asked for a service bonus of R1 a week for each year of service, five extra days annual leave and a 40-hour working week.

While this year's negotiations are taking place at a regional level, Sactwu wants employers to agree to establish a single national clothing industrial council.

In response to Sactwu's demands, bosses are likely to plead poverty and point to the slump in the industry.

The industry has been hard hit by retrenchments this year, with thousands of workers throughout the country losing their jobs.

The union says a slack pay fund should be established to assist workers placed on short time or retrenched.

It wants basic rights about grievance, disciplinary and retrenchment procedures to be included in the main industrial council agreement.

Sactwu is also asking for an extra paid public holiday, 10 days paid leave a year for shop stewards and free overalls for workers.

The union wants employers to do away with the learning period for Category C workers and reduce all other learning periods to a year.
Massive stayaway in October?

By CHIARA CARTER

A THREE-DAY national stayaway is planned for October if negotiations between employers, unions and the government over the controversial Labour Relations Act (LRA) do not produce satisfactory results.

Cosatu spokesperson Mr Neil Coleman said the federation had agreed in principle to stayaway action from October 8 to 10.

Defiance

A final decision on whether to proceed with a stayaway will be taken at the next Cosatu campaign conference in September.

Cosatu renewed its defiance campaign in connection with the LRA after the government failed to legislate an accord reached between unions and the employer body Sedcologic earlier this year.

Also to be discussed at the bargaining conference is a proposal for countrywide marches at the end of September.

The federation wants the state to legislate the accord and then introduce legislation which will extend the labour law to cover all workers, recognise public sector unions and revamp the industrial courts.

A working committee is examining changes to the LRA.

The conference will also discuss the workers' charter campaign, a consortium of attempts to place workers' demands on the national negotiating table.

Minimum wage

A workers' charter conference is scheduled to take place in November.

Another campaign which Cosatu seems set to take up is the demand for a national minimum wage.

Cosatu's living wage committee has recommended a minimum salary of R700 for all workers, with the possible exception of domestic workers.

The federation is still committed to the battle for a living wage — at present somewhere between R1100 and R1500.
Solution seen for bus dispute

By SHARON SOROUR
Labour, Reporter

WHILE two rival unions representing bus drivers at City Tramways depots do battle for majority status and negotiating power, the company is positive the issue will be resolved when the parties meet today.

The dispute boiled over into a one-day work stoppage this week involving scores of drivers and inconvenienced thousands of commuters.

City Tramways managing director Mr Barry Gie said various options had been considered to resolve the dispute and he believed "an equitable, workable solution that will be acceptable to all the parties concerned" had been found.

The crisis arose when members of the Transport and General Workers' Union (T&GWU) staged sit-ins at the Arrowgate and Philippi depots on Monday.

They were demanding a ballot to prove a claim by the union that it enjoyed majority support and not the Transport and Omnibus Workers' Union (TOWU), which enjoyed management recognition.

The drivers returned to work on Wednesday with the company agreeing to respond to the T&GWU's ballot request when the parties meet today.

In a statement yesterday the TOWA chairman, Mr J Sineke, said while "the minority union T&GWU" claimed to have the majority at the Arrowgate and Philippi depots, they had not been able to substantiate this with "relevant documentation".

Mr Sineke said the work stoppage could have been avoided if the T&GWU had approached the TOWA to discuss the issue.

He also accused City Tramways of being manipulated by the T&GWU.

A three-week wage dispute between the T&GWU members at Rhodes University and management was resolved this week with both parties agreeing to a 37.47 percent across-the-board increase, Sapa reports.

The increase raised the minimum wage for university workers from R270 to R371 a month.
Hospital workers' union to negotiate with TPA top brass

By Brendan Templeton
Top level negotiations between hospital workers and the Transvaal Provincial Administration (TPA) were due to take place today following initial talks yesterday.

The TPA yesterday condemned plans by the National Health and Allied Workers' Union (Nehawu) to hold lunch-hour demonstrations at hospitals in the Transvaal to protest against alleged delays in wage negotiations.

"As far as the TPA is concerned, there is no deadlock in the negotiations between itself and Nehawu as alleged," TPA director-general Andre Cornelissen said.

Today's talks were to include TPA director-general of health services Dr Hennie van Wyk after a demand by Nehawu that it speak to the administration's top brass.

While yesterday's talks were in progress, workers at Hillbrow Hospital staged a sit-in over the delays, poor working conditions and the refusal by authorities to open the Ursula Mansions nurses residence to all races.

Mr Cornelissen said the TPA did not have the authority to make final decisions on wage demands, but had to pass them on to the Commission for Administration.
Numsa workers want strike

Initial results of a countrywide strike ballot involving 115,000 National Union of Metalworkers (Numsa) members showed they were in favour of going on strike, Numsa spokesman Alastair Smith said yesterday.

Numsa is demanding a 50 percent wage increase, in response to the offer of 19 percent by the Steel and Engineering Industries Federation of South Africa (Seifsa).

The ballot began at the end of last month following a deadlock in talks with Seifsa.

Employers have condemned the union's decision to ballot for a strike.

But Numsa has hit back, saying its members sometimes receive wage increases below the inflation rate and the wage gap between the races had not been substantially closed.
Don’t try to lock unions out of the negotiating process

ALAN FINE

WHILE government and the ANC have moved decisively to downgrade levels of physical and rhetorical conflict between government and the ANC’s trade union ally Cosatu as tense and mistrustful as they have been before. The new political mood created by the signing of the Pretoria Minne has already filtered through to lower levels of both government and the mass democratic movement.

Consumer boycotts in several southern and eastern Transvaal towns were resolved through negotiation within days of the August 6 agreement. There is even optimism that the five-year-old Soweto rent boycott could end soon.

The terrorist violence of the past 10 days at Kagiso, Sebokeng, Tokozona, Katlehong, Vosloorus and Port Elizabeth makes it obvious the new mood has not permeated through the country. But, at least, the cold war has been in terms of negotiation between the parties involved.

This is not so in the economic and financial sphere — a position highlighted last week by Finance Min- ter Bruce Kellner. The new government, he explained, was “anticompetitive” and “antiposition” and had “beaten up” the unions, making labor issues less productive, and was undermining confidence in the economy.

Kellner’s words are no surprise. The Ministry of Labor seems to believe, is the best way of countering labor uprisings. This, as we have seen before, is a new chapter in the struggle for power over the economy.

Du Plessis’s speech was just the tip of the iceberg. While government is busy with wage negotiations in the Transvaal and the ANC is busy with the negotiation of a new constitution, there is a major conflict over the labor law through a similar process.

It is understood that the Transvaal branch of the ANC and the government have reached an agreement on the principles of the new labor law. The agreement includes a number of provisions that are designed to strengthen the bargaining power of workers and to protect their rights.

The agreement includes a number of provisions that are designed to strengthen the bargaining power of workers and to protect their rights. It includes the establishment of an independent labor court, the abolition of a two-tier wage system, and the introduction of a national minimum wage.

But political change is probably only a small part of the explanation for the high levels of unrest. The economic recession, as well as the high levels of unemployment and poverty, have led to a surge in strikes and other forms of labor conflict.

The recession has been particularly harsh on the working class, as jobs have been lost and wages have fallen. This has led to a surge in strikes and other forms of labor conflict.

As Bobby Godsell of the Anglo American Corporation and the Federation of South African Broadcasters put it, “If you want the unions to moderate their wage demands now to protect the value of workers’ wages for the future, you need to do it jointly. Government should be involving Cosatu and Nactu in the formulation of national economic policy.”

An arrangement along these lines suggested by Godsell would facilitate the economic debate between organized business, labor and government and would allow for the development of a new definition of the role of business in society.

The need for such an arrangement is evident. The recent strike wave in the Transvaal has been driven by a combination of economic and social factors, as well as the inability of the government to meet the demands of workers.

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Deneys Reitz argues for final order against union

CONTROVERSY surrounding submissions to Manpower Minister Elif Louw by attorneys Deneys Reitz on the Saccola-Nactu-Co-satu Labour Relations Act accord was being used by the South African Commercial Catering and Allied Workers' Union (Saccawu) to justify unlawful conduct against the law firm, it was argued in the Rand Supreme Court yesterday.

Counsel for Deneys Reitz, C Plemman SC, made this submission before Mr Justice Flemming in seeking a final order restraining the union from conducting a protest campaign against the firm and picketing its Sandton office.

Deneys Reitz obtained an interim interdict against Saccawu on July 17 following a resolution passed by the union at its annual congress to conduct a campaign to "pressure and embarrass" the firm which represented management in the recent OK and Southern Sun/Holiday Inns strikes.

The resolution followed the union's claims that Deneys Reitz was involved in "union bashing" and was SENT to an order interdicting it from picketing in relation to the firm's practice and engaging in activities which impeded its attorneys' professional activities.

Deneys Reitz has not accepted either and has asked for a final interdict in the terms of the order originally sought.

Counsel for Saccawu, J Gauntlet SC, argued that the union was entitled to "pressure and embarrass" Deneys Reitz within the law's limits.

An example of where this would be permissible, Gauntlet said, was public criticism of the submissions made to Elif Louw by Deneys Reitz which were perceived as delaying the passing into law of the Saccola agreement.

Gauntlet said it was not unlawful and in contravention of common law to criticise lawyers advancing views on a highly contentious political, social issue.

He argued that the firm was asking for a blanket order against the union.

Mr Justice Flemming reserved judgment and with the consent of both parties extended the interim order until he reached a final decision on the matter.
Cape cracks in wine strike

CRACKS are appearing in the 36-day wine-industry strike as workers in the Cape broke ranks this week and accepted a revised management offer.

By yesterday, 750 workers at plants and depots in the Western Cape and George had signed their acceptance of the employers' offer, said Wine and Spirit Industry Employers' Association spokesman Mr Charlie Hoeflich.

Another 1 400 had agreed to the initial offer of R33 a week across-the-board when management set a deadline for acceptance on July 9.

However, deadlock continued elsewhere, with an estimated 2 200 members of the National Union of Wine, Spirit and Allied Workers still on strike.

A sixth round of talks is planned for next Wednesday in Johannesburg, Mr Hoeflich said.

In the Western Cape, workers at Stellenbosch Farmers' Winery settled on Tuesday, followed by colleagues at the Distillers Corporation Green Park depot in Epping, Union Wines in Wellington, and Douglas Green and Gilbeys in Stellenbosch.

Disputing these figures, Numsaw president Mr Novemver Nkosi said workers at Gilbeys in Stellenbosch had never been on strike, and only about 500 union members had gone back to work.

He said the majority of strikers rejected a revised management offer ranging from R33 to R40, tabled at talks in Stellenbosch last Thursday. — Sapa
Grooms' eviction ordered

MORE THAN 400 striking grooms were ordered to be ejected from their hostels at the Cape Turf Club yesterday when a Supreme Court interim interdict was made final.

Mr Justice P Tebbutt also ordered that the grooms pay the costs jointly and severally.

The grooms, with more than 200 others from the Philippi stabling complex, went on a wildcat strike 11 days ago and were dismissed after ignoring two ultimatums to return to work.

Negotiations between trainers and trade union officials are due to continue this week, however, in a final bid to resolve the dispute over wages and reinstatement of the sacked grooms. Altogether 700 grooms were sacked following the strike.
Justine strike

It was incorrectly reported in The Star's Strike Barometer that workers at Justine Ltd were on strike.

Director Timothy Devine said yesterday a negotiated settlement was reached. An across-the-board increase backdated to July 1 was implemented with a minimum wage of R754, rising to R1,000 on January 1.
Hospital talks deadlocked

By Brendan Templeton

Industrial action at Transvaal hospitals is set to escalate on Monday after a stalemate in talks between worker representatives and health authorities.

The National Education, Health and Allied Workers' Union (Nehawu) is at loggerheads with the Transvaal Provincial Administration (TPA) over the progress of wage talks and procedures agreed to in May.

"Workers have indicated that action will definitely be stronger if there is no positive action from the TPA by Monday," union organiser Monde Mshwana said yesterday.

This follows one-day lightening strikes and lunch-hour protests at five Pretoria hospitals and a sit-in at Hillbrow Hospital, which ended yesterday.

Nehawu wants to refer the deadlock to arbitration, which it said was one of the clauses in the May agreement, and the TPA is insisting that its director-general be allowed seven more days to find a solution.
600 Fight for right to strike

By Brendan Templeton

About 600 workers and their employers in the small Northern Transvaal town of Brits are engaged in a struggle which could prove crucial to the development of industrial relations in South Africa.

At stake is the workers' right to strike over dismissals.

The telephone and optical fibre cable manufacturing company, ATC, applied for and was granted an interdict in the Industrial Court preventing its workers from embarking on strike action after the dismissal of three shop stewards.

The National Metalworkers Union (Numsa) said a direct effect of the court ruling will be to make all strikes over dismissals illegal.

This undermined the very intentions of the Labour Relations Act, Numsa said.

Despite the interdict, workers embarked on their planned strike and were locked out of the company premises, a shop steward said.

ATC said in a statement it viewed the matter as a dispute of right which should be resolved through arbitration: "The decision to strike where such a dispute resolution mechanism has been offered is considered unfair and can only cause harm in the relationship between the company and its employees," it said.

Numsa general secretary Moses Mayekiso said the dismissals were "selective" and an "attempt to rob the workers of their leadership".

The union's legal officer Ruth Edmonds said the interdict was not served as a rule which would have given the union a chance to challenge it. It was up to the company to follow it up.
Cosatu to campaign against attorneys

By DREW FORREST

THE Congress of SA Trade Unions has thrown down the gauntlet to Denys Reitz by targeting the firm of attorneys for a protest campaign which may include pickets, sit-ins and boycott action.

In a statement yesterday, Cosatu included Denys Reitz in a list of five firms targeted for a campaign because they had objected to Labour Relations Act amendments based on the Saccola agreement. The other businesses were Goldfields, Eskom, Sasol and Saambou.

Denys Reitz recently won an interdict restraining the Cosatu-affiliated SA Commercial, Catering and Allied Workers' Union from waging a campaign aiming to "pressurise and embarrass" the firm. The union was also prevented from picketing the firm's Sandton office.

On the return date this week, Saccolu opposed the order as being too wide, especially in respect of the ban on picketing, which it argued was an unwarranted bar on freedom of expression. Judgment was reserved in the Rand Supreme Court on 18-19/5/79.

In its statement, Cosatu said it supported Saccolu's arguments. Workers were discussing a range of actions, including pickets, factory demonstrations, sit-ins and product boycotts, it said.

"Cosatu hoped that the (Saccolo) accord would be legislated in the last parliament session," the statement said.

"We were angered that after a long process of consultation, an accord with the support of 65 000 companies and 1.3 million union members, was not passed because of 80 or so objections, including these companies."

Holding that as an "supposedly independent law firm", Denys Reitz "had no business making representations" on the Bill, which was published for comment by the National Manpower Commission, the statement said.
Num explores models for job creation

Within a week, the co-op was reaching the daily production targets and hasn't looked back. "Now those of us who are serious don't have to suffer because of the loafers," a member explained.

In this way, practical experience is providing the best teacher in building viable co-ops and workable methods of democratic control. In the process, the members are able to start meeting their full human potential in ways that work on the mines denied them.

At the same time, the co-ops are impacting on the rural community, which they relied on for support and sometimes they have needed more than just a solidarity market.

At the Flagstaff Co-op in the Transkei, the road to the river sand was washed away by rain, and production came to a standstill. The headman in the area agreed to call an "alma", which is a traditional workparty called together when collective labour is needed. The community took a week to rebuild the road, and the co-op provided the gqombothu (home-brewed beer) and other refreshments.

The co-ops also have the potential to introduce new forms of collective activity into their rural context. At a training workshop held in Zimbabwe, Num co-op members were helping to build a dam as part of a local village effort. They found that the participation of the women was limited by their responsibilities for child care. This mutated the establishment of a creche, which has continued since the dam was completed.

In these ways, the experience of democracy, organisation and struggle on the mines is being fed back into the miners' home areas.

Against this backdrop, Num co-op members dispute the conventional wisdom that co-ops necessarily fail. It is a tough battle, but in three years, Num has learned a wealth of lessons.

"It would be a drawback for the struggle for us to go back to the old, narrow work known as being employed," explains Charles Ramahlahla, Pawoo chair. "There is something beyond money that we get here. We work democratically, with every member having the right to speak freely and to be heard equally. There is surely no better way to work than that."
PARTICIPATIVE MANAGEMENT

VOLKSWAGEN SA is an exceptional example of how participative management in a country which is characterized by an authoritarian style of industrial relations. VW is unique in that it has accepted the National Union of Metalworkers (NUMSA) as the centre of its structure of worker participation.

Usually worker participation schemes in South Africa aim to win over the loyalty and motivation of the workforce to strengthen the power of unions. VW is an exceptional case because of the interaction between, on the one hand, a well-organized and militant union and, on the other hand, a pluralist management, influenced by a co-determination process of their West German principals, and committed to increasing workers' participation in decision-making.

The NUMSA demonstrates how a union can advance its members' participation in corporate decision-making within the framework of collective bargaining. It overcomes the potential power of the trade unions on the shopfloor to influence decisions about production, discipline and employment conditions. It also demonstrates the potential for unions to influence company policy through the joint management committee and its management.

The Johannesburg-based factory employs 8,371 employees. Nearly 20 percent of the workers are classified white, and of the rest nearly two thirds are Africans. The total, 81 percent are members of the National Union of Metalworkers of South Africa — the powerful Congress of South African Trade Unions (COSATU) affiliate.

Industrial relations at VW have been conflict-ridden for most of the eight years under South African jurisdiction, from June to September 1989, for example, there were 241 stoppages, and 20 of these were strike actions, comprising the following causes:

The union has a large number of office workers on the shopfloor. For every 200 employed there is a part-time shop steward (appointed in 1987) and 20 full-time shop stewards (appointed in 1985). Twenty-one part-time shop stewards form the neurotic group with 40 percent of grievances, while the full-time stewards undertake negotiations and shopfloor patrol.

Shop stewards are provided with extensive training, including the company discipline as well as training in the use of the telephone, letters and memos; a meeting venue; a shop stewards office; and a company car.

Management has set up an elaborate system of joint committees with which they see as the beginnings of a co-determination system following the German model. Brian Smith, the Human Resource director, says that management pursues a pluralist model. He explains that "although a certain amount of conflict is inherent in the system, it can be resolved by a system of collective bargaining that will allow some sort of balance of power or equity to be reached".

Through the joint committee system, management is attempting to promote co-operation on issues of common interest.

The most influential of the six committees at Jamec (Johannesburg Management Executive Committee) which consists of senior management and full-time shop stewards, meets on a quarterly basis to review "corporate strategic issues".

What management sees Jamec as an embryonic words council where joint decision-making would take place. The union sees it as a negotiating forum where demands are put forward to the company management. It would be a forum where management and unions meet to discuss matters of common interest.

The shop stewards now have a board of directors who are elected by the shopfloor and their shop stewards and the full-time stewards meet on a daily basis to review events and plan strategy.

The shop stewards' role has been enlarged to co-operation and conflict. The number of strikes and stoppages in 1989 is testimony to the ongoing militancy of the workforce. Significantly, the Jamec structure is not the primary forum where workers assert control over production. It is rather on the shopfloor that a situation of workers' control begins to emerge.

The shop stewards have become an integral part of the structure of authority on the shopfloor. Many workers believe that social relations on the shopfloor have changed because of the power exercised by union representatives.

Many strikes last year were precipitated by demands — all workers interviewed saw this as a major cause of increased industrial action. But shop stewards, no more than prevent unfair dismissals, shop stewards are in a position to take action.
Num explores models for job creation in rural areas

**National Union of Mineworkers’ co-operatives have had some success in developing into economically viable enterprises.**

**By KATE PHILIP**

Num projects co-ordinator

However, in the initial stages, many co-ops rely on “sweat equity” to get off the ground, because of their limited access to capital. Thus, some realisation of the enterprise-level survival can only be a temporary and unsustainable success for workers if the co-op cannot move beyond this stage, it is likely to lose its more skilled members, who will more easily get other jobs.

This locks the co-op into a vicious cycle in which it is unable to develop the skills needed to grow and develop economically, and is doomed to collapse along the margins of the economy, fulfilling all the predictions of its failure.

From Num’s experience, these pitfalls have to be anticipated before the project starts. A critical factor here is not only the skills complement in the co-op, but also the number of workers that are excluded.

In a context where there is enormous pressure to create as many jobs as possible, the tendency is to include more members than the production unit can sustain economically.

Where Num has fallen into this trap, the co-ops have shrunk before they were able to stabilise. However, the Lennox Black Co-op in Lesotho started with 40 members rather than more, and within its first year of operation, it has been able to finance expansion, with the development of a smaller-scale block co-op in a nearby village, and an agricultural project.

Pawno has also financed an own expansion, purchasing new equipment earlier than the year “Our aim of working in the co-op is to create jobs,” explains Stanley Mabutho, secretary of Pawno. “We are trying to get enough money to expand our co-op, so that even if we cannot give employment to all the people, we will be able to help some with jobs. It is for this reason that we have recently moved to sell cooked chickens.”

The co-ops are told outside the periphery in Numathatha township, under a big sign that says “Comrades Come Home!”

At a recent congress of the Lennox Mineworkers’ Labour Cooperative Union (the mohlabi locals in Lesotho) the Numathatha Co-op from Qumbu proposed a motion that a third of their surplus should go into a social fund to create co-ops for other members. The congress amended their resolution to include this as a requirement for all members co-ops.

In building economically viable co-ops, an effective and timely study is essential, but even if the co-ops are economically viable, it is a struggle for the owners to sell it to the workers. The success of the owners and the skills of democrats management that will make or break the project.

In the Num co-ops, the structures of management are decided by the members, and the decisions are elected and changeable.

The possibility of “buying in” skills that is not yet negotiated in principle, but in the rural areas, it is often not a realistic option.

Skills training in the co-op has to cover the full spectrum from literacy training to financial management and production planning. All members must understand the necessary relationship between productivity, sales, income, and expenditure if they are to continue to operate profitably and to sustain the project.

In the Own Over Iron Co-op in the Transkei, these links were not necessarily clear. For months, the co-op failed to meet production targets, and at the same time, basic issues of the supply of the raw materials were being taken to lengthy meetings.

Finally, a crisis was reached and a Num-identified replacement. A core division of labour was agreed to in the co-op, and members were made responsible for production plans. Those were provided by the framework within which the management structure had mandated them to make day-to-day management decisions.

In addition, the wage system was changed. Instead of the members simply developing the net wage bill, equally the co-op members decided to divide themselves into production teams, each with its own targets. Wages were now paid in proportion to the team’s output.
Taking control of industry

The Zaneleleni Co-op project is a concerted effort by the South African Clothing and Textile Workers Union (Sactwu) to start the process of meaningfully addressing the question of economic empowerment of a large sector of black citizens, as opposed to individual black entrepreneurs. Sactwu has a membership of 190,000, and is affiliated to The Congress of South African Trade Unions (Cosatu).

The project, with Sactwu members' shareholding structured through a board of trustees comprising elected members of Sactwu's National Executive Committee, has the objective of creating jobs, whilst simultaneously striving to take control of an increasing portion of the industry in which it operates.

The initial project, a clothing manufacturing and distribution operation, based in Durban, has now created 300 jobs, of which 95 percent have been filled by Sactwu members who had previously been retrenched from the Frame Textile Group. Profits to be generated will revert to the Trust Fund for the sole purposes of creating additional jobs for members.

Through the Trust, and the projects managed by the Trust, the union membership will start taking control of elements of their industry. This process, which is not deemed to be an overnight exercise, should benefit from well-intentioned support from a more democratic government and other development agencies - both local and international.

Over a period of time, it is feasible to believe that the co-operative economic interests of thousands of workers will be addressed through this process, instead of large segments of the economy being solely in the hands of an effectively small number of people — mostly from the current advantaged sector of our population.

To change the realities of the current racial imbalances amongst skilled and management staff in industry and commerce, it is necessary to undertake a major formal skills development drive.

Picture: AFP

To change the realities of the current racial imbalances amongst skilled and management staff in industry and commerce, it is necessary to undertake a major formal skills development drive.

No real empowerment is through the democratic nature of the union itself, that control over this empowerment is exercised. While day-to-day decision-making power is vested in management, the latter are answerable to the workers through the structures mentioned. The longer term, strategic planning or decision-making is vested in the elected members to the board of trustees. They, in turn, are also answerable to the mass membership.

Through these controls, there are safeguards to ensure that no individual, or select group of individuals, can enrich himself/herself/themselves, at the expense of the collective membership.
Nactu metal union may join Numsa in giant national strike

By DREW FORREST

NACTU'S largest metal affiliate could join forces with Cosatu's National Union of Metalworkers (Numsa) in the looming national strike in the giant metal industries.

This emerged from an interview with Tommy Oliphant, the general secretary of the Nactu-affiliated Metal and Electrical Workers Union (Mewusa). The union's 40,000 members could add significantly to a strike.

More than 100,000 Numsa members have balloted on industry-wide strike action, and results are expected at the weekend. Mewusa and Numsa are the only unions in the metal industry council to have rejected the employer wage offer of between 15.5 percent at the top and 19 percent at the bottom.

Paradoxically, Nactu's other metal affiliate, the Steel, Engineering and Allied Workers Union, has settled with employers. The offer has also been accepted by largely white craft unions in the Confederation of Metal and Building Unions.

Oliphant said a proposal that the pay battle should be settled by arbitration, resolved at a Mewusa shop steward committee meeting, had been rejected by employers at an industrial council dispute meeting this week.

Mewusa would meet again at the weekend to decide whether to move to a strike ballot and to co-ordinate strike strategies with Numsa, in line with a suggestion by the Cosatu union. A ballot was highly likely, he said.

Although they belong to rival federations, Numsa and Mewusa's non-wage demands show a significant overlap. Both unions want a 40-hour week, improved maternity leave pay, paternity leave, Sharpeville Day as a paid holiday, payment of wages to political detainees and the inclusion of severance pay as a right in the main agreement.

Regarding pay claims, Mewusa is demanding R1.50 an hour across the board and a R6 minimum, while Numsa has pushed for R2 an hour throughout the negotiations. Wages, severance pay and hours were the key issues for Mewusa members, Oliphant said.

Labour sources see the decision by Nactu's Seawusa to settle with metal employers as an expression of weakness. A long-established black union with apparently dwindling membership, it was invited to join the two-year merger process which led to Mewusa's formation in May last year, but declined to merge because of "internal problems".

It is understood that Nactu called a further meeting earlier this year with an eye to forging one Nactu-affiliated metal union, but that neither Seawusa nor the tiny United African Motor and Allied Workers Union turned up.

Political differences may be a factor in Seawusa's unwillingness to merge. The union's leadership is known to be strongly supportive of the Pan African Congress (PAC), while Mewusa is politically disaligned.

Some metal employers fear that if there is a national strike, conflict between Numsa strikers and Seawusa spokespeople could spill over onto the political arena. Numsa, through Cosatu, is aligned with the ANC.
BEE—something of a business buzzword

Black Economic Empowerment, BEE, is becoming something of a buzzword. What does it really mean? It means different things to different people, depending on who is asking it playing politics.

By Fred Compton
General secretary of the Chemical Workers Industrial Union

Businesses are glad to throw a new phrase around their glossy company magazines and at business lunches. When businessmen speak of Black Economic Empowerment they really mean it quite different to real empowerment.

Certainly they mean throwing the scope of the economy to the informal sector and small businesses. In their magnanimous business sees themselves creating economic hurdles to the have-nots.

It’s a ridiculous as giving someone bumpercars and hoping they can pick themselves up on their own bellyes.

The possibility that these black have nots might have information, rights to entry in the economy and the skills to make a good go of it for a very long time is quickly overlooked. Even when the workers are given a transport pass for their travels, there are little communities — pre-existing and newly formed — which obstruct have-nots’ entry.

The fact that these barriers are placed on the initial level of economic empowerment, validate black workers above, are quickly swept under the carpet.

Secondly in business’s view, BEE means the introduction on the factory floor of the new “Empowerment” techniques. These techniques are designed to bluff workers into thinking what they have is a bit more control over their lives on the shop floor. In practice, business’s real objective is to administratively squeeze more productivity out of workers.

If disbelieving from the business is something the Chemical Workers’ Unions (CWEU) is capable of getting at. In the late 1970s when codes of conduct for foreign companies were all the rage, the CWEU was in the forefront of covering up the false agreements that were the basis of non-reporting companies.

As those codes of conduct were falling on to the floor of history, business and their newspapers became excruciatingly hysteric about the need to empower their workers. The CWEU was at the forefront of exposing the fact that very little, if any, disbelieving was being done to have any impact on the workers themselves. It was an exercise in perpetuity.

Other examples of this type of disbelieving are close at hand. It is universally accepted that trade unions are the best means of protecting workers’ economic interests in society. Instead of empowering the unions, by business and the state forced the smashing of the National Labour Relations Act. CNPF to the unions.

It took a number of major general strikes, including the biggest in South African history to change the powers of the state. It was at the Congress of South African Trade Unions (COSATU) agreement with the state which had not been granted since the days of the Boers. It had not been given because some powerful employers were afraid it. If businesses are serious about BEE, they should be advocating a union, not less, rights for workers.

One might expect the right to work in a safe and healthy environment to be utilised before economic empowerment. Again legislation, that time the Industrial Machinery and Occupational Safety Act (OM&A) was unfavourably interpreted on workers in 1991. As business men were beginning to do something about the dreadful conditions in which some individuals have to work.

If business is serious about BEE, they should be pushing for the right to defend their lives on the factory floor by supporting the call for the CNPF to be replaced with decent legislation.

BEE is yet another excuse of business to exploit which must be exposed in the media and in practice.

On the factory floor in the chemical industry the CWEU is challenging these disbelieving around the issue of retirement funds.

The assets of the private retirement fund industry (excluding the states of the life annuity pension) are currently estimated to be over R100 billion. This is larger than the 1995/96 total state budget of R87 billion. It is safe to assume that black workers have contributed about their R100 billion, which means that they own a tangible chunk of SA. Ownership of these assets is not, however, meant to be protected over those assets.

In response to membership demands in the office, the Pension Act to disempowering their workers. In practice, business and the state forced the smashing of the National Labour Relations Act. CNPF to the unions.

The art of development

Vince van der Made died a pauper in the home one acknowledged to his mother. She might have been someone she or someone she knew in the noble profession of journalism. It is a noble profession but one often so darkened by bureaucratic and political influence, that the noble profession of journalists often seems to be a quaint one.

The development of the humanities is currently taking on a new significance. In fact, it is now a matter of life or death to the world. In this context, the book is not only a matter of life or death, but also a matter of self-understanding. It is a book that has been written with the aim of providing a new perspective on the world, and a new understanding of what it means to be a human being.

Our culture in South Africa needs to be understood in terms of how we relate to the world and how we understand ourselves. In this context, the book is not only a matter of life or death, but also a matter of self-understanding. It is a book that has been written with the aim of providing a new perspective on the world, and a new understanding of what it means to be a human being.

You see, we are in the art of development.
NUM's members consulted on strike

The National Union of Mineworkers (NUM) would not take strike action at collieries until it had reported back the Chamber of Mines' revised offer to members, union spokesman Jerry Majingatla said at the weekend.

"Chamber public affairs manager John Imrie said yesterday it would meet the NUM this week to establish what the union's decision on the revised offer was.

The offer involved increased holiday leave allowance, but the wage offer remained unchanged. Only Lonrho's Duker Exploration Ltd raised its wage offer to an across the board 17%.

Majingatla said after Wednesday's meeting Amecoal had increased its holiday allowance offer by a range of 16.4% to 18%, a 20% increase compared with last year. Genmin, JCI and Rand Mines had also increased theirs by 20%.

"The Chamber of Mines' final offer was for a 14.5% to 17% increase.

The union had rejected the chamber offer and separate offers from Amecoal (16.4%-18%) and Trans-Natal (14.5%-20%) and had conducted a strike ballot.

Results from the strike ballot were that 16,117 members polled at 22 collieries were in support of a strike over the wage demand, while 3,678 were against.

"Meanwhile, the wage strike at Rand Mines' Harmony gold mine was resolved last Thursday after discussions between strikers' representatives, the NUM and mine management concluded amicably.

Miners had returned to work on Friday, a mine spokesman said.

About 4,500 miners went on strike at the V-1 shaft after confusion about the reflection of wage increases on their pay slips.

In other developments last week, the dispute between Metro Cash and Carry and Saccawu over a wage increase was resolved after the union agreed to accept a R40 across-the-board wage increase.

The metal industry was facing possible strike action as the National Union of Metalworkers of SA (Numsa) and Steel and Engineering Industry Federation of SA (Seifsa) wage dispute reached deadlock.

Numsa began an 11-day strike ballot on July 30. Numsa national organiser Alastair Smith said a decision on strike action would be taken shortly after August 5, the last day of the ballot.

Handicap

The four-week old wage dispute between the National Wine and Spirit Allied Workers' Union (Nusaw) and the SA Wine and Spirit Industry Employers' Association showed no signs of ending at the weekend.

Industry spokesman Riaan Kruger said that while the strike involving 3,800 workers at 83 depots was a handicap, employers made use of casual workers.

Nusaw president, November Nkosi said that no meetings had been scheduled with the industry.

The strike began on July 11 after the industry failed to raise its R33 across-the-board wage increase offer to the union's demand for R40.

Meanwhile, the SA Commercial Catering and Allied Workers Union (Saccawu) and Southern Sun/Holiday Inn management wage dispute remained unresolved after five weeks of mediation.

Saccawu national organiser Jeremy Daphne said the union negotiated with management on Friday.

"A settlement now seems likely but we are not prepared to comment on what agreements have been reached," he said.
TGWU in bid for majority union status

THE Transport and General Workers' Union (TGWU) had been offered access and shop-steward rights at some City Tramways depots in an attempt to block their bid for recognition as the majority union, according to a TGWU spokesman.

TGWU representatives met City Tramways management yesterday after a one-day strike earlier this week, to express their dissatisfaction that the current recognised negotiating union is the Transport and Omnibus Workers' Union (Towa), which they claim is a "management sweetheart".

The TGWU spokesman said the offer did not include the right to negotiate substantive conditions of employment on behalf of the drivers and was avoiding the demand for a ballot to find out which union had more support.

"The offer undermines the principle of a majority union. We do not want a half-baked situation of restricted rights for minority unions," he said.
Grooms back at work as strike resolved

The two-month wage dispute between 700 jobless grooms and about 30 Western Cape racehorse trainers was finally resolved on Thursday night when the SA Commercial Catering and Allied Workers' Union (Saccawu) agreed to the trainers' two-figure wage increase offer.

In terms of the agreement all dismissed grooms from Milnerton and Philipppi - except for four - were guaranteed immediate reinstatement by their respective employers after being dismissed on August 6 for taking part in a wildcat strike.

City attorney Ms Sue Stelma, acting on behalf of the trainers, said the agreement reached would be "binding for a year" and no mass actions or wage demands could take place within that period.

She said the increase agreed to by Saccawu was the trainers' offer of R30 across-the-board for experienced grooms and R20 across-the-board for inexperienced workers.

However, trainers who had already increased wages from May 1 would, depending on the amount given, be exempt from the full increase.

She said the agreement also allowed trainers to reserve the right to take disciplinary action against grooms for "any misconduct" during the protracted strike.

"If grooms have any complaints on the disciplinary measures, they can take them up individually in an industrial court," Ms Stelma said.

Ms Stelma said other working conditions agreed to were a R50 bonus to a groom if "his horse" won a race and R5 on top of a day's salary for working Sundays.
Opposition expected on pay demand

A DEMANDED 60% wage hike in garment workers' wages is bound to be met with stiff opposition from recession-bound employers when annual wage talks kick off soon.

The SA Clothing and Textile Workers' Union (Sactwu) says it wants a R45 across-the-board increase on the weekly wages of its more than 100,000 members.

In a drive to bring about uniform wages and conditions of service, Sactwu will press for a single national industrial council when it first meets employers on September 10.

Wages and working conditions in the industry are governed by separate industrial council agreements for the Western Cape, Port Elizabeth, Natal and Transvaal.

Sactwu believes a national bargaining forum would also bring employers in decentralised "homeland" areas into line with general conditions.

-Sapa
Bid to resolve simmering bus drivers’ dispute

By SHARON SOROUR
Labour Reporter

CITY Tramways management meets union officials today in a bid to resolve a simmering dispute between two rival transport workers' unions battling for majority status and bargaining power.

The Transport and General Workers' Union (T&GWU) — which is demanding a ballot to prove it enjoys majority support at the Arrowgate and Philippo depots in spite of management recognising the Transport and Omnibus Workers' Union (TOWA) — will take part in the talks.

Last week the dispute erupted into a one-day work stoppage by scores of T&GWU bus drivers at the two depots, which disrupted Cape Town's bus service and inconvenienced thousands of commuters.

The stoppage was criticised by City Tramways management as being "without justification and illegal" especially as bus operations were regarded legally as an essential service.

The workers returned to work the next day but demanded management hold a ballot to prove their union was in the majority.

City Tramways proposed an audited count of stop orders to resolve the membership dispute but this was rejected by the T&GWU.

Mr Nic Henwood, the T&GWU regional secretary, told Sapa the proposal would give the union minority status, denying it the right to bargain on wages and substantive issues.

City Tramways managing director Mr Barry Gie said the matter was extremely complex as more than one substantial union was involved.

The TOWA chairman, Mr Joe Sustek, said while "the minority union T&GWU" claimed to have the majority at the two depots they had not been able to substantiate this with "relevant documentation."

The TOWA changed its name recently from the Tramways and Omnibus Workers' Union to the Transport and Omnibus Workers' Union.
Clothing workers demand 50% rise

By Tom Hood
CAPE TOWN — The hard-hit Cape clothing industry is amazed at trade union demands for a 50% percent increase in their pay package, says Simon Jocum, chairman of the Cape Clothing Manufacturers Association.

"The pay claim is obviously an opening move before negotiations begin, but it comes when a great deal of the industry is working short time," he said. "Business is still pretty poor all round and there is no way of companies being able to meet it."

"Even in the good times, union demands were not as high as this."

The claim submitted to employer organisations amounts to a 50% percent increase in the overall package. The demand is for a R45 a week across-the-board increase, a R1 a week bonus for each year's service, a 40-hour week, an extra paid public holiday, and five days' extra leave.

A controversial proposal is a national industrial council for the clothing industry.

"PROFITS LOW"

Coming at a time of industrial depression and shrinking profits in many manufacturing companies, the union's claim is certain to lead to tough negotiations.

"Many companies are simply making fictitious profits — well below the rate of inflation and are struggling to avoid retrenchments," said a director of a clothing company.

Many smaller firms had been on short time, with one firm reporting falling orders and work for two-day weeks for more than three months.

The country's largest clothing group, Sardel Investment Corporation, reported only a 4.2% percent rise in bottom-line profit last week.

Shareholders got a mere 4.7% percent rise in their dividends, total payouts rising to 22c a share from 21c last year.

South African Labour News, the Cape Town-based digest of trade union affairs, quoted a union spokesman saying employers, hard-hit by the depressed economy, rising costs and a tougher market, would certainly resist any reduction in production time.

While the union regarded the R45 a week demand as a reasonable starting point for negotiations, this was well above the 31% percent the workers gained last year, and it was unlikely that employers would this year countenance increases of similar size, said a union spokesman.
Mwasa opens doors to all races

THE all-black Media Workers Association of South Africa (Mwasa) has opened its membership to all races.

In a resolution adopted at its national congress held in Port Elizabeth at the weekend, nearly 500 delegates stated that the unfolding political situation in the country called for new definitions.

"As the powers that be move away from a race-based policy of exploiting workers into a purely economic strategy, workers have to define themselves in terms of their class.

Victims

"Whereas laws have always been made to specifically make black workers double victims of the exploitation of apartheid, the changing laws necessitate the review of definitions, the congress added.

The change means whites can now also join the union which recruits journalists, graphic workers and those in the packaging industry.

The Mwasa congress also deplored the inter-organisational violence that has led to over 270 people being killed in Witwatersrand townships in the past week.

It called on the black leadership of all organisations to rise up to the demands and challenges of the times.

In another resolution, the congress banned the wearing of party political colours and chanting of party songs and slogans at union meetings.
Merc in crisis talks

EAST LONDON — A top-level Numsa delegation, headed by general secretary Mr Moses Mayekiso, is to visit Mercedes Benz's plant here today for crisis talks with shop stewards and members who have revolted against the union's national bargaining policy. They have also demanded Mercedes's withdrawal from the industry national bargaining forum.

The plant has been shut down since Thursday afternoon due to a sleep-in by a group of about 300 workers. The company was yesterday granted a court order requiring the union to ensure compliance with the parties' recognition agreement.

Mercedes has said that although the strikers were a minority, the plant was closed to prevent any violent confrontations.

Meanwhile, employees at the plant have been issued with letters offering them voluntary resignations, early retirements and ill-health retirements.

Chief executive of Mercedes Benz, Mr Christoph Kopke yesterday said the rationalising of the employee complement was "as a result of the decline in the economy".
Workers reject NUMSA decision

WORKERS at the Mercedes-Benz plant in East London are at loggerheads with their union and management over the company's participation in the motor industry's National Bargaining Forum.

Production was halted on Friday after "unprocedural industrial action" by some workers, the company said.

It is not known how many workers were involved in the action.

Undemocratic

The National Union of Metal-workers, which represents most of the about 3 000 workers at the plant, was the major driving force behind the formation of the NBF in 1989.

Protesting workers accused the union of making undemocratic decisions on their behalf.

But NUMSA recommitted itself to centralised bargaining in a statement on Saturday and said Mercedes workers would be "strongly advised" to remain in the NBF. (Sowetan Correspondent)
Tension between rival unions rises

By SHARON SOROUR
Labour Reporter

TENSION is mounting between rival trade unions battling for majority support and negotiating power at City Tramways bus depots.

The simmering dispute between the recognised union, Transport and Omnibus Workers' Union (Towu), and the Transport and General Workers' Union (T&GWU), intensified yesterday as Towu rejected a ballot requested by the T&GWU to test majority support.

The Cosatu-affiliated T&GWU demanded City Tramways management hold a ballot at the Arrowsgate and Phillipi depots and staged a one-day work stoppage last week by scores of T&GWU bus drivers and other workers at the two depots.

REJECTED

City Tramways initially proposed an audited count of stoppages to resolve the dispute but this was rejected by the T&GWU.

Talks between T&GWU officials and management yesterday resulted in the union agreeing to a ballot, according to City Tramways managing director Mr Barry Gie.

He said the T&GWU had agreed to a ballot to determine union representation at the Arrowsgate and Phillipi depots, in terms of the existing rules and procedures.

The T&GWU regional secretary Mr Nic Henwood told Sapa his union had agreed to a management proposal that a ballot would have to be based on documented proof of majority support.

While Towu originally agreed to participate in a ballot if the T&GWU could substantiate their claim of representing the majority of drivers with "adequate documentation", the union has reversed its decision.

The Towu chairman Mr Joe Sineke told Sapa yesterday the union had decided at a general meeting at the weekend to boycott a ballot.

According to Mr Henwood, the company was trying to pave the way for future minority unionism by granting procedural, but not substantive rights.

Under such a dispensation the T&GWU would not be able to negotiate on wages and other substantive issues.
Union members vow to boycott ballot

Staff Reporter

MEMBERS of the Transport and Omnibus Workers' Union (Towu) have vowed to boycott a ballot to determine union representation at the Arrowgate and Philips depots of City Tramways.

Towu chairman Mr Joe Sineke said the "sweetheart Transport and General Workers' Union (TGWU) can have a ballot among themselves."

"You are having a good time — carry on," he said, and agreed to appoint a member to help process proof of union membership.

The ballot announced yesterday by City Tramways managing director Mr B W Gie followed pressure from the Co-satu-affiliated TGWU, whose members staged a one-day strike last week in a bid for recognition as the majority union.

TGWU regional secretary Mr Nic Henwood said union representatives met City Tramways management yesterday.

"If Towu believe they are the majority, they should be confident that the ballot will demonstrate that," he said.

Mr Henwood added that TGWU believes it has an overall majority at City Tramways, with a particular advantage at the Simon's Town, Philips, Arrowgate and Deep River depots.

Cape provincial authorities have acceded to a demand by hospital workers for paid maternity leave, Health Workers' Union spokesman Dr Hassan Mohamed said yesterday. Pregnant workers will be granted three months' maternity leave as from November 1, with the concession limited to three terms of pregnancy.
Acid test for bus depot union

TESTING to see whether the Transport and General Workers' Union enjoys majority support at two City Tramways bus depots starts today.

Management and union officials were scheduled to start today to count staff making union applications to determine if the union has a "50 percent plus one" membership majority at the Arrogate depot at Montana off Modderdam Road and the Philippi depot.

This would allow the union to hold a ballot to test shopfloor support.

Last week union bus drivers and other workers held a one-day work stoppage that inconvenienced thousands of commuters.

Transport and Omnibus Workers' Union Chairman Mr. Joe Suke called on the rival union to substantiate its claim of majority support.

But regional secretary Mr. Nce Henwood said "If Mr. Suke believes his union has a majority, he should not be concerned at taking part in the ballot." - Labour Reporter, Sapa.
Majority of mineworkers in favour of strike action

Staff Reporter
The National Union of Mineworkers is still balloting its members at De Beers mines this week, but results so far show a majority "yes" for strike action.

NUM spokesman Seji Motau said incomplete ballot results indicated a 77.2 percent "yes". Premier Mine and De Beers' geology department were still balloting.

A strike would affect five De Beers mines and the geology department.

The union and De Beers deadlocked on wages two weeks ago and a strike ballot started last week.

Management offered a 16 percent increase at the bottom grades and 15 percent at the top, against the NUM's demand for a 22.5 percent increase on the minimum wage of R553.
March in Retreat on Saturday

ABOUT 200 members of the National Union of Metalworkers of South Africa (Numsa) intend to hold a protest march through Retreat to the Gabriel SA factory this Saturday, 24/4 - 29/4 90.

They were dismissed from the factory after an illegal strike there last month.

They will be accompanied by members of other Cosatu affiliates and community organisations which have been assisting the strikers.

The workers were fired after they defied an interim interdict ordering them to vacate the company canteen and return to work.

Offer

The strike followed negotiations at which the workers demanded a minimum wage increase of R2.50 an hour and R3.00 for artisans.

The company responded with a final offer of 65 cents an hour for the lowest grade, R1.38 for supervisors and with productivity-linked incentives.

The company has been meeting with Numsa to discuss the dismissals.

Meanwhile, about 80 Numsa members who were dismissed from SA Metal after a wildcat strike last month have returned to work.

The company offered to reemploy the workers selectively and give about 30 other workers priority when vacancies occur.

About four workers were excluded from this offer.

By LOUISE FLANAGAN and CHIARA CARTER

CONFLICT at the Mercedes Benz South Africa (MBSA) plant in East London has highlighted the difficulties unions face in building unity between highly- and lowly-paid workers.

The MBSA plant ground to a halt this week after about 300 workers staged a sleep-in protest against their union's National Bargaining Forum (NBF) over the weekend.

Two union officials were assaulted by workers at the plant after a demonstration against the NBF last week.

THE vice-president of the Paper, Print, Wood and Allied Workers' Union (Ppwawu), Mr D Motha, was dismissed by Mondi last week, allegedly for singing an anti-Inkatha song.

A Ppwawu spokesperson said two workers at the Mondi factory in Pretoria had complained to the company that Motha had sung songs which expressed sentiments against KwaZulu's Gesthia Buthelezi and Inkatha.

The spokesperson said the workers had told management Motha incited workers to take part in the July 2 anti-Inkatha stayaway. He claimed that the company favoured Inkatha and said the union was discussing solidarity action against Motha.

A Mondi spokesperson said the company viewed the workplace as politically neutral. Disciplinary procedures had not yet been exhausted.
Abattoir strike:
Clergy called in

THE Food and Allied Workers' Union (Fawu) is meeting with religious leaders as part of a move to intensify efforts to get more than 300 abattoir workers reinstated.

The workers were dismissed three weeks ago after they downed tools at Cape Slaughter over a backpay dispute.

A Fawu spokesperson said the union was meeting with religious leaders, traders and butchers this week to discuss developments at the abattoirs.

He said the union also intended meeting with representatives from other unions and community organisations to discuss solidarity actions.

Fawu is distributing more than 10 000 pamphlets about the dismissals.

A court application for the workers' reinstatement is due to be heard next week.
Hospital strike intimidation denied

Pretoria Correspondent

"Patients die daily, whether there is a strike or not," a witness has told the Cillie Commission into the causes and consequences of a strike at the Ga-Rankuwa Hospital.

Senior clerk Jeffrey Motha was giving evidence yesterday on events leading to and during the strike in April, which allegedly caused the deaths of 23 premature babies.

J Wessels, for the Transvaal Provincial Administration, had asked Mr Motha if he had considered that patients might die as a result of the strike.

Mr Motha said he had been rebuked by H Swanepoel, a senior administration clerk, for not wearing a tie to work.

Mr Swanepoel and his superior, A J Bosshoff, have been accused of being racists. He was later “punished” by Mr Swanepoel by being transferred to the filing room.

Mr Motha also said he ignored Mr Swanepoel’s instructions concerning the files of renal unit patients.

He said he had assisted in organising workers to join the strike but denied there had been intimidation.
13 000 miners  
'ready to strike'

By Shareen Singh

More than 5000 miners have been on strike since the beginning of this week and a further 13 000 are gearing up for action, the National Union of Mineworkers said yesterday.

On Tuesday about 4000 miners stopped work at the JCI-owned Western Areas mine.

At Darnacol Colliery 1500 miners are on a pay strike.

Workers at DeBeers diamond mines voted in favour of strike action.
"Strike caused two deaths"

Brendan Templeton, anesthetist in the theatre.

At least two Tembisa women are alleged to have died without being seen by doctors when white staff at the strife-torn township's hospital downed tools on Tuesday.

They were identified as Maria Makoe and Elizabeth Maringa.

Sources were adamant that white doctors, pharmacists, and administration staff at the hospital held a sit-in between 7 am and noon, leaving only a doctor in the casualty ward and an anesthetist in the theatre.

The strike action was allegedly in retaliation to the forced removal of the Chief Matron, J.N. Beukes, from the premises by toying workers on Monday.

Black and white workers were due to meet today to discuss the situation at the hospital, a hospital source said.
Cosatu fears attacks by Inkatha 'warlords'

Factories may be new battleground

FACTORIES are likely to provide the new battleground for the violence that is sweeping the Reef, Cosatu information officer Mr Neil Coleman said this week.

But reliable information that Inkatha members from Deutsch, George Goch and Koppie hostels decided at a meeting on Monday to launch attacks on factories,＂Coleman claimed in an interview.

Cosatu takes these threats extremely seriously as these three particular hostels have consistently provided bases for Inkatha warlords since they began launching their attacks on hostels and townships.

The attack on July 22 in Soweto's hostel, planned and launched from 'barracks' bases in the last week of July, was characterized by Inkatha members for allegedly refusing to join Inkatha.

"On Saturday Inkatha members from George Goch launched an attack on Cosatu-strong City Deep hostel and killed three hostel residents," he alleged.

Coleman said Cosatu had held a meeting with the Johannesburg City Council on Tuesday to discuss protection for the hostel's residents.

Cosatu alleged that an Inkatha representative, Du Plessis, a former MP, was present to 'protect Inkatha members to attack Cosatu members'.

"Within days the hostels became a battleground and the police, despite being informed about the impending threat, seemed incapable of stopping the violence," Coleman said.

We challenge Chief Mangosuthu Buthelezi to show his disapproval of the actions of those Inkatha members who, like his own MP, are stirring trouble and incite violence," Cosatu said.

"We appeal to our members to form defence committees to protect themselves. But we appeal to our members to maintain discipline and obey their leaders," Cosatu has also called on employers to take a stand against the violence.

"We say to employers: We believe in the safety of your property. It is our responsibility to defend it from Inkatha," Coleman said.
Gang seize police car

DURBAN. — Four men armed with AK-47 rifles held-up two plainclothes policemen at Isipingo on Tuesday and forced them out of their car before driving off in it.

Cosatu woos employers

COSATU has approached employer federation Saftu to take a public stand on township violence, to ask its members to help union efforts to defuse the violence and to become involved in eliminating causes of violence.
Bus workers vote for union link-up

Labour Reporter

THE independent Transport and Omnibus Workers’ Union (Towu) — the recognised union at City Tramways bus depots now embroiled in a battle for majority support with a rival union — has decided to affiliate to the National Council of Trade Unions (Nactu).

Union chairman Mr Joe Sneke said members of Towu had passed a resolution at a general meeting at the weekend to seek affiliation to the exclusively black trade union federation.

At the same meeting the union decided to reject taking part in a ballot requested by the rival union to test its support at City Tramways — the Transport and General Workers’ Union (T&GWU), an affiliate of the Congress of South African Trade Unions (Cosatu).

EXPLORATORY TALKS

Towu recently had “exploratory talks” with the Transport and Allied Workers’ Union (Tawu) on the possibility of a merger between the two transport workers’ unions.

According to a joint statement by Mr Sneke and Tawu general secretary Mr N Ramela, the two unions had, in their respective capacities, invited the T&GWU to similar talks “but have found the T&GWU leadership very negative”.

“Therefore one wonders if they are really honest in their call for worker unity in the transport sector”.

T&GWU regional secretary Mr Nic Henwood could not be reached for comment.
Abattoir ‘back on track’ after strike

By SHARON SOROUR
Labour Reporter

SLAUGHTERING at the Maitland Abattoir has almost returned to normal and meat prices have stabilised after 300 slaughtermen on a work stoppage were dismissed.

The workers, members of the Food and Allied Workers’ Union (Fawu), were fired from Cape Slaughtering, Flaying and Dressing (Pty) Ltd after a one-day work stoppage last month which seriously affected operations at the abattoir.

A company spokesman said yesterday the emergency back-up team of 25 expert slaughtermen—flown to Cape Town from the Transvaal by the company last month—were still hard at work.

The company was training temporary staff.

“We are training people at the moment and taking them in on a daily basis. Obviously they are all temporary staff pending the outcome of a court action.”

BEEF FROM NAMIBIA

Fawu had brought an application against the company which would be heard in the Industrial Court on August 25, he said.

The union was not available for comment.

Meat Board regional manager Mr Bertie Ackhurst said about 4,000 sheep, 400 cattle and 450 pigs were slaughtered yesterday.

Normally between 600 and 700 cattle and between 5,000 and 6,000 sheep are slaughtered at the abattoir, which is owned and run by the Cape Town City Council.

Mr Ackhurst said: “We are also bringing in 400 beef carcasses from Namibia every week.”

Meat prices were not higher than usual at the moment, he said.

At the abattoir, super beef was selling at R6.18 a kg, prime beef at R4.99 a kg and Top C beef at R4.58 a kg, he confirmed.

Super lamb was selling at R6.13 a kg, prime mutton at R6.13 a kg and Top C mutton at R4.39 a kg while pork super was selling at R3.56 a kg.
Prop up marginal mines — union

By Brendan Templeton

The Government could easily afford to subsidise marginal or unprofitable mines to a much larger extent, the National Union of Mineworkers said yesterday.

Unprofitable mines should be subsidised to the tune of R5 144 per employee, which meant a mine employing 5 000 workers should be subsidised by R25 million and a mine with 105 000 workers would receive at least R540 million, it said.

The union was responding to a recent report by the Marais Committee on marginal-profit mines which recommended that only marginal mines which showed long-term viability should receive state subsidies.

The Marais Committee estimated that 77 000 jobs and 3.6 percent of the total real added value of the gross domestic product would be lost by the phasing-out of production by marginal mines.

The union said it would send its report to the Government Mining Engineer.

It made its calculations by working out the revenue the State received through indirect taxation such as company, sales and personal tax associated with inputs to the gold mines.

This came to R5 144 in terms of actual tax gains per employee on a loss-making mine, it said.

Mining was the pillar of the South African economy which had overflow benefits for other sectors.
NUM demands bankroll retraining plan

By DREW FORREST

The National Union of Mineworkers has demanded that employers bankroll an industry retraining fund as a shield against job cuts on the gold mines.

In a response to the Marais Commission's report on marginal mines, the NUM says the fund should be financed through contributions equivalent to 10 percent of dividends paid to shareholders and a five percent levy on the administration fees paid to mining houses in respect of their work for the mines.

The burden should not be on a levy on the wage bill, which will simply make labour more expensive and impact heavily on the marginal-profit mines,' it says.

The proposal implies the wealthy mines would contribute most.

These stand to benefit most from the fund, as they would be able to absorb retrained workers.

In its report, which it says has been sent to the Government Mining Engineer for study, the NUM says the retraining fund should be jointly controlled by the union and the Chamber of Mines — although other unions could be included "on a strictly proportional basis."

The aims of the scheme would be:

- To retrain and upgrade enough black mineworkers to alleviate the "chronic shortage of skilled labour in the gold mining sector."

- To give a guaranteed six months' paid retraining to unskilled workers, to improve their chances of finding jobs outside mining or to equip them for more skilled jobs on the mines.

- To draw up a register of retrained mineworkers who have been retrained, so these can be offered mining jobs as they become available.

Other NUM proposals are that retrained workers should receive a guaranteed minimum severance package, including a month's pay for each year of service.

Advance warning of at least a year should be given in cases of threatened rationalisation or closure, coupled with full disclosure of the facts to the unions and their advisors. "This will give the unions and their members a proper opportunity to discuss ways in which jobs might be saved."

The NUM also argues that the state can repay considerably more tax than Chamber estimates to tide over loss-making mines over until the gold price rises.

Calculating that the actual tax gain on an employee on a loss-making mine is R5 144 an employee, it recommends subsidies of up to this level — R26-million for a mine with 5 000 employees — can be paid to keep a gold mine operating. "This calculation does not take account of the cost savings enjoyed by every other industry because of the large volumes of inputs demanded by the mines," it adds.
NUMSA says 'no strike' in engineering sector

CAPE TOWN: A threatened national strike in the engineering industry seemed to be averted yesterday following a recommendation by the National Union of Metalworkers of SA (Numsa) that its members accept revised employer offers.

The inter-tribal violence raging through Transvaal townships played a major role in persuading the giant union to reverse its strike plans, Numsa spokesman Bernie Fanaroif said.

However, workers would first have to be canvassed before final agreement could be reached on a series of revised proposals by the Steel and Engineering Industries Employers' Federation.

Numsa and 13 other trade unions in the sector met Selfsa yesterday in a last-ditch bid to settle on wage and other differences.

Numsa and the significantly smaller Metal, Engineering and Allied Workers Union of SA were the only trade unions to reject Selfsa's final offer. — Sapa
SACP backs Numsa in Mercedes dispute

By PATRICK GOODENOUGH

THE SA Communist Party has thrown its weight behind the National Union of Metalworkers in its struggle with worker rebels at the Mercedes-Benz plant in East London.

And in another development, Numsa’s regional office has condemned Mercedes’ dismissal of 200 dissidents sleeping in at the plant as “inflaming the situation”.

It has also warned management against using police to evict the workers, who were fired after ignoring a Supreme Court order for their eviction.

Numsa regional secretary Mntshana Nonyukela said the SACP had sent a letter backing the union’s stance on centralised bargaining.

The Mercedes plant has been closed for a week after work stoppages and demonstrations by a worker faction demanding the company’s withdrawal from the National Bargaining Forum (NBF) in the auto assembly industry — in flat contradiction of Numsa policy.

Yesterday Automobile Manufacturers Employers Organisation chairman Theo van der Bergh said NBF negotiations this week had been postponed until next Tuesday.

Both Mercedes management and shop stewards had been absent.

“We need to have everyone there to proceed,” he said.

Nonyukela said the company had reacted “emotionally” by dismissing workers and had given no prior warning of the dismissals.

It had also threatened to call in the police to evict workers, he said, saying it was “unprofessional to involve police in a labour matter”.

Company comment could not be obtained yesterday, but it has confirmed that workers occupying the plant caused damage at the weekend.
Blatu wins 30 percent pay rise

By DREW FORREST

TRANSNET'S Black Trade Union (Blatu) this week negotiated a minimum 30 percent pay rise for black railmen, the union said in a statement to Sapa yesterday.

"A total of 38 grades and 70,000 workers will benefit from this increase, as restructuring of these grades will take place," the statement said.

The announcement comes against the background of parallel wage talks between Transnet and Blatu's more militant rival, the Cosatu-affiliated SA Railway and Harbour Workers' Union.

If Sarhwu wins a better increase — and management says a deal is imminent — it will be a potent recruiting weapon in its drive to become the exclusive voice of black railmen.

After the recent rail strike, Sarhwu was registered and recognised as representing workers in southern Natal, and technically its negotiations cover only these workers.

However, given Transnet's uniform wage policy, whatever deal is clinched is likely to be extended to the whole country.

It is understood that in the wake of the strike, Sarhwu won members from its rival in the Transvaal and other areas, and is preparing to apply for registration in respect of these.
Numsa reverses plan to strike

A THREATENED national strike in the engineering industry seemed to be averted yesterday following a recommendation by the National Union of Metal-workers of SA (Numsa) that its members accept revised employer offers.

The violence raging through Transvaal townships played a major role in persuading the giant union to reverse its strike plans, Numsa spokesman Mr Bernie Panarooff said yesterday.

However, workers would first have to be canvassed before final agreement could be reached on a series of revised proposals by the Steel and Engineering Industries Employers' Federation (Seifsa).

Numsa and 13 other trade unions in the sector met Seifsa yesterday in a last-ditch bid to settle wage and other differences.

Numsa, with about 140,000 members, and the significantly smaller Metal, Engineering and Allied Workers' Union of SA (Meawusa) were the only trade unions to reject Seifsa's final offer before deadlock was declared in annual negotiations.

Yesterday's talks centred on six revised proposals tabled by the employer grouping last Friday.

Seifsa is expected to issue a full statement today, followed by Numsa on Monday — Sapa.

City march for peace

A NATIONAL day of action has been called for tomorrow to urge President FW De Klerk to end the violence sweeping the country.

The local branch of the ANC's Women's League said a morning march, led by the league and organisations including the Black Sash and Cosatu, would start at District Six and end at Tuynhuys where a memorandum would be handed over...
Union funds gain investment power

By AUDREY D'ANGELO
Business Editor

INCRESSING black membership of pension and provident funds will be one of the most effective ways of redistributing wealth in SA, says Southern Life director (employee benefits) Adrian Arnott.

Southern is administrator of the huge National Union of Mineworkers (NUM) provident fund, which has a monthly income of R12m from its 200 000 members' subscriptions.

This means, Arnott points out, that NUM general secretary Cyril Ramaphosa — a noted opponent of capitalism — is a trustee helping to control funds which at present total about R200m. "That means he is part of the system," says Arnott.

"And in spite of its size the NUM provident fund is not the biggest. "As these funds grow I think the situation here will become like that in the US where union pension funds, through their investment power, own a large part of the economy."

There was also the question of investing funds in low-cost housing. "Everyone is shouting that the life offices should invest in black housing, but, through their brokers, we are getting the message that provident funds' money should be invested to get the best return."

However, said Arnott, the insurance industry was working as a unit through the Life Offices Association to see what could be done to channel funds into the provision of low-cost housing and how they could best be utilised.

Discussing the effect of the present recession, Arnott said a worrying recent development was that firms with their own private pension funds were going under.

This had already happened in three cases and more were likely to follow as the recession continued.

Money in pension funds was protected, and was not distributed to creditors. It was distributed to members according to their entitlement and those about to retire would still receive the pension "and possibly a little more."

The real losers when a firm went into liquidation, warned Arnott, were people who had tried to provide for their retirement through deferred compensation. "They do not receive this and usually they have sacrificed salary increases for it."

...
Mercedes union men meet

EAST LONDON. — Shop stewards representing National Union of Metalworkers (Numsa) members “sleeping-in” at the Mercedes-Benz SA plant here met regional and national Numsa officials yesterday, a shop steward said.

The meeting came shortly after the company warned that the workers’ “unlawful actions” were threatening “the viability of the company and the jobs of all employees”.

The union later met for further talks with the management.

The shop steward said the workers would sleep in over the weekend unless negotiations with management were fruitful. — Sapa
MINIMUM WAGE FOR ALL IS A DICEY DO

COSATU'S proposed statutory national minimum wage is coming under fire.

A national minimum wage could force some businesses close, and others to increase mechanisation, leading to redundancy, it is said.

A minimum wage recommendation of R700 a month or R100 a week will be discussed at a Cosatu conference next month.

A researcher of the South African Clothing and Textile Workers Union (Sactwa), one of Cosatu's largest members, says a national minimum wage presents difficulties because of the varying cost structures of industries.

Some are capital intensive, others use more labour. There are also differences within industries.

Structure

He says of the clothing and textile sector, "Urban and rural businesses are different. Although some employers have chosen decentralised areas in order to avoid dealing with unions, the reality is that they budgeted for a specific cost structure."

"One wants to secure the best possible wages, but cannot at present expect lower rates to be the same as in the urban areas If they were, some of the rural companies would be forced out of business."

He believes that centralised sectoral bargaining, which would set a statutory minimum for all in the industry, but with different rates for different areas, is practical.

Cosatu envisages the national minimum wage applying to all industries, except perhaps domestic service.

The proposal has caused concern among farmers. The SA Agricultural Union (SAAU) strongly opposes implementation of the Wage Act in farming, arguing it would lead to a decline in employment. There are fears that mechanisation would have to be increased.

Thousands of jobs were lost in agriculture after Zimbabwe imposed a minimum wage in 1998.

National Union of Mineworkers (NUM) economist Martin Nicol says that if a minimum wage were enacted by Parliament, it would be necessary to introduce other measures to create jobs. A scheme similar to that of the national employment project adopted in the US in the depression of the 1930s is envisaged.

However, Wits Business School senior lecturer in economics and consultant to Econometrix Mark Addleson says the position in SA cannot be compared with that of the US — even in the depression. SA has endured an unemployment problem since 1975.

It is not a cyclical problem. The manufacturing sector, for instance, employs the same number of people now as it did 15 years ago. Employment has fallen in construction.

Vigorous

The US used Keynesian policy in the 1930s to stimulate demand and so create jobs.

"The United States, unlike South Africa, was a vigorously growing, highly competitive country."

Mr Addleson says statutory increases would increase joblessness, resulting in an employed elite. A better solution would be for wages to increase in line with productivity. Changes in the broader socio-political sphere, including measures to ensure stable family life, would have to be achieved.

"It would also require commitment to training and an effective education system."
Johannesburg — National Union of Mineworkers (NUM) general secretary Mr Cyril Ramaphosa and president Mr James Molatsi were arrested in the northern Natal town of Newcastle yesterday.

Police said last night that the two men and 39 mineworkers were held when they staged an "illegal" march through the town to plead for peace in strife-torn Natal. They said no permission had been granted for a march.

The arrests were made under the Internal Security Act, rather than the state of emergency powers still in operation in Natal.

All 61 were released on bail of R50 each. They are expected to appear in court soon.
Mineworkers' leaders held, released on bail

Staff Reporters

Police yesterday arrested National Union of Mineworkers (NUM) general secretary Cyril Ramaphosa and NUM president James Motlatu in Newcastle after an illegal gathering, a police spokesman said.

In all, 61 people were detained by police but all were released on R50 bail yesterday afternoon, the spokesman said.

Human rights activist Max Coleman has labelled the arrest "outrageous", saying the state of emergency still in effect in Natal clearly impeded the freedom of political expression.

Mr Coleman said the emergency in Natal should be scrapped as soon as possible.

United Democratic Front assistant general secretary, Mohammed Valli Moosa, said:

"It is high time the Government stopped describing legitimate and peaceful union activity as an illegal gathering.

"The harassment of respected leaders of the black community is outrageous and provocative, and can only exacerbate the already volatile situation on the mines."
JOHANNESBURG — National Union of Mineworkers (NUM) general secretary Mr Cyril Ramaphosa and president Mr James Motlatsi were arrested in the northern Natal town of Newcastle yesterday.

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All 61 were released on bail of R50 each. They are expected to appear in court soon.
Mercedes warns: We are ready to quit SA

Own Correspondent

EAST LONDON — Mercedes-Benz South Africa yesterday issued its second warning that the future of the company was at stake as dissident National Union of Metalworkers of South Africa (Numsa) members continued to occupy the plant.

The warnings have fuelled concern over the future of the company in the city as the illegal strike enters its second week.

In a statement, an MBSA spokesman, Mrs Wendy Hoffman, said that while the company was committed to resolving the problem at the plant, "the future growth and viability of MBSA is undoubtedly at stake and management views this in a very serious light."

The implications of MBSA leaving the city would be enormous, as numerous companies here and in Ciskei, employing thousands of workers, supply components to MBSA.

There are rising fears that Mercedes-Benz may consider closing down the factory, its only manufacturing plant outside West Germany, and move it to a new factory in East Germany.
Numsa dispute 'nears end'

THE five-month wage dispute between Steel and Engineering Industry Federation of SA (Seifsa) and National Union of Metalworkers of SA (Numsa) yesterday looked set to end soon, pending Numsa's decision on a wage amendment reached on Friday.

Numsa national organiser Alistair Smith said it was agreed to refer the amendment to members for ratification.

"We have set a meeting with Seifsa for Wednesday and it is likely the dispute will be resolved at that meeting," he said.

Numsa, representing 115,000 of the 215,000 employees in the giant metal industry, and the Metal and Electrical Workers Union (Mewusa) were the only unions of the 15 involved in the industry's national bargaining forum not to accept Seifsa's final wage offer of an increase of between 15.5% and 19%.

After a successful strike ballot over its R2 an hour across-the-board wage demand — representing a 56% hike on lowest rates — Numsa delayed strike action pending further negotiations with Seifsa.

Seifsa's amended wage offer included a reduction in the industry's 45-hour working week to 44 hours, with no change in the wage rates of hourly paid employees, and one hour's compulsory overtime a week, paid at a rate of time and a third, March 21 (Sharpeville Day) would be treated on a "no work, no pay" basis with no disciplinary action, and certain maternity benefits.

Seifsa's original wage offer remained.

In a statement yesterday Mewusa agreed to Seifsa's terms but asked that employers consider full payment for the reduced hours of work, without the supplementary, compulsory overtime.
Police 'spy' drama

Naidoo denies kidnapping and assault

The Argus Correspondent
JOHANNESBURG — Coasa secretary-general Mr. F.J. Naidoo and two companions were due to appear in court here today.

In a short statement after being granted bail yesterday Mr. Naidoo said he and his fellow accused denied absolutely the charge of kidnapping and assault.

"No assault was committed in my presence and 1 did not participate in any kind of assault," he said, adding that as far as he knew co-Agus officials had assaulted the alleged police spy.

Witwatersrand police housing officer Lieutenant Colonel F. M. Malherbe refused to disclose the name of the policeman but the man allegedly identified himself as a police constable and a Joseph Maleka saying that he had been recruited to a night-club. The official said he was lieutenant of the African National Congress and a member of the African National Congress youth and that he had apparently been present for several days.

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Bellville group forces council out of chamber

By CLIVE SAWYER, Tygerberg Bureau

RESIDENTS of Bellville City Council's Strubban housing estate led by members of the Bellville Residents' Association, refused to leave a closed council debate.

The group remained in the chamber, forcing the council to adjourn yesterday to discuss constitutional stunts elsewhere in the Cape Town while riot police and mayor Mr. Willie van Schorpe negotiated with RSA leaders in the public gallery.

The group left after Mr. Van Schorpe agreed to meet a RSA delegation today to discuss a list of grievances of Bellville residents, including虽然 infection rates were consistently very low, and the group intended to watch a debate on a memorandum listing grievances handed to council officials during an occupation of the municipal offices.

Shortly after the monthly council meeting began, residents heard a loud noise and ran outside to find that their homes had been damaged by a tornado that had swept through the area.

A police spokesman confirmed eight deaths in nearby Plainfield.

Tornadoes suck people from homes

PLAINFIELD — Tornadoes ripped through several homes in the midwestern state of Illinois yesterday, leveling at least 50 houses and a high school.

Local hospitals said at least 100 people were being treated for storm-related injuries.

The tornadoes touched down at least four times in the early evening along an 18-km westward path from the community of Plainfield to Joliet, about 50 km southwest of Chicago.

Sirens were heard at Plainfield High School, where a number of students were evacuated.

When the storm passed through the area, it ripped some of the buildings and trees down, injuring several people.

In addition, the coroner's office confirmed eight deaths in nearby Plainfield.

Winston gear spares police probe

The Argus Correspondent
JOHANNESBURG — Police are investigating the all
About 40,000 members of the Metal and Engineering Workers' Union of South Africa (Mewusa) have withdrawn from a planned national strike after accepting a final employer offer "under protest". Mewusa general secretary Mr Tommy Oliphant said yesterday he said union members would call off a strike, but still had reservations on proposals regarding reduced working hours and March 21 as a paid holiday.

The union and its much larger counterpart, the National Union of Metalworkers of SA (Numsa), were the only unions to opt for a strike ballot when talks in the engineering sector broke down — Sapa
Naidoo, other unionists held after ‘spy’ drama

The Argus Correspondent

JOHANNESBURG. — Three senior Congress of South African Trade Union officials, including secretary-general Mr Jay Naidoo, were arrested during a police raid on the Cosatu head office in Johannesburg.

There were to appear in court today on charges of kidnapping and assault.

Yesterday's raid coincided with suggestions a police spy was operating near the Russik Street building.

Mr Naidoo was arrested with Cosatu assistant general-secretary Mr Sydney Mufamadi (also a South African Communist Party official) and Cosatu distribution official Mr Baba Schalk.

The unionists were released on bail of R1 500 each last night after a brief appearance in the Johannesburg Magistrate's Court.

An informed source said two members of the African National Congress also faced possible charges in connection with yesterday's incident.

Denial

In a short statement after the bail order was granted, Mr Naidoo said he and his fellow accused, "deny absolutely the charges of kidnapping and assault."

Mr Naidoo's personal assistant, Mr Sipho Bunda, said that about 11.30 am Cosatu members "apprehended" a man who was observed "behaving suspiciously" in the street about 50 m from the Cosatu head office.

"He was taken to our head office where he revealed that he was an operative working from John Vorster Square.

"On his person we found a walkie-talkie and photographs of an SACP official. He said he had been instructed by his handler to report the movements of this official, but he said he didn't know why.

"We immediately decided to inform his superiors in Pretoria and they said they would send someone to pick him up.

"Witwatersrand police [head] officer Lieutenant-Colonel Frans Malherbe said the police acted after being told that a constable had been abducted and forcibly removed from the street outside the offices, taken to the 6th floor and held against his will.

"He could not confirm that the policeman was watching the building."
Naidoo held in 'spy' cell

By Guy Jepson and Mousthawa Moreke

Three senior Cosatu officials, including secretary-general Jay Naidoo, were arrested during a police raid on the union's head office in Johannesburg yesterday.

They will appear in court today on charges of kidnapping and assault.

The raid followed the apprehension by Cosatu officials of an alleged police spy in the vicinity of the building in Rand Street.

Resident Mr Naidoo, those arrested were Cosatu assistant general-secretary Sydney Maphumulo (also a South African Communist Party official) and Cosatu distribution officer Babu Schalk.

The police operation attracted scores of bystanders who gathered at the building.

Minutes later, the alleged spy — described by the police as a constable — was whisked away.

The unionists were released on bail of R100 each last night after an urgent application at the Johannesburg Magistrate's Court.

The magistrate ordered them to re-appear tomorrow.

An informed source said two members of the ANC also faced possible charges in connection with the incident.

In a statement after the bail order was granted, Mr Naidoo said he and his fellow accused "denied absolutely the charges of kidnapping and assault."

"No assault was committed in my presence and I did not participate in any kind of assault," he said.

Under surveillance

Witwatersrand police liaison officer Lieutenant-Colonel Prans Malherbe identified the policeman as Joseph Melaka.

At a Cosatu press conference before the police raid, Mr Melaka alleged he had been arrested at a night club in Sebenekani on Saturday night. He was said by police to be spying on the ANC, and was a member of the ANC's security branch.

Mr Malherbe said Mr Naidoo had called him last night.

The police arrested Mr Naidoo at his home in Hillbrow at 11.30pm on Saturday after a tip-off that he was going to his house.

The tip-off came from sources in the police's special branch.

Mr Malherbe said the police had been watching the Cosatu head office for several days.

Mr Naidoo's personal assistant, Sipho Binda, said that at about 11.30pm Cosatu members "approached" a man who was observed "behaving suspiciously" in the street about 50m from the Cosatu head office.

He was taken to our head office where he revealed that he was an operative working for John Vorster's Security Police.

"On his person we found a walkie-talkie and photographs of an SAPC officer," he said. "He did not know why.

A Cosatu statement last night said police were informed at 5pm of the presence of an operative who had confessed "that he had been recruited by the Security Police as an informer.

Mr Binda said a detachment of police officers surrounded the building and sealed it off. No one was permitted to enter or leave the building, which was searched. The police left at about 5.30pm.

The SAP "spy" at the centre of the "kidnap" drama which unfolded at the Cosatu offices in Johannesburg, corted from the building by policemen.

DP, Nats join in seeking 'open' city

By Louisa Bargers

The Johannesburg City Council voted last night to apply for the entire city to become a free settlement area.

The vote came after a stormy four-our debate which led to the resignation of National Party councillor Cecil Long from the party.

Mr Long tendered his resignation after objecting to the motion. He said he was completely disillusioned with the NP in Johannesburg and described it as "a leaderless, dictatorial and completely taken over by the Democratic Party.

Independent management committee member Eddy Magid voted against the motion, for town planning reasons. He criticized the "undecided haste" of his colleagues on the management committee in trying to open the city, saying he believed it would be a planning blunder to declare Johannesburg a free settlement area without the inclusion of surrounding municipalities.

The motion, proposed by the DP/NP management committee, also called for all current free settlement area investigations in Johannesburg to be deferred until a planning commission was appointed.

Uproar

Mr Long broke NP caucus ranks and voted against the motion, along with Mr Magid and the four CP councillors.

Some councillors accused NP councillors Theuns Coetzer and Jan van Blerk, who were not present during the vote, of boycotting the debate.

CP leader in the council, Mr A. Theron, caused an uproar when he said it was "easy to throw petrol bombs over a garden wall" while the community decided it wanted to keep its area white.

Cries of "white scum", "terrorist", and "Pretoria hand"
were shouted at Mr Theron and he was accused of inciting violence. The CP leader withdrew his comment when ordered to do so by mayor Willie Van Reenen.

During the debate, NP councillors denied statements by Turkish-born NP MP, Deputy Finance Minister Andre Fourie, that Johannesburg was "jumping the gun" by applying to become a free settlement area.

Sasol cobalt workers undergo tests

At least 26 Sasol 1 employees spent several hours close to a Cobalt-60 isotope which had accidentally been left on site at the plant in Sasolburg.

It seems six of the workers handled the radioactive material.

The incident happened about two weeks ago after a worker picked up the isotope. Not knowing what it was, he put it in a tool cabinet.

Several hours later it was shown to someone who identified it as an isotope.

A Sasol spokesman said that because it was initially unknown how many people had been exposed, all workers who could possibly have been affected had been tested.

Indications were that six employees had been exposed to radiation and would probably suffer after-effects. They were now under constant medical observation.

According to the chief director of environmental health services in Pretoria, Gerhardus Oberholtzer, the isotope was left behind after an industrial radiography team carried out work at the plant on August 18.

A nuclear consultant at Eskom in Johannesburg, Peter Spencer, described a Cobalt-60 isotope as having quite a powerful gamma emission which was commonly used for radiography and in radiation units to control plants.

Commenting on the effects caused by exposure, he said: "If someone is exposed to a distance, it may be difficult to be measurable in terms of medical effects."

"But if it is handled and kept on the person, this could lead to significant effects, similar to being badly burnt."
Talk to unions, don't fight them — Godsell

By Shareen Singh

Employers should stop raging at unions and rather engage them in discussion on issues where joint decisions could be made, Anglo American's industrial relations director Bobby Godsell said yesterday.

Speaking at a conference organised by the University of Cape Town Graduate School of Business, Mr Godsell said unions and employers needed to sit down together and work out joint solutions on issues such as housing, health care, education and training, and retirement funds. A key component of industrial relations today was the strong interdependence between unions and employers, which could be used effectively. Instead of wasting anxiously for unions to submit demands which were unrealistic, employers ought to approach unions first and explain the situation in the company, he said.

Employers ought to discuss the economic situation with unions and ask them to make concessions which would render the company more effective and profitable, and in turn benefit workers.

Where Anglo has tried this, it has worked, Mr Godsell said. In one case, workers had accepted an 8 percent reduction in pay to avoid full-scale retrenchments.

Workers had become empowered since the 1970s, when they started becoming semi-skilled and urbanised. At the moment, power was being used dangerously. However, unions were realising the limits of this power and beginning to compromise in the interests of workers' jobs, Mr Godsell said.
Nearly 24,000 members of the South African Clothing and Textile Workers Union took part in human chain protests at five different points in the Durban area at lunchtime yesterday.

Sactu claimed its anti-apartheid protest had been "a great success", in spite of a refusal by the Pinetown magistrate's office to sanction a protest there.

The Sactu statement said "reports from different industrial areas show that about 23,800 workers linked hands in the five areas".

Permission was granted by Durban's chief magistrate and the municipality of Durban for the 'chains'.

Sactu shop stewards had negotiated with employers that the normal lunch-hour break of 30 minutes be extended to one hour.

The Sactu statement said "It (the chains) formed part of Sactu's campaign to put forward workers' right for inclusion in the constitution of a post-apartheid South Africa."

"Such rights will include organisational rights - to strike, picket, belong to trade unions, and bargain with employers."

"Industrial democratic rights sought include the participation of management of enterprises, joint appointments with employers of judges to industrial courts, as well as rights to trade union independence - from the state, political parties and employers".

Sactu said that preliminary indications were that the number of workers who had taken part in yesterday's protest campaign, were 5,800 from Mombi, 4,700 from Jacobs, 5,400 from Clarrwood, 4,000 from Mayville/Overport, and 3,900 from Durban central.

-SAPA.
Top Cosatu officials arrested in police raid

POLICE yesterday arrested Cosatu general-secretary Jay Naidoo during a raid on Cosatu's Johannesburg headquarters.

Witwatersrand police liaison officer Col. Frans Malherbe said three men, whom Cosatu identified as Naidoo, assistant general-secretary Sydney Mafumadi and distribution officer Baba Schalk, were arrested yesterday for allegedly abducting and assaulting an SAP constable.

Johannesburg police had been informed by SAPA that a man identified as Joseph Maleka was being held at the National Acceptance House offices after being taken from Rissik Street.

Police freed Maleka and arrested the men in terms of the Criminal Procedures Act.

The three union officials were charged with kidnapping, robbery and assault and released on R1 500 bail each by a Johannesburg magistrate last night. They are due to appear in the Johannesburg Magistrate's Court this morning.

Cosatu information officer Ned Coleman said last night that Cosatu officials had approached Maleka, who was acting suspiciously outside the building, and invited him inside. He had entered voluntarily and said he was a police informer, sent to spy on SAPC member Geraldine Fraser.

Coleman said Cosatu officials concluded such an operation appeared a prelude to an assassination attempt and called a Press conference and informed the police.

SAPA reports that at the Press conference Maleka said he had been recruited by police at a Sebokeng nightclub.

Malherbe said Maleka might have given Cosatu a "cover story".
A legend in their lunchtime

DURBAN — More than 23,000 members of the S.A. Clothing and Textile Workers' Union took part in human-chain demonstrations at five different points in the Durban area at lunchtime yesterday. Passing motorists were startled to witness a longer chain of workers stretching from Jacobs to Møbeu. Sactwu claimed its campaign for workers' rights had been "a huge success," in spite of refusal by the Pietermaritzburg magistrate's office to sanction a protest there.
Mercedes delays decision on pull-out

LONDON — Daimler-Benz of West Germany yesterday issued a warning that the future of its East London plant could be jeopardised by the protracted industrial action, but stressed that no decision had yet been taken for the company to withdraw from South Africa.

Production at the Mercedes-Benz South Africa plant has been halted for the past fortnight.

Asked about the possibility of the company relocating to Namibia, a company spokesman confirmed that this was raised during the last lengthy strike at the plant a few years ago, but said he could not "give such a statement now."

Management were talking to the workers and would "exhaust all possibilities. We are still hoping that a solution can be found."

With 200 of those holed up already having been dismissed, he would not comment on whether their reinstatement was a condition for the termination of the strike.

"I would not like to comment on strategy. I think we are willing to use all reasonable possibilities to convince them that it is illegal and should be stopped soon,"

He declined to comment when asked whether the police might be called in to remove the workers.

A large section of the NUMSA executive flew to Port Elizabeth yesterday for internal union consultations on the Mercedes-Benz crisis and for talks with employers party to the national bargaining forum (NBF).

Several hundred NUMSA members have forced the plant to a standstill in protest against the union's participation in the NBF.

The strikers believe they could win a better deal in company-level negotiations.

Union and management representatives were still locked in negotiations late yesterday. No details of discussions were available.

Talks between MBSA management and NUMSA have been at a standstill since last week.
More of Cosatu to be probed in "spy" case

JOHANNESBURG — Police confirmed that they were investigating charges of assault against more Cosatu members who allegedly slapped a plain-clothes SAP constable at a media conference where he was introduced to journalists as a police spy. SAP Witwatersrand liaison officer Captain Eugene Opperman yesterday said the police were following up the alleged assault.

Cosatu office-bearers Mr Jay Naidoo, Mr Sidney Mufamadi and Mr Baba Schalk, who were arrested late on Tuesday on charges of kidnapping and robbery, appeared briefly in court yesterday.

According to counsel for the accused Mr Richard Spoor, the SAP attempt to "join others for the assault" was a bid to "slur" the three accused.

Magistrate Mr R Button adjourned the hearing. The three accused were given R1 500 bail each until the trial proceeds on October 3.
Probe into alleged assault of SAP 'spy' to be widened

POLICE confirmed they were investigating assault charges against more Cosatu members who allegedly slapped a plain-clothes SAP constable at a media conference where he was introduced as a police spy.

SAP Witwatersrand liaison officer Capt Eugene Opperman said yesterday the police were following up the alleged assault, witnessed by reporters and photographers.

He was speaking after the appearance in the Johannesburg District Court of Cosatu office bearers Jay Naidoo, Sydney Mafumadi and Baha Schalk, who were arrested on Tuesday, allegedly under suspicion of kidnapping and robbery. No charges were put to the three yesterday and they were not asked to plead.

Magistrate R Button transferred the case to the Regional Court and remanded the three on R1 500 bail each until the trial proceeds on October 3.

Defence counsel Richard Spoor said charges had been laid when they were arrested, but prosecutor Leonard Louw said a formal charge sheet still had to be drawn up.

The robbery charge relates to a walkie-talkie carried by Const Joseph Maleka when he was allegedly taken by trade union officials into the building housing Cosatu's offices.

In a statement on Tuesday, Cosatu said the police were informed of the constable's apprehension, and his subsequent confession to being a security branch recruit with the job of monitoring the movements of SACP official Geraldine Jocelyn.
Public sector gets the okay to form unions

OWN CORRESPONDENT

DURBAN — The Government will now allow the nearly 1 million public-sector employees to form trade unions and engage in collective bargaining, according to a statement by three Cabinet Ministers.

Democratic Party spokesman on the public service Roger Burrows said that previously, the Commission for Administration and Ministers had recognised only four associations — one for each population group — as negotiators.

"This appears to be a full recognition of the right of State employees to form trade unions with whom it is prepared to bargain," Mr Burrows said.

"It obviously stems from the negotiations early this year with the health workers' union following the strike in Cape and Transvaal hospitals."

"Whether it means Government employees will fall in future under the provisions of the Labour Relations Act is not yet clear. This option has been the aim of most State employees for some time."

Mr Burrows said the Government decision was "definitely a shift" and would irritate the recognised staff associations and give unions a boost.

In their statement, the three Ministers — Els Louw, Minister of Manpower, Gene Louw, Minister of Internal Affairs and National Education, and Wim de Vihlers, Minister for Administration and Economic Coordination — said "Due to the importance of sound relations between all employees and employers, the Government recently deliberated on the position of employees of the State."

"The Government endorses in principle the basic rights of employees and employers in all sectors of the national economy, and in particular the basic rights of freedom of association and collective bargaining."

The Government planned to give recognised employee rights to teaching staff and other State employees.

It aimed "to limit its intervention in the relationship between State employee and employer to the minimum," the Ministers said.

As such, the Government had instructed the Commission for Administration and the Department of National Education to establish, through negotiation with representative parties, efficient and suitable arrangements for the relations between employers and employees.
Arrests a 'scoffing' ANC

Staff Reporter

Assistant general secretary Sydney Mufamadi and distribution official Baba Schalk during a police raid on the Cosatu head office in Johannesburg on Tuesday.

The ANC yesterday described as 'a damn-cough' the arrest and charging of three senior Cosatu officials, after they complained to the police that an alleged police spy had been caught red-handed.

ANC publicity chief Pallo Jordan was responding to the arrest of Cosatu general secretary Jay Naidoo. Bail of R1 500 each was extended.
COSATU general secretary Mr Jay Naidoo and two senior officials appeared in the Johannesburg District Court yesterday in connection with kidnapping.

Their appearance is a sequel to the rescue raid on Cosatu headquarters in Johannesburg on Tuesday.

The case was postponed to October 3 and Naidoo, Mr Sydney Mufamadi and Mr Baba Schalk were warned to appear in the regional court on that day.

Their bail of R1 500 each, granted after an urgent application in the Johannesburg Magistrate's Court late on Tuesday, was extended.

No charges were put to them and they were not asked to plead.

The three activists are facing charges of kidnapping, robbery and possibly assault arising out of the apprehension by Cosatu members of a young man outside Cosatu's headquarters in

Cosatu officials appear in court

By SONTI MASEKO

Johannesburg on Tuesday

During a press conference subsequently arranged by Cosatu, the man told journalists that he was a police spy recruited to monitor the movements of a member of the South African Communist Party, Ms Geraldine Fraser.

He was in possession of a walkie-talkie and two photographs of Fraser, enlarged from pictures in her identity book and passport.

Late on Tuesday police raided the Cosatu offices to "free" the youth whom they identified as

JAY NAIDOO

Constable Joseph Maleka Naidoo, Mufamadi and Schalk were also arrested during the raid.

Mr Richard Spoor, the attorney representing the three men, told journalists that the men would plead not guilty to the charges and that he doubted if the charges against them would stick.

He said police were investigating charges of assault but if they were to be added to the charges, they would simply be an attempt to slur the unionists.
Mercedes accepts Numsa response

OWN CORRESPONDENT, JOHANNESBURG

Motor industry employers have accepted as adequate Numsa's response to an ultimatum on the Mercedes Benz (MBSA) crisis, and yesterday withdrew a threat to halt wage talks at the industry's national bargaining forum.

But the two-week-old sit-in at the MBSA East London plant by Numsa dissidents demanding in-company wage talks appeared no closer to resolution.

Mercedes management warned yesterday that if the union was unable to persuade members to vacate the plant it would "have no alternative but to take whatever steps it believes necessary" to ensure that they leave.

"We understand Numsa's dilemma, but the employees' conduct is unacceptable," Numsa general secretary Mr Moses Mayekiso said the negotiating team had held talks with members at the plant yesterday to try to thrash out a new understanding.

Ten shop stewards from other motor companies spent much of yesterday inside the plant attempting to convince the rebels to end the action.
Mercedes 'held to ransom'

By SHARON SOROUR, Labour Reporter

WEAPON-wielding rebel strikers occupying the Mercedes-Benz manufacturing plant in East London have been warned by the company it would not be held to ransom.

The company expressed outrage at serious damage being caused by a group of between 250 and 300 employees amid warnings that its future in the country was at stake.

The warning was made by National Metalworkers of SA (Nomas) that if it was unable to persuade its workers to leave the plant, management would have no alternative but to take whatever steps it believed necessary and in the best interests of the company to end the unlawful occupation of the plant.

It has been stated on a number of occasions to Nomas that the future of the company is at stake and the situation cannot be accepted any longer without creating irreparable harm to the company.

The company is currently in a bargaining forum with the National Metalworkers Association (NMA), and the dispute is due to be heard by the National Industrial Relations Commission (NIRC).

The company believes that it is absolutely imperative that a group of employees that hold a company warehouseKEY with the department of weapons, threatening to intimidate other employes

The strike, which has already cost the company R112 million in lost revenue, has resulted in three official warnings by the company that the future of the company was in the balance.

Mock arms
MD suspended over bugging, says union

By Brendan Templeton

The managing director and two senior employees have been suspended at Nampak's Rosslyn plant in Pretoria after a listening device, linking a trade union office with the MD's office, was discovered by workers earlier this month, union sources said yesterday.

Confrontation between workers and management over the issue burst into the open again at three Nampak plants this week.

About 500 workers at Nampak Corrugated, Boxcraft and Transvaal Box held a one-day strike on Wednesday, and demonstrations at 39 plants were held over the past week, the Paper, Printing, Wood and Allied Workers Union said.

The union demanded that a company-wide investigation into illegal bugging be launched by management to establish their "bona fide" concern.

An investigation was held, but according to the union, it was restricted to the corrugated division of the company.

Nampak said in reply that a smear campaign of misinformation was being waged against the company and it was shocked and dismayed by the union's allegations, "particularly in view of productive meetings we held with them on the matter."

All documents on the bugging issue had been made available to the union's lawyers.

The union also claimed to have in its possession reports by trained informants who were given specific instructions to spy on union activities.
Mercedes warns sit-in workers

By Brendan Templeton

Mercedes-Benz today warns in newspaper advertisements that it will take whatever steps it believes necessary if armed workers occupying its East London plant do not vacate the premises soon.

The 14-day occupation has caused the company to close.

A number of workers are demanding that the company withdraw from the motor industry's National Bargaining Forum, which was established on the instigation of their union.

The union has tried unsuccessfully to persuade the rebel workers to return.
KENNISGEWING 726 VAN 1990
DEPARTEMENT VAN MANNEKRAAG
WET OP ARBEIDSPROVINGE, 1956
AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, David Willam James, Nywerheidsregisteraet, maak ingevolge artikel 4 (2) soos toegespas by artikel 7 (5) van die Wet op Arbeidspowering, 1956, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die South African Clothing en Textile Workers Unie. Besonderhede van die aansoek word in onderstaande tabel verstreken.

Enige geregistreerde vakvereniging wat teen die aansoek bewaar maak, word versoek om binnen een maand na die datum van publikasie van hierdie kennisgewing sy bewar skriflik by my in te dra, p.a. die Departement van Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres: Privatsak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging: South African Clothing en Textile Workers Unie
Datum waarop aansoek ingediende is: 26 June 1990.
Belange en gebied ten opsigte waarvan aansoek gedoen word: Alle persone in dié diens in dié Kleremakersbedryf in die provinsie die Kaap en die Goeie Hoop
Vir die doel hiervan beteken —
"Kleremakersbedryf" die bedryf wat te doen het met die maak in dié geheel of gedeeltelik, van al die klas kleedingstukke, met inbegrip van unifoms, nagklere, breedrag, hoeddrag, helms, pette, gestikte draed, gefasioneerde geslote, goeide, en/of gemodelleerde dames en/of meisieshoede, insluitende die verseil of herstel daarvan (uitgesonder verstellings gepaard gaande met die verkop van 'n hoed in die kleinhandel in 'n winkel), dasse, serpe, kouse, sokkies, moiffies, handskoeie, kousehouners, buustehelte, vormdrag, gordels, sakke, sambrele, sakdoele en linnegoed; en omvat dit die maak van ritssluters, knoep, hangers en kentekens vir kleedingstukke of die maak, in dié geheel of gedeeltelik, van al die klas kleedingstukke, en hoofsaaklik van enige Stoffe, met enige provinsiale administrasie, Transnet en/of enige plaaslike overheid en alle ander klas kleedingstukke, hetsy gemaak van breestof, wecstof of veselhesstof of enige ander materiaal; en omvat dit ook enige proses in of takke van sodanige vervaardiging en alle werkzaamhede wat daarmee gepaard gaan of daaruit voortpruit, onder andere die ontwerp en maak van patronne, afwerk, sny of uitsny, misluikwerk, skoonmaak, afwerk, borduurwerk en pareswerk, hetsy sommige van of al sodanige werkzaamhede in bedryfsmingtings waarin sodanige kleedingstukke gemaak word, verring word al dan nie; en omvat dit voorts maatsenery of dameskleremakers op maat en die vervaardiging van kleuras wat van pels of kortevolle gemaak word, met in begrip van werkers betrokke by werkzaamhede wat met bege- molde sodanige bedrywighede of vervaardigings- aktiviteite, die berging en administrasie gepaard gaan of daaruit voortspruit met inbegrip van die verkop, afluwing en verspreiding van groot- en/of kleinhandelaars. Die Unie beskik tans oor registrasie onder andere in dié kleremakersbedryf, soos hierbo omskryf in die landdrosdistrikte Oos-Londen, Malmesbury en Kimberley

NOTICE 726 OF 1990
DEPARTEMENT VAN MANNEKRAAG
LABOUR RELATIONS ACT, 1956
APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION

I, David William James, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the Labour Relations Act, 1956, give notice that an application for the variation of its scope of registration has been received from the South African Clothing and Textile Workers Union. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of trade union: South African Clothing and Textile Workers Union
Date on which application was lodged: 25 June 1990

Interests and area in respect of which application is made: All persons engaged in the Garment Making Industry in the Province of the Cape of Good Hope.
For the purposes hereof —
"Garment Making Industry" means the industry concerned with the making in whole or in part of all classes of garments, including uniforms, nightwear, knitted, headwear, helmets, caps, stitched-utility hats, ladies' and/or girls' shaped, blocked, trimmed and/or modelled hats, including the alteration or repair thereof (except alterations incidental to the sale by retail of a hat in a shop), ties, scarves, stockings, socks, mittens, gloves, suspenders, brassieres, foundation garments, belts, bags, umbrellas, handkerchiefs and linen; and includes the making of zips, buttons, hangers and badges for garments or the making in whole or in part of all classes of garments to the order of any Government department, any provincial administration, Transnet and/or any local authority and all other classes of garments whether made from knitted, woven or non-woven fabric or any other material; and also includes any process in or branches of such manufacture and all operations incidental thereto or consequent thereon, comprising, inter alia, the designing and making of patterns, marking-in, cutting or chopping-out, machining, cleaning, finishing, embroidery and pressing, whether or not some or all of such operations are performed in establishments which make such garments, and further includes bespoke tailoring or bespoke dressmaking and the manufacture of wearing apparel made from furs and pelts, including workers engaged in operations incidental to or consequent on such operations or manufacturing activities, the storage and administration related thereto, including the sale, delivery and distribution to wholesale and/or retail stores. The Union presently holds, registration for, inter alia, the Garment Making Industry as defined above in the Magisterial Districts of East London, Malmesbury and Kimberley.
Posadres van applicant: Posbus 18359, Dalbridge, 4014.
Kantoorendres van applicant: Bolton Hall, Galestraat 127, Durban.

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet:

(a) Die mate waarin 'n beswaarmakende vakvereniging vertoenwoordigend is, word ingevolge artikel 4 (4), se, soos toepasbaar by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingediend is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.

(b) Die procedure voorgestryk by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingediend word.

D. W. JAMES,
Nywerheidsregistrateur.
(31 Augustus 1990)

KENNISGEWING 727 VAN 1990

DEPARTEMENT VAN VERVOER

WET OP LUGDIENSTE, 1949 (WET NO. 51 VAN 1949), SOOS GEWYS

Hierby word ingevolge die beklemtoonings van artikel 5 (a) en (b) van Wet No. 51 van 1949 en regulase 5 van die Regulasies vir Burgerlugdienste, 1964, vir algemene inligting bekendgemaak dat die Nationale Vervoerkommissie die aansoeke waarvan besonderheid in die Bylae hieronder verskyn, sal aanhoor.

Vertoe ingevolge artikel 6 (1) van Wet No. 51 van 1949 ter ondersteuning of bestryding van 'n aansoek moet die Direkteur-generaal: Vervoer (Direktoraat Burgerlugvaart), Privaatsak X193, Pretoria, 0001, en die aansoeker binne 21 dae na die datum van publikasie van hierdie verskynsel in daarin moet gemeld word of die persone of persone wat aldus vertoe rege, van plan is om die vragings by te wees of om daar verteenwoordigbaar te word.

Die Kommissie sal reël dat kennis van die datum, tyd en plek van die vragings skriftelik gedeel word aan die aansoeker en al die persone wat aldus vertoe gereg het en wat verlang om aldus verteenwoordig of teenwoordig te wees.

BYLAE A

LYS VAN AANSOEKE OM DIE TOESTAAN VAN LISENSIES

(A) Naam en adres van applicant. (B) Naam waaronder die lugdiens geëxploiteer gaan word. (C) Besonderhede van lugdiens. (i) Gebiede wat bedien gaan word. (ii) Roete(s) wat bedien gaan word. (iii) Basis(e). (iv) Soort verkeer wat vervoer gaan word. (v) Frekwensie en roosters waarvolgens die diens geëxploiteer gaan word. (vi) Soort vervoersmiddel wat verskaf gaan word (vii) Besonderhede en beskrywing van soort werk wat onderneem gaan word. (viii) Tariefskala. (D) Lugvaartuie wat gebruik gaan word.

(A) Lanseria Air (Edms.) Bpk., Posbus 309, Lanseria, 7148. (B) Lanseria Air (Edms.) Bpk (C) Nie-vastgestelde-lugvervoerders. (i) Comore-island, Republiek van Suid-Afrika, alle onafhanklike tuislande, Namibie, Zambie, Malawi, Mosambiek, Botswana, Lesotho, Swaziland, Zambie, Zaire en TVBC-lande. (iii) Lansernalughawe. (iv) Passasiers en vrag. (vii) Beech King Air 90 R3,95 per km. (D) Beech C90 ZS-MLO.

NOTICE 727 OF 1990

DEPARTMENT OF TRANSPORT

AIR SERVICES ACT, 1949 (ACT NO. 51 OF 1949), AS AMENDED

Pursuant to the provisions of section 5 (a) and (b) of Act No. 51 of 1949 and regulation 5 of the Civil Air Services Regulations, 1964, it is hereby notified for general information that the applications, details of which appear in the Schedules hereto, will be heard by the National Transport Commission.

Representations in accordance with section 6 (1) of Act No. 51 of 1949 in support of, or in opposition to, an application, should reach the Director-General Transport (Directorate Civil Aviation), Private Bag X193, Pretoria, 0001, and the applicant within 21 days of the date of publication hereof stating whether the parties or parties making such representation intend to be present or represented at the hearing.

The Commission will cause notice of the time, date and place of the hearing to be given in writing to the applicant and all parties who have made representations as aforesaid and who desire to be present or represented at the hearing.

SCHEDULE A

SCHEDULE OF APPLICATIONS FOR THE GRANT OF LICENCE

(A) Name and address of applicant (B) Name under which the air service is to be operated (C) Particulars of air service. (i) Area to be served (ii) Route(s) to be served (iii) Base(s) (iv) Types and classes of traffic to be conveyed. (v) Frequency and time tables to which the service will be operated. (vi) Types of training to be provided (vii) Particulars and description of types of work to be undertaken. (viii) Tariff of charges (D) Aircraft to be used.

(A) Lanseria Air (Pty) Ltd, P.O. Box 309, Lanseria, 7148. (B) Lanseria Air (Pty) Ltd (C) Non-scheduled Air Transport Service. (i) Comore Island, Republic of South Africa, all independent Homelands, Namibia, Zimbabwe, Malawi, Mozambique, Botswana, Lesotho, Swaziland, Zambie, Zaire and TVBC-lande. (iii) Lansena Airport. (v) Passengers and freight. (vii) Beech King Air 90 R3,95 per km. (D) Beech C90 ZS-MLO.
IND. REL. WORKERS' ORG. - COSATU

1990

SEPT. - DEC.
Wage talks nearing end

TALKS to end the grinding dispute in the engineering and metal industries continued late yesterday with the parties locked in discussion on resolving "technical points", a spokesman for the National Union of Metalworkers of SA said.

Any outstanding matters would be dealt with on Monday, he added.

Mr Hendrick van den Heever, spokesman for the Steel and Engineering Industries Federation of SA, said there were glitches, but the meeting was still in progress.

National talks determining the wages and conditions of service in the sector began in March, and a national strike was averted in mid-August. — Sapa
Workers paid, says Spoornet

ADVANCE payments to make up for Spoornet salary discrepancies over June and July have been made to all affected employees, the company said in a statement yesterday.

Accusations by the SA Footplate Staff Association that many employees had not been paid were therefore not correct.

The problem had arisen because Spoornet had in June begun installing its new computer system, it said. The company apologised to employees for any inconvenience.

A spokesman for the SA Footplate Staff Association had claimed that most of Spoornet's 170,000 employees countrywide had not been paid their salaries for the past three months. And a spokesman for the Transnet Union of South Africa, Mr Willie Nieuwoudt, said his members were experiencing similar problems.
EAST LONDON — Lost production through prolonged industrial action has cost Mercedes Benz R121 million amid mounting concern the East London plant may shut down for good — devastating the city's economy and depriving many of jobs.

The plant has been brought to a standstill and occupied by strikers, and reports of sabotage are circulating.

New paint equipment costing millions is thought to have seized up and become worthless.

The company warned three days ago the future viability of the plant was at stake.

Yesterday East London Chamber of Commerce vice-president Mr Eddie Hart said Mercedes Benz SA generated 50% of the city's business and the consequences of its loss would be tremendous, with critical ripple effects.

The National Union of Metalworkers of regional office and organizers had tried their utmost to persuade rebel strikers occupying the plant to end the action.

The men were adamant, however, they

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Strike cost Merc Benz R121 million

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Local suppliers stand to lose R600m a year if Mercedes Benz halts production permanently.

The 50-odd suppliers, many of whom rely heavily on contracts with MBUSA, have warned that a lengthy delay in solving the dispute at the Mercedes Benz factory could threaten hundreds of jobs — and have a devastating effect on their businesses.

It was confirmed yesterday that MBUSA has requested suspension of supplies of both local and overseas components, seriously jeopardising the future of local suppliers in the greater East London area.

Suppliers, some of whom rely on Mercedes-Benz for up to 80% of their business, claim they would be forced to close or relocate in the event of further problems at MBUSA.

Some businesses have already begun laying off staff with the understanding that staff will be taken on again if the MBUSA strike is resolved. — Own Correspondent and Sapa
Mercedes strike challenges union

CP Correspondent and Sapa

HUNDREDS of members of the National Union of Metalworkers of South Africa (Numsa) have been on strike for over two weeks at the Mercedes-Benz plant in East London because they differ with union leaders over the best level at which to tackle negotiations.

Unions and management often disagree about the level at which to pitch annual wage negotiations, but at Mercedes, 18 out of 23 union representatives and hundreds of members are protesting against Numsa's policy of negotiation at national level.

The Mercedes-Benz of South Africa (MBSA) plant has been closed since August 23 after between 500 and 500 workers occupied the plant to demand the company withdraw from the National Bargaining Forum - set up by Numsa - and negotiate wages at plant level.

The strike has already cost the company over R12 million and resulted in three official warnings by the company that the future of the factory is in the balance.

In a position supported by Cosatu, Numsa adopted a centralised bargaining policy in the motor industry through the NBF.

Centralised bargaining has focused on R2 an hour increases, but MBSA workers are demanding R3.

Unionists have expressed concern about the risks this may pose to worker unity and collective bargaining power in the country.

Numsa says: "National negotiation strengthens unity and is the best way to improve workers' power. It is also the only way to ensure all workers be put on the level of the highest-paid workers."

Last year, after numerous strikes, annual negotiations in the motor industry took place mainly on a national level between Numsa, the white-orientated South African Iron and Steel Trade Union and car manufacturers Volkswagen, BMW, Nissan, Toyota, Mercedes-Benz and Samcor. Only Delta refused to become involved in negotiations at national level.

Most employers prefer to negotiate at company level, because it excludes the possibility of double negotiations. In the past companies covered by an industrial council agreement at national level still experienced strikes. In these cases unions have argued that only minimum wages have been negotiated at national level while real wages still have to be negotiated at the workplace.

Numsa general secretary Moses Mabe says: "Workers do not see why they have to wait for national negotiations when they can force employers to an earlier and possibly better increase."

MBSA believes Numsa should persuade the workers to leave the plant and allow arbitration to take place in terms of the recognition agreement.

At an NBF meeting on Tuesday, employers insisted the situation at MBSA be addressed before general negotiations could begin.

Earlier the union had appealed to MBSA to withdraw temporarily from the NBF to allow it time to resolve the differences between its members. MBSA refused.

This week MBSA shop stewards told Numsa executive members - who included regional secretary Maitel Nonyukela and national bargaining co-ordinator Les Kettle - that they would only call off the strike if participation in the NBF was suspended.

Meanwhile, Mercedes-Benz chairman Christoph Kopalke has said 800 employees would be retrenched due to the economic downturn.
STRIKE action at the Mercedes Benz plant in East London has cost the company R121 million in lost production, and concern is now mounting the plant may shut down for good — devastating the city's economy and depriving many of jobs.

The plant has been brought to a standstill by rebel members of the National Union of Metalworkers of South Africa (Numsa), and reports of sabotage are circulating.

New electrolytic paint equipment costing millions is thought to have seized up and become worthless.

This week the company warned the future viability of the plant was at stake.

On Friday, East London Chamber of Commerce vice-president Eddie Hart said Mercedes Benz of South Africa (MBSA) brought in 50 percent of the city's business, and the consequences would be tremendous if the plant closed.

The Numsa regional office said organisers had tried their utmost to persuade rebel workers occupying the plant to end the action. However, they were adamant they would remain until their demands were met.

At a National Bargaining Forum meeting this week, motor manufacturers said Numsa had to state clearly whether it supported the rebels' demand that the company withdraw from the NBF and negotiate wages at plant level.

The union was asked to state what action it intended taking against the rebels who had "defied and undermined Numsa policy, the NBF structure, internal company structures, management, requests from shop stewards, and the Supreme Court."

MBSA said Numsa had responded to the questions in the NBF, but had requested it not be made public.

Mercedes warned that if the union was unable to persuade the men to leave the plant, management would have "no alternative but to take whatever steps it believes necessary . . . to ensure they leave."

However, management said it shared Numsa's view that dismissed employees should be afforded a fair appeal hearing.

East London suppliers of components to MBSA have begun halting production and laying off workers as the crisis at the plant continues.

Local suppliers stand to lose R600-million a year if the company halts production.

Suppliers, some of whom rely on Mercedes Benz for up to 96 percent of their business, claim they would be forced to close or relocate if MBSA has further problems.

It was confirmed on Friday that MBSA has requested suspension of supplies from local and overseas component manufacturers — Sapa.
Street law ends a life in Thokoza

1. A stranger is accused of stabbing someone and as others look on a woman walks calmly by, a man drops him with a pangas chop.

2. Another attacker moves in to slam down a stone on the injured man's head.

3. Kill, kill, kill! More frenzied chopping with the pangas at the victim's motionless body as another stone is picked up.

Exile fears harassment from security police

By Martin Ntsoelengoe

Communist Party member Jocelyn Fraser, whose pictures were found in the possession of a police spy this week, is terrified and now fears for her life.

The recently returned exile was apparently under surveillance by security police. Two pictures of her were found on Joseph Makela, an alleged police constable. Makela was interrogated inside Coetze's Rinke Street offices by officials who spotted him spying on the building.

After the drama Fraser said the security police are out to harass her. Their actions, she said, were not in the spirit of the Pretoria Minute.

"They were aware I was working in the office because they had a man watching over me, and wanted to arrest me as the streets and not where I work. We can only speculate that they intended to abduct me," she said.

Coetzee's officials, Jey Naaidoo, Sidney Mufamadi, and Bob Schalk, were arrested shortly after the interrogation by policemen who came in demanding the release of "Constable Makela".

"If they had a genuine case against me, they could have arrested me," she said.

Joe Makela ...
caught spying.

Jocelyn Fraser ...
under surveillance.

When they arrested three union officials in the same offices," said Fraser.

The three officials appeared before magistrate Rutton at the Johannesburg Magistrate's Court on Tuesday. They are each on R1 500 bail and the case resumes on October 3.

This week Communist Party publicity officer Esapo Pahoe confirmed the surveillance of Fraser as intimidation.

In a sharply worded statement, he said "Her intimidation is unacceptable. The SACP calls upon the relevant authorities to desist from such activities.

"The SACP is an open and legal organisation, and harassment and intimidation of its officials and members is not conducive to free, open political debate, discussion and organisation.

4. Satisfied the accused is dead, judge, jury and executioner turn his back on the dead man and walks away as if nothing had happened. There is no defence in township "justice".
Police eject rebel strikers in dawn raid

Own Correspondent
CAPE TOWN — The Mercedes-Benz manufacturing plant in East London has been closed until damage caused by rebel strikers has been assessed and relations between management and the union patched up.

This news follows the eviction of 200 workers, who had occupied the premises for 17 days, in a dramatic dawn raid by hundreds of policemen yesterday.

The peaceful eviction — requested by Mercedes-Benz — followed a warning by the company on Friday that it would not be held to ransom by weapon-wielding workers. No arrests were made.

The industrial action by about 200 National Union of Metal-workers of SA (Numsa) members halted production on August 16 when they demanded the company withdraw from the National Bargaining Forum for the motor industry, initiated by the union, and negotiate wages at plant level.

The industrial action has reportedly cost the motoring giant at least R160 million in lost output.

Mercedes-Benz chief executive Christoph Kopke said the company decided to call in the police after exhausting every possible avenue to resolve the matter through negotiation.

A convoy of about 50 police vehicles entered the plant through three separate gates and raced through the grounds, Sapa reports.

Policemen with dogs, and armed with shotguns and assault rifles, scoured the property for workers.

The strikers were given the opportunity by police to leave of their own accord, police said.

Mr Kopke said the plant would remain closed until damage had been assessed and repaired and until the union had informed the company that the problem relating to its participation in the bargaining forum was resolved and all hourly-paid employees in the bargaining unit were prepared to resume work.
Threat to Border economy if Mercedes pulled out

By SHARON SOROUR
Labour Reporter

Closure of the Mercedes-Benz manufacturing plant in East London would have devastated the Border city's economy, causing tremendous hardship to both blacks and whites and triggering investment flight.

While the crisis was partially averted yesterday when police raided the premises and ended the unlawful occupation of the plant by rebel strikers, the Eastern Cape harbour city was at stake.

Domino effect

Production at the plant was suspended when the illegal strike began on August 16 and Mercedes-Benz chief executive Mr Christoph Kapke said the plant would remain closed until damage had been assessed and repaired and other problems resolved.

According to East London mayor Mr John Dukas, the prospect of Mercedes-Benz leaving East London would be a blow to the region and the effects of a plant closure would be devastating.

If you try to quantify it then you understand what the effects would be.

He said the company spent R120-million in the city a year, and paid the council some R4-million in services alone.

The council was aware of the danger of the city having such a narrow economic base and had been working on diversifying the local economy.

Border Chamber of Industry president Mr Terry Briquelet said the effects of the plant's closure would "go far into the future" and "there would be a domino effect on other businesses".

He said "every single person in this area, every political hue, should be very concerned as well because what is destroyed here is not part of the old apartheid South Africa but an important part of the new South Africa."

The departure of Mercedes-Benz from the country would be the "clearest sign" to other investors to avoid the area.

Vice-president of the East London Chamber of Commerce Mr Eddie Hart said the company represented 50 percent of the city's business and its loss would be tremendous, with critical ripple effects.

Mr Hart said "it would affect all the businesses supplying MBZP, the suppliers of batteries and tyres, and the businesses those people deal with and the shop employees support. Even schools would be affected."

According to reports, suppliers of components to Mercedes had begun halting production and laying off workers.

About 50 suppliers, who rely on Mercedes-Benz for nearly 80 percent of their business, stood to lose R250-million a year if the giant corporation halted production permanently.

Mr Briquelet urged the workers involved to "seriously consider the future."

He said "the people who will be most affected will be young blacks, who, looking back in a few years time, will condemn the actions of some of their elders."

East London Town Clerk Mr Les Kumm said the situation was cause for "real concern" as it would have a ripple effect on supportive businesses in the area and cause tremendous hardship.

The crisis became more intense at the start of the weekend when Mercedes-Benz warned that the situation "cannot be accepted any longer without causing the company irreparable harm."

Weapon replace

The rebel workers, members of the National Union of Metalworkers of SA (Numsa), were demanding the company call out of the National Bargaining Forum (NBF) for the motor industry and negotiate wages at plant level.

It had to state clearly whether it condoned the unlawful occupation of the plant by force and the welding of "an assortment of dangerous weapons, carrying of mock arms such as AKIs and bazooka replicas, damaging and stealing company property, and threatening and intimidating other employees and contractors".

All attempts by the union — which supports centralised bargaining through the forum — to persuade the workers to leave the plant failed.

The union appealed to the company to withdraw from the NBF to allow the union time to resolve the differences among its members.

Closed to count the cost

By SHARON SOROUR
Labour Reporter and Sapa

MERCEDES Benz’s manufacturing plant in East London will remain closed until damage caused by rebel strikers has been assessed and relations between management and the union patched up.

This decision follows the eviction of 200 workers who had occupied the premises for 17 days in a dramatic dawn raid by hundreds of policemen yesterday.

The peaceful eviction, requested by Mercedes Benz, followed a warning by the company on Friday that it would not hold to ransom weapon-wielding workers.

No arrests were made.

The industrial action by about 200 National Union of Metalworkers of SA (Numsa) members halted production on August 16 when they demanded the company withdraw from the National Bargaining Forum for the motor industry. Initiated by the union, and negotiated wages at plant level.

The industrial action is reported to have cost the motoring giant at least R106-million.

According to Mercedes-Benz chief executive Mr Christoph Kapke the company decided to call in the police after exhausting every possible avenue.

A convoy of about 50 police vehicles entered the plant through three gates, Sapa reports.

Policemen with dogs and armed with shotguns and assault rifles secured the property for workers.

ANC and South African Communist Party flags were removed from the company H-flags and Mercedes-Benz banners hoisted.

The strikers were given the opportunity to leave the property, according to a Border police spokesman.

While no workers were arrested, one was charged with possession of daggers.

Mr Kapke said management had been assured, and satisfied, that no one was injured and no property damaged in the raid.

The possibility of charges being laid against workers had not been ruled out.

Meanwhile the plant would remain closed until damage had been assessed and repairs done.

Negotiations with the union would continue.
Police end Mercedes plant siege

Own Correspondent
JOHANNESBURG — The Mercedes-Benz siege ended early yesterday morning when 160 workers, who had been sitting in at the East London plant for 17 days in defiance of a Supreme Court order, quietly left the premises after a police warning.

But both Mercedes chief executive Mr Christopher Kopke and Numsa negotiator Mr Les Kettle was agreed the underlying causes of the crisis still remained and that a great deal needed to be done to restore normality at the factory.

The sit-in by the workers — who represent about 12% of the hourly-paid workforce — was a rebellion against Numas policy which supports national wage bargaining. The dissidents wanted to bargain just with their own management in the belief that they would win a better deal.

Mr Kopke said the police arrived at 6am and the plant was vacated within half an hour. The police said before entering they would use minimum force, and it was “refreshing” that there had been no conflict, he said.

The question of the dismissal of strikers threatened to be a point of conflict between management and Numas. Mr Kopke said yesterday as far as he was concerned the dismissals would not be reconsidered.

He said the dismissal of those responsible for the events of the last 2½ weeks would assist in restoring normality at the plant. However, the offer to Numas of arbitration to determine whether the dismissals were, as Numas alleged, an unfair labour practice, still stood.

Mr Kettle was said yesterday the union believed the dismissals had only exacerbated the entire situation. Mercedes was unable to give a clear assurance yet regarding its future in East London, but would have to clarify a number of issues first, Mr Kopke said.

He said R13,5 million a day had been lost in revenue alone during the strike.

Mr Kopke said the factory would remain closed until damage to property had been assessed and repaired and the problem revolving around Mercedes’ participation in the national bargaining forum had been resolved with Numas.
PRESIDENT of the National Union of Mineworkers, Mr James Motlati, of Johannesburg, and 56 NUM Northern Natal coal-mine office bearers appeared in the Newcastle Magistrate's Court yesterday in connection with an alleged illegal gathering in the town on August 26.

NUM general-secretary Mr Cyril Ramaposa was also to have appeared but was excused as he was busy with urgent consultations with Iscor.

The case is a sequel to a march from NUM headquarters in Newcastle, to a hotel a few kilometres away.

**Good nature**

The case was postponed to October 1 pending a decision by the attorney-general.

They appeared before Mr J von Reiche who asked them to disperse quietly as there were other cases in progress.

The men did so, many of them showing good nature.

Most of the accused are office bearers of the NUM’s 13 branches in Northern Natal and all are coal miners.

They were released on R50 bail each - Sapa
Engineering industry strike averted

By Brendan Templeton

The five-month threat of strike action involving about 400,000 workers in the engineering industry ended yesterday when the National Union of Metalworkers of SA reached agreement with employers on wage demands.

But strikes involving 3,000 members at companies not covered by the agreement with the Steel and Engineering Industries Federation of SA (Seifsa) started yesterday and strike ballots involving 10,000 members will be held at three Iscor plants today.

The agreement leaves the Metal and Electrical Workers Union as the only union still in dispute with Seifsa.
JOHANNESBURG - A number of major breakthroughs, including the highest wage agreement yet attained, were achieved in the settlement of the five-month wage dispute in the iron, steel and engineering industry, the National Union of Metal Workers of SA (Numsa) said at a press conference yesterday.

The agreement, reached in last-minute talks following Numsa's strike ballot, will affect more than 400,000 workers in the industry.

Wage increases announced are 15% at the lowest rates and 13.5% at the highest rates, with a new minimum rate of R4.18 an hour.

The increases will be backdated to July 1.

Another breakthrough — described as significant by Numsa — is the reduction of the working week to 44 hours. Leave bonuses have been increased and June 16 will be regarded as a public holiday.

Numsa added that major gains were made in job security and employers were now required to give notice of retrenchments, redundancies and plant closure or transfer — Sapa
DURBAN — The hospital crisis in Natal deepened yesterday with the lives of many patients, including babies, now threatened.

Deputy director of hospital services Dr Charles Roper said there was still no light at the end of the tunnel.

KwaZulu health officials, hospital authorities and nurses' representatives were still locked in talks at Maritzburg's Edendale Hospital late last night.

The KwaZulu delegation was led by the Minister of Health, Dr Frank Mdolose.

Admissions are being refused at the KwaZulu-administered hospital, which can accommodate 2,000 patients but now has only 20.

Dr Roper said he was particularly perturbed about maternity patients at Edendale, where there are about 1,000 births a month.

Many were delivered by caesarean section, and without proper treatment, mothers and babies would die.

The hospital at Umlazi, outside Durban, has been closed.

Peripheral clinics have also been closed, leaving no health service operating between Umlazi and Transkei.

Natal Provincial Administration hospitals are verging on collapse under the influx of KwaZulu patients.

Yesterday the Greys and Northdale hospitals were closed to all except emergencies.

The president of the KwaZulu Nurses Association has appealed to Edendale nurses to return to work — Sapa.
Any increase in pro-
ductivity is ac-
celerated when work-
ers are well paid and
the gap be-
 tween their wages and
salesmen is nar-
rowed. A good work-
er who needs pay in-
creases is less likely to
quit, and the firm's
profits and output are
higher.

Recessions
Plunge the economy
- excessive produc-
tivity and low wages
- increased layoffs
- decreased pro-
curement

By Brendan

Wage, please, not excessive!
Ciskei slams Benz strikers

BISHO. — In its first official reaction to the strike at the Mercedes Benz plant in East London, the Ciskei government yesterday launched a strong attack on the strikers, calling for their summary dismissal.

The ruling Council of State also labelled them "foolish and misguided" as well as "selfish rebels", "rogue workers" and a "totally undisciplined rag tag of people acting in defiance of their own union".

In a statement the Ciskei Council of State called on the workers to return to work.

The council also called for the summary dismissal of those backing "this reckless behaviour", and said they should be dealt with by law if they engage in any more "confrontational conduct".

The council stated: "Nowhere in the world can behaviour of this kind be tolerated. The foolish and misguided workers who noisily supported the criminal occupation of the plant, should not doubt the seriousness of their folly.

"This insane behaviour has cost Mercedes Benz well over R162 million, and caused them to consider relocating somewhere not cursed by an unruly labour element.

"Spelt out, the closure of Mercedes Benz would result in the closure of many other factories supplying components in the Ciskei, and elsewhere in this region, and even further afield.

"This would mean thousands of people out of work. It would also signal the departure of investors no longer prepared to operate in an area notorious for its undisciplined work force. The effects on ordinary people will be catastrophic, resulting in no work, hardship and starvation for thousands of innocents," the council noted — Sapa
Precendent at Mercedes Benz?

By CHIARA CARTER

PEOPLE are asking whether the revolt against central bargaining by rebel workers at Mercedes-Benz of South Africa (MBSA) is an isolated incident or a sign of things to come.

The MBSA plant ground to a halt last month after up to 500 workers staged a sleep-in protest against the national bargaining forum (NBF) for the automobile industry.

Complicated

After Numsa discussed the issue with workers and tried to persuade the company to withdraw the dismissals, management called in the police to evict the protestors.

The MBSA protest was complicated by the factory’s conflict-prone history.

However, this does not serve to explain away a rebellion against union policy by a significant minority of the workforce — including almost half Numsa’s shop stewards.

Rebels

While Numsa has spearheaded the move towards centralised bargaining, the union is not alone in adopting such a policy.

The MBSA rebels’ argument that they would win greater gains from plant level bargaining flies in the face of the trend in Cosatu.

Unions have recently moved towards industrial/sectoral/region bargaining on the one hand and corporate/divisional on the other.

Most Cosatu affiliates have waged lengthy battles for national bargaining forums, with employers ranging from clothing manufacturers to the Delta motor corporation and petroleum companies.

Unions have joined hands to campaign against corporations like Barlow Rand, whom they claim are out to smash centralised bargaining.

However, these moves contrast with a tradition of sectors operating with relative autonomy and plant- and company-level bargaining which lives on in the minds of many union members, if not with the union hierarchies.

Cosatu views plant bargaining alone as inadequate because it stretches union resources, does not allow unions to develop a national presence and limits their capacity to shut down an industry in a strike.

Plant-level bargaining does not allow bargaining on national issues such as training and restructuring — aspects Numsa regards as crucial.

While industrial council negotiations offer these advantages and allow agreements to cover non-negotiable wages, the wages set in the lowest common denominator in the industry.

The Mercedes case indicates that some workers might not be happy to accept less than they are used to in the interests of abstract strategic advantages.

LABOUR INDEPTH

It does not seem possible to have the best of both worlds and sustain a myriad of bargaining levels.

Employers, too, will not tolerate industry bargaining if wage bargaining continues at other levels.

Snifa has demanded that Numsa abandon plant-level bargaining. The union refused and the matter is being discussed.

Blundered

The union’s counterpart in Nactu, the Metal and Electrical Workers Union of South Africa (Mewusa), thanks Numsa has blundered in opting for centralised bargaining to the exclusion of plant-level negotiations.

A Mewusa spokesperson described waving plant level rights as “a serious strategic error” and warned that “rights surrendered will need an entire struggle to win back”.

The spokesperson said it was only at the factory level that workers could be directly involved in negotiations in a concrete way and worker militancy could be sustained.

He said Mewusa regarded plant-level bargaining as a “basic worker right” and that it was only at this level that the specifics characteristic to each company could be negotiated.

Predictable

He said cutting off plant level negotiations in favour of a single bargaining level suited capital.

Negotiations were then predictable and orderly, while companies could build up a relationship with union negotiators.

The spokesperson said the move had to be seen in the light of the national climate of political negotiations in which both the ANC and the SA Communist Party wanted industrial peace.

Spectre

Mewusa’s viewpoint could be coloured by their failure to develop a national presence.

Unlike Numsa, Mewusa has not demonstrated a capacity to pull off a national strike.

Cosatu is aware that the removal of plant-level bargaining weaker shop steward structures and raises the spectre of unions becoming increasingly bureaucratic and reformist on the lines of those in Western Europe.

Mandates

Following a workshop held by its Living Wage Committee, Cosatu warned that democracy was critical in industry-level bargaining.

Bursary Council of South Africa

CO-ORDINATOR

Applications are invited for appointment to the position of Co-ordinator of the office of the Bursary Council of South Africa. The Bursary Council was established in 1989 among other reasons to be a forum for consultation, co-ordination and debate between bursary organisations; to examine ways and means of strengthening support to students and to facilitate consultation between member organisations, students and the broader community.

Applicants should have demonstrated office management skills and be committed to advancing the aims and objectives of the Council and promoting education in a post-apartheid democratic South Africa.

The salary package is in the region of R30,000 per annum. The location of the office is still to be decided. Applications should include a curriculum vitae and be sent to:

The Secretary
C/o PO Box 349
Salt River 7825
Closing date for receipt of applications is 15 October 1990.
Ciskei supports Mercedes’ handling of wildcat strike

The Ciskei Council of State has come out in support of Mercedes Benz in its handling of the wildcat strike at its East London factory.

The council warned the strikers not to doubt their fate if the factory closed and relocated “somewhere not cursed by an unruly labour element.”

It added that the closure of the plant would result in the closure of other factories in the Ciskei supplying the company and would result in unemployment as well as withdrawal of investment capital.

The Mercedes Benz plant is to remain closed until further notice. Strikers, who had occupied the premises since August 16, were evicted on Sunday.

“The crude action of selfish rebels can no longer be tolerated. They are gambling with the prosperity, welfare, and future of all Border dwellers,” the council said — Pretoria Correspondent.
Mercedes dispute: A case of factory tribalism?

By Drew Forrest

Sectional interests seem to lie behind the current upheavals at the Mercedes plant in East London. But the threat of closure could yield an accommodation.

On August 16, about 200 workers occupied the plant, without following procedures, over demands that the company extend the car industry’s national bargaining forum (NBF) and bargain in-house. The plant remains closed, despite the dismissal and subsequent eviction of the workers by police last weekend, and the company says it will not reopen.

Mercedes is facing many devotions in the struggle for liberation from exploitation, many of these come from inside. The danger is sectionalism, which I call ‘factory tribalism’. It means that the workers in one factory think only of themselves — they are not very interested in the rest of the union, or the rest of the working class.”

This warning, in a keynote address by senior National Union of Metalworkers’ official Dr Bertie Fainoff at Numsa’s first national bargaining conference early this year, seems prophetic in the light of recent events at the Mercedes-Benz plant in East London.

The sit-in was a widely used union tactic but this is no ordinary dispute. Last year’s formation of the NBF, involving all motor firms except Delta Motor Corporation, was a breakthrough in Numsa’s drive for centralised bargaining, and was partly achieved by strike action. In a further embarrassment, the sit-in, coupled with a concerted push by agreement. The union agreed because single-tier bargaining made sense where real, rather than minimum pay, was at issue, and in an industry comprising a handful of large employers with similar resources.

But the Mercedes-makers believe they can clinch a more favourable deal for themselves — a R5,50-an-hour figure has been mentioned — in talks with their own management.

Numsa accepts that plant bargaining can bring short-term gains, but the interpretation of a national forum is that it is more stable for wages if there is only bargaining at the plant, levels can fluctuate substantially,” said Fainoff.

The current dispute has surprised some observers, coming as it does against the background of moves towards accommodation at Mercedes, including the launch of a relationship-building exercise last year and the signing of a recognition agreement based on West German norms.

Politicians and union leaders also seem to have realised the rebellion. Mercedes appears more strike-prone than other motor firms, and this in part is due to high levels of anxiety in the border region. The rebels hoisted flags of the African National Congress and South African Communist Party — despite the SACP’s support for Numsa and Cosatu’s stand on central bargaining.

Numsa has been subjected to suggestions that it has weakened its appeal by acting as if there is only bargaining at the plant, levels can fluctuate substantially,” said Fainoff.

The current dispute has surprised some observers, coming as it does against the background of moves towards accommodation at Mercedes, including the launch of a relationship-building exercise last year and the signing of a recognition agreement based on West German norms.

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Numsa has been subjected to suggestions that it has weakened its appeal by acting as if there is only bargaining at the plant, levels can fluctuate substantially,” said Fainoff.

“Management has now started getting its act together, with the result that relations and production have improved,” said one source.

Mercedes’ head of operations, Christoph Kupke said that for the first time in many years of industrial strife, the company had been able to act “fully in line with the structure we have been able to establish.”

The recognition agreement we signed with Numsa in July last year”
Stayaway looms after government response to LRA

BY DREW FORREST

A MASSIVE three-day stayaway is looming next month following an "unsatisfactory" government response to Congress of SA Trade Unions (COSATU) demands on the Labour Relations Act.

The final decision on the stayaway, provisionally set for October 8 to October 10, is to be taken by 300 delegates at a key COSATU campaigns conference in Johannesburg this weekend. Delegates will also decide on whether to launch mass marches on September 29.

The decision was deferred pending a government response to demands for interim changes to the LRA. COSATU has demanded in the next parliamentary session of amendments based on the "Saccola accord", a separate Bill extending the Act to all workers and restructuring the Labour Appeal Court. It also wants recognition and organising rights for public sector unions.

COSATU campaigns co-ordinator Lisa Sefuli said a satisfactory state response had not been received.

The recent government announcement that the Commission for Administration and the Department for National Education are to negotiate with representative state sector unions on a new labour dispensation for the public service falls far short of COSATU's demands.

It is also understood that in redrafting the Bill based on the Saccola accord, the Manpower Department is seeking changes to the unfair labour practice clause. The major feature of the accord is its proposed reversion to the pre-1988 definition.

Arguing that the "joint working party" talks on the LRA, involving the state, Saccola and COSATU/NACTU, have been unproductive, COSATU is understood to have proposed one further meeting of the forum.

The COSATU conference is also expected to produce recommendations on a proposal of a R700 national minimum wage, the closed shop and whether strikes should be curbed in essential services. Fierce controversy is expected over the minimum wage, which at least one major affiliate opposes.
Cosatu scorns killings probe

THE Congress of South African Trade Unions has described the departmental investigations into the Sebokeng shootings ordered by the Minister of Police Mr Adnaan Vlok as a "a slap in the face for the hundreds who have lost loved ones as a result of the recent police actions".

Cosatu said in a Press statement yesterday that the police internal inquiry was welcome in so far as it constituted an admission that there was police misconduct.

It said the internal inquiry meant a secret inquiry by the SADF.

By SONTI MASEKO

"The purpose of State intervention must firstly be to take rapid and effective measures to stop those who have planned this carnage and who are perpetuating it to this day.

"Secondly, to remove the culprits from the security forces and charge them for their criminal actions.

"The 'Vlok investigation' and the SADF inquiry, we believe, will serve neither of these purposes.

"The entire record of the security forces and their current conduct makes it crystal clear that they are completely unaccountable to the people of South Africa and are totally incapable of investigating themselves."

Cosatu called for an independent and public commission of inquiry, the immediate suspension of members of the security forces implicated in the attacks and an enforceable code of conduct on security force behaviour.

"Unless these steps are taken there is no prospect that the process of negotiations will succeed."

"
Khala can go to conferences

By Celeste Louw

The general secretary of the Media Workers' Association of SA (Mwasa) succeeded yesterday in having his bail conditions amended to allow him to attend union conferences. He faces charges of armed robbery and attempted murder.

Sithembela Khala (32) asked permission of a Johannesburg magistrate not to report at the Jabulani police station daily in September as Mwasa was involved in negotiations in Port Elizabeth and Cape Town. Mr Khala was granted bail of R25,000 earlier this year after his arrest for allegedly robbing a branch of Nedbank in March.

According to the charge sheet, Mr Khala and a co-accused, Mchgwati Disako (34), also allegedly attempted to shoot three men.
Nampak workers in 3-day brief work stoppage

Staff Reporter and Sapa

Nampak plants were hit by a stoppage yesterday involving more than 3 000 workers.

A spokesman for the Paper, Printing, Wood and Allied Workers Union said workers at 20 plants had downed tools, demanding centralised bargaining and the reinstatement of a dismissed shop steward.

Workers downed tools for between one and two hours at some factories there were sit-ins.

Another demand stems from an incident in which workers found a bugging device at the Nampak plant in Rosslyn, Pretoria.

At the plant in Wadeville, Germiston, management confirmed that union offices had been bugged.

The union has demanded that the company disclose the names of all paid informers as well as the names of the security companies hired to do the bugging. This had been refused.

The union spokesman claimed that Nampak had tried to contain the "bugging" dispute in its corrugated division, arguing that the section had been plagued by management corruption for the past two years.

Certain former members of Nampak management were involved in legal proceedings regarding allegations of fraud, he said.

The company had indicated it would speak to the union only at plant level -- in line with established agreements on bargaining forums.
Cassius plans three-day stayaway on IRA
Five die in shooting at Jeppe station

WILSON ZWANE and LINDEN BHNS

FIVE people were killed and at least nine injured when two men opened fire on a crowd at Jeppe railway station in Johannesburg last night.

Police spokesman Col Frans Malherbe said the men had walked up to the crowd waiting on the platform shortly after 7pm and opened fire with two handguns "for no rhyme or reason".

The injured were taken to the Hillbrow Hospital. Malherbe said no arrests had been made.

Earlier yesterday, fighting between Soweto hostel dwellers and township residents broke out again with Cosatu reporting four deaths in the clashes.

Police could confirm only one death, that of a hostel dweller killed in the early hours of the morning near Meraf. station.

At a Cosatu news conference in Johannesburg yesterday, witnesses said at least three people were killed when a train they were travelling in was attacked by Inkatha supporters.

Sapa reports that Cosatu general secretary Jay Naidoo said police had failed to investigate information provided by Cosatu on "potential violence".

"We will now have to take whatever action is necessary to defend ourselves, as it is clear the police and the SADF are unable to cope with the growing violence against our membership. This might even mean using what weapons we already have," Naidoo said.
80 000 expected at miners’ rallies

JOHANNESBURG — About 80 000 mineworkers are expected to attend rallies in Klerksdorp and Rustenburg tomorrow.

“A spokesman for the National Union of Mineworkers (NUM), Mr Jerry Majatladi, said the rallies had been organised to express the union’s slogan of “justice, peace and democracy”.

“It is inconceivable for a non-racial, multi-party democratic South Africa to be realised through negotiations without allowing the 500 000 mineworkers in hostels to be full participants in the political process,” he said.

Workers were unable to discuss and participate in reform processes because meetings were broken up, if not banned, said Mr Majatladi.

The rally in Klerksdorp, which would be addressed by NUM general secretary Mr Cyril Ramaphosa, Communist Party leader Mr Essop Pathe and a senior Congress of South African Trade Unions’ leader, is expected to draw a crowd of 50 000. In Rustenburg, about 30 000 miners are expected to attend."
Union declares wage dispute with Nampak

THE Paper, Printing, Wood and Allied Workers’ Union (PPWU) has declared a dispute with the Nampak group over centralised bargaining, wages and electronic eavesdropping. PPWU national organiser Mr Rob Rees said yesterday.

The union represents between 5 000 and 6 000 workers in the Barlow Rand subsidiary. The company, in line with Barlow Rand bargaining philosophy, has refused to accede to union demands for national talks in the paper and printing divisions, insisting that negotiations be conducted at plant level.

Meanwhile, members of the SA Typographical Union intend picketing the union’s city offices today against the expulsion of a senior official and the union’s “racist” constitution.

The expelled former trustee and aspirant branch president, Mr Farrell Hunter, said workers would hold a placard demonstration outside Satu’s Canterbury Street offices set to start at 9am. — Sap.
Media workers slam murder of Durban member

By LULAMA LUTI

THE Media Workers' Association of South Africa (Mwasa) has slammed the killing at the weekend of one of its members, SABC worker Thomas Sibuya, in Natal.

According to Mwasa secretary-general S'thembile Khala, 45-year-old Sibuya and his son Thabane were travelling in a car in Ntuzuma, township when they were accosted by a group of 'comrades'.

"Apparently Thabane got out to plead with the group to give way and in the ensuing argument he was stabbed several times before he fled." The crowd then went for Sibuya who was still in the car. They beat and stabbed him. They then bundled his body into the boot before setting the car alight.

Thabane managed to flee to nearby houses and was taken to hospital where he died from stab wounds on Thursday," said Khala.

He said Mwasa decried wanton killing and Sibuya's loss should make people wake up to the needs of the nation and forge ahead with the liberation struggle with dignity and self-esteem worthy of a nation.

Expressing Mwasa's condolences to Sibuya's family, Khala condemned lack of political tolerance among blacks and said it was time blacks realized voices of dissent were an integral part of democracy.
SAB refuses to intervene in Da Gama row

SAB Holdings will not intervene in the dispute over the refusal of subsidiary Da Gama Textiles to recognise the SA Clothing and Textile Workers Union (Sactwu), despite union and Cosatu pressure for it to do so.

SAB group public affairs manager Dunbar Bucknell said on Friday: "Sactwu realised the group was highly decentralised and it was not "SAB style" to intervene in the labour relations of subsidiary companies."

Sactwu's campaign to secure company recognition at Da Gama began two years ago and negotiations started in November 1989. The next meeting between Sactwu and Da Gama is scheduled for September 13.

"Union national organiser Mark Bennett said on Friday: "Sactwu believed Da Gama had entered the negotiations in bad faith, as they were insisting on changes to a previously settled draft agreement."

Bucknell acknowledged the group had received letters from Sactwu, but said SAB remained confident Da Gama and the union would reach a settlement on their own accord.

He noted SAB had not intervened even in crises involving strikes at their brewery division and subsidiary companies OK Bazaars and Southern Sun Holiday Inn this year.

Bennett said Sactwu and Da Gama management had appealed to SAB to intervene and break the impasse in negotiations, but the group had declined a meeting with a Sactwu delegation, reiterating its decentralised stance.

Bennett said Sactwu and Da Gama CE Harry Pearce were unavailable for comment, but in a report last week he would only confirm the company and Sactwu were meeting later this week.
Metalworker strike still unresolved

By Shareen Singh

A major wage strike at Samancor’s Ferrometals and Metal-alloys plants involving 2,000 workers has entered its 14th day.

The National Union of Metalworkers said 1,000 workers at Ferrometals in Witbank, and 1,000 at Metal-alloys in Meyerton, had struck for higher wages.

Workers were demanding an across-the-board increase of R1.41 an hour, a R300 housing allowance, job security and time off for shop stewards.

At the time of the deadlock, management was offering 50c at the lower grades and R1.41 at the top.

About 30 strikers have been picketing outside the company’s head office in Johannesburg since last Tuesday.

At Ferrometals, workers have been sleeping at the plant since the strike started.

The union said management, at a meeting with union officials on Thursday, had threatened to call the police to evict strikers.

A management spokesman denied this, saying the strike was disciplined, with no major cases of intimidation.

A meeting between the parties on Thursday failed to resolve the dispute but further meetings were being planned.
NUM-De Beers agreement averts strike

By Sharaen Sloha

A strike was averted yesterday after the National Union of Mineworkers (NUM) and De Beers reached a settlement on wages and working conditions. Workers will receive increases ranging from 16 percent for skilled members to 17 percent at the lowest levels.

The agreement raised the minimum-wage from R653 to R765 a month.

Improvements to shift, field and other allowances formed part of the agreement.

At Duva Opencast Services in Witbank, about 300 workers have been on strike for more than two weeks.

• About 15,000 miners at Rustenburg platinum mine will start balloting this week after pay talks reached deadlock.
• The NUM is preparing a strike ballot for its 7,000 members at Goldfields' Libanon mine over a dispute arising from the disappearance of a mineworker.
Cosatu keen to finalise workers’ charter issue

ONE of the main items on the agenda at Cosatu’s campaign conference at Wits University at the weekend was on the proposed workers’ charter — a document many in Cosatu hope will become part of a post-apartheid constitution for SA.

Recent talk by ANC deputy president Nelson Mandela that political negotiations could begin before the end of the year has put a new urgency into Cosatu’s efforts to finalise the issue.

Vital

Cosatu’s workers’ charter campaign co-ordinator Ebrahim Patel said last week that the organisation was concerned that a new SA constitution sought not only to limit the power of the state, but that it also empowered civil society to act as a watchdog over political parties and all organs of the state.

Patel — also an official of the SA Clothing and Textile Workers’ Union (Sacitu) — said it was vital that groups like unions, church and civic organisations not be put into a constitutionally subordinate role

It was also important that the democratisation of society addressed the economy.

Nationalisation was one strategy which had been put forward as a way of achieving economic democracy, although it was not the best one. He believed the best road — and one which would make nationalisation unnecessary — was the effective enshrinement of workers’ rights in law, enabling unions to operate as free agents in the economy and society.

This would mean the widening of employer/union negotiations to include issues like productivity, efficiency and job creation. No area in the economy should be made the sole prerogative of management.

Patel said Cosatu’s concentration on the charter did not represent a move out of the political arena since the unbanning of political parties.

Matthew Curtin

"The charter demonstrates a change in the concept trade unions have of their political role, a move from being in the forefront of the liberation struggle towards mapping out a position in the new political dispensation," he explained.

Initial union proposals for the drafting of a workers’ charter were treated as hostile by some in the ANC alliance, as the proposals were seen as intended to replace the Freedom Charter. However, by 1988 the ANC included a clause in its constitutional guidelines inviting the trade unions to formulate a workers’ charter.

At Cosatu’s national congress in July 1989, it was formally decided that the organisation should draft a charter, and a nationwide programme of canvassing Cosatu members on their views began. The campaign is scheduled to culminate in a charter congress in November.

Patel’s union, Sacitu, was one of the first Cosatu members to formulate a draft charter. He said Sacitu had identified 11 fundamental worker rights which he divided into three groups.

The first of these was the right to trade union organisation. This entitled workers to belong to a union without victimisation, entitled the union to negotiate with employers nationally and locally, included the right to strike and picket, and required employers to facilitate the operations of majority unions.

Second was the right of unions to maintain independence from employers, the state and political parties, and to use union funds to pursue social or political objectives in the interests of their members.

The third and perhaps most contentious group of rights concerned industrial democracy. Sacitu felt workers should have the right to participate in the management of each workplace, through elected delegates accountable to union members.

Patel said workers should have the right to determine with employers the appointment of Industrial Court members, negotiate with the state laws affecting them, and strike to press for their demands.

Dependent

But Patel conceded the path to constitutional consensus on these issues was unlikely to be smooth. Unions were dependent on the receptiveness of the idea to other parties — the political forces inside and outside the liberation movement and business itself.

The SA labour movement was stronger than any other had been in entering a new political dispensation and, equipped with the charter, Cosatu would enter negotiations on the constitution with confidence, he said.
Cosatu union opposed to minimum wage

COSATU affiliate the SA Clothing and Textile Workers' Union (Sactwu) has prepared a document opposing the idea of a national minimum wage.

This has prompted Cosatu to postpone for "further discussion" final decisions on the issue, which were to have been made at Cosatu's campaigns conference in Johannesburg at the weekend.

In its document, distributed to the conference, Sactwu argued that a national minimum wage would undermine collective bargaining, have a depressing effect on the wages of higher paid workers and undermine job security for workers earning less than the proposed minimum wage. Sactwu said conference delegates argued unions "could most effectively fight low wages through strengthening the bargaining power of workers and by intensifying efforts to organise unorganised workers and workers in low paid sectors."

The conference echoed the Sactwu document in deciding that unions should improve their bargaining power by fighting for central bargaining, including the establishment of industrial councils where they do not exist. Sactwu also said government should be urged to pass laws forcing employers to negotiate at industrial councils for all employees.

Sactwu argued it was only in unorganised sectors that government should be asked to set a minimum wage. It argued workers earning above the minimum would not benefit but would, on the contrary, find employers "always mentioning how much higher they are paid than what government had decided."

See Pages 3 and 12.
Cosatu plans stayaway

Cosatu will organise a one-day national stayaway as part of three days of mass action from October 8 to 10 to protest against government's refusal to meet its demands on amendments to the Labour Relations Act (LRA).

A Cosatu spokesman said yesterday the stayaway on October 8 would be followed by two days of factory-based action.

This action was decided upon by 300 delegates at the Cosatu Campaign Conference held in Johannesburg at the weekend.

The spokesman said the government had made no decisive moves to meet Cosatu's demands put to the LRA working committee.

The committee — consisting of representatives from the National Manpower Commission, the Manpower Department and Cosatu, Sacca and Nactu (CSN) — was commissioned by President F W de Klerk to break the deadlock which arose from the failure to promulgate aspects of the CSN accord in LRA amendments this year.

Cosatu set a 30-day deadline, now past, for government to meet its demands that the CSN accord be legislated, the Act be extended to farm and public sector workers and a more efficient labour appeal system be legislated.

The spokesman said in these circumstances the conference "had no alternative" but to sanction mass action.

Effective He said Cosatu also saw a close link between the recent spate of township violence and government's refusal to meet its demands on the LRA, as both were attempts "to undermine democratic organisation and working class unity."

Cosatu hoped, through mass action, to put pressure on government to take effective action to end the violence.
Benz plant stays closed

EAST LONDON — The Mercedes-Benz South Africa plant was closed for the 20th day yesterday, and the loss in revenue is fast approaching R230 million.

The company has said it is losing R12.5m a working day — a total of R229.5m over the 17 working days since production was suspended.

The plant has been closed since August 16, and the management intends keeping it closed until

- MBSA and the National Union of Metalworkers (Numsa) have agreed on "practical process to remove the problems impacting on the growth and viability of the company."

- Numsa has informed management that the problem relating to MBSA's participation in the National Bargaining Forum (NBF) has been resolved.

- MBSA and Numsa have agreed on a process to determine the fairness of the dismissals of the workers who unlawfully occupied the plant.
Johannesburg — Cosatu is planning three days of "mass action" — a one-day stayaway on October 2 and two days of "factory-based action" on October 9 and 10.

The decision was taken at the weekend by 300 Cosatu delegates from affiliates and regions. Cosatu said this was a result of the government's "refusal to meet Cosatu's demands on labour legislation and to pressure the government to take effective action to end the violence." — Sapa
COSATU is to embark on three days of "mass action" - a one-day stayaway on October 8 and two days of "factory-based action" on October 9 and 10 - the trade union federation announced on Monday.

A Sapa report issued on Monday, which appeared in Sowetan yesterday about a Cosatu call for a stayaway incorrectly gave the date as October 2.

According to a decision taken at the weekend by 300 Cosatu delegates, the decision was a result of the Government's "refusal to meet Cosatu's demands on labour legislation and to pressurise the Government to take effective action to end the violence".

"We see a close link between the violence and the refusal of the State to meet our demands on the Labour Relations Amendment Act," Cosatu said.

Extended

Among the demands were that the LRA should be extended to farm workers, domestic workers and public sector workers. Labour legislation must have the support of workers before it went to Parliament; a "fairer, quicker and cheaper labour appeal system" should be legislated.
Cosatu fights gillnet fishing

By CHRIS BATEMAN

TAIWANESE gillnetting companies yesterday gained themselves a new and militant enemy—Cosatu—which is determined to use all legal means to put a stop to "gross" exploitation of local workers and the South African marine ecology.

At a press conference held to launch their campaign, local members of the Food and Allied Workers Union (Fawu) said their members would refuse to handle any gillnetted tuna at local and West Coast factories.

Fawu's regional secretary, Ms Lucy Nyembe, said her union had members at all local cold storage factories which, she alleged, were openly storing the easily identified gillnetted tuna.

The campaign is a direct result of at least 30 South African trawlermen suffering frostbite-related injuries, many of them losing all or some of their fingers from forced periods in the freezer compartments of foreign vessels.

Two of at least five local seamen present yesterday showed the media their fingerless hands, the result of amputation due to frostbite. Fawu national executive member Mr Nosey Pieterse said experts had predicted that within three years gillnets would "exhaust all our resources", turning coastal fishing villages into "ghost towns" with massive unemployment.

There had already been 259 retrenchments at seven Western Cape fish factories due to marine over-exploitation, he said.

He called for an immediate withdrawal of Taiwanese businesses from the country and the SA Department of Foreign Affairs had been approached to negotiate compensation for disabled sailors.

Mr Nyembe said previous attempts to negotiate with the Taiwanese and/or their agents had been "frustrating".

The campaign will include picketing the Taiwanese embassy and local agents recruiting foreign workers, marches in all fishing communities and a march in central Cape Town.

"There's an element of racism—it's easier to exploit foreign workers than it is your own. They also know the history and track record of the South African government," she said.

Recently two Taiwanese trawlers were successfully arrested by Cape Town lawyers as security for claims by frostbitten fishermen. One claiming R15,000 and the other R250,000.

Mr Joseph Haddow, 33, of Bonteheuwel, showed his almost fingerless hands— the result of "forced" work in the freezer compartments of a Taiwanese gillnetting vessel. Mr Ndodoma Lolwe, 33, of Guguletu, a former worker aboard a Taiwanese fishing trawler who lost fingers through frostbite.

At yesterday's antigillnetting press conference are, from left, Mr Nosey Pieterse, executive member of Fawu, Ms Lucy Nyembe, regional secretary of Cosatu, and trawler fishermen Mr Lolwe and Mr Haddow.
SOUTHVIEW, September 13 to September 19 1990

'COSATU's Living Wage' Committee has recommended a national minimum wage of R700 a month.

The committee stresses it is necessary to distinguish between the national minimum wage and the living wage.

The committee said: 'The living wage has been estimated at between R1 140 and R1 300.'

It is our goal: But for many workers, the goal will remain far away. Their wages are too low to reach the living wage in one jump. They need a step program.'

SAY 1981, the democratic movement has generally accepted that fighting for a living wage is one of the most important struggles of the oppressed and exploited.

Starvation

The struggle of the working class and its allies took a great step forward when South African Congress of Trade Unions (SACO) endorsed all attempts to make them accept starvation wages under the pretence of the so-called scientific calculation of the poverty datum line or the minimum living level.

Not only were those surveys based on incorrect information, they were also conducted without consulting workers.

The Labour movement recognised that workers had to have a say in formulating the wage levels. The demand for wages was achieved at the strength of workers and their organisations — not by scientific surveys.

Fiscally said: 'A living wage is a combination of two factors — what workers should do is to live and what workers are able to get from their managements at both national and plant-based levels.'

Labour organisations should not be isolated as the company's ability to pay, its profit and the ability of the unions to get higher wages on the company.'

At its founding conference in 1985, Cosatu stated there should be a campaign for a national living wage.

The federation's 'Living Wage Campaign (LWC) was launched in March 1985.

Cosatu stated that the struggle was not a narrow union campaign but one which involved the whole class.

Imagination

The demand for a living wage expresses the imagination of the working class and its allies.

Many militant battles were fought under the banner of the LWC, supported by a range of groups which voice the mass democratic movement.

Such organisations are the Labour movement, such as the Labour Research Service (LRS) and the Community Research and Information Centre (Cric), set about working out an amount for a living wage.

Estimates of these estimates, workers began to agitate for R1 500 a month

Since the beginning of this year, however, it appears as if the demand for a living wage is not viable as a short-term demand.

Instead, organised workers should fight for a national minimum wage — which is within their reach.

The national minimum wage should be made law.

The call for a national minimum wage comes from organisations and institutions which are part of the democratic movement.

More striking is the fact that the call is encompassed in the living wage. The fact that only a few million (R700 a month) is about the same as the poverty datum line.

The LRS has spearheaded this argument by saying a national minimum wage would provide a minimum and popular target for all workers seeking less than the national average of R967 a month.

It would firmly anchor campaigns. The case can present a united force beewan high wage and low-wage publics.

It could also provide a base for unity within decentralised companies like Barlow Rand.

Union demands would be standardised within a minimum of R700 and a target wage of R1 140.

Farm workers can easily demand this minimum wage.

A similar argument was put forward by Rene Roux in the SA Labour Bulletin.

This is a marked break with the previous positions of the labour movement within the movement.

The first reason put forward by the minimum wage propagators is the size of the LWC.

The second is the unrealistic nature of the demand of R1 500 per month.

Both the LRS and Roux take time to premise the weaknesses of the LWC case, which include the national minimum wage campaign — without showing that the problems of the LWC are not over-rated.

They have been seminal weaknesses in the LWC, but the way to overcome these is to remove the campaign with the struggle and seek a public and a public forum to advance the LWC.

It should be removed from the 1975 is a figure of 3,000, who decide is it realistic?

It is argued that figures must be seen for what they are, a point to be made to the government.

Prejudice

There is an underlying assumption in the arguments of the LWC.

The arbitrary nature of these seven is that if R700 is higher than the other cases of agreement, the other cases of agreement is not.

More such value of wages is formed by two elements — the one physical, the other numerical and local.

In South Africa like in apartheid, one assumes that the conditions of the different classes differ by work.

How the wealth is shared is thus a turning point of class struggle.

The living wage cannot be separated from the national minimum wage.

The living wage cannot be compared with that of others.

There are many thousands who work for a living wage who get poverty wages to being cleared and is necessary to consider what the house is to be.

This is the argument that service to communities does not mean those in the national minimum wage and instead for the renewal of the Living Wage Campaign as it was.
ABOUT 30 workers face retrenchment as the result of the conversion of an oil rig into a "flotel" for the Mossgas project.

A spokesperson for the Chemical Workers Industrial Union said its members who had worked on the Actuma rig were given a week's notice by their employer, Sopelog. The spokesperson said the company had offered a month's wages as severance pay and the possibility of re-employment next year.

CWIU last week met with Mossgas, Sopelog and Soekor to discuss the retrenchments.

Last year, the union clashed with the company over recognition.
18 killed, 18 hurt in mine explosion

By Brendan Templeton

Eighteen miners were killed and 18 injured, three critically, in an explosion at the Vaal Reefs gold mine near Orkney yesterday. The names of two of the dead have been released. They were J J de Bruyn (22) and L Haven-ga (19), both of Orkney.

An Anglo American spokesman said the explosion took place 1 700 m underground at 7.45 am.

The injured were admitted to the West Vaal Hospital and the Klerksdorp Provincial Hospital.

The three critically injured and eight seriously injured workers were suffering from burn wounds.

The other seven had minor lacerations, West Vaal Hospital superintendent Dr Huw Penry said.

"National Union of Mineworkers regional safety co-ordinator Percy Dyonase said the mine had always been a "problematic" one.

For 80 000 workers, there were only five inspectors, who also had to cover Rustenburg and Bophuthatswana, Mr Dyonase said.

Vaal Reefs regional manager Nap Meyer said the cause of the explosion was not known, and investigations were taking place.

Team leader Simon Mohapi (42) said he was working on a nearby level when the explosion occurred.

He immediately organised stretchers and was shocked to find bodies strewn on the floor when he reached the scene of the accident.

Assistant mine manager Geoff Perry said rescue teams were dispatched to the mine as soon as they were notified of the explosion.
EMPLOYERS are bracing themselves for a new wave of industrial unrest following a call by Cosatu for three days of mass action including a national stayaway.

The call for mass action to pressure the government to meet demands on labour legislation and to end the internecine violence in Natal and the Transvaal, follows the second meeting of Cosatu's campaigns conference in Johannesburg last weekend.

More than 300 delegates to the conference agreed to hold three days of mass action -- a national stayaway on October 8 and factory-based protests on the following two days.

The federation is planning a programme of mass marches, pickets, demonstrations and rallies to lead up to the October action.

If the call is heeded, employers face losses which will run into millions of rand. Cosatu's decision to resume mass action follows an effective breakdown in negotiations between the federation and the government over the controversial Labour Relations Amendment Act (LRA).

Delegates also expressed the view that the national minimum wage issue needed to be considered in the context of demands for the restructuring of the economy.
Cosatu, UDF join forces against the gillnet 'pirates'

By DICK USHER and Sapa

COSATU and the United Democratic Front have linked arms with environmental pressure groups in a campaign against ecologically ruinous gill-netting and the "exploitation" of South African sailors by Taiwanese trawlers.

At a press conference this week, the Cosatu-affiliated Food and Allied Workers Union called for the immediate withdrawal of Taiwanese businesses from South Africa. Attempts to negotiate with the Taiwanese and their agents had proved fruitless, the union said.

The campaign will feature workplace demonstrations by fish processing workers, the "blacking" of fish caught in gillnets, picketing of the Taiwanese Embassy and agents recruiting for Taiwanese boats, public meetings, a conference of fishing workers later this month, marches and the mobilisation of the international community.

In recent months, Fawu said, 38 cases had come to light of workers who had lost fingers or the use of their hands through frostbite. It attributed this to inadequate protective clothing and medical care.

Racism was also a factor, the union complained. "Taiwanese workers on the vessels have better conditions, shorter shifts and superior medical facilities," a spokesman said.

He revealed the Department of Foreign Affairs had been approached to negotiate compensation for workers, who were not covered by the Workmen's Compensation Act or health and safety laws.

Recently the Legal Resources Centre in Cape Town has taken up cudgels on their behalf, resulting in at least two instances of vessels being impounded.

Fawu's Nosipho Penaye said Taiwanese gillnet fishing, in which fine-mesh nets up to 100km long "sweep" the sea, was exhausting South Africa's marine resources. The spin-off was rising fish prices and job cuts as catches dropped.

At least 250 workers had lost jobs in local fish processing plants, while a further 170 fishermen lost jobs when their company closed down.
Cosatu plans stayaway for October

BY DREW FORREST

THE one-day general strike planned by the Congress of SA Trade Unions next month may be a curtain-raiser for protracted mass upheavals over the Labour Relations Act.

In the wake of its campaigns conference at the weekend, Cosatu announced a stayaway on October 8 followed by two days of factory protest in working hours. A continued state refusal to meet its LRA demands would spark "follow-up action", Cosatu warned.

Minister Eli Louw was yesterday locked in last-ditch "joint working party" talks with Cosatu/Nactu and the employer body Saccola over ways of breaking the LRA deadlock and avering next month's action.

On Wednesday, Cosatu's Marcel Golding was not hopeful of a positive outcome. But employers felt there was hope of a compromise deal on union demands, which include the enactment of the "Saccola accord", the extension of the LRA to all workers and a streamlined labour appeal system.

National Manpower Commission recommendations, which substantially coincide with the Saccola agreement, might form the basis of a compromise, they said.

Cosatu said the government had made no decisive move to meet its demands. "We want our stayaway to be a clear signal that we are not prepared to get involved in effective talking-shops. If we go the route of negotiations, the state must be prepared to make genuine and fundamental changes."
Cosatu conference makes decisions on vital issues

By DREW FORREST

VITAL decisions on the closed shop, strike rights in essential services and collective bargaining were taken by the 300 delegates at the weekend conference of the Congress of South African Trade Unions.

Although divisions among affiliates precluded a decision on the R700 national minimum wage proposed by Cosatu’s living wage committee, agreement was reached on aspects of the question.

Decisions on the closed shop and essential services were fed into Cosatu’s dealings with the employer body Saccolia and the state on future labour law.

Delegates agreed strikes could be curbed in essential services, but only if the strike was recognized as a fundamental right. It was also agreed that only strikes which threatened life should be curbed, and that whole sectors should not be defined as essential, as is now the case.

Essential workers were barred from striking, and strikers in the same sector should be protected from dismissal, and any deal reached should be extended to those unable to strike.

Although opposition was voiced to the closed shop concept — notably by the National Union of Mineworkers and the Paper, Printing, Wood and Allied Workers’ Union — delegates agreed that neither existing nor new closed shop agreements should be outlawed.

Whether to move to a closed shop, and of what type, were issues for negotiation between workers and unions.

However, sources indicated there was opposition to the “pre-entry” closed shop, in terms of which only union members may be employed. This was seen as prejudicing the jobless.

Living wage committee recommendations on bargaining were adopted. These endorsed national bargaining, and industrial councils as the best vehicle for this, but warned against duplication at plant level.

Wages should be set at national level, where real rather than minimum rates should be negotiated. Delegates agreed that the Manpower Minister should not have the discretion to amend industrial accords before gazetted, and backed the principle of proportional union representation on industrial councils.

The duty to bargain should not be legislated, but organizational rights should be entrenched to “force bosses to bargain.”

Although only two unions, the NUM and the Transport and General Workers’ Union, wholeheartedly backed the R700 national minimum wage proposal, there was consensus that.Cosatu could best fight low pay by strengthening workers’ bargaining power and organizing low-wage and unorganized workers. This entailed the establishment of industry bargaining and the right to extend industrial council agreements to the unorganized.

- A national minimum had to be linked to demands for a new economic order.
- Cosatu should fight for statutory minimums in poorly organized sectors.

Motivating the R700 proposal, NUM economist Martin Nicol said it was below Cosatu’s living wage demand of R1 100-R1 500 and above minimum living levels.

Resistance centred on the 200 000-strong SA Clothing and Textile Workers’ Union, which argued that a non-negotiated national minimum would sap collective bargaining, undermine the job security of the lower-paid and weaken the pay claims of those on higher wages.

Sactwu proposed that South Africa should “encourage negotiations in industrial councils as the prime way of regulating wages and conditions in every industry.” Statutory minimums should only apply in sectors where unions were unrepresentative, it said.

The living wage committee was asked to take a fresh look at the question, which will be settled at Cosatu’s national congress next year.
An average of 4,000 miners were retrenched every month, and 50,000 had already lost their jobs since the beginning of their strike. The Anglo American's President P. W. Botha had been under increasing pressure from the union to end the strike. A new agreement was reached with the Union of Mineworkers, which was then announced to the public. The union claimed that at least 25,000 jobs had been lost in the mining industry during the strike.

The retrenchments have prompted a number of companies to lay off workers. The NUM and other unions have been pressuring companies to make better offers. The strike has caused considerable disruption in South Africa's economy.

Despite this, the union had agreed to end the strike on the condition that the company make a 30% increase in wages and return to bargaining table on other issues.
TABEL

**Naam van vakvereniging:** South African Railway and Harbours Workers' Union.

**Datum waarop aansoek ingediend is:** 21 Augustus 1990.

**Belange en gebied ten opsigtie waarvan aansoek gedoen word:** Alle persone as algemene werkers, baanwerkers, drywers (graad 2 G901), bestuurders (grade 2 FF05, 2 G601 en 2 KL02), kaartjes, opnemers (graad 3HD01), kontroleurs (graad 2 JT01 en 3 FK01), kruisers (graad 2 KW02), ambulanskamerhulpe (graad 2 LV01), terreinbeampte (graad 2 HA01 en 2 GK01), treinopstellers (graad 2 JU01), vakwerkers (graad 2 KA02 en 2HE 03) en kraandrywers (graad 2 GU01) in diens by Transnet in die Republiek van Suid-Afrika.

**Belange en gebied ten opsigtie waarvan registrasie gehou word:** Alle persone as algemene werkers en baanwerkers in diens by Transnet in die landdrosdriek Eifred, Bergville, Chatsworth, Dundee, Durban, Estcourt, Glencoe, Impendle, Inanda,伊xopo, Klipriver, Lions River, Lower Tugela, Mooi River, Mount Curree, Newcastle, Pietermaritzburg, Polela, Port Shepstone, Richmond (Natal), Umvoti, Umzinto, Underberg en Utrecht.

**Posadres van aanvaller:** Postbus 8059, Johannesburg, 2000.

**Kantooradres van aanvaller:** Tweede Verdieping, Fillangebeuk, Beckerstraat 23, Johannesburg

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet:

(a) Die mate waarin 'n beswaarmakende vakvereniging verzeenwoordig word, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die fete soos hulle bestaan hiervan de laag waarop die aansoek ingediend is, en wat die lidmaatskapsbetrekking, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voorheue de laag was, in aanmerking genem." (b) Die procedure voorgeskryf by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingediend word.

D. W. JAMES,
Nwywersheidsregistrateur.
(14 September 1990)

KENNISGEWING 774 VAN 1990

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSWERDINGE, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERE- NIGING

Ek, David William James, Nwywersheidsregistrateur, maak inheugte van artikel 4 (2) soos toegepas by artikel 7 (5) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om die verandering van registratoriebestek van die National Union of Steel and Allied Workers. Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoo om binne een maand na die datum van publikasie van hierdie kennisgewing, in sy beswaar skriflik by my te dien, pers die Departement van Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres: Pravataas X117, Pretoria, 0001)

KENNISGEWING 774 VAN 1990

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSWERDINGE, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERE- NIGING

Ek, David William James, Nwywersheidsregistrateur, maak inheugte van artikel 4 (2) soos toegepas by artikel 7 (5) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om die verandering van registratoriebestek van die National Union of Steel and Allied Workers. Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoo om binne een maand na die datum van publikasie van hierdie kennisgewing, in sy beswaar skriflik by my te dien, p/a die Departement van Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres: Pravataas X117, Pretoria, 0001)

**Notice 774 of 1990**

**Department of Manpower**

**Labour Relations Act, 1956**

**Application for Variation of Scope of Registration of a Trade Union**

I, David William James, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the Labour Relations Act, 1956, give notice that an application for the variation of its scope of registration has been received from the National Union of Steel and Allied Workers. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (post address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.
2. Vervanging van die voorsiening by tariffpos 8205 40 deur die volgende:

<table>
<thead>
<tr>
<th>Tariefsubpos</th>
<th>Beskrywing</th>
<th>Skaal van Reg</th>
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<tr>
<td>8205 40</td>
<td>Skroewedraaers (uiterwyd skroewedraaers en skroewedraaers met skroeklemtoestel)</td>
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<td>23%</td>
</tr>
<tr>
<td>90</td>
<td>andere</td>
<td>3%</td>
</tr>
</tbody>
</table>

[RHN-verw TS/2/15/6/1 (900310)]

Applicant:
Die Kommissaris van Doeme en Aksyns, Privaatsak X47, Pretoria, 0001
Lys 32/90 is by Algemene Kennisgewing 747 van 7 September 1990 gepubliseer.
(14 September 1990)

KENNISGEWING 772 VAN 1990
DEPARTEMENT VAN MANNEKRAG
WET OP ARBEIDSVERHOUDINGE, 1956
INTREKKING VAN REGISTRASIE VAN 'N VAKVERENIGING

Ek, David William James, Nywerheidsregistrateur, maak hierby kragtens artikel 14 (2) van die Wet op Arbeidsverhoudinge, 1956, bekend dat ek die registrasie van die Operative Bakers', Confectioners' and Conduackers' Union, Port Elizabeth and Uitenhage, met ingang van 6 September 1990 ingetrok het

D. W. JAMES,
Nywerheidsregistrateur.
(14 September 1990)

KENNISGEWING 773 VAN 1990
DEPARTEMENT VAN MANNEKRAG
WET OP ARBEIDSVERHOUDINGE, 1956
AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, David William James, Nywerheidsregistrateur, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van die Wet op Arbeidsverhoudinge, 1956, bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die South African Railway and Harbours Workers' Union Besonderhede van die aansoek word in onderstaande tabel verstrek. Enige geregistreerde vakvereniging wat teen die aansoek be- swaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy be- swaar skriflik by my in te doen, p/a die Departement van Mannekrag. Mannekraggebou 123A, Schoeman- straat 215, Pretoria (posadres Privaatsak X117, Preto- ria, 0001).

NOTICE 772 OF 1990
DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956
CANCELLATION OF REGISTRATION OF A TRADE UNION

I, David William James, Industrial Registrar, hereby notify, in terms of section 14 (2) of the Labour Relations Act, 1956, that I have cancelled the registration of the Operative Bakers', Confectioners' and Conductackers' Union, Port Elizabeth and Uitenhage, with effect from 6 September 1990.

D. W. JAMES,
Industrial Registrar
(14 September 1990)

NOTICE 773 OF 1990
DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956
APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION

I, David William James, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the Labour Relations Act, 1956, give notice that an application for the variation of its scope of registration has been received from the South African Railway and Harbours Workers' Union Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.
KENNISGEGENSEN 761 VAN 1990
DEPARTEMENT VAN MANNEKRAG
WET OP ARBEIDSVERHOUINDIGE, 1956
INTREKKING VAN REGISTRASIE VAN 'N VAK
VERENIGING

Ek, David William James, Nywerheidsregisterateur, maak hierby kragtens artikel 14 (1) van die Wet op Arbeidsverhoudinge, 1956, bekend dat aangesien ek rede het om te vermoed dat die Liquor and Catering Trades Employees' Union (Cape) nie as vakvereniging funksioneer nie, sy registrasie ingetrek sal word, tensy redes daarteen binne in tydperk van 30 dae vanaf die datum van publikasie van hierdie kennisgegewing aangevoer word.

D. W. JAMES,
Nywerheidsregisterateur.
(14 September 1990)

KENNISGEGENSEN 762 VAN 1990
DEPARTEMENT VAN MANNEKRAG
WET OP ARBEIDSVERHOUINDIGE, 1956
INTREKKING VAN REGISTRASIE VAN 'N VAK
VERENIGING

Ek, David William James, Nywerheidsregisterateur, maak hierby kragtens artikel 14 (1) van die Wet op Arbeidsverhoudinge, 1956, bekend dat aangesien ek rede het om te vermoed dat die Hotel and Restaurant Workers' Union nie as vakvereniging funksioneer nie, sy registrasie ingetrek sal word, tensy redes daarteen binne in tydperk van 30 dae vanaf die datum van publikasie van hierdie kennisgegewing aangevoer word.

D. W. JAMES,
Nywerheidsregisterateur.
(14 September 1990)

KENNISGEGENSEN 766 VAN 1990
ADMINISTRASIE: VOLKSBRAID
DEPARTEMENT VAN LANDBOU-
ONTWIKKELING

KENNISGEGENSEN VAN VERGADERING VAN
SKULDIESERS KRAIGTENS ARTIKEL 22 (1) VAN
DIE WET OP LANDBOUREDIET, 1966

Hierby word 'n vergadering van ondergenoemde applicant en sy skuldiezers op die plek en datum hieronder genoem, bele, met die doel om skuldiezers in staat te stel om hul vorderings teen die applicant te bewys en 'n skikkingwoordstel van die Landbourediet-raad te oorweeg.

J. H. RADEMEYER,
Direkteur: Direktorat Finansele Bystand,
Departement van Landbou-ontwikkeling

<table>
<thead>
<tr>
<th>Aanvraag van Application by</th>
<th>Plek van byeenkoms Place of meeting</th>
<th>Datum en tyd Date and time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jan Adraan Coetzee en Loun Hendrik Josephus Coetzee van die plaas van die farm Greift-laagte, Postbus/P.O. Box 335, Lichtenburg, 2740</td>
<td>Kantoor van die Landdros/Magistrate's Office, Lichtenburg</td>
<td>22 Oktober/October 1990 om/ at 09:00</td>
</tr>
</tbody>
</table>

(14 September 1990)

NOTICE 761 VAN 1990
DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956
CANCELLATION OF REGISTRATION OF A
TRADE UNION

I, David William James, Industrial Registrar, hereby notify, in terms of section 14 (1) of the Labour Relations Act, 1956, that as I have reason to believe that the Liquor and Catering Trades Employees' Union (Cape) is not functioning as a trade union, its registration will be cancelled unless cause to the contrary is shown within a period of 30 days from the date of publication of this notice.

D. W. JAMES,
Industrial Registrar.
(14 September 1990)

NOTICE 762 OF 1990
DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956
CANCELLATION OF REGISTRATION OF A
TRADE UNION

I, David William James, Industrial Registrar, hereby notify, in terms of section 14 (1) of the Labour Relations Act, 1956, that as I have reason to believe that the Hotel and Restaurant Workers' Union is not functioning as a trade union, its registration will be cancelled unless cause to the contrary is shown within a period of 30 days from the date of publication of this notice.

D. W. JAMES,
Industrial Registrar.
(14 September 1990)

NOTICE 766 OF 1990
ADMINISTRATION: HOUSE OF ASSEMBLY
DEPARTMENT OF AGRICULTURAL DEVELOPMENT

NOTICE OF MEETING OF CREDITORS IN
TERMS OF SECTION 22 (1) OF THE AGRICULTURAL CREDIT ACT, 1966

A meeting of the undermentioned applicant and his creditors is hereby convened at the place and date mentioned hereunder for the purpose of enabling creditors to prove their claims against the applicant and of considering a proposal for a compromise by the Agricultural Credit Board.

J H RADEMEYER,
Director, Directorate Financial Assistance, Department of Agricultural Development.
Cosatu, Fawu ‘misinformed’ about gill nets

By JOHN YELD
Environment Reporter

The campaign by the Food and Allied Workers Union and the Congress of South African Trade Unions against Taiwanese gill netters is based partly on misinformation and ignorance, says Minister of Environment Affairs Mr Gert Kotzé.

In a statement yesterday, Mr Kotzé said he and his department had an “open door policy” and that Fawu and Cosatu were welcome to discuss the issue with them.

Mr Kotzé took exception to a media release by Fawu and Cosatu this week when they launched their campaign, which included a call to their members to refuse to handle fish caught with gill nets.

“(The statement) teemed with so many unfounded allegations and simply untrue statements that it is clear their information and insight leave much to be desired.

“Their statement dwells on a wide range of topics, some of which have no simple answers, and it is clear to me that they are not fully informed.”

Mr Kotzé said South Africa had introduced a ban on the use of gill nets (“Walls of Death’) within its fishing zone which stretches up to 360km from the coast.

“Despite the impression the media release may have conveyed that the government and myself are slack towards the use of gill (drift) nets, quite the opposite is true.

“Together with a few other countries, South Africa is at the spearhead of an international attempt to stop this unacceptable and destructive fishing method,” Mr Kotzé said.

● Fawu has expressed scepticism at the Taiwanese government’s offer to compensate frost-bitten South African sailors and wants to meet its representatives, Sapa reports.

PROTECTION

It also wants to meet South African officials to discuss legal protection for off-shore workers, the “crisis in the fishing industry” and “future Taiwanese investments”, Fawu spokesman Mr Noyse Pleiterse said yesterday.

Mr Tom Chou, Taiwan’s consulate-general in Cape Town, announced on Wednesday his government would “remunerate” the families of South African sailors disabled by frostbite. His government would also severely penalise any gill-netting trawlers which fished in other country’s economic zones, he said.
Kotze knocks Cosatu briefing

COSATU and the Food and Allied Workers' Union (Fawu) have been criticised by Environment Affairs Minister Mr Gert Kotze for making "numerous" unfounded allegations and untrue statements over the "exploitation" of SA's marine resources by foreign fishing fleets.

Mr Kotze was referring to a press briefing called by Fawu and Cosatu on Tuesday, during which they outlined a strategy to protest against the over-exploitation of SA's marine reserves and the abuse of SA seamen working on Taiwanese fishing trawlers.

Mr Kotze said the Fawu and Cosatu statements dealt with a wide range of topics — some of which had no simple answers.

"It is clear to me they are not fully informed on all the aspects", the Department of Environment Affairs and I follow an open-door policy and the Fawu and Cosatu are welcome to discuss matters of concern with us in detail."

He added that despite the impression that he and the SA government were perceived to be "slack" over the use of gill nets, the opposite was the case.

Dolphin Action and Protection Group secretary Mrs Nan Rice said that until Regulation 69 (1) (2) of the Sea Fisheries Act No 50, which permitted the use of gill nets was scrapped, nobody could take Mr Kotze's good intentions seriously.

Meanwhile, Fawu has expressed scepticism over the Taiwanese government's offer to compensate frostbitten sailors and wants to meet local representatives of the country.
Unionists arrested following dispute

There was drama this week on the premises of a Potchefstroom company when riot police bundled 95 workers into police vans.

The 95 workers — all members of the Metal Workers Union of South Africa (Mewusa) — later appeared before magistrate HE Schutte on trespassing charges.

The court was packed to capacity by the accused, who were not asked to plead.

Mewusa lawyer Mark Meld asked for the case to be postponed to November 1, saying that by then Mewusa and WG Engineering management, who were engaged in negotiations over a dispute, would have resolved their differences.

The accused were released on R100 bail each. A request by the prosecutor that they should be banned from entering the premises of WG Engineering was not granted by the magistrate.
Retrenchments ‘inevitable’

THE National Union of Mineworkers (NUM) did not stand alone in its concern over retrenchments and the marginality of certain SA gold mines, Chamber of Mines president Clive Knobs said at the weekend.

Retrenchments were the unfortunate consequence of adverse economic circumstances, and while the industry had done all in its power to avert them, they were inevitable in the recessionary climate.

Earlier, about 4,000 miners marched to the chamber and Anglo American head offices to present a petition to mining industry representatives.

Union spokesmen said the NUM document was an earnest call to stop retrenchments and create more jobs for workers.

The NUM, which organised the march, said that up to 6,000 people were being retrenched a month. Knobs said the chamber believed the number was lower. NUM general secretary Cyril Ramaphosa headed the march. ANC Information director Pallo Jordan and SACP general secretary Joe Slovo also addressed the crowd. — Sapa.

Big business role in Soweto

THEO RAWANA

BIG business is expected to converge on Soweto tomorrow to take part in a conference designed to expose SA’s corporate world to planned developments and allay fears about investing in the township.

The conference, with the theme Soweto — Untapped Source of Opportunities, will be held at the local Vuta University (near Baragwanath Hospital), and will be hosted by the Soweto Builders’ and Developers’ Forum (SBDF) and the Soweto Friendship Month Steering Committee.

Subjects to be discussed include:

- Soweto CBD as a development opportunity;
- The role of banks in the future development of Soweto;
- Bridging finance and development;
- Development of entrepreneurial skills.

Govt spending

Total overspending is expected to amount to about R12bn this year, which is 45.5% of the total budget of R26.7bn. The revised budget will be announced on Friday.

The high deficit came about because of sharply higher revenue, which accounts for 15% above last year’s R25.3bn.

Deployment

the first time on Friday, and SA police had confiscated an AK-47 and a roadblock near Jabulani, Soweto.

An ANC spokesman agreed that a “standoff” had been reached, and said further developments were contingent on the outcome of the organisation’s National Executive Committee (NEC).

The ANC is expected to offer an official response to the government’s call for intervention.

LRA deal

This would mean that changes to the legal rights of domestic farm workers are processed by the National Minimum Wage Council (NMWC), as is normally the case with labour law — the unions, as NAC would be directly involved.

would be directly involved
Unions set to cancel
national stayaway

By Brendan Templeton

The nationwide
stayaway originally
planned for next month
is likely to be called off
following an agreement
over amendments to the
Labour Relations Act
(LRA)

Representatives of
unions and employers
worked out an agreement
with Minster of Man-
power Eli Louw at a 12-
hour meeting on Friday

The accord was ex-
pected to be accepted by
the Cabinet tomorrow, a
Government source said
yesterday

Two years of bitter
strikes, demonstrations
and stayaways preceded
the agreement, which
looks likely to be intro-
duced in Parliament
next year.

Following the union-
employers accord ear-
er this year, the Gov-
ernment said these could
not be implemented im-
mediately because com-
ment needed to be ob-
tained from other busi-
nessmen and parties in-
volved

If Friday’s agreement
is approved, Cosatu and
the National Council of
Trade Unions agreed to
recommend to affiliates
to cancel the proposed
protest action and to join
a restructured National
Manpower Commission
— something they have
refused to do for years.

Although neither side
was willing to give exact
details until the amend-
ments had been ap-
proved by the Cabinet,
public sector and farm-
workers received cer-
tain “organisational
rights,” Cosatu said.
Nationwide minimum pay the goal

Unions launch wage campaign for workers

THE coming trade union campaign for a minimum wage should be designed to suit the needs of different industrial sectors.

This is the opinion of the South African Clothing and Textile Workers Union (Sactwu) collective bargaining and research centre, which believes a blanket approach to establish a single nationwide minimum wage would harm the economy and workers' interests.

The Congress of South African Trade Unions is planning a nationwide campaign to establish a minimum wage and is due to hold a conference later this month to discuss ways of implementing a minimum wage.

Viewpoints which have emerged so far can be divided into two main camps - those calling for a single national minimum wage (NMW) and those who believe it should be established according to the economic circumstances of different industrial sectors.

Approach

Sactwu favours the latter and has outlined its reasons in an article for discussion at the coming conference.

It believes such an approach will accommodate the needs of workers and ensure a healthy economy in a post-apartheid South Africa.

A sectoral minimum wage (SMW) can also act as a stepping stone to the eventual establishment of a NMW and, eventually, a living wage when economic conditions allow, it says.

“We must develop a minimum wage policy that is effective, that is capable of being implemented, that is appropriate to help uplift our apartheid ravaged economy and that can be effectively monitored and directly administered by the working class and their organisations,” the trade unions.

Sactwu lists five reasons why a SMW is more practical:

* Industry economics differ from sector to sector and some are able to pay a higher wage than others. Without taking into account the unique cost structures and other features of a particular industry, its short, medium, and long-term wellbeing could be jeopardised if it is unable to meet the national minimum wage.

* Employment and unemployment is one of the main crises facing South Africa and a NMW may lead to greater mechanisation by businessmen who cannot afford the higher wage. This happened in Zimbabwe when NMW legislation was passed and thousands lost their jobs between 1982 and 1984, despite a law forbidding retrenchments “without sound financial justification”.

* Workers would be protected best if the policy addresses itself to the low wage industries separate from the relatively higher paid industries. Other businessmen could also move to neighbouring countries in an attempt to find cheaper labour.

* Collective bargaining would be undermined for workers in sectors which could afford to pay higher wages than the legislated NMW.

Experience

Employers would say there was no need for them to pay higher wages as they are already paying above the Government’s legislated minimum.

Again, this was the experience in Zimbabwe where unions found fixed wages effectively undercut their ability to bargain for higher wages for their members.

* Regional disparities also have to be taken into account. Rural employers pay lower wages and ignoring this may have the effect of wiping out all industries within those areas.

The over-concentration of the industries in the four major urban areas - Cape Town, Port Elizabeth, Durban and Pietermaritzburg - will not disappear overnight. The removal of subsidies or the industrial decentralisation package as a whole would lead to more unemployment in rural areas.

* A post-apartheid economy would have to adopt policies to eradicate poverty and to stimulate growth. A NMW would force some industries to raise the price of their goods, making them less competitive in export markets. Without exports it would be difficult for the economy to develop.

The manufacturing sector would have to develop an internal market by producing goods which people need, such as cheap and good quality clothing and cheap processed food.

Sactwu believes employers should be forced to come together and negotiate the SMW with unions - otherwise the unions would just go ahead and set it without them.

SMW legislation would oblige employers to disclose their financial position and any wages they would have to meet respective unions at least once every year to determine their minimum sectoral wage.
Mine union in dispute threat

By Shareen Singh

The National Union of Mineworkers will declare a dispute with the Chamber of Mines if its draft proposal on retrenchments is not accepted by October 15, the union said yesterday.

About 4,000 miners headed by the NUM leadership and SACP and ANC leaders Joe Slovo and Pallo Jordan marched to the Chamber of Mines and Anglo American offices last Saturday to hand over the proposal.

The union plans to get a uniform retrenchment policy applicable to all affiliates and members of the Chamber of Mines.

Among the wide range of demands forwarded are that:

- A retrenchment fund be set up with contributions by mining houses, in respect of each worker, to be administered jointly by the company and the union, and payable to retrenched workers.
- The last-in-first-out principle be used when retrenching workers.
- At least four months' prior notice be given on retrenchments.
Mercedes talks go on

EAST LONDON — Talks are continuing in East London between the management of Mercedes-Benz SA and the National Union of Metalworkers of SA, a month after a small group of rebel Numsa members caused a factory shutdown. At issue are the procedure for workers wanting to take industrial action and the position of Numsa regarding the National Bargaining Forum.
Fresh bid to resolve boycott

By Melody McDougall,
Vereeniging Bureau

Vandervellpark Town Council's management committee and a Cosatu delegation are to meet tomorrow for talks in yet another attempt to resolve the ongoing consumer boycott issue in the town.

Discussions between the parties were earlier called off after a disagreement about certain conditions laid down for the meeting.

The consumer boycott, which began in July, was lifted several weeks ago in Vereeniging, Meyerton and Sasolburg but is still continuing in Vandervellpark.
of Benz workers still issue for talks

OWN CORRESPONDENT

EAST LONDON — The dismissal of 200 Mercedes-Benz South Africa (MBSA) workers who occupied the company's plant here last month remains one of three unresolved issues in talks between MBSA and the National Union of Metalworkers (Numsa).

The company said it had submitted a draft agreement to Numsa on the three outstanding issues which were:

- That MBSA and Numsa agree on a process to determine the fairness of the dismissal of the 200 workers;
- That Numsa satisfies management that all its hourly-paid members at the plant — excluding those who had been dismissed — were prepared to resume work;
- That MBSA and Numsa agree on an acceptable and understood "practical process to remove the problems impacting on the growth and viability of the company."

Other questions which had been resolved included Numsa's confirmation of its acceptance of centralized wage negotiation through the National Bargaining Forum.

MBSA said the company had informed Numsa that damage caused by the occupation of the plant had been assessed and that, from a technical point of view, production could be resumed.
Unions pricing employers out of world markets

By Des Parker
DURBAN — Former Toyota Marketing managing director Colin Adcock says trade unions are pricing their employers out of world markets with their demands for minimum wages divorced from productivity gains.

They are reducing South Africa's international competitiveness and making the country increasingly impoverished.

Mr Adcock, who helped transform Toyota from the country's smallest vehicle manufacturer into its largest within 10 years of joining the firm in 1972, said at KwaZulu Training Trust's 1990 business forum in Durban that minimum wage bargaining was "akin to painting yourself into a corner".

"Manufacturing in this country is becoming increasingly inefficient, and the product more and more expensive in large part because of the demands by labour for ever-higher wages unlinked to improved productivity."

The lowest-paid worker at Toyota — who was required to have no formal qualifications — earned R139 a month, while the starting salary in a bank for a matriculant was closer to R900 a month.

He challenged his audience to keep a tally of what they did during their working day.

"See how much time you spend walking to do the job, how much time you spend waiting for somebody to do something so that you can do your job. Add these together and see how much time is left over."

"The left-over portion is the time you spend actually working, and in South Africa, it works out to less than 50 percent of the working day."

If the "working portion" could be raised to 60 percent, the effect on efficiency — and in turn on production costs and prices — would be amazing.

Delegates heard that South African business had been saddled for years with the British and French style of "top-down" management in which management set policy and gave orders and workers followed them.

Mr Adcock advocated the Japanese approach to worker-involvement.
Major players welcome LRA breakthrough

UNION federations Cosatu and Nactu and employer federation Saccola yesterday welcomed as a major breakthrough the Cabinet decision to endorse the tripartite agreement on labour legislation.

The Cabinet decision to approve the deal reached on September 14 was announced at a media briefing yesterday by Manpower Minister Eln Louw. He said it was “a milestone on the road to achieving internationally acceptable labour legislation”.

The 18-point agreement, framed as a “minute” includes an undertaking by government to submit to Parliament this month for consideration by the joint committee on manpower a draft amendment Bill to the Labour Relations Act Bill.

It also contains an in-principle commitment to bargaining rights for all workers and sets out processes to be followed in implementing this principle regarding public sector, farm and domestic workers.

In terms of the agreement the unions are to call off the work stayaway planned for next month and will join a restructured National Manpower Commission (NMC) which will be a central part of these processes, and is still investigating a revamping of the entire Act. They and Saccola will consult the SA Agricultural Union on bargaining rights for farm workers.

Cosatu said a formal decision on the agreement would be taken on October 4 at a special executive committee meeting.

A Cosatu spokesman warned that the Minister’s announcement should be tempered with some caution in that, should the joint committee tamper with the proposed legislative changes, the whole process could “revert back to square one”. The minute constituted “only a beginning to a set of processes. The acid test lies in what emerges from these processes”.

Nactu acting general secretary Cunlumph Nkobula said his organisation considered itself bound by the minute’s terms.

Saccola chairman Anton Forder described the development as “an historic breakthrough, clearly demonstrating that consensus on critical issues of national import is possible where the leadership and will exist”.

The agreement, he said, “provides a substantive and encouraging base for continued interaction between government, employers and organised labour in seeking common ground to best serve the economic well-being of the country”. He said Saccola appreciated the “constructive role in reaching consensus during the final round of negotiations” played by Louw, director-general Joel Fourie and NMC acting chairman Frans Barker.

The immediate amendments to the Act would stop interdicts against lawful strikes and lockouts, restore to normal the onus of proof question where unions are sued for losses incurred by employers in unlawful strikes, and delete the codification section of the unfair labour practice definition. This would give greater discretion to the Industrial Court. But Louw, however, disclosed that the NMC is, through employer/union consensus, going to develop a new “code of conduct” between the parties which could serve a similar purpose.
Video on changes for postal staff

A VIDEO recording in which the Postmaster General, Mr Johan de Vilhers, informs his 95,000-strong countrywide staff about the controversial restructuring of South African Posts and Telecommunications (SAPT) into two State-owned companies, will be broadcast on TV1 at 11.30 am tomorrow, the SAPT announced yesterday.

The restructuring plans — for which draft legislation is expected to be debated at the next Parliamentary session — has provoked negative reactions, especially from the Posts and Telecommunications Workers’ Association (Potwa) and others who say the move will lead to privatisation, which they oppose.

Potwa workers recently held countrywide protests and handed a petition to the Minister responsible for posts and telecommunications, Dr Dawie de Vilhers.

In reaction to their employees’ concerns, SAPT has also launched a information campaign in the form of a booklet and a toll-free telephone number — which, according to a spokesman on Friday, has been flooded with employee inquiries.

In tomorrow’s video, Mr Johan de Vilhers will explain the reasons for the division of SAPT into two separate undertakings, telecommunications (Telkom SA) and the postal side (SAPOS).

According to a statement from the SAPT yesterday, the restructuring would not be “a process of privatisation, since the State cannot sell off shares”.

Another advantage resulting from the move would be that the companies and their budgets would be ruled by a board instead of by Parliament.

All staff benefits will be protected in the draft legislation and service conditions will not be less favourable than at present.

The SAPT said staff had been assured that no one would be retrenched as a direct result of the restructuring — Sapa.
Mercedes workers told to claim their back pay

MERCEDES-BENZ, South Africa has asked the 538 employees dismissed last month for illegally occupying the company's plant in East London, to collect their personal belongings and claim back-pay due to them.

The company has also indicated it is to re-open soon, but no date has been given.

The dismissed workers were told to report to the personnel section to receive back-pay "in respect of wages payable prior to the industrial dispute at the plant and as per the wage agreement reached at the National Bargaining Forum (NBF)"

Talks continued this week between Mercedes and the National Union of Metalworkers (Numsa) in an attempt to resolve the outstanding issues preventing the re-opening of the plant.

A major issue is the future of the dismissed workers. Mercedes wants Numsa to agree on a process to determine the fairness of the dismissals.

According to an earlier statement from Numsa general secretary Moses Mayekiso, the company's refusal to reinstate the workers had resulted in an impasse in the talks.

Numsa was prepared to go to arbitration to resolve the dispute, he added.

Mercedes also asked employees not in possession of valid company identity cards to apply for them, as access to the plant would otherwise not be allowed "on the day that the plant re-opens".

The request is the clearest indication yet that Mercedes will not shut permanently. Mercedes has also asked employees not dismissed to report this weekend to receive their back-pay.

The East London plant has been closed since August 16, when several hundred Numsa members occupied the premises in an attempt to pressure the company to withdraw from the NBF.

Police later evicted the workers at the company's request.

According to management at Mercedes, the assembly plant would remain closed until:

☐ The dismissal issue was finalised;
☐ Numsa had satisfied management that all its hourly-paid members at the plant – excluding those who had been dismissed – were prepared to resume work in accordance with agreements, and
☐ The company and Numsa had agreed upon an acceptable, and understood, "practical process to remove the problems impacting on the growth and viability of the company".

Meanwhile, Mercedes employees, who have not been paid for the past 43 days, are becoming desperate for a resolution to the dispute because of their increasingly critical financial positions.

One woman, whose husband has worked for Mercedes for the past 20 years, said the family's situation was becoming frightening. No money had come in for over a month, and "we can't take handouts forever".

Company spokesman Wendy Hoffman said Mercedes was aware of the hardships being suffered, and had tried at all times to resolve the matter as soon as possible. — Sapa

Benz ‘missed targets for years’

Own Correspondent

Johannesburg — Mercedes-Benz SA’s East London plant had not met its weekly production targets once in the past five years because of industrial relations problems, Mercedes-Benz spokesman Ms Wendy Hoffman said at the weekend.

Ms Hoffman said go-slow and absenteeism at the East London plant were responsible for the shortfalls in production. She said chairman Mr Chris Kopke had expressed concern that labor problems were the single greatest threat to the firm’s viability.

But the firm was confident the National Union of Metalworkers (Numsa) would agree to procedures under discussion, which would provide a stable future for all plant employees.

Production has been at a standstill since mid-August, when Numsa members staged a sit-in to demand the company withdraw from the industry’s national collective bargaining forum.

Our East London correspondent reports that companies ancillary to the Mercedes-Benz plant are bracing themselves for the possibility that production at the factory will not be resumed this year.

Two weeks ago these companies, which supply components to Mercedes-Benz, began laying off workers as no end to negotiations between management and Numsa was in sight. It was feared that if Mercedes-Benz was not back on stream by the end of the month, it might not open until next year as it would have to close for the Christmas industrial holiday during December.

Turn, which supplies engine blocks to Mercedes-Benz, has laid off 155 of its 250 workers. The Wilsonia factory’s financial manager, Mr Jan Mans, said last week that his company was preparing for “the worst scenario”.

Mr Mike Crosby, financial director of National Convertor Industries (NCI), which makes Mercedes-Benz interior fittings, said his people were working two days a week until there was “something definite to go on”.

If production was suspended until the end of the year NCI would probably retrench staff.

The department manufacturing wire harnesses for Mercedes-Benz at Kromberg and Schubert had been closed.

And Mr Roger Wass, general manager of Feltex, which manufactures seating foams rubber, said he was aware of the talk about no production until next year, but did not believe it.

If it did happen Feltex would have to retrench 40% to 50% of its workforce. However, it was managing to keep people employed by finding alternative work.

None of the companies would disclose losses suffered since several hundred Mercedes-Benz workers went on strike on August 16.

Kromberg and Schubert, Turn and Feltex said they would consider releasing the figures soon.

Mercedes-Benz had said its plant was losing R13.5m a day since the strike began.

East London Chamber of Commerce director Mr David Groom said the region could lose up to R700m a year and up to 10,000 jobs if Mercedes-Benz closed down its plant.
Strikes at 19 Nampak factories

By Brendan Templeton and Shareen Singh

An illegal strike by Nampak workers which started last Wednesday has spread to 19 Transvaal and Eastern Cape factories, involving 3 000 workers, a union spokesman said.

At issue is the union’s demand for centralized bargaining, but workers have combined other demands, including the reinstatement of dismissed workers and a probe into “bugging” at Nampak plants.

Nampak confirmed the strike, but described the union’s striker figure as exaggerated.

Rob Rees, a spokesman for the Paper, Printing, Wood and Allied Workers Union (PPAWU), said the union was forced to bargain separately at the company’s 40 plants.

Legal dispute

Workers downed tools after the company suspended negotiations on central bargaining, he said.

But management claimed talks were suspended because PPWAWU made a “premature” decision to declare a legal dispute—“which, in itself, is totally at odds with the illegal industrial action which has been embarked on,” he said.

Nampak management has denied PPWAWU’s claims.

Last week, two plants, Transvaal Box and Eastleigh Recycling, dismissed about 350 striking workers and management at Memix, a factory in Chander, evicted workers from company premises.

Nampak defended its actions, saying PPWAWU had ignored recognition agreements and individual plant managements had to take action.

A strike by workers at Nampak’s Rosslyn plant is in its fifth week. Workers downed tools after a battle over the loss of the 1989 annual bonuses.
A powerful weapon of struggle

By MARTIN NICOL

The article published in SOUTH (Sept 13 to 19) on the national minimum wage debate in South Africa raises a number of important issues. The Living Wage Committee, or the service groups whose advice we use.

The anonymous author wrote: "We demand a national minimum wage. In fact, it would be a powerful weapon of struggle, and in the case of Cosatu, a weapon against the right-wing critics."

The issue on the national minimum wage is part of an effort to transform the ideas contained in the Freedom Charter into concrete policies for which we can fight. The demand for a national minimum wage is one of the key demands of the Charter that makes sense to call for if the amount is stipulated in national law.

The Living Wage Committee has opened discussions with all unions to address this issue. Every two weeks a committee meeting is held to discuss the national minimum wage issue and we have asked several service organisations to respond to certain questions we formulated.

We found that 74 percent of black households earn less than R700 a month. We found that the wage gap between black workers and workers is growing at an alarming rate. This gives us a mandate to address the issue of minimum wages.

The working class is being deprived by economic forces so that workers who are paid the same in order to earn different pay. A class struggle in the chemical industry has shown that the public sector is a major player in deciding who wins and loses.

In the future, we will be able to use the national minimum wage to challenge the tions into R1 200 a month. In some municipalities, cleaners get only R108 a month.

SOUTH, September 27 to October 3 1990 2:

A previous article in SOUTH presented the case for a national minimum wage, and earlier this month SOUTH published an article which argued that a national minimum wage is a "reformist" concept.

In two additional contributions to the debate, the South African Clothing and Textile Workers' Union (Sactwru) presents the case for a sectorally based minimum wage and a member of Cosatu's Living Wage Committee responds to the "reformist" critique.

MINIMUM wage resolutions should be implemented in such a way that they will benefit all workers and society at large.

The best way to implement the policy is by forewarning employers of every industry to implement the same minimum wage.

Instead, legislation should be introduced to compel all employers within a particular industry or division to pay a floor on wages for all workers who work within the sector — a national minimum determined sectorally.

A government-backed national minimum wage — a wage which will cover all workers, irrespective of the sector they work in — could have dramatic effects on the viability of every industry sector.

If we set an across-the-board minimum wage without considering several unique factors which have an impact on every industry, we may adversely affect the future of many of these industries.

We may completely wipe out some industries which will be very hard for the social and economic recovery of a post-apartheid society.

Some sectors of our economy can pay better wages than others, but it is policy that affects industrial sectors differently.

That some industries struggle when others are employing wage-earners because different factors affect certain industrial sectors differently.

That some industries struggle when others are employing wage-earners because different factors affect different industrial sectors differently.

A minimum wage determined according to the cost structure of each industry would be better able to allow the interest of the sector and the interests of the workers employed there.

A key objective of wage fixing is to protect vulnerable groups of workers who are in a weak position in the labour market.

The sectorally-based minimum wage approach argues that those workers could best be protected by the policy addresses itself to the low-wage industry and assigns separate from the relatively higher-paying industries.

The introduction of a minimum wage does not take cost structure of each industry into account, the result will be disastrous. Employers may be forced out of business if we demand that the government introduces a minimum wage of R700.

Wage in the clothing industry are set as high as those in the chemical industry.

The cost structure of the agricultural and forestry sectors would mean that hundreds of thousands of workers would lose their jobs.

Farmers would buy more tractors, while white farmers would buy tractors.

Sectors in which the objective is efficiency, not profit — like the postal, postal and telecommunications and other state sectors — may be seriously affected.

One of the main reasons facing South Africa today is the high rate of unemployment. A nationally effective minimum wage strategy should be eliminated from existing new businesses, whereas others will use more machinery or move their businesses to neighboring states.

There is no indication that a future government will have the financial resources to create jobs which will pay the minimum wage.

Thus legislation designed to help the majority of the population could have the opposite effect. After the liberation in Zimbabwe, the government introduced a minimum wage legislation. The effect was a massive increase in the number of unemployed as thousands of workers were retrenched between 1982 and 1984.

Only legislation that allows each sector to set its own minimum wage will be able to address these problems. The people most familiar with the cost structure and other characteristics of the industry could set an appropriate wage, looking to the short-, medium- and long-term viability of the industry.

While most sectors are in the acute distress, the chemical industry is suffering as they face cost of R700 minimum wage, there are some indus- trial sectors in which workers are earning less than the proposed minimum wage.

A generalized national minimum wage could undermine the campaign for a living wage in some industries.

In Zimbabwe, unions found that the government's intervention is too far removed from workers to understand their ability to bargain for higher wages for their bargaining power.

A minimum wage should also take regional disparities into account. We think that in some areas the government should establish a national minimum wage.

The sectorally-based minimum wage approach has a better chance of ensuring our goals are met effectively on the world market and provide much-needed foreign currency.

We need not only a minimum living wage, a healthy agricultural sector, an efficient service sector, an infrastructural construction sector, a healthy manufacturing sector, a healthy manufacturing sector.

This sector must provide goods people need.

We envisage that the government should legislate that each of the 13 broad industrial sectors identified by Cosatu should have its own minimum wage.

The government should compel employers and trade unions in each sector to determine the wage. A system of centralized bargaining — a goal of all Cosatu affiliates — would emerge quickly in this process.

The government would have to pass legislation for employers to declare their financial position.

Once a floor has been set in each industry, the federation's affiliated could attempt to create a single national minimum wage. In that sense the sectorally-determined minimum wage can be vetoed as an interim step towards a single national minimum wage.

Or (This is a revised edition of a paper submitted to Cosatu's Living Wage Working Group by the South African Council of Trade Unions (CCTC) and the South African Council of Trade Unions (CCTC).)
KENNISGEWING 808 VAN 1990
DEPARTEMENT VAN MANNEKRAG
WET OP ARBEIDSVERHOUIDINGE, 1956
INTREKKING VAN REGISTRASIE VAN 'N WERKGEWERGSKERGEBIGTE

Ek, David William James, Nywerheidsregistrator, maak hierby kragtens artikel 14 (1) van die Wet op Arbeidsverhoudinge, 1956, bekend dat aangesien ek rede het om te vermoed dat die S.A. Glue and Gelatine Manufacturers’ Association nie as werkgewergergskergebigte funksioneer nie, sy registrasie ingetrek sal word, tenby redes daarteen binne ‘n tydperk van 30 dae vanaf die datum van publikasie van hierdie kennisgewing aangevoer word.

D. W. JAMES,
Nywerheidsregistrator.
(28 September 1990)

KENNISGEWING 809 VAN 1990
DEPARTEMENT VAN MANNEKRAG
WET OP ARBEIDSVERHOUIDINGE, 1956
AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, David William James, Nywerheidsregistrator, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van die Wet op Arbeidsverhoudinge, 1956, bekend dat ‘n aansoek om die verandering van sy registrasiebestek ontvang is van die Transport and General Workers’ Union. Besonderdertyd van die aansoek word in onderstaande tabel verstrekte.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar mae, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriflik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001)

TABEL
Naam van vakvereniging. Transport and General Workers’ Union.
Datum waarop aansoek ingediend is: 21 Augustus 1990
Belange en gebied ten opsigte waarvan aansoek gedoen word: Alle persone in diens in die Lugvaartbedryf in die landdrosdistrik Kempton Park.
Vir die doeleindes hiervan word begemelde bedryf soos volg omskryf:
“Lugvaartbedryf” beteken die bedryf waarin werkgevers en hul werknemers met mekaar geassosieer is met die doel om aktiwiteite uit te voer wat verband hou met die aankoms en/of vertrek van vliegtuie wat passasiers en/of lugvrag, teen vergoeding vervoer.
Posadres van applicant: Posbus 9451, Johannesburg.
Kantooradres van applicant: Sewende Verdieping, Pasteur Chambers, Jeppstraat 191, Johannesburg.
Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet
(a) Die mate waarin ‘n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bevat en het op die datum waarop die aansoek ingediend is, en wat die

NOTICE 808 OF 1990
DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956
CANCELLATION OF REGISTRATION OF AN EMPLOYERS’ ORGANISATION

1. David William James, Industrial Registrar, hereby notify, in terms of section 14 (1) of the Labour Relations Act, 1956, that I have reason to believe that the S.A. Glue and Gelatine Manufacturers’ Association is no longer functioning as an employers’ organisation, its registration will be cancelled unless cause to the contrary is shown within a period of 30 days from the date of publication of this notice.

D. W. JAMES,
Industrial Registrar.
(28 September 1990)

NOTICE 809 OF 1990
DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956
APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION

1. David William James, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the Labour Relations Act, 1956, give notice that an application for the variation of its scope of registration has been received from the Transport and General Workers’ Union. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE
Name of trade union: Transport and General Workers’ Union.
Date on which application was lodged: 21 August 1990.
Interests and area in respect of which application is made: All persons employed in the Aviation Industry in the Magisterial District of Kempton Park.
For the purposes hereof the above-mentioned industry is defined as follows:
“Aviation Industry” means the industry in which employers and their employees are associated for the purpose of conducting activities relating to the arrival and/or departure of aircraft conveying passengers and/or freight for reward.
Postal address of applicant: P.O. Box 9451, Johannesburg, 0000.
Office address of applicant: Seventh Floor, Pasteur Chambers, 191 Jepp Street, Johannesburg.
Attention is drawn to the following requirements of sections 4 and 7 of the Act:
(a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on
Kennisgebou 810 Van 1990

Administrasie: Volksraad

Departement Van Plaaslike Bestuur, Beheuwing En Werke

Ooreenkomstig die voorskrifte van die Staatspresident soos vervat in Goewermentskennisgebou No. R 989 van 30 April 1987, word hierby bekendgemaak dat die Minister van Begroting en Plaaslike Bestuur, Volksraad kragtens artikel 28 (2) van die Grondwet van die Republiek van Suid-Afrika, 1983 (Wet No. 110 van 1983), Kennisgebou 1471 van 8 Desember 1989 soos gewys deur Kennisgebou 218 van 9 Februarie 1990 gewys het deur Blye 1 met ingang van 1 Oktober 1990 deur die volgende Blye te vervang:

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Die provinsie die Oranje-Vrystaat

Noord- en Wes-Transvaal wat die volgende landdorsslike insluit:


Suid- en Oos-Transvaal wat die volgende landdorsslike insluit:


Oos- en Noord-Kaapland wat die volgende landdorsslike insluit:


Suidwes-Kaapland wat die volgende landdorsslike insluit:


Notice 810 of 1990

Administration: House of Assembly

Department of Local Government, Housing and Works

In accordance with the directions of the State President as contained in Government Notice No. R 989 of 30 April 1987, it is hereby notified that the Minister of the Budget and Works' House of Assembly has under section 28 (2) of the Republic of South Africa Constitution Act, 1983 (Act No. 110 of 1983), with effect from 1 October 1990 amended Notice 1471 of 8 December 1989 as amended by Notice 218 of 9 February 1990 by the substitution for Schedule 1 of the following Schedule:

Bylae

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Die provinsie die Natal
Nampak ordered to pay court costs

By Cathy Stagg

Nampak Products Ltd should not have brought an urgent application for repayment of R2.3 million which was allegedly obtained fraudulently, because it should have expected a "massive dispute fact", a Rand Supreme Court judge ruled yesterday.

Mr Justice P J Stretcher said three men, accused by Nampak of fraud, had replied to the allegations and had therefore incurred "substantial unnecessary costs which they should not have to pay no matter whether they were honest or dishonest".

He ordered Nampak to pay their costs.

Give evidence

The dispute is to go to trial in the ordinary way. Both sides will give evidence instead of attempting to resolve the matter on papers, as is done in motion proceedings.

The urgent application first came to court on July 2.

The respondents were Corrugating Machinery Services CC (CMS), A H Barker, a Nampak director and Nampak managers R L Webb and G Germans.

A strike by more than 3 500 workers at Nampak outlets over their demand for centralised bargaining has spread to 27 factories in the Transvaal, Natal and the Western Cape, a union spokesman said yesterday.

Workers are demanding a single bargaining forum for wages and working conditions.

Management said yesterday they believed the interests of employers and employees were best served by plant-level bargaining.
Boycott comes to an end

The 12-week-old consumer boycott in Vanderbijlpark came to an end yesterday after the town council accepted demands by the Mass Democratic Movement (MDM) to hold marches through its streets.

And the Vaal Triangle MDM wasted no time taking advantage of the latest breakthrough. It said yesterday it would submit an application for a protest march.

And it warned that the boycott could be resumed if the town council failed to give the march the go-ahead.

Other successes claimed by the MDM included an agreement with the council's management committee to take the issue of more land being made available to local townships to the next council meeting, and a committee agreement to discuss with other white Vaal Triangle town councils the possibility of establishing one council for all.

"It is anticipated that the town council will enter into responsible negotiations with the Boycott Committee in the planning of this march," the MDM said. "Subject to the co-operation of the council on this matter, the boycott will then be lifted."

A council spokesman was not available for comment.
VEREENIGING — Mass Democratic Movement affiliates in the Vaal Triangle have agreed to suspend the consumer boycott in Vanderbijlpark with immediate effect.

The boycott began on July 16.

The Consumer Boycott Committee (CBC) said yesterday the suspension was the result of a change in position by the Vanderbijlpark Town Council, which has accepted the right of all South Africans to protest.

During a meeting between the council's management committee and the CBC last week, the committee also undertook to discuss the issue of more land for townships. — Own Correspondent
Mercedes-Benz's future in South Africa took a slightly more promising turn yesterday when company management and the National Union of Metalworkers of SA (Numsa) "made progress" in talks to resolve the crippling industrial dispute at the manufacturing plant here.

Mercedes-Benz of South Africa (MBSA) said its hourly-paid workers had accepted the wage agreement concluded at the National Bargaining Forum, and the matter of organised workers would be referred to arbitration.

These developments were conveyed to management by Numsa on Wednesday — Sapa.
NUM tells US of 'reign of terror'

WASHINGTON. — President FW de Klerk was refusing to institute an independent judicial inquiry into the latest violence because “he knows it will expose him and his strategy”, National Union of Mineworkers general secretary Mr Cyril Ramaphosa said here yesterday.

Speaking to a packed audience at the Carnegie Endowment for International Peace after Mr. De Klerk’s widely applauded visit here, he said the government had “embarked on a sophisticated programme to destabilise the democratic movement”.

The violence, which he described as a “reign of terror” instigated by the police and an Inkatha determined to “shoot its way” to the negotiating table, was being “used by De Klerk as a strategy to emasculate the ANC and MDM” and strengthen Inkatha as a potential “alliance” partner.

While admitting he had no evidence that would stand up in court, he also alleged that a “Renamo-type” of organisation is being established in South Africa which might involve “actual Renamo personnel”.

He argued that the government had adopted a “two-track policy” — to negotiate, on the one hand, and, on the other, to “devise stratagems to weaken the ANC, UDF and Cosatu”.

Despite his tough rhetoric, Mr. Ramaphosa also hailed Mr. De Klerk as “courageous enough to carry on regardless” of the fact that the NP was ruling “without the consent of its constituency”.

And he admitted that ANC supporters were not entirely blameless in the killings.
Cosatu challenges Gqozo

Cosatu this week met Ciskei military ruler Brigadier Oupa Gqozo to demand changes in the territory's recently gazetted labour law decree.

A delegation led by Eastern Cape region chairman Thembinkosi Mkalipi told the brigadier Cosatu unions would march on his offices in Bisho tomorrow unless he gave them satisfaction.

A key Cosatu objection to the decree is that it does not cover most workers in the Ciskei.

The decree, which for the first time provides for dispute-solving and legal strike procedures, excludes all state employees — up to 70 percent of the workforce. Businesses employing fewer than 20 workers are also excluded.

It appears Gqozo is unwilling to budge on the exclusion of public servants from the law. One of the first crises to confront him when he took power in March was a strike at the Cecilia Makiwane Hospital, which was blamed on Cosatu's National Education, Health and Allied Workers' Union.

Cosatu also complains that workers must give 24 hours' notice before embarking on a legal strike, which would be strikers of the moment of surprise, it argues.

A third problem is that disputes cannot be referred to conciliation boards if they are more than 180 days old. Unionists argue that a dispute can drag on beyond the deadline before the parties decide a CB is needed to resolve it.

Cosatu has similar objections to the Transkei labour legislation, and will meet Major-General Bantu Holomisa in the territory next week. Mkalipi said Holomisa appeared more open to representations than his Ciskei counterpart.

Reports by Weekly Mail staff, correspondents, Sapa
Police evict irate clients from bank

About 70 disgruntled Trust Bank customers were evicted by police from the company's head office branch yesterday. The Bank refused to honour the pay cheques of the customers who are employees of motor spares company Sparerco Ltd which is faced with liquidation. But the indignant customers, ranging from middle-aged women working as clerks to young drivers, were adamant Trust Bank should honour the cheques because they had assisted in stock taking at Sparerco this month under directions from the bank's auditors.

Escorted

"If we are losing millions, why can't the bank also lose millions," a grey-haired woman yelled as she was firmly escorted from the bank by a burly policeman. The employees obtained a court order on Thursday instructing Sparerco to pay their money. They went to the company yesterday to receive their cheques.

Although the atmosphere outside the Sparerco office in central Johannesburg Row as cheques dishonoured

Brendan Templeton was genial while they waited for their cheques, the faces turned grim when they faced the prospect of cashing them.

When they came out of the office, an employee said he had heard the cheques would not be honoured. "What do you mean, 'how do I feel'? We want our money and we are going to get it," he said when approached by the Star.

At the bank, about 70 employees were allowed in before the manager realised the extent of the problem. The rest were kept waiting outside while a security guard armed with a shotgun kept a watchful eye from inside the bank.

Apprehension turned to anger when they were told the cheques would not be accepted.

"At no time this whole month were we told we had been fired or retrenched or should start looking for other jobs. Instead Trust Bank send its people in and we assist them in stock-taking and all of a sudden they say they are not going to honour these cheques," employee Tommy Passmore said.

A number of employees entered into shouting matches with the manager, demanding he accept their cheques. As the crowd outside grew, it became clear the customers inside would not leave and police were called in.

They were asked to leave in no uncertain terms. "People, you can go outside now, or we will arrest you and you can spend the day in jail," a policeman, who identified himself as Capt. Norje, shouted.

Outside, the crowd which was about 200-strong, was forced 10 metres back by the police to allow other customers to enter.

Overseas flights up 8 pc Monday

SOUTH African Airways' international airfares will increase by 8 percent from Monday, October 1, according to the information given to travellers and travel agents by SAA in Johannesburg. However, no official comment has yet been given by SAA.

Travel agents in Johannesburg confirmed that the fare increase goes into effect from October 1 - and are advising overseas travellers to book their reservations on Friday at the old prices. - Sapa.
Mercedes workers back-paid

EAST LONDON — Most of the Mercedes-Benz South Africa workers who were not dismissed during the recent industrial unrest have collected back-pay at the East London plant.

A spokesman for the company, Mrs Wendy Hoffman, said about 90 percent of the workers yesterday collected their back-pay, which was for wages prior to the industrial dispute which has kept the plant closed since August 16.

In a notice published on Thursday, MBSA said the 550 workers who were dismissed for illegally occupying the factory last month would be paid today, after they had cleared their belongings from their lockers at the plant.

The regional secretary of the National Union of Metalworkers (NUMSA), Mr Matell Nonyukela, confirmed that most of the workers had collected their pay yesterday.

Meeting on Monday

Both he and Mrs Hoffman said a meeting set for Monday between NUMSA and Mercedes was expected to go ahead.

Several of the workers spoken to at the plant yesterday said they were satisfied with the manner in which the company had kept them informed of developments, and expressed optimism that the dispute would be settled soon.

However, some of the workers said they felt strongly that their dismissed colleagues should be reinstated.

NUMSA said that in talks on Wednesday, NUMSA confirmed that the dismissed workers had agreed to arbitration — Sapo
Jagged edge to suffering of war victims

AN OFFICIAL WAR: Inside the conflict
Pretoria
by Matthew Kenridge
(Court Philp, 1978)

IT is history told from the darkness of a torched shop, observed through the shattered windows of a Kooperbus transport corporation bus, weighted in the stench of a soggy Nastub cemetery where fresh graves gap.

Matthew Kenridge's "An Unofficial War" is remarkable for its capacity to lift individuals above the endless monotony of violence and death in Namibia, to cause them to feel and hope, and to restore an edge, a jagged edge, to the suffering endured by black residents of Nastub.

It is a collection of perspectives, richer than an unbroken narrative. The focus switches from Inikasha's "brass people", to "Mr. Average Journalist", to church leaders, political activists, Inikasha warriors, and police batoniers. The scene moves from the graveyard to the schoolyard, from the comfort room to the bus room, and, naturally, into the hills and valleys, where settlements are sharply divided, owing allegiance either to Inikasha or to the United Democratic Front/Congress of South African Trade Unions.

Kenridge has been accused of bias. Indeed, he states in his conclusion that "an alternative version of a decade of conflict between Inikasha and the UDF and its forebears, the non-Inikasha account is more plausible. It has fewer omissions and fabrications, and unlike Chef (Mangosuthu) Buthelezi's reminiscence it avoids any appeal to conspiracy theory."

The greater part of the book is devoted to UDIF/Cosatu sympathetic accounts of the conflict. But they are certainly not all from UDIF/Cosatu sources. A fair number of academics, journalists, service workers and even representatives of business, deity or incline to this position.

The fact that they do, suggests that Kenridge's stance is not an inelastic one, but a product of the process of weighing and assessing the nature of the war itself where a few of the available statistics are more reliable than the propaganda of the conflict.

The story is undoubtedly told with emotion. But this is no way obscures the force of the argument.

The anecdotal presentation is deceptive - it is a deception that keeps the reader turning the pages. Within the give-and-take of interviews, under the vivid sketches of descriptions, many of the central themes and serious questions of the Nastub war.

The central dynamic of the war - as struggle for territorial sovereignty which broke no neutrality, and subverts the political economy of the region - permeates the book.

The reader is left with a sense of the fragility of the peace process, related sequentially and treated with rare coherence.

The complete erosion of the rule of law, the gagging of the press and the allegations of police constitute a "third force" in the conflict are substantially discussed in an Unofficial War

The cover shows a black to the floor and on the door she had a calendar, now with the year 1978.

In the back cover blurb to the book, it is stated that the political implications of the war are not the author's main focus. None can help thinking that the author has much in common with the British war poet who declared that "my subject is the war and the pity of war."

Take, for instance, Kenridge's thoughts in Mountain Rose cemetery: "With the spectre of history still haunting him, "..."
Clothing workers gear up for strike ballot

Daubed monkey found tied on trawler

By SHARKEY ISAACS
Staff Reporter

SPCA officials have rescued a Far-Eastern Macaque monkey from a trawler in Cape Town harbour, the second found in two months on Taiwanese vessels.

SPCA inspectors persuaded the skipper of the trawler Chang 65 to hand over the monkey which had paint daubed on its face and a wound on its neck.

Inspector Mark Lawson said the 60cm animal had been tethered with a light chain and electrical flex around his neck and was found to be in poor health and under severe stress.

SPCA chief Mr Keith Goudie said the monkey was "voluntarily handed over on request" and placed in quarantine for 30 days at SPCA headquarters, Grassy Park because there were no quarantine facilities for monkeys at the harbour.

"It is a fully-grown adult and requires great care in handling since these animals are known carriers of various contagious viruses," he said.

Last month SPCA staff rescued a baby Macaque monkey which they found on the trawler Ruyan Yiu No 2. It had been tethered with a chain and also had mange.

Mr Goudie took the baby monkey to Pretoria Zoo last week.

MONKEY RESCUE: SPCA wildlife unit manager, Mr Temba Motomela, with a Far-Eastern Macaque monkey "rescued" from a Taiwanese trawler.

"The SPCA is not contemplating prosecuting either under South African or Taiwanese animal protection laws and we intend to rather speak to consular officials and to ask them to discourage skippers from bringing monkeys here."

By SHARON SOROUR
Labour Reporter

CLOTHING workers in the Western Cape are gearing up for a strike ballot after annual wage negotiations ended in deadlock.

The SA Clothing and Textile Workers' Union (Sactwu) has declared a dispute after talks with the Cape Clothing Manufacturers' Association (CCMA) failed last week.

Union regional secretary Mr Howard Gabriels said the first of three dispute committee meetings would be held today to try to resolve the situation.

"If the dispute is not resolved we will hold a strike ballot," he said.

The union represents about 55,000 workers in the Western Cape clothing industry.

Demands

A CCMA spokesman confirmed the deadlock and said an attempt would be made this week to resolve the dispute.

Mr Gabriels said the union's demands included:

- A R30 across-the-board increase on the weekly wage from December and a R15 weekly increase across the board next December.
- One week's annual bonus and an extra day's leave.

He said "The bosses offered us increases of R30 weekly for grade B workers, 14 percent or R20 for categories below grade B and 14 percent for higher categories for December 1990.

"For December 1991, the offer was R14 for grade B workers, 7 percent or R12 for categories below grade B and 7 percent for higher categories."

Mr Gabriels said the offer was provision of a union dropping some of its demands.
More talks between Mercedes and union

By SHARON SOROUR
Labour Reporter

MORE talks between Mercedes-Benz and the National Union of Metalworkers of South Africa take place this week to try to resolve the industrial dispute which has closed the motoring giant's East London manufacturing plant.

Company public relations manager Mrs Wendy Hoffman said no "firm arrangement" had been made but the parties would meet "in the early part of this week".

Last week Mercedes announced that progress had been made in negotiations with the union, raising hopes of ending the dispute.

Suspended

Production was suspended on August 16 when hundreds of weapon-wielding union members occupied the plant unlawfully for 17 days.

They were demanding Mercedes withdraw from the motor industry's National Bargaining Forum — originally initiated by their union.

While Mercedes has admitted that the closure is costing R13.5-million every working day, it has refused to reopen the plant until certain pre-conditions have been met.

Company chief executive Mr Christopher Köpke said the progress of the negotiations and agreement on the issues raised by management would determine whether or not the company would be able to continue doing business in South Africa.

Four of the pre-conditions had been met, according to the company. Damage caused during the occupation had been assessed and repaired. Hourly-paid workers had accepted the wage agreement concluded at the bargaining forum.

The company's dismissal of the rebel workers would be referred to arbitration to determine if it was fair.

Outstanding

The two outstanding pre-conditions were: the union had to satisfy management that its members were prepared to resume work in accordance with their conditions of employment.

A practical process to remove problems limiting the growth and viability of the company had to be agreed upon by both parties.
Alex workers stop working over pay

About 760 municipal workers in Alexandra downed tools yesterday demanding a 10 percent wage increase and the resignation of top council officials.

National Union of Public Servants spokesman Leslie Maguro said workers were demanding a judicial inquiry into the financial affairs of the council.

They also wanted the town clerk, the personnel manager and the city treasurer to resign immediately. — Staff Reporter.
Lock-out, sleep-in and now a strike

By SHARON SOROUR
Labour Reporter

PRODUCTION at the Nestlé-Rowntree factory in East London has stopped after hundreds of workers downed tools following a deadlock in wage negotiations.

Some workers were locked out of the factory by management yesterday, while about 400 stayed inside the premises after beginning a sleep-in strike on Monday.

The factory's general manager, Mr F.D. Jenelley, confirmed that 440 people had embarked on a sleep-in on Monday night but company spokesman, Mr Maureen Stagg said all the workers had left the factory by today.

GO-SLOW

The industrial action follows three months of negotiations between the company and the Food and Allied Workers Union.

Two union shop stewards, Mr Mxolisi Ngumuzza and Mr Thabo Chiwetula, said the workers started a go-slow last week after negotiations deadlocked at industrial council and mediation levels.

Workers had last received a wage increase over a year ago and negotiations had been under way since June, Mr Ngumuzza said.

During wage negotiations the union had been prepared to compromise to R500 back-pay. Management had offered an increase of R55 a week plus R250 back-pay or an increase of R35 a week without back-pay.
Food prices: unions blamed

By Jacqueline Myburgh

Supermarket chiefs have blamed higher wages, as a result of increased union power, as the chief factor influencing the steep increase in food price inflation over the past 30 months.

The food price inflation rate is currently 17.7 percent.

The heads of Pick 'n Pay, Checkers and Spar also said food prices were likely to continue rising for the next few years.

Pick 'n Pay managing director Raymond Ackerman said the "new South Africa" would demand spending on social upliftment and housing, which was inflationary.

"Once we have a new constitution, and politics have settled down, we can get the inflation rate down with regard to food."

Mr Ackerman said wages had increased by about 20 percent as a result of the powerful role of trade unions, but there had not been increased productivity.

Other factors, influencing higher food prices were:

- An "enormous amount" of monopoly and not enough competition where certain manufacturers and Government boards were concerned.
- "Imported inflation" as a result of a weak rand.
- Increasing rentals and services.

Mike Dobson, the Transvaal head of Spar, also blamed "a lack of control" for increasing food prices.

"There's no requirement that manufacturers justify price increases," Mr Dobson said.

Checkers managing director Sergio Martinengo said agricultural conditions had also affected the price of fresh produce.

"Last year, fresh produce prices were 30 percent down on average because of good rains and good harvests. This has not happened again this year," he said.

Mr Dobson said the profit margins of supermarkets had not increased in the past three years.

"Costs have gone up in the last couple of years, caused mainly by labour costs. "And it's going to get worse because wages, rentals and services are going up," Mr Dobson said."
'Undemocratic' white union vote under fire

By SHARON SOROUK
Labour Reporter

THE National Union of Metalworkers of South Africa (Numsa) has proposed voting changes to weaken the influence of white-dominated unions at industrial council level, SA Labour News reports.

The union affairs digest said the 130,000-strong union wanted to abolish the present one-union, one-vote system and replace it with a proportional representation system on the National Industrial Council for the Engineering and Metal Industries.

The council was the largest in South Africa, comprising 14 unions and the Steel and Engineering Industries Federation of South Africa (Seifsa) which represented about 70 employer bodies.

If the union's demands were met, they would have a ripple effect across the industrial council system, according to the digest.

The present voting system gave disproportionate power to the smaller, generally conservative and white-dominated craft unions which occupied most of the seats on the industrial council, the journal said.

Numsa national organiser Mr Alastair Smith said Seifsa and all 14 unions had equal representation regardless of their size.

He said: "This means that when it comes to important decision-making, all it takes is one of the 14 unions to vote with the employers to get a simple majority."

It was an undemocratic process as some of the smaller unions had only three or four thousand members.

"We want representation on the basis of membership so that if 50 percent of the trade unions are not in favour of a particular decision, then it cannot be passed," Mr Smith said.

Numsa had raised the issue several times "with little success" as the council accepted the proposal "in principle," he added.

"We now have an agreement to pursue the discussion and we are hoping to make significant progress."
NUM men off the hook

JOHANNESBURG — Charges of attending an illegal gathering were withdrawn against the general secretary of the National Union of Mineworkers, Mr Cyril Ramaphosa, and the organisation's president, Mr James Motlatsi, on Monday.
Numsa campaigns for voting rights

THE National Union of Metal Workers (Numsa) is campaigning for the abolition of the one union, one vote system on the National Industrial Council for the Iron, Steel and Metallurgical Industries (Nisemi).

Numsa national organiser Alistair Smith said yesterday the move would reduce the influence of white-dominated unions in industrial council activities. He said, "Numsa wanted to introduce proportional representation for the election of members to the Nisemi national executive and regional committees, he said."

With more than 150 000 members accounting for almost half the industry's employees, Numsa was just one of 14 unions on the council. Numsa and the 30 000-strong Nactu affiliate the Metal and Electrical Workers Union are the only predominantly black unions.

Smith said the Steel and Engineering Industries Federation (Selfsa), but not the white-dominated unions, had accepted the principle of proportional representation. Mine Workers Union (MWU) general secretary Piet Ungerer said his union and all other parties to the industrial council were opposed to the new voting scheme.
Top Cosatu man in court

Congress of South African Trade Unions general secretary Jay Naidoo, Sydney Mafumadi and Baba Schalk appeared briefly in a Johannesburg regional court yesterday on provisional charges of kidnapping, assault and robbery, follow-

No formal charges were put to the three and they were not asked to plead.

The case was postponed to November 5 — Court Reporter
‘SA mines not apartheid crucible’

By SHARON SOROUR
Labour Reporter

SOUTH AFRICAN mines were not the “crucible” in which apartheid was strengthened, according to the Chamber of Mines.

 Rejecting allegations made overseas by trade union leader Mr Cyril Ramaphosa, chamber president Mr Clive Knobbs said the mining industry had been at the forefront of the campaign to have discriminatory workplace laws abolished.

 Speaking in Brussels this week, Mr Ramaphosa, general-secretary of the National Union of Mineworkers, urged overseas governments to maintain sanctions against South African minerals.

 In a statement yesterday, Mr Knobbs said: “Calling for the maintenance of sanctions against South African minerals at the same time as demanding higher wages and the creation of additional jobs is contradictory.”

 It also threatened the economic survival of the union’s members.

 All mining jobs were now open to people of all races and there was no job differential in pay, Mr Knobbs said.

 Thousands of blacks had moved into mining industry jobs, previously reserved for whites, in the short time since the statutes were removed.

 Mr Knobbs accused Mr Ramaphosa — who said the average monthly wage for black mineworkers was $134 or R348 — of being “out of touch with reality” and presenting “a distorted argument”.

 Mr Knobbs said by quoting wages in dollars and by doing so “erroneously”, Mr Ramaphosa’s argument was distorted as the rand/dollar exchange rate was irrelevant unless used in an import or export context.

 “It is inappropriate to use a dollar conversion to illustrate South African wage levels because overseas audiences will equate the conversion with the purchasing power of the quoted dollar amount in the United States and then assume that it has similar value in South Africa.”
Missing dossier delays case

A COURT case involving Cosatu general secretary Jay Naidoo, assistant general secretary Sydney Mafumadi and distribution officer Baba Schalk was postponed for a month yesterday after Johannesburg Magistrate’s Court officials lost the case dossier and charge sheet.

By mid-afternoon the missing documents had been found and the men appeared briefly before magistrate Lucas van der Schyff who remanded the case until November 6 pending further investigation.

“This means another postponement and not a trial date,” defence attorney Peter Harris said after leaving the court.

The case arises from the unmasking and presentation of a police “spy” to journalists and photographers at a Press conference at Cosatu’s offices last month.

So far no formal charges have been put to the three, although police are investigating charges of kidnapping, robbery and assault.

No explanation was given for the disappearance of the case documents.
The bitter fighting within Rawu escalates.

Matthew Curnin

The battle religion masks
Cosatu to put heat on Bophuthatswana employers

By ALINAH DUBE

A PROGRAMME of action aimed at pressuring employers in Bophuthatswana to recognise trade unions was launched by the Congress of South African Trade Unions in Pretoria yesterday.

The programme comes as a result of the Bophuthatswana government's long-standing policy of denying employees the right to join trade unions.

Announcing Cosatu's plan yesterday, Mr Donnie Khumalo, the organisation's regional secretary for the northern Transvaal, said the homeland authorities had until Sunday to either respond to their request for a meeting or show willingness to negotiate.

The pseudo-independence of Bophuthatswana has brought about greater conflict, violence against our people under the state of emergency, homelessness and hardship.

"Companies are relocating to Bophuthatswana to escape dealing with trade unions," Khumalo said.

He attacked industrialists in areas such as Bambanini for paying starvation wages and denying workers the right to join unions of their choice.

A decision on when the pressure campaign on employers will begin is to be taken at a rally at Medunsa Stadium on Sunday morning.
Stayaway off

The Congress of South African Trade Unions executive committee yesterday announced it had definitely called off its planned country-wide stayaway for October 2. Mr Jay Naidoo, Cosatu's executive secretary, said the stayaway was cancelled because the signing of the Labour-Relations Act Minute had shown commitment by the State and the employers' body Saccola (SA Consultative Committee on Labour Affairs).
Barlow Rand sit-in

The head offices of Barlow Rand were yesterday occupied by about 60 unionists to highlight an eight-week strike by 800 workers in Brits.

The strike is being waged at the Barlow subsidiary African Telephone Cables (ATC) where three National Union of Metalworkers (Numsa) shop stewards were dismissed after workers went home early, apparently to protect their families during the recent violence in Soweto.

But also at stake is a precedent-setting ruling by the industrial court in August that it was unfair to strike where mechanisms to resolve disputes have been offered.

ATC accused the union of breaking a pre-negotiation agreement that it would not follow unprocedural action and would abide by due process. The sit-in placed the settlement in jeopardy and the talks were suspended, ATC said.
Cosatu calls off October stayaway

Johannesburg — The Congress of South African Trade Unions (Cosatu) executive committee yesterday announced it had definitely called off its planned countrywide stayaway for October 8.

Mr Jay Naidoo, Cosatu's executive secretary, said the stayaway was cancelled because the signing of the Labour Relations Act (LRA) Minute had shown commitment by the state and the employers' body Saccola (SA Consultative Committee on Labour Affairs).

Mr Naidoo praised the signing of the Minute on September 13 between the government, Saccola, Nactu and Cosatu as a major, although interim, victory for the trade union movement in SA.

He warned, however, that the acid test would be whether the state would now translate the provisions of the LRA Minute into law.

"We remain prepared for mass action if dialogue and discussion break down," Mr Naidoo warned. — Sapa
Don’t alter LRA ‘minute’ – Cosatu

THE Congress of South African Trade Unions’ national executive committee has ratified the historic “minute” on the Labour Relations Act forged by union, employer and state negotiators.

Confirming this, Cosatu’s Geoff Schreiner stressed that two concerns were raised at yesterday’s NEC meeting. These were that the process of legislating the agreement should be smooth and without interruption and that further LRA amendments, notably union rights for farm, domestic and state workers, were required.

Cosatu has said that if the parliamentary standing committee “tampers” with the agreement, negotiations may revert to square one.

“We view the minute as a major victory for workers. But if we are forced to, we will again resort to action,” he warned.

Schreiner said Cosatu was committed in terms of the minute to participation in a revamped National Manpower Commission. However, Cosatu leaders would meet next weekend to debate whether to take part on an interim basis and on demands for restructuring.

There has been speculation that as a first step towards engagement with the NMC, Cosatu may join a sub-committee on farmworkers’ labour rights.

Yesterday Bobby Godsell, a representative for the employer body Sacola, said he foresaw no problems with Sacola’s endorsement of the minute.
Ethnic violence shifts to factories

ON September 4, 300 men wearing cloth headbands, shouting “Usutha!” and allegedly backed by balaca-va-clad whites, launched an armed raid on the Sebokeng hostel complex. In the ensuing campaign, 19 members of the National Union of Metalworkers (Numsa) died.

Ominously, two of the hostel blocks were set on fire by the vigilantes housing the Usco and Samancor workers on a wage strike. Other residents were employed at Isor’s Vanderbijlpark works, the scene of a strike ballot. The Usco strike was suspended the next day.

The hostel violence may be fading from the front pages but its legacy—profound sectarian bitterness and suspicion—lives on in the hostels and the workplace. “Overt township violence has been suppressed but the tensions are simmering below the surface,” said Numsa official Bernie Fanaroff.

The emergence of ethnic rifts poses a wholly new threat to the labour movement, whose sole strength lies in worker unity. “The Transvaal violence represents a departure from the pattern in Natal, where ethnicity was not a factor.”

Numsas reports that all Zulu workers, including members of Numsa and other Cosatu unions, have been driven from the Sebokeng hostel and are now living in a camp controlled by the police. At the same time, certain Vamal plants, including Usco—union members are seeking to oust Zulu colleagues.

The union adds that outside the Zulu in the region, or are sleeping on factory premises to avoid hostel conflict.

Numsas general secretary Moses Mayekiso reports shop-floor clashes between Inkatha-supporting and non-Inkatha workers at least five plants, with unconfirmed violence at others. Some members have quit the union, apparently in response to an Inkatha call for workers to shun Cosatu.

With its large hostel-dwelling membership on the Reef, Numsa has been especially hard-hit by factional strife, and Mayekiso warns that its survival as a force in the region is under threat.

A document flowing from a recent executive committee meeting of the union graphically underscores the disruption of union structures. Shop steward councils throughout the Rand are unable to meet or are not quorate, while in the Kitching local, severely affected by the fighting in nearby townships, three offi-
Thumbs down for FW's speech

TRADE unions have given a unanimous thumbs-down to State President F W de Klerk's inflation busting speech yesterday — when he called for curbing wage increases.

Economic woes could be addressed only when workers had a say in how the economy was to be run and had a proper stake in its growth, they said.

Cosatu's Living Wage Campaign spokesman Jane Barret said curbing wages "to push profits up" was a short-term measure, not real economic growth.

Nactu's general secretary Cunningham Ngcukana called Mr de Klerk's call "hypocrisy at its highest." Government Ministers gave themselves huge salary increases while expecting workers to accept poverty and degradation — Staff Reporter
PRETORIA — Nampak Paper at Rosslyn near Pretoria yesterday dismissed 130 workers for ignoring an ultimatum to return to work. After a five-day "illegal" strike, Nampak said yesterday the origin of the strike, which it said was unconnected to the countrywide Nampak strike about central bargaining, dated back to an unlawful stayaway by members of the Printing, Paper Wood and Allied Workers' Union (Ppwawa) on September 5 and 6 last year — Sapa
Judge spikes union's picket

ONE of the country's largest trade unions has been barred by a judge from picketing a law firm, heralding a new phase in industrial action that could outlaw secondary picketing.

In a landmark legal judgment handed down in the Rand Supreme Court, Deputy Judge President Justice R J Fleming found the right to picket and any other form of free expression "is not absolute. It is not unbridled."

When picketing and other "styles of 'pressure'" were misused, he said, it put at risk not only democracy but also the judicial process. It also promoted social and political polarization.

He was ruling in the case of the Johannesburg law firm Deneyes Reitz vs the SA Commercial, Catering and Allied Workers' Union, which goes back to the long and bitter wage dispute with the OK Bar years earlier this year.

"Deneyes Reitz, the legal representative of the OK Bar, was dragged into the fight when Saccawas passed a resolution at its national congress pledging to "wage a campaign against the attorneys"; which it accused of "union-busting tactics."

"Saccawas proposed to stage pickets outside the Sandton head office of Deneyes Reitz attorneys.

The law firm immediately applied for a rule nisi declaring the resolution illegal and an interdict preventing picketing of its offices, which it won.

The union challenged both. It contended the right to picket was indivisible from the right to freedom of expression and supported its standpoint with extracts from various other constitutions.

Justice Fleming rejected that. In a 30-page judgment that upheld the rule nisi, he said Saccawas has decided on behaviour towards "isolating" or harassment or some other lesser form of "pressure" because the other man believes or thinks or feels in a way not acceptable to a specific group.

"If the law is ready to regard that reaction as justified (or even as reasonable), there is no hope of true democracy (unless the word is used in a warped sense) or a true substance to the fundamental right to free expres-
Strikers walk free
By MARTIN NTSELENGOE

THERE was jubilation in a Johannesburg Regional Court this week when six strikers were acquitted on six counts of intimidation.

Said Simon Hlashanele, 43, of Thembisa, a member of the Zion Christian Church: "God is great. We did nothing that warranted our arrest, we didn't intimidate or attack anyone."

The six pleaded not guilty before magistrate IJJ Luther, and were making their ninth court appearance. They are: Hlashanele, David Nkibi, 29, of Orlando East, George Phiri, 32, of Bramfontein, John Mamefa, 49, of Bramfontein, Jem Mafele, 24, of Thembisa, and Wilie Makoba, 30, also of Thembisa.

Trouble for the six started on August 9, 1988, when there was a strike at the Environment Paneling System works. During the strike more than 100 workers were dismissed for ignoring a call by management to go back to work.

The State argued they were among a group of dismissed workers who encouraged non-strikers to stop work. It was also alleged the six acted as a group to intimidate them.

A witness, Samuel Mofolo, earlier told the court that after the strike had lasted six months he and other workers were confronted by a group, including the six, who assaulted them and threatened to burn their houses and take their pay packets.

Radebe said Makoba told them "You are working. Your children are not starving. Our children have nothing to eat. We want to show you that if we say you must stop working we mean it."

The accused told the court after they were dismissed they all went to their homelands.

Before acquitting them the magistrate said most of the evidence of the State witnesses was confused.
ANC intervenes in Capegas labour dispute

By SHARON SOROUR, Labour Reporter

The African National Congress has stepped into an industrial dispute at gas manufacturer Capegas, urging the management to end the lockout of more than 70 workers.

In a statement handed to the company at the weekend the Woodstock branch of the ANC called on Capegas to recognise the Chemical Workers' Industrial Union and to negotiate.

The ANC said the management's "provocative" action of locking out the workers and calling in the police "to harass and arrest workers" showed they were "determined to obstruct the struggle of the workers to achieve their basic human rights".

The ANC called on the community and workers in the area to join in a protest march this week to support the workers.

Capegas locked out 75 union members on September 17 — one hour before they were due to go on strike.

The organisation supported the workers' demand for R4 an hour and said higher wages were paid in comparable sectors.

'MISUNDERSTANDING'

But company spokesman Mr B Straughan disputed ANC claims, saying there were "several misunderstandings and errors" in the organisation's memorandum.

He said: "Shift workers at Capegas earn R4.29 an hour, more than the figure quoted by the ANC. The company tried to get the recognition agreement concluded, but the union broke off negotiations and insisted we go into wage negotiations before concluding the agreement."

Union regional organiser Mr Colin Rani said communication between the company and the union had broken down and a stalemate had developed.

Wage negotiations deadlock with the company offering a 21 percent across-the-board increase, with the union demanding a 39 percent increase. "The company's wage offer is final — the ball is in their court," MrStraughan said.
Mercedes plant to re-open this week

Own Correspondent

JOHANNESBURG — Mercedes-Benz SA's East London plant will re-open this week after being at a standstill for almost two months.

National Union of Metal Workers (Numsa) regional organiser Mr Les Kettle has said yesterday that at this stage there was nothing to prevent the plant re-opening in a matter of days.

He said Numsa and Mercedes-Benz management had reached agreement on the remaining issues which had prevented production at the plant restarting.

Once Numsa leaders had consulted union members at Mercedes-Benz and received their mandate, the union would be able to sign a final agreement.

Mercedes-Benz official Ms Wendy Hoffman on Friday said management and union representatives had last week reached agreement "in principle" on issues which had stood in the way of the re-opening.
Mercedes production lines roll again today

Labour Reporter 9/10/70

PRODUCTION at Mercedes-Benz resumes today following the resolution of the two-month industrial dispute which closed the company's East London plant.

The company announced yesterday that management and the National Union of Metalworkers of South Africa had reached an agreement on outstanding issues and normal business operations and production would start today.

Production was suspended on August 16 when hundreds of weapon-wielding workers occupied the factory.

They were demanding the company withdraw from the motor industry's National Bargaining Forum, which was initiated by their union.

DISMISSED

Mercedes dismissed the rebel workers and asked the police to peacefully evict them from the premises after a siege which lasted 17 days.

Public relations manager Mrs Wendy Hoffman said these points had been agreed to:

- The wage agreement concluded at the National Bargaining Forum had been accepted by hourly-paid workers at Mercedes and both parties were committed to the company's continued participation in the forum.
- The dismissal of the workers would be referred to arbitration.
- All hourly-paid employees would start work in accordance with their conditions of employment.
- The growth and viability of the company would be addressed through structures jointly created by the company and NUMSA.
- Ways of solving other operational problems like the need to reach production schedules, discipline and absenteeism were agreed upon.
- A further meeting to finalise and implement a housing, education and social responsibility programme.
Textile workers to vote on strike

By SHARON SOROUR, Labour Reporter

THOUSANDS of clothing and knitwear workers in the Western Cape are preparing for a strike ballot after mediation failed to resolve a wage dispute.

According to Mr. R Bernickow, national media officer of the South African Clothing and Textile Workers’ Union, mediation had failed between the union and the Cape Clothing Manufacturers’ Association at the weekend.

The union had called for an urgent Industrial Council meeting today to discuss strike rules and the ballot procedure.

Negotiations collapsed

Sactwa represents about 55,000 people in the Western Cape clothing and knitwear industry. The union declared a dispute with manufacturers two weeks ago after wage negotiations collapsed.

Mr Bernickow said that at mediation the union had changed its 1990/91 demands to weekly increases of R30 for machinist grades, R25 for categories below machinists and R30 or 15 percent whichever is the greater for categories above machinists. A further demand is an extra day’s annual leave in 1991 in addition to the 13 already granted.

Manufacturers had indicated they were prepared to accept the union’s demands on condition that they were implemented in the first pay week in January, rather than the traditional date of December 13.

Festive season

“The employers’ position confirms the reasonable nature of the union’s demands. But a deferment of the implementation date to January is unacceptable. It will cause immense hardships over the festive season to clothing workers, who already earn low wages.

“Over the past year employment figures for the industry have shown a marginal drop of about 400 workers.”

● The COMA could not be reached for comment but weekend reports indicated that manufacturers expected huge retrenchments next year if there were strikes. Strikes would “devastate” the industry and create intense bitterness, one was quoted as saying.
SAB, union agree on wages, overtime

Labour Report 4/13

A SETTLEMENT on wages, overtime and other conditions of employment has been reached between the South African Breweries beer division and the Food and Allied Workers' Union.

In terms of the agreement, concluded last week, the union won an increase of 10.5 percent for 6,000 members with the minimum wage being increased from R1.063 a month to R1.238.

Agreement was also reached on overtime — a controversial issue which has been at the centre of many disputes between SAB and the union and culminated in an Appeal Court hearing last year.

WEEKEND WORK

The union declared a dispute two months ago when the SAB insisted that employees agree to work overtime.

Workers refused to contract work overtime and at weekends as it disrupted their family, social and sporting lives, the union said.

SAB Human Resources director Mr Rob Childs said the new negotiated agreement on overtime was "a combination of voluntary and compulsory overtime which balanced the requirements of both parties"
EFFORTS to end a
countrywide strike by
nearly 8 000 Nampak em-
ployees remained dead-
locked yesterday.
Cosatu, which is de-
manding centralised
bargaining for 2 800
Nampak workers, threat-
ened solidarity action
against the Barlow Rand
subsidiary's "iron fist at-
titude".
About 130 workers at
the Nampak Spicers
plant in Johannesburg

Talks deadlocked

returned to work yester-
day, leaving about 2 800
employees at 28 plants
still on strike, Nampak's
industrial relations di-
rector Mr Tony Mercer
said.
About 500 workers at
eight plants had been
dismissed since the il-
legal strike began on
August 28, and talks on
the dispute "had not
been fruitful", he added.
The Paper, Printing,
Wood and Allied Work-
ers' Union, which repre-
sents the striking work-
force, is demanding that
the company scrap fac-
tory-level negotiations
in favour of a single
national bargaining fo-
rum. — Sapa
COSATU members will march through Johannesburg next Tuesday to highlight demands for centralised bargaining at Barlow Rand and grievances that affiliated unions have concerning Barlow's subsidiaries.

A Cosatu spokesman said yesterday shop stewards at Barlow's firms met at the weekend and resolved to step up their 16-month campaign against the group.

The demonstration next week will promote the Paper, Printing Wood and Allied Workers' Union's (Ppwwau) campaign against plant-level bargaining at Nampak, and campaigns by the NUM and Numsa for the reinstatement of workers dismissed from Rand Mines' Davyth colliery and ATC's Brits plant.

Yesterday, Ppwwau said dismissals last week at Nampak's two Roslyn plants had taken the number of workers fired in the three-week strike to nearly 1000.
Textile industry strike looming

By BRONWYN DAVIDS

A HUGE clothing and knitting workers' strike is looming following a breakdown in mediation between the SA Clothing and Textile Workers' Union (Saetwu) and employers at the weekend, a Saetwu spokesman warned yesterday.

According to Saetwu spokesman Mr Shahid Teledia, the union has met shop stewards to prepare for strike ballots.

The union, the largest in the Western Cape, represents about 50 000 workers and requires a majority vote from its members for the go-ahead to strike.

The results of the strike ballot should be made available on Friday.

"At mediation, the union modified its demands to a R30 increase for the machinist grades, R25 for categories below that of machinists and R30 or 15%, whichever is greater, for categories above machinists. The other demand is for one extra day's annual leave in 1991," said Mr Teledia.

Machinists currently earn about R170 a week. If a R30 increase is granted, weekly wages would be pushed up to about R200 a week.

Chief negotiator for the Cape Clothing Manufacturers' Association and the Cape Knitting Industries' Association, Mr Johann Baard, said the employers had given the union three options.

- An increase of R30 for grade B machinists effective from December 13, 1990, and 16% for all other categories.
- An increase of R29 for grade B effective from December 13, 1990, and 16.5% for all other categories.
- From the first pay week in January, 1991, R30 for grade B machinists, 16% for all those above grade B and 15% for those below grade B.
Mercedes industrial dispute has ended

Johannesburg — The industrial dispute at the Mercedes-Benz (MBSA) factory in East London has ended.

A statement by the company said yesterday it had resolved the dispute and work would resume today after a break of seven weeks.

The strike began on August 16 with a sit-in at the factory premises, but it was ended two weeks later by police at the request of the management.

MBSA chief executive Mr Christoph Kopke said recently the dispute had cost the company R13.5 million a day and had jeopardised foreign investment in South Africa.

MBSA official Ms Renee Killian said yesterday the company had lost over R300m in revenue during the 37 working days production was suspended.

Sapa-Reuter, Own Correspondent
Chamber, NUM to fix racial policy

The National Union of Mine-workers (NUM) and the Chamber of Mines decided at a meeting yesterday to draw up a framework for addressing the problem of racial discrimination in the mining industry, the union said.

Yesterday’s meeting was the second to take place between the NUM and the Chamber since the union started a defiance campaign against racial discrimination earlier this year. 

The NUM said miners had stepped up their defiance against alleged racial discrimination on mines.

Miners were now conducting defiance actions at Kriel Colliery near Witbank, the union said. — Sapa
Dispute at city abattoir: Workers demand jobs back

By SHARON SOROUR, Labour Reporter

THE African National Congress and other community organisations have stepped into a dispute involving the dismissal of about 300 abattoir workers.

The Food and Allied Workers' Union announced yesterday that the ANC, with Cosatu, the Muslim Judicial Council, the United Democratic Front, the Western Cape Traders' Association and the Chamber of Muslim Meat Traders, pledged support for the workers' reinstatement.

They were dismissed from Cape Slaughtering, Dressing and Flaying on August 2 for staging a wildcat strike at the Matlaband abattoir.

"TRICKED"

The union accused the company of dismissing the workers in an "arbitrary and dictatorial manner".

"They were informed of their dismissal by a police official. They had been tricked into clocking out on the pretext that the problem would be discussed with shop stewards the following morning," a union statement said.

But a company spokesman said the workers were requested, verbally and in writing, to return to work and were warned that if they refused they would be dismissed.

"It had been agreed upon by both parties that they would not take part in any industrial action during wage negotiations. The company claimed fines from the workers and the union," he said.

BOYCOTT THREAT

An urgent industrial court application by the union to have the workers reinstated failed and the two parties were set to meet in court next week.

The organisations had called on the company to meet the union and settle the matter, but company was not prepared to reinstate the workers and would meet the union in court, the spokesman said.

The union has threatened that the dispute could lead to a red meat boycott and support action by trade unionists at distribution firms.
90% at Benz reopening

Own Correspondent

EAST LONDON. — About 90% of the workers at the Mercedes-Benz South Africa (MBSA) plant here returned to work yesterday morning, ending the factory's seven-week-long closure.

This followed an agreement reached on Monday between MBSA and the National Union of Metalworkers of South Africa (Numsa).

A company spokesman said the parties had agreed in the settlement first to deal with "certain operational issues to enable normal production to resume".

The necessary tasks were completed before noon yesterday and staff were permitted to go home early.

Production is due to resume at normal times from today.

The spokesman said MBSA's chief executive, Mr Christoph Kopke, expressed his appreciation to all staff for their co-operative and constructive handling of yesterday's "operational problems".

He also said MBSA and Numsa had agreed to arbitration on the issue of the 538 dismissed workers and said they did not have access to the plant.
East London sweet factory strike ends

Labour Report

HUNDREDS of employees of the Wilson-Rowntree sweet factory in East London, who downed tools after wage negotiations deadlocked, have returned to work.

Mr David Jelley, director of the company's chocolate and confectionary division, said an agreement had been reached between management and the Food and Allied Workers' Union (Fawu).

"Both sides are committed to building relationships for the future."

The workers returned to work yesterday.

Production at the factory was interrupted last week when about 400 workers staged a sleep-in strike and others were locked out by management.

• Nampak Corrugated Containers is to meet the Paper, Printing, Wood and Allied Workers' Union in a bid to resolve the nationwide six-week "illegal" strike by thousands of workers.

The meeting today follows a threat by trade union federation Cosatu to take solidarity action against the Barlow Rand subsidiary's "iron fist attitude."

The workers are demanding the company stop factory-level negotiations in favour of a single national bargaining forum.
Cosatu may act against Nampak

By SHARON SOROUR
Labour Reporter

TRADE union federation Cosatu has threatened to take action against the Barlow Rand subsidiary Nampak, where thousands of workers are on strike nationwide.

The workers, members of the Paper, Printing, Wood and Allied Workers' Union (PPAWU), are demanding the company stop factory-level negotiations in favour of a single national bargaining forum.

In a statement Cosatu accused Barlow Rand of "union bashing tactics, particularly in the current dispute at Nampak".

Cosatu claimed the corporation's strategy "to destroy meaningful collective bargaining" had led to a number of disputes involving their subsidiaries.

At Nampak it involved a refusal to take part in centralised bargaining and the collapse of the industrial council for the paper industry.

Bargaining

Nampak industrial relations manager Mr Tony Mercer said about 2800 employees at 28 plants were still on strike, but according to Cosatu 3700 were on strike at 29 plants -- three in the Western Cape.

Mr Mercer said about 500 workers at eight plants had been dismissed since the strike began on August 29.

He said Nampak was still prepared to talk about bargaining levels if the union respected established structures and procedures.

But union general secretary Mr Sipho Khobeka said the paper and packaging group had rejected union attempts to negotiate an end to the impasse, including a proposal for mediation.

Last week 29 strikers at Nampak Recycling, Cape Town, were dismissed for ignoring an ultimatum to return to work.
Union seeking to deflect damage after court ruling

THE SA Commercial, Catering and Allied Workers' Union (Saccawu) is "exploring various avenues" in reaction to a judgment, with potentially crippling costs, handed down against the union and two officials last month.

It is understood the costs of the case heard by Mr Justice Fleming and brought by legal firm Denays Reitz against Saccawu, Votion Miwa and Jeremy Daphne could be tens of thousands of randa.

The judgment permitted Denays Reitz to request the fees of an attorney and two counsel. The respondents were represented by a similarly sized team.

The Saccawu official was unwilling to comment any further, saying the matter was "very sensitive." But it is understood the union might seek Cosatu involvement and/or some form of settlement with the firm. The possibility of an appeal is also under consideration.

The case followed a Saccawu congress decision in June to "wage a campaign" against Denays Reitz including picketing, claiming the firm had been responsible for union-bashing tactics.

In a far-reaching judgment, Mr Justice Fleming declared the congress decision unlawful and interdicted the respondents from calling for, inciting or participating in any action contemplated by the decision.

In a passage which could have a significant impact on the generally held view of the right to express itself, Mr Justice Fleming said in SA law: "Unlike perhaps, US law — the right to free expression did not include the right to hold a placard."

He found the object of the campaign included "injuring in applicants a reaction of fear, apprehension or something similar which would tend to discourage representation of clients or expression of thoughts not to the liking of Saccawu."

In its evidence, Saccawu specifically cited representations by the firm on changes to the Labour Relations Act.

Mr Justice Fleming found Saccawu's right to express its views was not absolute or unbridled, and that the right of the applicant, Denays Reitz, to freedom of expression deserved protection.

He said the resolution suggested behaviour which would affect, to an impermissible extent, the right and duty to practise as attorneys. Further, any business had the fundamental right to trade without "the prospect of frightening off customers."
EAST LONDON. — Striking workers at Wilson Rowntree here are expected to return to work today following an agreement between management and the Food and Allied Workers' Union. More than 1,000 workers downed tools last Monday after wage negotiations deadlocked.
Rival metal unions may merge

THE two unions representing all black workers in the metal industry and almost half its 380,000 employees are to examine the possibilities of merging, a National Union of Metalworkers (Numsa) spokesman said yesterday.

Numsa and rival Nactu affiliate the Metal and Electrical Workers' Union (Mewuwa) had resolved to meet in November to discuss a programme "to effect worker unity", he said.

Numsa has about 130,000 members in the metal industry and Mewuwa has more than 30,000. 

"The Numsa spokesman said the meeting was called to discuss a media release and pamphlet issued by Mewuwa on August 27 during the final stages of this year's national wage negotiations.

MATTHEW CURTIN

In a statement attributed to Mewuwa's general secretary Tha Oliphant, the union alleged Numsa was negotiating privately with the Steel and Engineering Industries Federation (Seifisa).

This gave "the impression there was only one union involved in the negotiations", so "undermining" Mewuwa's and other unions' position in the industry.

Fourteen unions are party to the metal industry's industrial council.

Numsa said Mewuwa's national executive committee had disassociated itself from the document at the meeting last Saturday. The unions undertook to investigate the source of the documents and would take appropriate action.
Numsa 'shakeup' after Benz dispute

EAST LONDON.—The National Union of Metalworkers of South Africa (Numsa) has elected a new Border regional secretary in what appears to be part of a "shakeup" in the region.

The appointment of Mr Enoch Godongwana, who has been moved to the area from Johannesburg, is seen as an attempt to address worker dissatisfaction with regional officials.

Workers at Mercedes-Benz South Africa (MBSA) here went back to work on Tuesday this week after a seven-week dispute.

In terms of the agreement hammered out by Mercedes and Numsa, the company will remain in the National Bargaining Forum (NBF) and the current wage agreement will stand.

The issue of the 538 dismissed strikers will be taken to arbitration, which will decide who actually participated in the strike and what disciplinary action will be taken.

In addition, Numsa and MBSA restated their commitment to the recognition agreement and to the use of negotiation structures to resolve disputes.
Workers and ANC march to gas plant

Staff Reporter

ABOUT 200 workers and African National Congress supporters marched to the Capegas plant in Woodstock yesterday to hand over a memorandum demanding recognition of their union and a wage increase.

Seventy-three members of the Chemical Workers' Industrial Union were locked out of the premises by Capegas on September 17, in a pre-emptive move when the company learnt that the workers planned to strike because of deadlock in wage negotiations.

The Woodstock branch of the ANC took up the workers' cause and called on the community to join the protest march.

Several Cosatu-affiliated unions sent messages of support.

The workers, who are demanding a minimum wage of R4 an hour, said they regarded the march as the "beginning of a major war against Capegas".

Police Cordon... Locked-out Capegas workers and Woodstock ANC supporters sing and toyi-toyi in front of a police cordon outside the plant yesterday.
Union clinches recognition at Da Gama plant

THE SA Clothing and Textile Workers' Union (Sactwu) has won recognition at Da Gama Textiles' East London plant, one of the largest employers in the area. The union was involved in a three-year campaign and 10 months of negotiations with management.

Sactwu national organiser Mark Bennett said yesterday the union and management signed a formal agreement at the end of September.

The union was in the process of signing up its paid membership at the plant before the agreement recognising the union's collective bargaining rights was formally put into effect.

Da Gama spokesman Nick Peterson said yesterday he expected the union would represent 1,200 employees out of the plant's 1,400 workforce.

The union's campaign for recognition included a request that SAB Holdings, of which Da Gama is a subsidiary, intervene in the dispute at the beginning of September.

SAB refused but the union also held demonstrations in East London, petitioned the East London Chamber of Commerce, and picketed SAB's Johannesburg head office.

Peterson said the recognition agreement was simply the fruit of careful negotiations since November last year.
Last-minute deal averts big strike

Staff Reporter

A LAST-MINUTE wage agreement in the clothing and knitting industry dispute has averted the threatened strike by about 56,000 Western Cape garment workers, according to a SA Clothing and Textile Workers' Union (Sactwu) spokesman.

Mr Ronald Bernickow said the agreement includes a R29.50-a-week wage rise for Grade B machinists, R25 for Grade C machinists, R22 for learner machinists and R29.50 or 15%, whichever is greater, for machinists above the grade system.

The increase for Grade B machinists — about 70% of the workforce who earn a current minimum wage of R165 a week — is 50 cents less than the amount initially demanded by Sactwu.

Settlement was reached yesterday morning when Sactwu and clothing and knitting industry employers accepted revised options decided on at a special meeting on Tuesday.

Strike action had threatened on Monday when mediation between the two parties broke down last weekend.

"An important aspect of the agreement is the 25% maternity pay provision for a period of three months — a milestone in an industry dominated by women workers," said Mr Bernickow.

"The 25% will be paid out by the Industrial Council Sick Fund and is over and above the amount paid to women on maternity leave by the Unemployment Insurance Fund.

"Effectively women on maternity leave will receive 70% of their wage for the first three months and 45% for the next three months."

The next wage negotiations will begin in January 1993, with wage increases being implemented in July 1992, said Mr Bernickow.
Cosatu’s drive pays dividends in homelands

By DREW FORREST

A major drive by the Congress of SA Trade Unions is changing the face of labour law and labour relations in the homelands.

Following changes of government and an intensified union organizing push, new laws have been passed in Transkei and Ciskei and are imminent in Venda and KwaNdebele. At the same time, Cosatu has announced a campaign in Bophuthatswana, involving stayaway action, to win the right to operate there.

Hundreds of thousands of homeland workers, many unorganized and on low wages, are affected. A Cosatu document acquired by the Weekly Mail stresses that Cosatu’s ultimate aim is to re-integrate the homelands into South Africa. But to give interim workers protection, boost organisation and lay the basis for a unified system, the federation has launched negotiations with homeland governments to pass laws more favourable to workers.

The aim is to provide speedy and simple legislation in line with South Africa’s pre-1988 Labour Relations Act, allowing unions to operate and giving organizing rights.

Homeland laws, the document says, should cover all workers, including farm, domestic and state employees, provide a simple dispute procedure and industrial court system, or arbitration instead of a court; exclude legal strikes from the unfair labour practice definition; guarantee basic union organizing rights, and contain a simple union certification process. The automatic certification of South African registered unions is proposed.

Cosatu also suggests that the State President be pressed to strip “self-governing” homelands of labour jurisdiction, so that South African law applies.

It is understood that in the light of looming LRA changes in South Africa, the most enlightened of the homelands, KwaNdebele, has shelved plans for its own labour statute and aims to restore central state jurisdiction.

Change is most advanced in Transkei and Ciskei, following the rise to power of regimes closer to the Mass Democratic Movement. Both homelands this year passed decrees officially recognizing unions and legalizing strikes.

Their “independent” status makes swift change possible “self-governing” homeland laws need the State President’s endorsement.

In Transkei, Cosatu has played a direct law-making role through the homeland’s National Manpower Commission. It was the NMC, says Cosatu’s Eastern Cape chairman Thembukosile Mkalipi, which convinced the government to drop the 1988 LRA amendments from legisla-

London drafted for Transkei by Ntc Wiahn.

And Transkei has overtaken South Africa in another key respect — the decree covers farm and domestic workers.

However, the federation is deeply unhappy at “unexplained” departures from NMC proposals — in particular, the exclusion of the civil servants, teachers and parastatals from the decree. Also ignored were proposals for the automatic registration of South African-registered unions and majority union rights.

In Ciskei, where Cosatu and the chamber of industries dealt directly with the military council, the decree also excludes strikes from the unfair labour practice definition. But it does not cover civil servants, small business and farm and domestic workers.

To remedy these defects, Cosatu last week met Transkei’s Major-General Bantu Holomisa and Ciskei’s Brigadier Oupa Gqozo. According to Mkalipi, they concurred on most issues — with the key exception of civil servants.

Holomisa agreed, however, to refer to parastatals on the issue of procedural rights and to the NMC on the civil service. Mkalipi is optimistic the demands will be met. Gqozo, “less secure in his power,” was a tougher proposition, he said.

Cosatu says resistance to civil service labour rights is widespread among homeland leaders, ascribing this to fear of destabilization.

Cosatu also reports progress towards new law in other homelands. In its document, it says:

Negotiations are under way with Venda, which accepts most Cosatu proposals but is unhappy about civil service rights, and with QwaQwa.

KwaNdebele wants Cosatu to draft new laws, which would cover the public service, and may call a special legislative assembly next month to pass it.

Following rapid unionization and mass strikes, Lebowa had met Cosatu and was keen to enact a new law covering all workers except police.

GazaKuthu, however, had not responded to Cosatu overtures and was reportedly drafting legislation for enactment next January. “We must ensure laws are not passed behind our backs,” Cosatu says.

The major stumbling-blocks remain kwaZulu — with which Cosatu has no relationship — and Bophuthatswana, the most developed homeland.

A ding-dong battle looms in Bophuthatswana, whose Industrial Conversion Act bars “foreign” unions. Manpower Minister Simon Seodi last week stressed Cosatu had no legal standing in the territory and warned that workers joining the planned stay-away risked the sack.
Union wins recognition at Da Gama

By DREW FORREST

IN a breakthrough after three years of conflict, the SA Clothing and Textile Workers Union (Sactwu) has won recognition at the East London plant of Da Gama Textiles.

The agreement between Sactwu and Da Gama — described by the union as the only major textile firm in South Africa to have resisted unionsation — follows a union campaign launched last month involving worker marches in East London, letters of protest to MPs and a Cosatu call to SA Breweries, Da Gama’s parent, to intervene in the dispute.

The company confirmed in a statement that a recognition agreement had been concluded “subject to the union providing evidence of membership in good standing”.

The latest issue of Sactwu News says the deal grants a range of rights previously denied to the union, including recognition of Sactwu and its shop stewards, agreed grievance and disciplinary procedures, wage negotiating rights, workplace access for officials and stop-work facilities.

Before the rights are implemented, the journal says, workers will have to sign fresh membership forms and pay five week’s arrear subscriptions. More than 1 000 workers are employed at the plant.
Barlows proposes union rights deal

By Drew Forrest

Barlow Rand has offered Cosatu unions a range of union rights — including strike and picketing rights — in return for co-operation in building the group’s prosperity. Cosatu negotiator Rob Rees revealed this week.

Rees said the proposals, which still had to be unravelled and discussed by workers, were Barlows’ response to a charter of workers’ rights tabled by Cosatu during talks.

Cosatu is engaged in a campaign against Barlows, centring on claims that the group has undermined central bargaining. However other issues, including mass dismissals at subsidiaries and union rights, are also at stake.

Against the background of the campaign, Cosatu workers plan to march on Barlows’ Johannesburg headquarters on Tuesday to protest against the handling of strikes at subsidiaries Nampak and ATC. Rees said the protest would also focus on sackings at Barlows Manufacturing in Kew and Rand Mines’ Duma colliery.

The simultaneous march is planned on the Union Buildings

On the latest Barlows’ proposals, Rees said they appeared to link an offer of union rights, including workplace access, stop-orders and strike- and picketing rights, to a Cosatu commitment to the group’s prosperity.

Barlows’ view remained that the issue of bargaining levels should be addressed by subsidiaries, he said.

Confirmation and comment could not be obtained from the company.
Numsa official axed after bitter Mercedes strike

By LOUISE FLANAGAN and DREW FORREST

MERCEDES-BENZ workers have axed a key union official following the settlement of the bitter seven-week dispute at the East London car giant.

The National Union of Metalworkers (Numsa) denied any connection between the strike and the axing of Numsa's Border regional secretary, Mshile Nonyakela, in elections at the weekend.

But workers were known to be critical of Nonyakela's alleged dictatorial style during the dispute, and at one stage carried his mock coffin through the plant.

Mercedes has hotly denied rumours that it massed on his removal during negotiations with Numsa.

The dispute, centring on worker demands that Mercedes pull out of the car industry's national bargaining forum (NBF), has cost the company close to R500-million in lost revenue, but this takes no account of savings on wages and materials while the plant was closed.

Mercedes said actual losses were being assessed.

Mercedes said 90 percent of workers returned to work on Tuesday in terms of the settlement. This does not include 538 dismissed strikers, whose fate will be decided by arbitration.

The settlement deal, reached after protracted negotiations, contains key provisions aimed at improving relations at Mercedes. Both sides have committed themselves to the company's continued participation in the NBF, and Numsa has confirmed that a recent NBF wage deal binds all its Mercedes members.

It also provides for joint union-management structures to address the grievances and agreement has been reached on how to handle operational issues such as absenteeism and discipline.

It is believed the company has also agreed to drop the reemployment of about 800 workers countrywide announced during the strike.

The strike threw into sharp relief the union's problems with a "labour aristocracy" in this highly paid sector.

The threat that the plant might close also brought to the surface potential rifts between labour and the African National Congress. ANC leader Arnold Stofle was sharply critical of the workers, suggesting they had a political agenda. He said the Congress of South African Trade Unions should withdraw from the political arena now that the ANC and SA Communist Party had been unbanned.
Fawu in fight for lost jobs

The Food and Allied Workers' Union (Fawu), representing about 300 sacked Cape Slaughter- ing workers, will approach the Industrial Court on Monday in a second bid for their reinstatement.

Meanwhile, a company spokesman ruled out any further attempts to negotiate over the fired workers' jobs after a trade union delegation tried to reopen talks yesterday. This followed an announcement earlier this week by Fawu of ANC, trade union and business support to reinstate the workers. — Sapa
Cosatu calls Bop stayaway

PRETORIA. — Cosatu's members and affiliates will embark on a one-
day stayaway in Bo-
phuthatswana on No-

vember 12, the organisation announced here yesterday.

The stayaway marks the beginning of the ac-
tion Cosatu threatened
would take place if Bo-
phuthatswana employ-
ers continued to refuse
to recognise Cosatu and
its affiliates.

*A UDF spokesman
said there was still wide-
spread government and
police oppression in Bo-
phuthatswana. — Sapa*
by SA Commmunist Party

Usetful idiots, hackended,
Chris Dlamini ... president of Cosatu and of the Food and Allied Workers Union.
Hostels may be family homes
Numsa to provide R1-billion

By PATRICK MAFAMO

THE National Union of Metalworkers of South Africa (Numsa) is prepared, subject to government guarantees, to pledge up to R1-billion from its provident and pension fund to convert hostels into family homes and to build affordable houses for blacks.

In a document given to the Mass Democratic Movement, Numsa proposes that the project should be handled by the ANC/Coatu/SACP alliance.

Numsa general secretary Moses Mayekiso said the draft proposal was being studied by affiliates and should be finalised by the end of the month.

He said the hostels would be converted because they were not fit for human accommodation. "Violence will be endemic as long as they exist. They are health hazards and split families."

To finance the development, Numsa proposes:
1. A trust fund to be controlled by the alliance and the government;
2. Coatu and its affiliates, mainly Numsa, put up close to R1-billion when the amount is guaranteed by the government;
3. The Independent Trust Fund and the government each contribute R1-billion, and
4. A consortium of building societies and finance houses under the possible leadership of the SAPerm building society together provide R1-billion.

The proposal provides for houses for sale to families and to individuals, and houses for rent. Mayekiso said once the proposals had been finalised the next step would be a meeting between the alliance and the State President. He hoped for action in the second quarter of next year.

It is proposed that a joint committee be established by the end of this month to develop the project. At the regional level a sub-committee of local authorities and civic associations is proposed to handle the project.

According to statistics from the Council for Scientific and Industrial Research (CSIR), the housing backlog in cities is close to two million units. In addition, 320,000 units a year will have to be provided to house the urban population by the year 2000.

According to the latest Central Statistical Service figures, only 11,000 black housing units were built last year.
FOR the first time in the commercial sector an agreement has been reached between Game Discount World and the South African Commercial, Catering and Allied Workers’ Union (Saccawu) whereby the national co-ordinating shop steward works part-time for a full-time salary.

In terms of the agreement, the democratically elected shop steward would work 23 hours a week for the company and the rest of the normal working hours would be spent on union business.

The shop steward would have his or her own office on company premises and the job would involve training of new shop stewards, assisting in disciplinary appeals and grievance cases, facilitating communication between management and workers as well as keeping union members informed on decisions and policies of Cosatu, of which Saccawu is an affiliate.

Game will provide a budget for the shop steward to carry out his or her functions within the company.

Union members in Game will hold a national general meeting in Johannesburg on October 28 to conduct the elections for the post.

Saccawu stressed that the democratic election is an important aspect of the arrangement as this would ensure that the shop steward elected was representative and accountable.
Top deal on maternity rights

GAME and the South African Commercial, Catering and Allied Workers' Union (Saccawu) signed the best package deal on parental rights in Durban on Friday in a record two months of negotiation. The agreement covers 1,100 workers in 10 GAME stores nationwide.

The agreement sets a precedent in that all mothers receive a guaranteed 50 percent of their salary while on their eight months' paid leave. In all other parental rights agreements negotiated by the union, those workers who do not qualify for UIF maternity benefits in the first six months of their leave, do not receive more than 33 percent.

Union negotiating team leader Bheki Mbatha said it was time all employers recognised the importance of parental rights and that they had a social responsibility to take proper care of working-class children.

He stressed the union would embark on a major campaign for childcare facilities next year. GAME workers were at the forefront of Cosatu's Childcare Day demonstrations in Durban in September.
Workers, owners to tackle mine racism

The National Union of Mineworkers and the Chamber of Mines are to join forces to stamp out racism on mines.

The two groups decided at a Conciliation Board meeting this week to jointly draw up a framework for addressing the problem.

This was the second Conciliation Board meeting between the two since the NUM initiated a defiance campaign against racial discrimination on the mines earlier this year.

Once such a general framework for addressing the problem of racism was agreed to between them, they would return to the Conciliation Board, the NUM said in a statement.

This general framework will cover the drafting of a definition of racial discrimination, a declaration of intent on abolishing racial discrimination, the drafting of a charter prohibiting racial discrimination in the mining industry, the drawing up of a programme of action to abolish racial discrimination, and the establishment of disciplinary procedures for handling violations of the principles enshrined in the charter.

Meanwhile, miners – mainly at Witbank Collieries – have stepped up their defiance against alleged racial discrimination on mines, the NUM said.

Miners at Matla Colliery are using bathrooms and change-rooms reserved for whites. The NUM said mine security had allegedly been using teargas in an attempt to drive the miners out.

Also, in defiance of mine regulations, workers are using buses reserved for whites to get to and from work.

The NUM added miners were conducting similar defiance actions at Knel Colliery near Witbank.

In a provisional memorandum handed to the Chamber of Mines at Tuesday’s meeting, the NUM said: “It should be made clear to you that our members can recognize racial discrimination, no matter how it is disguised.

“Our members feel that you are disguising racism. Indeed they see only one change since some laws that enforced discrimination were removed earlier this year, and that is in the way discrimination is now justified.”

Miners see this as an excuse for carrying on as before and they reject it, the NUM said.

“We remain adamant that all practices that are and have always been racially discriminatory must be stopped.

“We cannot compromise on this matter as it involves our members’ human dignity and involves the question of human rights which are universal.”

The NUM attached an extensive list alleging instances where racial discrimination was still practised on the mines.

Sup.
75km Donkey cart Ride
No doctor after Rough
Mangope is braced for trade union onslaught

BY MANDLA TYALA

THE stage is set for a major confrontation in Bophuthatswana as ANC-aligned trade unions seek to assert themselves against the authority of President Lucas Mangope. The issue is recognition. Cosatu, South Africa's largest trade union federation, sees Bophuthatswana as an apartheid creation. It refuses to recognise the homeland as independent and seeks to organise workers there as it does elsewhere. Mr Mangope's government, on the other hand, has put its foot down. It has ruled that Cosatu is a "foreign" trade union and as such has no "locus standi" in Bophuthatswana.

Stayaway

The tension has been heightened by Cosatu's stated objective of helping to bring about the re-integration of all homelands into South Africa, a stance Mr Mangope's government does not take kindly to.

"The battle lines were drawn on Friday when Cosatu announced the launch of a programme of disruptive industrial action. The federation called on its members and affiliates to embark on a one-day stayaway in Bophuthatswana on November 12. Threatening to "inflict heavy economic damage", Cosatu spokesman Denso Khumalo said the stayaway was "the beginning of actions Cosatu will take to force Bophuthatswana employers to recognise our trade unions".

Cosatu also plans to:
- Organise consumer actions in December to apply more pressure. This would include a consumer boycott of all businesses in Bophuthatswana.
- Seek a meeting with Foreign Affairs Minister Pik Botha to discuss the national budget allocation to homelands and to arrange protest marches against the department for the allocation.

Bophuthatswana's Manpower Minister, the Rev Simon Seedi, has warned that any strikes called by Cosatu will be illegal.

He has told workers who are planning to take part that they will place their jobs in jeopardy.

In a recent statement, Mr Seedi said Bophuthatswana's Industrial Conciliation Act of 1984 gave the homeland's workers the right to form trade unions and to organise themselves. But Director of Information Lefuto Mogapane said he did not know of any Bophuthatswana-based trade unions.

Mr Khumalo said Bophuthatswana's Labour Relations Act classified Cosatu as a "foreign trade union" and did not allow it any organisation or bargaining rights.

Hundreds of workers had been fired for joining Cosatu and most companies, including two major banks, refused even to discuss the question of their employees joining Cosatu affiliates.

Cosatu's push for a foothold in Bophuthatswana comes in the wake of successes in other homelands. After intensified union action, the new governments in Transkei and Ciskei have taken a sympathetic position towards Cosatu.
Unions 'realistic in wage demands'

By Shehnaz Bulbulia

Union wage demands are more realistic this year, with bargaining starting at about 10 percent compared to last year's 13 percent, says labour consultant Pat Stone.

Another labour consultant said, however, that cases where unions had dropped opening wage demands were rare.

Mr. Stone of Andrew, Levy and Associates said his firm's latest wage settlement quarterly survey showed a general drop which appeared across industry rather than related to specific industries.

Mr. Stone cited several unions, including Paper, Printing, Wood and Allied Workers, Food and Allied Workers, South African Clothing and Textile Workers, and Chemical Workers' Industrial, as having a marked drop in their opening bids this year compared to last year.

He said he believed it was too early to relate the drop in wage demands to recent government calls to unions to curb wage demands.

This drop did not reflect that unions had lowered their expectations, but appeared to be a shift in bargaining tactics, Mr. Stone said.

A possible reason for the decrease, he said, was that unions wanted to retain their credibility by not entering into negotiations with demands that could not be met.

The agency's latest survey covering industry and union activity, showed that unions were opting for greater social demands.

An increasing demand in the wage package include security and continuity of employment.

Mr. Stone believed that next year, apart from the pure issue of wage demands, the provision of provident funds, assistance for education and housing and specific training to avoid retrenchment would be key union issues.

Similar

The average settlement reached last year stood at about 17.5 percent and Mr. Stone predicted similar settlement figures for the end of the year.

According to labour consultants FSA-Contact, there was no significant drop in union wage demands.

Wage-related issues were the major cause of industrial action over the third quarter of 1990.

The deadlock in negotiations over wages and working conditions was the major contributory factor, resulting in several extended national strikes.
Row with Bop looms

A major confrontation is looming between the Bophuthatswana government and Cosatu over the stayaway called by the trade union federation in the homeland, writes MATSHURE MFOLOZI.

The protest action is part of a campaign by Cosatu affiliates to force the homeland's authorities to allow their unions to operate there. South African-based unions are banned from operating in Bophuthatswana.

The unions are demanding recognition of more than 100 companies which have relocated in the homeland.

The stayaway is on November 12.
Toyi-toying workers form human chain

By Shareen Singh

About 11 000 workers, mainly women in the clothing, textile and knitting industry, took to the streets in Johannesburg and Fordsburg yesterday in a demonstration of a different kind.

Toyi-toying workers occupied the pavements on both sides of streets and held hands to form a human chain around factories in a demonstration to highlight Cosatu's Workers' Charter Campaign.

In Johannesburg the human chain stretched from Betty Street in Jeppe to Commissioner Street, and proceeded 13 blocks up to Von Wielligh Street and into Jeppe Street and then to Moseley Street close to the union offices.

About 3 000 workers in Fordsburg did the same, starting in Main Street and going up to Central Road.

The workers — members of the South African Clothing and Textile Workers Union (SacTu) — chanted "We want equal rights", "We want the right to strike".

SacTu spokesman Rob le Grange said the demonstration was aimed at popularising the concept of a workers' charter, which Cosatu resolved to campaign for at its 1988 congress.

The aim of a workers' charter is to secure worker rights in a future South Africa. The ANC's constitutional guidelines provide for the incorporation of such a charter into the constitution of a post-apartheid South Africa.

Discussions are currently taking place within Cosatu on organisational rights for unions, social and economic rights for working people, and individual-protection rights.
Barlows and Cosatu progress on workers’ rights

BARLOW RAND and Cosatu are making progress on proposals to entrench workers’ rights despite management concern over the strike by a Cosatu affiliate, the Paper Printing Wood and Allied Workers’ Union (Ppwwau), at Nampak, a Barlows subsidiary.

Barlows group public affairs GM Ken Ironside said yesterday the group had submitted a “draft working document” on workers’ rights in response to Cosatu’s proposals tendered in September.

He warned that management was concerned at developments at Nampak. The strike there, now in its sixth week, was having a serious impact on business, and managers felt the methods employed by Ppwwau were not commensurate with the union’s aims.

The Cosatu-Ppwwau march on Barlows head office, planned for today, was not a helpful way to advance debate on the issue of centralised bargaining.

Cosatu spokesman Rob Rees said the Barlows proposals, which sought to extend basic organisational rights in exchange for a commitment to company stability, had not gone far enough.

A Ppwwau spokesman said yesterday the union was ready to go along with company proposals for negotiations at division level, but of the company’s six divisions, Nampak Paper, Tissue and Printpak did not join talks yesterday.

This inevitably frustrated attempts by Ppwwau to find a “collective solution” to the dispute.
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South African Clothing and Textile Workers Union members form a human chain during their picket in Johannesburg yesterday. The demonstration was held to publicise the Workers' Charter. Pic: PAT SEBOKO
Toyi-toying workers take to the streets

Johannesburg — The city centre was taken by a toy-toying storm at lunchtime yesterday as thousands of mainly women members of the SA Clothing and Textile Workers' Union (Saetwu) formed a "human chain" to show support for Cosatu's Worker Charter Campaign.

Dozens of police and Defence Force members on foot and in patrol vans kept a low but noticeable presence throughout the protest, which lasted over an hour. No incidents were reported.

The mood among the Saetwu members, wearing brightly coloured Saetwu T-shirts, was upbeat and caused many a smile among office workers on their lunch break.

The protest reached its climax around 1:15 pm as a light aircraft circled overhead trailing a Saetwu banner urging worker unity.

A Saetwu statement said the purpose of the demonstration was to heighten awareness of workers' rights and the general public about the campaign — Sapa.
Concern over Strand factory closure

Spokesman Mr Stephen Edson said the closure of the factory was a "big problem" for the almost 900 workers employed, as other jobs were extremely scarce.

Strand mayor Mr Dormehl Vosloo said the closure would be "very, very bad" for workers.

A company director, who could not be named, said workers who chose to move to the meat and vegetable canning sections in the Transvaal would remain employed by the company.

He said workers would be given full benefits.

The director said sanctions and boycotts had closed the traditional European market which led to heavy losses in income.
Demands... Nampak shop steward Peter Moeketsi hands a memorandum to Barlow Rand public affairs general manager Ken Ironside.

3 000 march on Barlow Rand

In the biggest Cosatu demonstration yet against company practices of the Barlow conglomerate, about 3 000 workers from Barlow Rand-owned companies marched on the company's head office in Sandton yesterday.

Nampak shop steward Peter Moeketsi handed over a memorandum of demands to Barlow Rand public affairs general manager Ken Ironside.

Dismissed and striking workers belonging to the National Union of Metalworkers and the Paper, Printing, Wood and Allied Workers Union (Ppwwu) demanded their reinstatement. Mr Ironside refused to open the office gate to workers.

The memorandum included demands that Barlow Rand intervene in the current Nampak strike and ensure that management there negotiate with Ppwwu; the reinstatement of four workers dismissed by African Telephone Cables in Brits; and reinstatement of 418 workers dismissed at Barlow Kew.

Mr Ironside promised to respond to Cosatu next week.
Iscor miners on strike over wages

By Brendan Templeton

About 5,100 workers went on strike at Iscor's Thabazimbi, Sishen and Grootegeluk mines yesterday.

Workers are demanding R630 excluding overtime and shift allowance while Iscor is offering R560. Previous talks were deadlocked in August.

Cyril Ramaphosa accused Iscor of fuelling ethnic antagonisms on its collieries.

The NUM would seek a meeting with Law and Order Minister Adriaan Vlok to discuss the situation. They would hold talks with leaders of the Transkei, Ciskei and KwaZulu governments, he said.
Work stoppage in QwaQwa

By Brendan Templeton

Nearly 8,000 QwaQwa public servants stopped work yesterday when 10 union officials were charged with trespassing after a seven-day sit-in at the homeland government's offices.

The union said the sit-in was sparked when government officials last week allegedly refused to meet the National, Health and Allied Workers' Union (Nehawu) over the summary dismissal of 528 workers.

Nehawu says the QwaQwa government earlier agreed to discuss all dismissals with it.

The 10 officials were arrested on Tuesday and appeared in court yesterday. The case was postponed because many workers were outside the building, Nehawu said.

The union officials were requested by the government to order the workers back to work and they did this. But the workers returned again. They were then told to go home and that yesterday would be regarded as a day of no work, no pay.

Nehawu accused the QwaQwa government of being dishonest in negotiations and said it would intensify industrial action if the government did not look into the matter seriously.
A COSATU affiliate has managed to negotiate an agreement which offers the best package deal on parental rights ever won by a union in South Africa.

The coup was pulled off by the South African Commercial, Catering and Allied Workers' Union (Sacawu) which pioneered the fight for parental benefits.

The agreement between the union and Game Discount World was signed in Durban last week. It covers more than 1,000 workers at 10 of the firm's stores throughout the country.

The agreement is a precedent in that mothers get a guaranteed 50 percent of their salary while on eight months paid maternity leave. In previous agreements, workers who do not qualify for UIF maternity benefits in the first six months of their leave do not receive more than 33 percent of their salary.

Women employees will get 10 months parental leave which can be shared if both parents are employed by the company.

Fathers will get eight days paid leave at the time of birth. Sec. 18/10 - 24/10/90

A novel provision is a baby hamper worth R50 for the prospective parent.

Other provisions include paid time off for women to get antenatal care.

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**Nampak strikes set to continue**

**A COUNTRYWIDE** strike at the paper packaging firm Nampak is to continue despite signs that the company might give in to demands for centralised bargaining.

According to a spokesperson for the Paper Print Wood and Allied Workers Union, two divisions of Nampak have agreed to centralised bargaining.

In the Western Cape about 350 workers are on strike at three Nampak plants. (24/10/90)
CARE: Veteran trade unionist and a SACP leader Nana Abrahams addresses a gathering at Paarl last weekend to celebrate the 40th anniversary of the union's medical aid fund. Other speakers were Fawu's national president Chris Dlamini and former general-secretary, Jan Theron.
Policy shift as union federation joins NMC

By DREW FORREST

In a key policy shift, the Congress of SA Trade Unions is to join the state's National Manpower Commission before it has been overhauled — but subject to certain conditions.

In the Labour Relations Act "minute" adopted by unions, employers and the state, Cosatu and Naactu undertook to join the statutory advisory body on labour law once it had been restructured.

But at a central committee meeting last weekend, Cosatu decided to enter the NMC with immediate effect. As the body was processing the "minute", this would ensure the federation's involvement in the first stage of law-making, said Cosatu campaigns co-ordinator Lisa Sefiel.

"If the NMC is not going in the direction we want, we'll return to mass action to press our demands," she said. "And we reserve the right to withdraw if we don't feel we're gaining from participation."

A key Cosatu demand is the setting of a deadline for the restructuring process. The federation would be formulating guidelines for restructuring, Sefiel said.

Other conditions for participation are that:

- The NMC should deal with Cosatu and not its individual affiliates.
- That Cosatu is not bound by NMC recommendations and reserves the right to protest against them. The federation also wants Cosatu positions reflected in all NMC proposals.
- Cosatu reserves the right to distribute NMC documentation among its affiliates.
- It is understood that in the initial stages, Cosatu will sit on sub-committees investigating labour rights for farm and domestic workers, as well as attending NMC workshops. These committees have already started their deliberations.
In terms of the order, union members were ordered to vacate the Nampak premises and restrained from any other work threatening the normal operations of Nampak Factory. The union members were also enjoined from any way from hindered in any way from hindering the normal operations of Nampak Factory.
PSL rejects Cosatu offer

THE Public Service League yesterday cold-shouldered an offer by Cosatu to mediate in a pay dispute between "coloured" civil servants and the state, charging that the federation had no mandate from the PSL rank and file.

Motivating its intervention in the wage row, Cosatu (Western Cape) claimed that the PSL executive committee had distanced itself from a work-to-rule by disaffected employees.

Cosatu backed full trade union rights for state sector workers and, as a party to the Labour Relations Act Minute, was prepared to mediate in the dispute, the federation's Western Cape regional secretary, Ms Lucy Nyembe, said.

But according to PSL general secretary Mr Bernard Wentzel, his organisation had ruled out a fully fledged strike, while condoning a go-slow by civil servants until their demands were met.

"As far as we are concerned, Cosatu has no mandate to mediate," he said, adding that Cosatu would first have to prove that it had canvassed the opinions of 50 000 PSL members in 26 regions.

The labour action started on Tuesday and hinges on PSL demands for 20% salary rise and wage parity. — Sapa

SALARY PROTEST ... House of Representatives civil servants holding a placard protest over a pay dispute in the city yesterday.  Picture ALAN TAYLOR
Consultant alleges informal govt-ANC labour accord

TRADE unions shed away from strike action in the third quarter of this year because of an informal accord between the ANC and government in the wake of the Pretoria Minute, Levy, Piron and Associates director Brian Allen said yesterday.

This agreement accounted for the National Union of Metalworkers' (Numsa's) readiness to accept a settlement in the metal industry pay talks despite a ballot in favour of strike action after prolonged and apparently deadlock negotiations.

He said the ANC and Cosatu traded a withdrawal from strike action for government assurances of an acceleration in reforming the Labour Relations Act.

The settlements in the metal and mining industry in August contrasted with a surge of often bitter industrial disputes and a record 1.2-million man-days lost in the first half of the year.

### Wage demands and settlements

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Commenting on the consultancy's 1999 wage settlement bulletin, Allen said the most striking and positive feature this year was the primary of wage issues as triggers for strike action.

Despite the political turmoil in SA, 72% of strikes concerned wage issues.

Consultants said a better appreciation of economic reality seemed to determine both employer and union strategies.

The average level of wage demands was slashed from just under 93% in 1999 to 61% this year.

The average wage settlement level for the third quarter dropped from 17% in the first six months to 10.5%.

The 1999 average settlement was a fraction under 17%, the same percentage as last year and half a point down from 1998.

Allen said this showed union leaders were increasingly concerned with the trade-off between jobs and wages. Successfully bargaining for negotiated retrenchments, training and better severance pay to be written into wage agreements.

He said the salient feature in industrial relations this year was industrial unrest and immobilisation in the public sector.

Consultants said the ramifications for the state were huge given that the LRA amendments would cement its role as an employer and that government was expected to spend R6bn or 25% of the national budget on paying central government and provincial workers next year.

The bulletin noted the shift in Cosatu's attitude to the necessity of a national minimum wage.

Consultants said unemployment in SA had reached critical levels and there was little sign the economy would grow by the 5% necessary to sustain even current levels of employment.
LRA 'war': Cosatu fires new volley at 'worrying' clauses

By DREW FORREST

THE Congress of SA Trade Unions has asked Manpower Minister Elé Louw for an urgent meeting to discuss "worrying" clauses in the recently published Labour Relations Amendment Bill.

In a statement signalling that the long Labour Relations Act war may not be completely over, Cosatu's Geoff Schreiner said the Bill departed in two key respects from legislation accepted by unions, employers and the state when they adopted the recent watershed LRA "minute".

This was a violation of a pledge by Manpower Director-General Joel Fourie that any changes would be referred to the lawyers of Cosatu and Sacola, he said.

He also complained that despite an undertaking that the unions would be involved at all stages of legislation, Cosatu had not been invited to attend parliamentary joint committee deliberations on the Bill this week.

Fourie could not be contacted. But Louw's administrative secretary, Jan van Tonder, said the parliamentary committee had decided to hear evidence and Cosatu had been asked to give it.

He also stressed that as the committee hearings amounted to a first reading of the Bill, Louw could not insist on Cosatu's participation. "In effect, they would become temporary members of parliament," he commented.

Schreiner said Cosatu was concerned at a clause specifying the Industrial Court's discretion to ban as unfair practices in the 1988 unfair labour practice code, which the Bill repeals. Originally neutral, this now encouraged the court to consider these practices unfair, he said.

Another change empowered the Industrial Court to interdict work stoppages which could include lawful strikes. A vital feature of the agreed legislation was the immunity of lawful strikes from interdict. "Read together, these clauses could enable the court to ban legal strikes," Schreiner said.

Labour lawyer John Brand described the work stoppage clause as "a further indication of sloppy and incompetent draftingmanship and a departure from the agreement."

Reacting, Van Tonder said he was convinced there was no bad faith and that "misunderstandings and uncertainties" would be clarified. "The changes may have been made by the government's legal adviser while the minister was overseas," he said.
A 20c union of the unemployed

A 20c joining fee and monthly union dues of 10c — what could more poignantly highlight the plight of the jobless?

At its recent second national conference, these minuscule sums were what the National Unemployed Workers' Co-ordinating Committee (NUWCC) decided to charge its members.

Scattered, demoralised and powerless, South Africa's unemployed millions are a daunting target for any organiser. In a conference resolution, the NUWCC admits as much. It stresses that in its three-year lifespan, it has drawn limited numbers of unemployed and had little impact on the state.

But the levying of dues is a tiny step towards empowering the powerless — through the creation of a trade union for the unemployed, it will, says NUWCC general secretary Siphiwe Ximba, pave the way for affiliation to the Congress of South African Trade Unions next year.

Before then, the 70 conference delegates decided, the NUWCC will have been transformed from a loose grouping of about eight regional unemployed workers' organisations into a national body.

The tragic irony is that although the NUWCC was set up as a project of Cosatu, its potential membership is many times greater than that of its parent.

NUWCC media officer Barry Levinrad believes that if seasonal, casual and part-time workers are included — as well as

After three back-breaking formative years, a Cosatu project for the unemployed is set to be launched as a national union.

DREW FORREST reports

the workless township youth and the effectively unemployed in the informal sector — up to 20-million South Africans may be out of work.

What can a union for the jobless achieve? Levinrad believes it can play a role in guiding the unemployed, many illiterate, through the "jungle" of Unemployment Insurance Fund (UIF) legislation, and in offsetting the psychological ravages of unemployment. "You can't exaggerate the strength that comes through unity," he says.

But through campaigns, the NUWCC has broader ambitions to reshape government employment and welfare policies.

Its primary push is for "jobs for all at a living wage", believing only massive state intervention can achieve this. Pouring scorn on state deregulation policies, an NUWCC discussion document argues for a public works programme, particularly in the area of low-cost housing; large-scale retraining for the re-trenched; a state-backed co-operative sector and proper welfare for those who cannot find work.

Short-term campaigns have centred on UIF — demands include a Cosatu say on the unemployment insurance board and UIF cover for domestic, seasonal and farm workers — and price control on base foodstuffs.

On the broader political front, the NUWCC aims to harness the jobless to the broader drive for change. Its conference adopted Cosatu's political policy and, significantly, upheld sanctions against South Africa. "Structural unemployment predated sanctions," argues Levinrad. "And we believe unemployment can only be seriously addressed in a democratic state."

And under the slogan of "Emploved and unemployed unite!", it also seeks to educate the jobless not to "scab" during strikes.

Despite the obstacles, Ximba and Levinrad believe there is growing consciousness and activism among the unemployed.

A key goal is now to shift campaigns from the regional to the national level, taking advantage of the NUWCC's foothold in both the communities and the labour movement.

To this end, conference delegates agreed to integrate campaigns with those of Cosatu — UIF demands could, for example, be incorporated in the federation's living wage push — to stage a conference in 1995 and to seek the support of the international community.
Unions call for factual reporting

JOHANNESBURG: Trade union delegates at a media conference in Soweto yesterday attacked the big media corporations for being biased in their own interests, and shutting workers out of the current debate in South Africa.

The conference, organised by the Sowetan newspaper as part of its 'Building the Nation' campaign, is being attended by more than 100 media representatives.

Before lunch, delegates discussed trade unions, and the press, and specifically unions in the media.

Speakers from Cosatu, Nactu, Mwasa, ADJ, SAUJ and Aacag addressed the conference.

Cosatu's Mr Moeletsi Mbeki said the trade union movement wanted two things from the press: factual reporting and open debate.

Discussing his demand, Mr Mbeki, the son of ANC leader Mr Govan Mbeki and recently returned from exile, singled out what he labelled the "bourgeois press"—the four giant commercial newspaper publishers and the SABC—for criticism.

"The bourgeois press doesn't concern itself with factual reporting," he maintained. "A good example has been its coverage of the violence in Natal, and more recently, in the Transvaal."

Workers in South Africa, Mr Mbeki added, were being shut out of debate by the media.

Nactu's Mr Mahiomola Skhosana agreed with Mr Mbeki's attack on the mainstream press.

He focused his address on the low circulation figures among South Africa's "alternative press", linking it to an alleged bias in its reporting.

He called on the alternative press to begin to reflect a more balanced view of the unfolding events in the country if it wanted to increase circulation.

"If you limit yourselves to reflecting only one side of the debate, it will not improve your circulation."

"The only way to increase circulation is to reflect all viewpoints." — Sapa
Trade union priorities not addressed, says Golding

ADMINISTRATION and Economic Co-ordination Minister Wilm de Villiers' plan for economic restructuring failed to address trade union priorities and was in opposition to them in various respects, a leading unionist said yesterday.

NUM assistant general secretary Marcel Golding, noting De Villiers's call on Friday for unions to co-operate in the fight against inflation through restraining their wage demands, also warned against government interference in the collective bargaining process.

Golding said government could hardly expect the labour movement to co-operate in economic strategies over whose formulation unions had had little or no influence.

He understood government's concern to tackle the inflation problem — inflation had also had a negative effect on workers' earnings. However, union economic priorities had to be the priorities of its members, and those were primarily job creation and increasing workforce income.

A key area unions believed needed to be addressed as a pre-condition for economic progress was training.
Coal miners strike over race policies

By Shareen Singh

Coal miners at Genmin's Matla Colliery in the Eastern Transvaal downed tools yesterday demanding an end to racial discrimination at the mine, a union spokesman said.

Jerry Majatadi, spokesman for the National Union of Mineworkers (NUM), said 1,300 workers stopped work yesterday morning at Shaft 2 and 3. Later a further 800 from Shaft 1 joined them.

A Genmin spokesman said about 350 workers were on an illegal strike.

About three weeks ago workers went on a defiance campaign by using change rooms which they claimed were reserved for whites only.

Management at Matla Colliery instituted disciplinary action against 40 workers who participated in this campaign, the union said.

Workers then downed tools demanding an end to racial discrimination and the withdrawal of the disciplinary action against their colleagues.
Isor strike talks

Isor management is expecting to meet union representatives later this week to resolve a wage strike by more than 4,000 miners at three mines, a company spokesman said yesterday. The legal strike at Grootgeluk and Thebazuini in the northern Transvaal and Sishen in the northern Cape began last Tuesday. Workers are demanding a minimum wage of R700 a month (27.3 percent increase) against management's offer of R500.

Isor spokesman Neels Howatt said the National Union of Mineworkers was the only union, out of eight, which had rejected the final offer.
COSATU to focus on Nampak strike

140A

Matthew Curtin

COSATU has decided to stage national protest action to press its demand for centralised bargaining on Par
to Plant, which will focus on the
Paper, Printing, Wood, and Allied
Workers' Union's (PPWAWU) planta
strike. This was discus

A COSATU conference in Johanne
burb yesterday saw a national cam
cmpaign, which will also
cn members of Barlow's subsidiaries
mained Barlow's New, and AN
.

Work stoppages, wildcat
among grievances to be discussed
at a Barlow's shop stewards coun
all meeting to be held next month.

Industrial action by about 1,000
strike at more than 20 Nampak
plans is now in second month.
COSATU general secretary Sidney
Sharpe said the federation had
approached a Nampak head office
yesterday to set up a meeting bet
between COSATU, Barlow's com
pany, and national management
representatives to bring about an
 speedy resolution to the strike.

Nampak industrial relations di
ctor Tony Martin said talks were
did not lead to any improvements
in wages and hours of work
at the company's Woodstock fac
try, but it was not possible to put
a figure to Nampak's losses.
Storm brews as company retrenches union leader

By Brenda Templeton

The president of the 40,000-strong Chemical Workers' Industrial Union (CWIU), Calvin Makgalele, no longer has a job — he has been retrenched by his employers, Liquid Air.

This has sparked off a bitter row between his union and the French multinational, with the union accusing management of union-bashing and the company threatening to sue the union and anybody who repeats its allegations.

CWIU spokesman Meshack Ravuku said in a statement that Mr. Makgalele was retrenched after being with the company for 13 years.

Liquid Air is remaining tight-lipped. A company spokesman was not willing to discuss the union's allegations further than referring to a lawyers' letter.

The letter said the company regarded the matter as sub judice because it had been referred to arbitration.

Mr. Ravuku said wives of retrenched workers would hold a demonstration outside the company's head office today "where they will be showing their anger."

Company threatens Sapa

Johannesburg — For the second time in as many weeks, the SA Press Association (Sapa) has been threatened with litigation if it disseminates union allegations about a dispute between the Cosatu-affiliated Chemical Workers' Industrial Union and the multinational Liquid Air company.

The union yesterday accused Liquid Air of "union-bashing" by retrenching its president, Mr Calvin Makgale, after 13 years of service, whilst retaining other employees with less job tenure.

In addition, the union claimed that management had replaced black drivers with whites and had also retrenched temporary black staff.

Approached for comment, the company requested a copy of the union's allegations. An hour later, Liquid Air's legal advisers faxed a warning letter to Sapa. — Sapa
No funds yet for frostbite victims

Staff Reporter

THE Taiwanese government was lagging in financially assisting workers who had lost their fingers because of frostbite while working on Taiwanese trawlers, Cosatu spokesman Mr Noloye Pieterse said yesterday.

Mr Pieterse said representatives of the Food and Allied Workers Union (Fawu) had been promised a meeting with the Taiwanese ambassador to discuss compensation but they had not received word, despite contacting the local consul several times.

"Instead they are meeting with the SA Department of Foreign Affairs and lawyers on the amount for compensation," he said.

Western Cape Cosatu secretary Ms Lucy Nyembe said the Taiwanese had offered to set up a fund for the frostbite victims, but had later indicated that this was not compensation for the workers.
Past ANC record on labour 'not adequate'

THE ANC had not paid enough attention to labour problems in the past, ANC Western Cape organizer Mr Reggie September said yesterday.

He was speaking at the launch of Cosatu's hard-hitting labour campaign organized "in defence of the working class".

Mr September pledged the ANC's support for Cosatu's campaign for the defence of workers — many of whom were on strike, locked out or dismissed.

"I do not think we have given ourselves enough time to deal with these questions. The struggle for democracy does not just involve the question of the vote, it must also involve the question of the possibility of economic development," said Mr September.

The ANC would work out ways to assist the workers in any way they could, he said.

Support for the labour action was also pledged by SA Communist Party Western Cape organizer Mr Garth Strachan and UDF executive member Mr Amos Lengai.
Cosatu's plan to 'defend' working class

Staff Reporter

COSATU has launched a hard-hitting labour action campaign designed to force companies in dispute with the unions to settle matters.

The campaign "in defence of the working class" kicks off today with a protest march from Bonteheuwel station to the Barlow Rand offices in Pinelands.

Cosatu's Western Cape secretary Ms Lucy Nyembe said there would be a work stoppage this morning at food, paper, chemical and metal factories involved in disputes and at companies which dealt with those firms.

Cosatu would also call on workers to boycott products from companies in dispute.

Consumers would be urged to boycott red meat if dismissed Cape Slaughter workers were not reinstated by 5pm today, said Ms Nyembe.

She said the working class was under serious attack from capitalists.

Workers had suffered mass dismissals, lockouts, retrenchments, court interdicts, police harassment and arrests, she said.

The first part of the campaign would be directed at those companies in dispute with workers, their sister companies and those companies which dealt with them, she said.

The campaigners also intended to march next Tuesday and on November 16 to the offices of the Minister of Environment Affairs, Mr Gert Kotze, where a meeting on the fishing crisis would be held with the minister.

Ms Nyembe said that a picket would be held outside the Taiwanese consulate next Wednesday, to bring attention to compensation for frostbite victims.
Cosatu, Nactu join fray

A STRIKE by thousands of Nampak workers around the country is set to develop into a costly showdown between the country's two largest trade union federations and the corporate giant Barlow Rand.

If the strike is not resolved this week, the corporation is likely to be hit by stoppages and a national stayaway which could be costly.

Already both Nampak and the strikers are feeling the pinch as the strike by about 4 000 workers at 32 plants enters its second month.

According to spokesperson for the Paper, Printing, Wood and Allied Workers' Union (Ppwawu), Rob Rees, who is a key figure in the Barlow Rand campaign, the federation sees the strike as having broad implications for the entire labour movement.

The strikers' main demand is centralised bargaining and Barlow Rand's opposition to centralised bargaining has behind Cosatu's campaign.

Rees said solidarity action for the strike, including protests by workers at Barlow Rand plants, was gaining momentum.

Cosatu (Western Cape) has assigned two office bearers to build strike support and a protest march is planned for this week.

Several Nactu affiliates have also pledged support for the strike.

This week Cosatu sent a letter to Nampak requesting a meeting.

According to Ppwawu, the meeting is vital if the strike is to be resolved.

A Nampak spokesperson said Ppwawu's plans were "confrontational" and the company would respond "appropriately".
Union claims lockout was illegal

Supreme Court Reporter

An electronics company acted illegally in locking-out more than 200 workers on September 3, the Cape Town Supreme Court has heard.

The Metal and Electrical Workers Union of South Africa (Mewusa) is claiming that the lockout of 227 workers by National Panasonic at its Parow Industria factory nearly two months ago breached the Labour Relations Act.

National Panasonic has denied the lockout was illegal.

The company declared a deadlock on August 13, but Mewusa submitted papers that no deadlock had yet been reached on that date.

The union claims that further dispute-settling procedures agreed to between the parties were still to be attempted and the matter was prematurely submitted to the Industrial Council before 30 days had passed after the company's dispute letter.

Mewusa claims that the dispute letter did not constitute a deadlock notice as determined by the Act. It was sent by telex, not by hand or registered post as determined by the Act, and was consequently invalid, the union submits.

The hearing was postponed to Monday.
ANC supports COSATU move

10 November 2000

ANC on Wednesday defended the decision to support a COSATU-sponsored workers' strike and urged its members to continue supporting the ANC's economic development and democracy agenda. The ANC's National President, Thabo Mbeki, said the strike was an extension of the forum to support for workers rights. ANC Secretary General, Gwede Mantashe, urged workers to continue their struggle for a better life.

THEATRE BE

FESTIVAL OF SOCCER AND POP MUSIC

soccer x pop soccer x pop soccer x pop soccer x pop soccer x pop
NAMPAK management this week slammed a threatened union boycott of its products in the Western Cape as “flying in the face” of an offer by a senior Cosatu official to facilitate resolving a six-week strike.

The proposed “blacklisting” of Nampak products and supplies was announced by a member of the Paper, Printing, Wood and Allied Workers Union at a Press briefing in Cape Town on Wednesday.

Hosted by Cosatu (Western Cape) the Press conference was called to publicise the recently-launched “campaign in defence of the working class”.

Nampak industrial relations director Mr Tony Mercer said Cosatu assistant-general secretary Mr Sydney Mafumadi had written to the company on Monday, offering to play a “facilitating role” in the dispute.

“If the boycott was called by Cosatu, the company is extremely disappointed in the lead they have taken in this matter. It is clearly a grossly unfair and illegal use of pressure against the company,” he said.

He hoped the “Cosatu head office” position would prevail, and that the federation would “bring PPWAWU to its senses to stop undermining due processes”.

Ms Lucy Nyembe, Cosatu (Western Cape) regional secretary, told the Press conference the union was spearheading action against companies in dispute with Cosatu affiliates.

About 4 000 PPWAWU members at Nampak plants countrywide have been on strike for nearly six weeks in support of a union demand for centralised bargaining. Up to 1 000 workers at eight plants have been dismissed.

Cosatu head office spokesman Mr Neil Coleman said there was no contradiction between Mafumadi’s letter and the campaign announced by the union.

“This comes in the context of the union-bashing practices of Barlow Rand (of which Nampak is a subsidiary)

“The Barlow Rand shop stewards council met to discuss solidarity action, and this included the question of blacklisting” - Sapa

The National Council of Trade Unions denied on Wednesday that its expulsion of the Black Allied Mining and Construction Workers Union was related to BAMCU’s attendance of the Conference for a Democratic Future last year.

A spokesman for Nactu, Mr Mahlonola Skhosana, said the attendance of the CDF was not an issue in BAMCU’s expulsion.

He said BAMCU failed to meet its constitutional obligations by not paying its affiliation fees for a whole year.

Earlier BAMCU argued in a statement arguing that its expulsion was based on its attendance of the CDF. - Sapa 26/10/70
Workers invade laywers' office

WORK came to a halt in the offices of a leading city law firm yesterday when more than 30 workers dismissed from an Epping factory invaded the premises for two hours.

The workers sang freedom songs and toy-ology and danced in the fourth-floor reception office of the Liberty Life building while a delegation of Chemical Workers' Industrial Union (CWIU) representatives negotiated with company attorneys in an adjacent office.

The workers were all dismissed after a strike at the Epping-based Kohler Xactics factory in June this year.

They claimed that the law firm, which represents their former employers, had successfully prevented them taking their case to the Industrial Council.

Initially the firm wanted to get a Supreme Court interdict to evict the workers and they were told they had until 3.45pm to leave the building.

Just after 4pm, union representatives emerged from negotiations with the company and told the workers the law firm had agreed to convey their demands to the company provided they left the building.

The workers left after CWIU organiser Mr Martin Jansen spoke to them.

OFFICE BLUES ... Receptionist Miss Liz Justice found work impossible at a city law firm yesterday afternoon when more than 30 dismissed Kohler Xactics workers invaded the company's Long Street offices.

Picture ALAN TAYLOR
New industrial council mooted

MATTIE CURTIN

Employers and unions in the contract cleaning industry were poised to set up an industrial council, Transport and General Workers Union (TGWU) information officer Kally Forrest said yesterday.

She said a meeting with the National Contract Cleaning Employers Association (NCCEA) a week ago had cleared major obstacles to the council's establishment. Only the issue of whether parties to the council would be determined by equal or proportional representation remained to be settled.

The TGWU represented 10,000 employees out of the 25,000 in the industry.

The development was a breakthrough for the union which had been unable to bargain for its members because managers had refused to negotiate at plant level.

An NCCEA spokesman said it would be premature to comment.

PSG Services MD Ashley Walker said the firm had resigned from the NCCEA earlier as it wished to pursue a different approach to labour relations.
Klerksdorp boycott

By DAN DHLAMIN

FROM tomorrow, residents of Joubert- town will boycott stores in nearby Klerks-
dorp until policemen – who they allege
are involved in violence in the township
– are suspended or arrested.

At least three people have died in five
weeks of unrest.

The boycott – announced by the
Mass Democratic Movement (MDM)
this week – follows a press conference
last week when alleged police brutality
was discussed.

The MDM called for an independent
judicial commission of inquiry into po-
tice activities in the township.

Two victims of alleged police brutality,
Alfred Mbolwani and William
Mbhaqaqana, were buried yesterday.

Police in Pretoria said Mbolwani was
fatally wounded on October 13 after he
and several youths allegedly petrol-
bombed security personnel who were
guarding a burning vehicle.

The police said Mbhaqaqana was shot
dead on October 14 when he was part of
a mob which allegedly attacked the
home of a policeman.

Police, however, deny they shot dead
Raymond Morapedi on September 23.

They claim a taxi with false registra-
tion plates dumped Morapedi’s body in
front of a police Casspir and sped away.
Gas supplier ends lockout of 73 after deal with union

By SHARON SOROUR

The six-week lockout of 73 employees by Woodstock gas supplier Capegas has ended.

Most of those affected agreed to resume work today, said company spokesman Mr B Straughan.

He said the Chemical Workers' Industrial Union had unconditionally accepted the company's wage package of 3.21 percent across-the-board increase backdated to April 1. The union initially demanded 53 percent, he said.

Capegas locked out the workers on September 17 one hour before they were due to go on strike.

Mr Straughan said the union accepted the company's final offer on October 17 "plus a gesture by the company of a R50 food voucher for each of the locked out employees".

The union first accepted the offer on condition that the company waived its legal right to take disciplinary action against employees guilty of "criminal acts of physical assault and intimidation".

When Capegas refused to concede the right to take action against three offenders, the union accepted the offer unconditionally.

Several employees were arrested outside the plant after the lockout. The company also obtained a Supreme Court interdict restraining workers from being near the premises and damaging company property.

The Woodstock branch of the African National Congress also entered the dispute, urging management to end the lockout and threatening to mount local community support for the workers.

On October 11 about 100 people marched to Capegas to hand the management a petition.
Capegas lockout ends with wage agreement

A six-week lockout at Capegas ended on Thursday when the Chemical Workers' Industrial Union unconditionally accepted the Woodstock-based company's final wage offer.

The 77 locked-out workers have agreed to return to work on Monday, company spokesman Mr B A Straughan said yesterday.

In effect, basic hourly wages will be increased by 45 cents to R3.20, with workers also accepting a once-off R50 food voucher.

Settlement of the dispute was delayed when workers, having accepted the company wage offer on October 17, insisted that Capegas waive its right to discipline three workers facing criminal charges issued from incidents during the lockout. — Sapu
Helping hands . . . voluntary workers step in as theatre porters at the Sandton Clinic after 112 members of the Health and Allied Workers Union were fired for going on strike.

Picture: Karen Fletcher.

Volunteers lend hand during clinic strike

By Musi Mapisa

Sandton Clinic seems to be coping well after about 112 striking members of the National Education, Health and Allied Workers Union (Nehawu) were fired last week.

The strike allegedly started after two workers were caught smoking in a locker room and were fired. This was denied by management.

The clinic has engaged voluntary workers from various churches including Rhema and New Covenant Churches, as well as a few private individuals.

The voluntary workers are used in wards for cleaning, serving meals, laundry and as theatre porters.

At the weekend the clinic had to bring in Girl Guides and schoolchildren to help out.

Many of the hospital sections were not affected by the strike, for instance catering was done by a private company, the public relations officer Ms Sonja Welleman said.

The clinic manager Dr Annette van der Merwe said in a statement that the the dismissed workers were intimidating the remaining staff and voluntary workers, but the situation was totally under control.

"Thanks to the continued support of members of the community, the clinic continues to function smoothly," said Dr van der Merwe.

One of the volunteers, who refused to give her name, said she was taken out of a bus by the dismissed workers and ordered to go back home.

A group of dismissed workers outside the clinic premises demanded that they were intimidating volunteers and other workers.

"We merely try and convince colleagues working in other departments not to leave their jobs to help in other departments," said Jan Thape, one of the strikers.
Klerksdorp boycott: Police ‘will act’

By Montshiwa Moroke and Sapa

Klerksdorp police are to launch “special actions” to prevent intimidation of Jouberton township residents during a consumer boycott which started on Monday.

Western Transvaal police spokesman Major Ben van Heerden said police would “definitely take action” against intimidation attempts.

Spokesmen for Checkers and Pick ’n Pay supermarkets were not happy with the prospect of experiencing another boycott.

Checkers managing director Sergio Martinengo said he was “sick and tired” of boycotts and “everyone was tired of them.

“They cause a lot of business to be lost and unfortunately they cause jobs to be lost too.”

Peter Bosman, general manager and director of Pick ’n Pay in Klerksdorp, described the boycott as “a sorry situation”.

The boycott follows claims of police brutality during recent unrest in Jouberton. Mass Democratic Movement spokesman said residents were demanding the removal of police from the township. The boycott would continue until the policemen, allegedly involved in the violence, were arrested or suspended.

Major van Heerden claimed that law-abiding citizens welcomed the police presence. He said the police would investigate all written statements of alleged police violence.

Afrikaanse Sakekamer chairman Jan van den Bergh, said “I do not understand why they have to punish white businesses for certain police actions.”

Vosloorus residents have decided to boycott Boksburg businesses and businesses belonging to Vosloorus town councillors from tomorrow.

This follows a deadlock in negotiations to resolve the rent and services boycott, according to Civic Association publicity secretary Keith Montsitsi.
Clinic strikers tornuring non-strikers
By CHIARA CARTER

A CAMPAIGN launched by Cosatu in the Western Cape this week could signal a new wave of industrial unrest on the labour front.

In addition to Cosatu flexing its muscle in support of its members, the ANC, SACP and UDF have expressed solidarity with the campaign to support strike action in a range of industries and fight widespread job losses in the region.

The campaign includes mass stayaways, stoppages, demonstrations and product boycotts.

It takes place against a backdrop of spiralling retrenchments, dismissals and lockouts which have left thousands of workers facing a bleak Christmas.

On Wednesday, shop stewards met with employers at a range of companies to discuss reinstatement of dismissed workers, the lifting of lockouts, workers' demands for centralised bargaining and a threat of blacking action against companies identified as "union bashers".

Cosatu regional secretary Ms Lucy Nyembe said the federation had noted organised workers were "under attack" from employers.

"Mass dismissals, lock-outs, retrenchments, short-time, court interdicts, police harassment and arrests are the order of the day," Nyembe said.

"As a federation we will defend all our members," ANC spokesperson Mr. Reggie September said the organisation would work out ways of assisting in the campaign.
Union labels SACP as ‘Stalinist’

ACCUSATIONS of a “Stalinist attack” on democracy in the troubled Cape Town branch of the Food and Allied Workers’ Union (Fawu) re-emerged in a pamphlet distributed at a union meeting at the weekend.

Issued in the name of “the campaign for democracy”, the open statement accuses “leading members of the SA Communist Party” of leading a “witchhunt” against union organisers who do not toe “the SACP political line”.

The four-page document details, and comes as a sequel to, the union’s controversial dismissal of a former Cape Town branch secretary, Mr Miles Hartford, and other expulsions of officials earlier this year.

The problem in the branch, the pamphlet claimed, was one “of a leadership clique that (had) no respect for workers’ democracy and (would) not tolerate any opposition to its own politics and control”.

“It is Stalinism. And when you look, you will see that people who are leading the Stalinist attack are also leaders of the SACP.”

Mr Hartford said the “campaign” enjoyed the support of at least 3,000 workers in 15 to 20 factories in the branch. Fawu has about 80 factories in the city of Cape Town. — Sapa.
Dancing workers protest against gill-netting

Staff Reporter

ABOUT 250 dancing and chanting fish factory workers staged a lunch-time protest next to the Civic Centre yesterday against Taiwanese gill-netting and in favour of compensation for frost-bitten sailors.

Police closely watched the demonstration on Festival Square.

Food and Allied Workers' Union (Fawu) executive member Mr Nossie Pieterse was later given the assurance by Taiwanese consul Mr Tom Chou that the workers' demands would be passed to Taiwan's ambassador in Pretoria Mr Chou's seventh-floor office is in a building adjacent to the square.

Meanwhile, police are to charge Mr Pieterse with allegedly failing to meet magisterial conditions imposed on the demonstration.

The District Commissioner of Police for Cape Town, Colonel Philip Delport, confirmed this after personally monitoring the demonstration.

He said a docket alleging failure to comply with the conditions, which included that no more than 50 demonstrators be allowed to gather and that they stand five metres apart, would be opened.

Mr Pieterse said the demonstration by Irving and Johnson workers and Fawu members was held to demand compensation for the 40 local fishermen who had lost fingers working in the cold-rooms of Taiwanese gill-netting ships.
Workers propose march to abattoir

A RED MEAT boycott initiated by dismissed Cape Slaughtering Abattoir workers would have "absolutely no effect" on the company, Western Cape Meat Board spokesman Mr Bertie Ackhurst said yesterday.

He said producers and consumers — specifically township businesses which sold tripe — would bear the brunt of the action announced on Monday by members of the Food and Allied Workers' Union.

The dismissed workers and sympathisers are expected to march to the Maitland municipal abattoir today.

Nearly the entire Cape Slaughtering workforce of about 300 was dismissed on August 2 following a wildcat strike over claims for back-dated wages.
Union tells police to prove torture claims

By Brendan Templeton

"Wild allegations" by police that Sandton Clinic strikers were torturing scab workers needed to be substantiated, the National Education, Health and Allied Workers Union said yesterday.

It denied any knowledge of non-strikers being tortured and challenged the police to reveal the building where torturing allegedly took place.

Police spokesman Captain Eugene Opperman said on Tuesday 39 statements involving intimidation, assault and kidnapping were being investigated.

The union's Johannesburg branch secretary Khumbu Magudulela said the union was waiting for the police to support the allegations made against the strikers and to charge the people responsible.

He said the union was an established trade union with a constitution and policies that discouraged intimidation. It was agreed at a meeting yesterday to continue negotiations with Sandton Clinic's management on November 5.

Captain Opperman said on Tuesday police had received statements from non-strikers saying they had been forcibly removed from buses and tortured.

In a hard-hitting statement, he said crack police units would be used, if necessary, to release any further possible victims.
Clashes at JCI colliery as thousands down tools

By Brendan Templeton

Five collieries have been hit by industrial action involving two work stoppages and a continuing mass strike over the past two days.

About 800 mine workers at JCI's Phoenix colliery held a brief work stoppage yesterday after clashing with police and mine security, the National Union of Mineworkers (NUM) said yesterday.

Higher wages

Several workers were injured, one of them critically.

Another 1500 ended a work stoppage at Blinkpan Colliery, Witbank, after an agreement with the mine to end racial discrimination.

And 5,100 miners at Iscor collieries at Thabazimbi, Sishen and Grootehuk were continuing their 15-day strike for higher wages.

Industrial action on the collieries seems set to continue, with union attention diverted from gold mines due to the low gold price.

Bugging devices were found at union meetings at Sishen and Grootehuk mines, the NUM said.

It claimed this formed part of an intimidation campaign by management to break the strike.

Management denied the intimidation campaign and said bugging was contrary to company regulations.

All allegations would be investigated with the union's involvement, management said.

The clash at Phoenix occurred after security police tried to arrest a miner but were prevented by other workers from leaving with him until they explained what had happened to a worker who was detained last month.

Mine security was called in and teargas and rubber bullets were used to disperse workers.

Management denied the allegations and said an investigation was taking place in accordance with an agreement with workers. It was not prepared to discuss the issue further.

Tension was running high, with police vehicles patrolling the mine.

Management needed to explain "the regular disappearance" of workers from hostels, the NUM said.

Desegregate

The Blinkpan breakthrough came after management agreed, during a meeting with the NUM, to desegregate buses.

Workers in non-essential services downed tools for the duration of the meeting.

Defiance against racially segregated facilities such as change-rooms was spreading to other Gemmuto collieries, the union said.
WOMEN’S POWER: Despite fine resolutions women get women’s work — even in politics

Political women still typecast into traditional roles

Women do have a place in the struggle — it’s behind typewriters, the switchboard and the filing cabinet.

EMMA GILBEY reports

A WOMAN’s place is in the struggle — but are we all agreed exactly where women belong? Let’s start by listening to some of the rhetoric.

The African National Congress says that “women’s rights to democratic participation in all decisions making must be there in principle and in practice.”

The Congress of South African Trade Unions’ resolution on women tells us to “promote confidence and experience among women workers so they can participate fully at all levels of the federation.”

The Transport and General Workers Union announces that “women workers can truly come alive now and talk about women’s problems and put their demands into the Worker’s Charter.”

What does all this mean? Deceptively little if women workers are to be believed. The statements, the resolutions, the slogans — they sound great, but so far seem to have been only lip service.

“Women have got senior positions within the organisation but I think it is a very small sherry in a bucket of many levels,” says Jessie Duarte of the ANC, who is the national executive committee of 38 participants in the women’s movement and there are no women on the political committee.

“ Traditionally women get women’s work even in politics. Here, women carry the second sex of the organisation technically, we are the back-up staff, the people who do the typing and the photocopy, and the keeping of appointments.”

Some women, like Barbara Hogan, secretary to the PWV region of the ANC, keep away from the second tier by actually refusing to learn administrative skills. She feels that all too often typing leads to typewriters.

“It would be very useful for me to be able to type,” she admits, “but I know the minute I can type, I would be doing everyone’s typing.”

Social traditions have determined in South Africa that men — the decision-makers — are in charge. Many men and women feel that this old order needs to be challenged. But both sexes are going to have to alter their thinking.

“Here at tradition here,” says Duarte, “I mean women tend to vote for men and they might not even vote for the competent women in their own ranks.”

Veteran politician Helen Suzman feels it goes beyond social customs. “Women are often generous to each other, they don’t really give credit you know,” she says. “They’re a bit jealous, you can’t rely on them.”

At the recent PWV regional elections of the ANC, two women were elected to the executive, even though roughly 52 percent of the delegation was female. And despite the tactic used by 12 women members of standing on one ticket.

How are women supposed to get more involved in the decision-making process? And will we take these decision-makers seriously?

The TGWU is an example of a union that has worked to mobilise its women members but it still has a way to go. Of 40,000 signed-up members, one third are women. This is not remotely reflected in the leadership at branch or national level. There is one woman national office bearer in the union and of 52 branch executive officers, three are women. To try and change this, the union has established its own own women’s forum but it’s still at the level of more than smoke. Some branch forums are yet to be set up and women in the union are still nervous to speak up at meetings, let alone accept nominations to leadership positions.

“We needed to mobilise female membership to find a way of integrating them into the activities of the union,” says Jane Barrett, one of the union’s national co-ordinators and a former general secretary of TGWU. The idea is that women can gain in confidence at the branch level meetings of their own sex. Ideally, the leaders which emerge from here will eventually be incorporated into the general activities of the union.

The regional branches of the ANC’s Women’s League have also been slow to mobilise. The Women’s League has its own budget and lack of funds is said to be a real problem. According to Ruth Mompati of the league, those branches that have been set up are not yet able to function effectively.

out, you can’t rely on them.”

Women struggle to get beyond the second tier of political organisations

Some women work from home, many are unpaid volunteers. There isn’t a phone bill. Some women actually subscribe the work they do. Women have always been the last to be attended to — we are on the bottom rung of the ladder so we start from there. It is a very long way to go,” says Mompati.

Women’s organisations tend to be perceived as of secondary importance. According to Ruth Mompati of the league, those branches that have been set up are not yet able to function effectively. According to Ruth Mompati of the league, those branches that have been set up are not yet able to function effectively.

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Strikers lured into trap, claims union

By Brendan Templeton

Six striking Sandton Chimc workers were arrested outside the company grounds yesterday on charges of assault and intimidation.

This follows comments by police spokesman Captain Eugene Opperman, who said on Tuesday that 29 statements alleging intimidation, assault and kidnap of non-strikers were being investigated.

But National Education, Health and Allied Workers Union (Nehawu) organiser Sam Pholotjo said the union dissociated itself from any assaults, if they had indeed taken place.

Mr Pholotjo said Nehawu suspected 'that management had worked with the police to lure us into a trap' because they had been asked at an earlier meeting with management to come to the clinic yesterday so that a court interdict could be served on them.

Strikers were met 'by about 100 policemen' - some of them plainclothed - when they arrived.

The police had then proceeded to pick out individual workers and take them away, refusing to say why they were being arrested.

'I went to inquire why they were being taken away and I was told I would hear the story later,' Mr Pholotjo said.

He demanded that police produce concrete evidence to back up claims that the union was intimidating people.

'If there were people who were assaulted with whips, their names must have whip-marks,' he said.

If they were taken to a building to be assaulted, then the police must reveal the name of the building,' he said.

Management of the Sandton Chimc would not comment on the arrests.
Dissonant FAWU faction hits out at 'Stalinists'

Thousands of pamphlets blaming tension in the Food and Allied Workers' Union on 'Stalinist' tactics by SA Communist Party members have been distributed in the Western Cape by a dissident group in the union.

The four-page pamphlet, by the 'campaign for democracy' in FAWU continues a debate which has raged publicly for about a year over questions of democracy, ideology and worker control in the union.

The pamphlet claims the problems result from a 'leadership clique that has no respect for workers' democracy and will not tolerate any opposition to its own politics and control'.

It calls these practices 'Stalinist' and says: 'The people who are leading the Stalinist attack ... are also leaders of the SACP'.

FAWU spokesmen could not be reached for comment.
Labour trends in this recession year are reflecting an oddly mixed message. There has been an upsurge in industrial action with an estimated 3.5m man-days lost to the economy so far. Projections for 1990 as a whole suggest a figure in excess of 4m, well over the total for 1989 (3.09m).

Yet, despite increased worker militancy, particularly noticeable in the first half of the year, labour relations have been marked by a heightened awareness by both management and the unions of each other's concerns. While the events following February 2 triggered a sudden increase in worker expectations, a greater awareness of economic factors on the part of the unions seems to have moderated negotiating attitudes.

For management, in certain key industries there has been an increased awareness of union aspirations. But Cosatu cautions that while there is a general sense of optimism, there are other causes for concern. Recent township violence has spilled over onto the shop floor, creating high levels of tension. The federation also claims that though there may be advances at a "global level," at the level of individual employers there are still cases of "intensified union-bashing tactics".

For years, the unions — mainly grouped under Cosatu — have happily achieved improvements in wages and working conditions. And the freeing-up of the political situation has meant that workers have gained confidence in Cosatu's social and political programmes. The result has been a strong and relatively mature trade union movement.

Unofficial figures indicate that Cosatu's membership has risen from just over 938 000 in 1989 to nearly 1.2m this year. Even despite increased retrenchments on the mines, the NUM estimates its total paid-up membership on stop-order rose from 229 000 in 1989 to 264 000 this year. In the public sector, membership of Cosatu's municipal wing, Sanatu, is believed to have increased from 23 000 last year to 35 000 this year — in line with Cosatu's increased focus on public-sector employees.

What has changed is the mood. Workers are no longer motivated to put up pay claims fairly hard because of heightened social expectations and the effects of high inflation, there has been a significant decrease in the level of claims tabled by unions. From an average proposed increase of 86% in 1989, they have fallen to 51%. This year, the Chamber of Mines' Johan Liebenberg, sees "a new economic reality coming into the equations," pointing specifically to wage negotiations with the NUM this year. Both sides have been educating each other as to their respective positions.

The precedent set by the Saccola and Cosatu-Nactu discussions on the Labour Relations Act (LRA) is another major leap forward — and could hold lessons in the political arena. Barlow Rand vice-chairman and chief executive, Anthony Joubert, hopes the accord will lay the foundation for co-operation between employers and labour in future.

"In general, collective bargaining this year has been effective — thankfully with less disruption than in some previous years," he says, adding that the economic downturn has had a serious effect on employment and the ability of employers to meet high wage demands.

Cosatu general-secretary Jay Nadoo says "Trade union demands reflect the aspirations of workers for a living wage. But by anyone’s standards, wage settlements are anything but excessive. Looking at wages of the lowest-paid unskilled workers show that recent settlements are at their lowest level since 1988."

A recent Labour Research Service survey of 368 current wage agreements negotiated by trade unions reveals an average minimum wage of R681.36 per month — well below the "poverty line" produced by some universities, according to Cosatu. Earlier this year, in its Campaign Bulletin, Cosatu announced that 8,700 a month is the "national minimum wage," recommended by the federation’s Living Wage Committee. This sparked debate over the principle of a minimum wage.

In its latest strike update for 1990, industrial relations consultants Levy & Pror report that strike trends in the first nine months of 1990 indicate a steep upward movement. The total of man-days lost so far this year (3.5m) is high — but there has been a noticeable decrease in strike activity in the last few weeks.

In the first seven months, the retail sector was most affected in terms of man-days lost — largely as a result of recent activity by Saccouw — a merger of Ceawusa, Haruw and Cape Liquor Catering. It was able to sustain intensified strike action because of strong shop steward structures inherited from Ceawusa.

In the industry in general, negotiations have "improved management's understanding of union aspirations," according to Pick 'n Pay chairman Raymond Ackerman.

The public sector showed a dramatic increase in terms of man-days lost and increased unionisation. Intensified industrial action took place during May and June in municipalities, hospitals, post offices and schools. This indicates a concerted effort by the unions to align conditions in the public sector with those in industry as a whole, according to Mike Beaumont, of consultants FSA-Contact.

Prior to the recent agreement between
government, the employer body Saccoda and Cosatu-Nactu over the LRA. Cosatu had called for the recognition of representative public-sector unions as a condition for reviewing threatened mass action over the Act.

Negotiations between the Commission for Administration, the Department of National Education and representative State sector unions on a new labour dispensation for the public service were announced in August.

Numsa led the field as far as strike activity is concerned (23,1%), followed by CWIU (10,4%) and NUM (7,7%). Interestingly, Samwu featured for the first time in the top six unions and accounted for 3,4% of man-days lost. Despite the heavily weighted political situation since February 2, wages have remained by far the most important strike trigger (71,5%) — much the same as last year. Next is grievance-discipline (14,2%) and other factors (9,4%)

In general, employers have been finding this year's wage round tough and fairly protracted. There is also a heavy emphasis on disclosure of information and unions are putting up new claims, such as security of employment.

Some unions have also begun to negotiate on behalf of subcontractors. A threatened national strike by Numsa members in the engineering industry was averted recently. According to union spokesman Bernie Fanaroff, the decision to call off the strike was strongly influenced by the factional violence that swept Transvaal townships. Though Numsa said members were not satisfied with wage increases ranging between 19% and 15,5% for the lowest and highest grades respectively, they decided to settle.

Despite the possibility of a strike on the coal mines, wage agreements between the Chamber of Mines and the NUM were also reached without industrial action. On the gold mines, NUM accepted a chamber offer of wage increases between 14,5% and 17%.

Though the union was less flexible on the coal mines — which it believed had a better ability to pay — it finally accepted increases between 14,5% (the lowest in any category) and 30,8% (the highest in any category)

While again unions are trying to ensure that members achieve increases above the inflation rate, the flip-side is a significant rise in retrenchments. NUM spokesman Jerry Majatladi estimates that retrenchment figures on gold mines have reached 32,000 since the beginning of the year.

The Chamber of Mines has warned that thousands more jobs are at risk.

Apart from wage claims, wage packages this year have included demands for provident funds, housing subsidies, parental rights, education and training and a reduction in the working week from 45 hours to 44 hours.

There has also been a heavy emphasis on long-service benefits.

Two factors which have been particularly important this year and in which progress has been made, are provident funds and parental rights.

Saccawu in particular has made substantive gains, forging a precedent-setting agreement with Pick 'n Pay and recently achieving a substantial deal at Foschini. At Pick 'n Pay, women staff are entitled to nine months' paid leave, which can be shared by couples working in the company.

And workers have pushed to move out of company-controlled pension funds into union-controlled ones.

Centralised — as opposed to plant-level — bargaining remains a big issue. Though there is a willingness on both sides to explore the possibility of negotiating at a centralised level, results are still tentative, says Cosatu's assistant general secretary Sidney Mufamadi.

It appears that while unions are again prepared to accept wage settlements much lower than their opening demands, there is renewed and increased emphasis on conditions of service.

According to Saccawu's Jeremy Daphne, significant improvements were made on non-wage issues demands for March 21 as a paid holiday were generally won and there has also been a focus on compassionate leave and year-end bonuses.

As these processes continue, management, in turn, table counter-demands — mainly linked to productivity.

To date, they have had little success. Other demands are in areas of production and attendance bonuses.

Managements, in other words, are looking at more of a labour trade-off than the bargaining process has seen in the past. It is probably the right time to make such counter-claims, as recession bites and the economic arguments gain weight.
The strike by about 4,000 members of Cosatu's paper affiliate, the Paper, Printing, Wood & Allied Workers' Union, at 29 Nampak plants is now entering its seventh week. The company estimates the cost to workers in lost wages at R6m.

A Nampak spokesman says a Cosatu attempt to arrange a meeting between Ppawa and the company last week was turned down. It was felt to be inappropriate, given that the paper union is an affiliate of Cosatu. The company also alleges strike-related violence and intimidation by union members: at least two supervisors' homes at Mbeluza and Rossborough in Natal petrol-bombed and incidents of violence on Tuesday in Maritzburg.

Responding to the allegations, a union spokesman said that while the union is certainly against forms of violence and intimidation, it holds out for the right to convince workers of the legitimacy of strike action.

Last week, several hundred union members at Nampak plants in the Cape marched on Barlow Rand's Cape office and handed over a memorandum of union grievances. The march was the first in a Cosatu campaign in the western Cape, aimed at forcing employers into settling disputes involving Cosatu affiliates. The campaign is also concerned with work stoppages and "blacklisting" of Nampak products and supplies.

The strike, aimed at the establishment of a central bargaining forum to negotiate wages and working conditions, has been joined by several hundred workers at Nampak Corrugated Containers in Maritzburg and Nampak Paper Mill in the western Cape, according to a union spokesman. Nampak workers also held a lunchtime demonstration in Johannesburg last week in support of the strike.

However, says Nampak, at three plants 50% of strikers are back at work. Two of the six Nampak divisions affected by the strike — Business Forms and Corrugated Containers — have agreed to meet the union.

Meanwhile, Iscor and the National Union of Mineworkers will enter mediation to resolve the strikes at the company's Siyeden and Thaba Nzhosha iron ore mines and Grootegeluk colliery. Between 3,700 and 5,000 workers are out over wages and working conditions.
HOME LOANS FUM 23/11/70
BOND BAIT

The Perm's role in the new home finance scheme, which draws on corporate pension fund money and ties loan repayments to the borrower's income, will be a departure from the traditional provision of finance. The former building society, now part of Nedbank, will act as agent only, taking a commission for administering the funds and collecting and channeling instalments.

The mortgage bond will be in favour of a separate vehicle (whose structure is still being discussed with the Reserve Bank) and
Anti-apartheid forces face a tactical dilemma, reports Political Editor John Patten

Confrontation v Co-operation

The interesting thing about the R4 billion Numsa-Cosatu-ANC-SACP housing plan announced last week to replace urban township single-sex hostels is that it is aimed at stabilising society rather than mobilising resistance through obstructive action.

It is the echo of the growing international dilemma over whether the retention of sanctions on South Africa will help or hinder the removal of the last vestiges of apartheid—a puzzle that is drawing various answers.

It is a tricky calculation to make, to decide when to jump off the destruction bandwagon (while gaining maximum effect from it) to get aboard the reconstruction bandwagon (and gain maximum political advantage). Inevitably, with President de Klerk’s effort to normalise South Africa through full democratisation, the question is arising both abroad and inside the ranks of disenchanted anti-apartheid groups: how much longer sanctions and resistance will be effective, popular and capable of being defended as justifiable.

Mr de Klerk has done a good job in persuading South Africans and the world of his sincerity.

If the joint Numsa-Cosatu-ANC-SACP hostel replacement proposal, which would eliminate a major flashpoint in black township politics, is a sign of the pendulum beginning to swing towards accepting Mr de Klerk’s bona fides and starting to work with him, then it may also be a sign of growing disaffection within the ANC over tactics.

Up to now, ANC deputy-president Nelson Mandela has been consistent and emphatic in calling for intensification of the struggle and of punitive sanctions, both of which are designed to pressure the dismantling of apartheid systems by destructive destabilisation.

Radical groups associated with the ANC have also just launched a series of protest demonstrations aimed at the collapse of the black town council system, but also at forcing a confrontation with security forces, thereby increasing the administrative problems of Mr de Klerk’s government while also heightening dissatisfaction over rough-tough security action against protesters.

Already these demonstrations, coupled with the unsatisfactory Harms findings on his squads and the Government’s over-eagerness to draw a curtain over that shabby past, have combined to make the De Klerk administration look less clean and less sincere about righting the wrongs of the old order than at any time this year.

So, destructive action has its value in political tactics. If pressed still further into rising unrest and a disrupted economy (already weak from recession), the effect could be a damaging delay in getting real constitutional negotiations started. The effect could be to place the Government in a much weaker bargaining position at the negotiation table when the parties eventually get there.

Put this way, it would seem the ANC would have important things to gain by continuing with disruptive tactics, but the calculation is not so simple.

While rising anger, urban chaos, violent clashes, and growing poverty and unemployment are likely to increase the political solidarity of blacks behind the ANC, thus increasing its prospects of eventually taking over government (with minimum give and maximum take) as the dominant political force, it also sharply increases the likelihood that the country would be in a state of near-collapse by the time the ANC got to power.

Problems of governing in such circumstances would be enormous. Instability would be endemic. International confidence in South Africa’s ability to overcome its problems and realise its economic potential would be shattered, leaving South Africa with little investment or loan aid to rely on. That is hardly the way any party would wish to come to power, nor any way to ensure it would have any hold on power once gaining it.

The dilemma of when to make the tactical switch from confrontation to co-operation is not a new one. In the last couple of decades, coloured politicians most notably have wrestled with it as they sought to win political rights and equality.

They agreed to serve on the old Coloured Representative Council, then eventually refused to pass the budget—forcing the Government to do so for them. Then finally they walked out, destroying the council as a plank of government.

They returned under the treatment system, having gained much political ground through their confrontation tactics, but over the next few years returned to confrontation to break apart.

Effectively, the coloured parliamentary resistance combined with the armed struggle of banned groups and with international sanctions to force the Government’s realisation that apartheid had to go.

Fortunately, Mr de Klerk took office at a time allowing the whole mood dramatically in a few months, and putting a question mark very boldly behind all obstructive action. For the first time the Nationalist government has found itself ahead of the game, a position Mr de Klerk has not yet relinquished.

If he can keep his credibility in the face of provocation, can avoid damaging incidents through skilful political parrying, and can keep reform rolling, there is a chance he can persuade the world to come off the fence on his side by abandoning sanctions.

He could also encourage further moves towards co-operation from within the ANC front, provided he can show the rank-and-file black population there is something palpable in it for them. Until that can be demonstrated, however, the ANC will be wary of abandoning confrontation for fear of losing support to the PAC. Black grievances make a powerful political weapon.

The Government’s first year of reform is running out, soon to be overtaken by the holiday season, but the pressure will be back in the New Year. The coming parliamentary session will be important in what it delivers in the way of removing the Group Areas Act, and also in what Budget redistributes it demonstrates.

Both these matters could be vital in affecting the ANC’s attitude to entering formal negotiations with any enthusiasm, a matter that will come to a head mid-year when it holds its first domestic congress since it was banned more than 30 years ago.
Red-meat boycott call over sackings

Labour Reporter

THE Food and Allied Workers' Union has called for a red-meat boycott after the refusal by Cape Slaughtering to reinstate 255 dismissed workers.

Union media officer Mr Mansoor Jaffa said the boycott was a last resort as the company refused to negotiate on the reinstatement of the workers.

The slaughterers were dismissed in August after a wildcat strike over wages.

About 100 workers and community members marched from Pinelands station to the Maitland abattoir yesterday to hand a letter to the company, urging management to review the situation.

FACED WITH REPOSSESSIONS,

The letter, supported by Cosatu, the UDF and the ANC, said the workers had been out of work for several months and were being "deprived of the opportunity to earn an income".

"A large number of the affected workers are facing repossession of furniture and eviction for failing to pay rents, not to mention the other needs of their families."

A Cape Slaughtering spokesman said the march "by about 70 people" included not more than 15 ex-employees. He refused to comment on the content of the letter but said a red-meat boycott would have no effect on the company.
Hospital workers back on the job at Tygerberg

Labour Reporter 2/11/90

TYGERBERG Hospital workers who stopped work to protest against the dismissal of three Health Workers' Union shop stewards are back on the job, a hospital spokesman said.

"There is no work stoppage at the hospital this morning," he said.

Union organiser Mr Dale Forbes said more than 200 general assistants were still on a wildcat strike yesterday afternoon but this was disputed by Cape Provincial Administration spokesman Mr Van Heerden Heunis.

"About 100 workers discussed the matter in groups and gradually returned to work," Mr Heunis said.

"There was not a real strike at any stage and no services of the hospital were affected at all."

Mr Heunis said the shop stewards were dismissed after an incident in July when the workers occupied the office of one of the medical superintendents and, with another worker, threatened him.

"A disciplinary investigation into their conduct followed in August but the workers were not interested in putting their case forward. The hearing led to one worker being reprimanded and three were dismissed."

They were found guilty of serious misconduct, Mr Heunis said.

Mr Heunis said the date of the disciplinary hearing had been postponed for three weeks to enable the workers to lodge an appeal.
THE South African Municipal Workers' Union (Samu) is up in arms against a Western Transvaal town council for threatening to withhold pay from its members and to retrench workers because of the rent boycott.

The trouble-torn Jouberton Town Council, which is rejected by the residents and is virtually run by Klerksdorp town council, issued a statement last week saying that if the seven-month-old rent boycott was not called off, employees would not receive their salaries at the end of October.

The town clerk of both Jouberton and Klerksdorp town councils, Jan Muller, said: councillors would also not get their allowances for as long as the boycott went on.
Vlok offers damages to union members

By Montshiwa Moroke

Minister of Law and Order Adriaan Vlok has offered to pay R132 000 to 23 members of the National Union of Metal-workers of South Africa (Numsa) for damages for assault, wrongful arrest and detention, says the union.

In August 1989, while at a meeting at the Mercedes-Benz premises in East London, several Numsa members were assaulted by police, who used whips and the butts of guns.

They were then taken to the police station and released.

The workers were again assaulted by police using whips and dogs at the offices of the South Africa Domestic Workers Union.

Twenty-four of them sued the Minister of Law and Order for damages.

The first matter was heard in August and damages were granted.

Mr Vlok then entered into negotiations over compensation for the other 23.
Strike at Steiner Services

ABOUT 300 Steiner Services workers started a legal strike yesterday. Supermarkets, factories, police stations, universities, hotels and even Groote Schuur Hospital would be affected by the wage strike, a Transport and General Workers' Union spokesman said yesterday.
City traffic officers end work stoppage

Labour Report

CAPE Town traffic officers return to work today after a one-day work stoppage over conditions of service.

About 40 traffic officers, members of the South African Municipal Workers' Union, gathered on the fifth floor of the civic centre yesterday.

The City Council public relations officer, Mr Ted Doman, said the Town Clerk, Dr Stanley Evans, held talks with a union delegation about "unhappiness on the part of certain changes in the allocation of duties".

The municipality had agreed to suspend implementation of the changes until further discussions had taken place, he said.

The union branch secretary, Mr Roger Ronne, said the officers were unhappy with the breaking up of traffic-law enforcement teams.
Deadlock in pay talks

DEADLOCK has been reached in annual pay talks between the Food and Allied Workers' Union and Fattis and Monis following a management walkout, union spokesman Mr David Makwena said yesterday.

300 in city wildcat strike

ABOUT 300 workers at Ready Mix Materials, Paarden Eiland, staged a wildcat strike yesterday when annual wage talks deadlocked over union demands for centralised bargaining.
Mixed reaction to boycott

Spokesmen for businesses in Boksburg and Kroonstad have expressed mixed reaction to the ongoing consumer boycott in the towns.

The ANC-aligned Maokeng Democratic Crisis Committee is demanding the resignation of the entire Maokeng Town Council before it is prepared to discuss lifting the boycott.

According to Kroonstad municipality, Maokeng residents owe more than R1 million in arrears for services, and last Wednesday it went ahead with a threat to cut off the township's electricity and water.

The council has retaliated by switching off electricity at intervals for the past two weeks.

A spokesman for a Pick 'n Pay in Kroonstad also said it was too early to comment.

A spokesman for the Voortrekker Civic Association (VCA) called for a boycott after it failed to reach agreement with the local council. The VCA is demanding that residents pay a flat rate of R50 and the council is demanding R60. The council has retaliated by switching off electricity at intervals for the past two weeks.

A Checkers spokesman said business in Boksburg had definitely been affected by the boycott, while in Kroonstad it was still too early to assess the situation.

A spokesman for a Pick 'n Pay in Kroonstad also said it was too early to comment.
Miners down tools over missing worker

By Brendan Templeton

Libanon mine in the western Transvaal came to a standstill yesterday when 8 000 workers downed tools over the mysterious disappearance of a colleague at the mine.

Workers suspect he was murdered underground.

The National Union of Mineworkers (NUM) said management had dragged its feet over Mohameli Ntoko, who went missing in May.

Mine security, police and army personnel were forcing workers underground at gunpoint, the union said.

This week Goldfields spokesman Michael de Kok denied the charges and said an intensive search for the missing man had been conducted above and below ground.

"Mine property has been available to protect workers who wanted to work and at no point has anybody been forced at gunpoint to work."

The NUM demanded the dismissals of three mine officials.

The union said management had admitted that the day after Mr Ntoko's went missing, he was clocked in by a mine captain after being told to go to work early for repair work.

Mr Ntoko's computerised identity card was found at the mine's crush office and his lamp was discovered underground.

They said his tool case was also found hidden underground.

Mr de Kok would not discuss the issue further "At present, Goldfields are engaged in talks with the union," he said.
Terms offer to Nampak

By CHIARA CARTER

Towards 8/11

BOTTOM-LINE terms for a return to work by more than 4,000 paper industry workers, involved in a marathon nationwide strike, have been presented to a Barlow Rand subsidiary, Nampak, but the company has said the proposals are "unrealistic".

The Paper, Print, Wood and Allied Workers' Union (Ppwamu) has offered to end the strike in support of centralised bargaining at the company if Nampak agrees to negotiate a central bargaining arrangement to be implemented next year.

Ppwamu wants negotiations with Nampak's paper, corrugated and printing divisions to include discussing the establishment of industrial councils — a move which flies in the face of Barlow Rand industrial policy.

In return, Ppwamu will agree to plant-based wage negotiations for this year.

A company spokesperson said while the offer was "encouraging" in some aspects it was "unrealistic" to revert to the pre-strike position with the dispute unsettled.

The spokesperson said the company was concerned at the impact the strike was having on employees who had lost more than R8 million and called on the union to pursue settlement with the company's divisions.

He said the company challenged the union to submit its allegations that the company is a "union basher" which provoked the strike to arbitration.

The solidarity action taken around the strike has been unprecedented in Cosatu's history but Ppwamu has appealed for more assistance.

In part, the relatively slow pace of support action can be attributed to differences between the unions involved in the Barlow Rand campaign over strategic approaches to the corporation.

Cosatu also does not have a history of strong solidarity action, although the federation has recently made moves to emphasise building strike support.

A special Cosatu executive committee meeting this Friday will discuss the strike and the Barlow Rand campaign. A final decision will be taken on a proposal for a stayaway.

Meanwhile, the ANC and SACP have entered the fray...
Cosatu: right to strike is critical

THE entrenchment of a worker's right to strike was the most critical issue facing SA's trade union movement, Cosatu senior official Geoff Schreiner said yesterday.

Unions had only the "freedom to strike" in SA which created an imbalance in the collective bargaining process and reduced union negotiation to the level of "collective begging."

Addressing an FSPA-Contact labour law conference in Sandton yesterday, Schreiner said Cosatu maintained workers should have the right to undertake strike action with protection from dismissal, eviction or court orders being brought by employers to end strikes, provided unions followed correct procedures.

Cosatu's position was "absolute" and the concept of a protected strike would be "undermined" by imposition of cumbersome procedures.

Cosatu was still concerned about numerous issues, particularly the question of extending the Labour Relations Act (LRA) to farmworkers, but the federation was confident its agenda could be achieved.

FSPA-Contact managing executive Mike Beaumont said the major omission from the new LRA amendments was adequate clauses clarifying legitimate strike action and employers' right to dismiss workers.

At the conference, attorney Graham Damant said Cosatu's position lay at one end of a spectrum opposite the employer's right to dismiss workers over strike action.

There should be cases in which a union would forego its right to a protected strike if the viability of the firm was jeopardised, if the strike was violent, or if the union's grievances proved illegal then the union should lose the protected status.

Damant traced turning points in labour law developments. The industrial court had signalled the entrenchment of employers' duty to bargain with trade unions, whether officially recognised or not, although there was no consensus as to whether this duty concerned general or only specific disputes.

Employers were also bound to bargain with minority represented unions even if majority unions had majority agreements at industrial council level with management.

Damant said the industrial court had shown it would not intervene in disputes over appropriate bargaining levels or employers' intent to withdraw from industrial councils.
Vlok to pay 24 union members

EAST LONDON — Twenty-four union members are to receive R132,500 as a result of wrongful police action.

The action — including assaults and wrongful arrests — against members of the National Union of Metalworkers (Numsa) in East London resulted this week in a settlement offer by Law and Order Minister, Adriaan Vlok.

Baton-charged

The offer has been accepted by Numsa.

It followed a court action arising out of an incident in August 1998, in which police dispersed striking workers of Mercedes-Benz of SA (MBSA) outside the offices of the South African Cosmetics Workers Union (Sadwu).

Numsa regional secretary Enoch Godongwana said the workers had been about to enter Sadwu offices to hold a meeting when police "charged in with dogs and batons."

Thirty-five workers were arrested and appeared in court on charges of holding an illegal gathering. They were acquitted.

The incident took place during a strike at the MBSA plant, sparked by the suspension of a worker allegedly for "an act of gross misconduct."

The worker had been stabbed by another, and he was later reinstated, Mr Godongwana said.

One worker, Amos Deliwe, had settled with the Minister for R6,000 in August, after which the remaining 23 workers began negotiations.

In terms of the acceptance of settlement, the workers would be paid between R1,000 and R9,000 each.

The ministry was ordered by the court to pay costs in both settlements, he said.

A ministry spokesman confirmed that "the Minister has reached a settlement with individuals, some of whom are Numsa members.

He declined to elaborate — Sapa.
LABOUR

By DREW FORREST

COSATU, the UDF and community organisations are to link arms in a potentially massive stayaway next Monday targeted at Bophuthatswana's labour policies.

Part of Cosatu's push for an acceptable labour law in the homelands, the action reaches beyond Bophuthatswana itself.

A joint statement by Cosatu, the UDF and the anti-Bophuthatswana Coordinating Committee — an umbrella body of community bodies — said it would also cover Pretoria, Brits and Rustenburg.

Central to the stayaway, the first salvo in a planned campaign, is a demand for the repeal of the Bophuthatswana Industrial Conciliation Act. This bans unions with head offices outside the homeland.

"Political" demands include the reincorporation of Bophuthatswana into South Africa, the lifting of the homeland's state of emergency, the repeal of security laws, the withdrawal of security forces from townships and villages and free political activity and expression.

Mass stayaway planned to get repeal of Bop law

In a message to the homeland workforce this week, Bophuthatswana Manpower Minister Simon Seodi said Cosatu was a "foreign" organisation misleading workers with "false promises".

By heeding the stayaway, a "political tactic", workers risked their jobs, he said. Seodi and other ministers have reportedly visited factories to warn workers against the protest action.

Seodi's secretary, Herbert Molotoa, told The Weekly Mail that Cosatu was linked to the ANC, whose goal was to destabilise Bophuthatswana. "If anarchy is created, the government will have to react."

Gazankulu has passed a labour statute based on current South African law, including controversial 1988 amendments, and has asked President FW de Klerk to promulgate it. Cosatu's Donesse Khumalo has revealed.

Cosatu made the "horribly wrong" discovery in talks with Gazankulu Internal Affairs Minister CJ Hlanza, he said.

Cosatu had urged Gazankulu to request a delay in the promulgation of its statute, and negotiate changes. Further talks are planned.
Cosatu proposes new strike laws to give workers 'bite'

O firing during procedural strikes, no "scabbing" or anti-strike interdicts and the right to picket "without having to obtain permission under any law" — these are among the sweeping changes to be pursued by Cosatu in its Right to Strike Campaign.

Details of the campaign, decided at Cosatu's recent campaigns conference, are revealed in the federation's latest Campaigns Bulletin. If the demands are won, they will radically alter the balance of power in the labour arena.

Stressing that "the bosses and the government will only listen (to unions) if workers can bite", the bulletin lists certain broad rights for possible inclusion in a future constitution. These include:

- All workers shall have the right to strike "in pursuit of social and economic interests". This looks beyond workplace disputes and appears to embrace "political" strikes.
- Workers should be able to strike without being sued, interdicted or evicted.
- Workers shall have the right to picket and to set up strike funds.
- Strike rights would be limited only in essential services, where the life, health or personal safety of people are potentially threatened, and essential workers should have the right to compulsory arbitration.
- Constitutional strike rights are to be discussed at Cosatu's Workers' Charter Congress next weekend. However, the bulletin stresses that workers should not wait for a new constitution, and that some strike demands should be included in a revamped Labour Relations Act and recognition agreements.

Elaborating on the picketing issue, the bulletin says no legal sanction should be necessary, there should be a right to picket on company and public property, the picket size should not be "unreasonably" restricted and picketers should be entitled "to be defended and defend themselves" against right-wing attacks.

Cosatu demands strikers' access to company premises and facilities, including phones, canteens and hostels.

The eviction of strikers from company accommodation should be prevented.

Employers should not hire "scabs". Strike should be immune from "court action in any form" and strikers who have followed procedures should be protected from dismissal, the bulletin says.

The bulletin also demands the right to call boycotts during industrial action, to stage sympathy strikes, "especially where workers are from the same company or conglomerate", and the provision of time and facilities for strike ballots on company premises.

Cosatu's recent Workers' Charter workshop suggested that the right to strike should be an entrenched clause in the constitution. Stressing that strike rights are linked to union independence from the state, the bulletin also suggests that union autonomy should be constitutionally entrenched.
Cosatu deals blow to plan for a boycott

THE call to boycott white-owned businesses in Pretoria from Monday received a blow yesterday when the nearly 200 000-strong membership of Cosatu's northern Transvaal region distanced themselves from the move.

Cosatu regional secretary Mr Donnie Khumalo said they, the UDF and the Anti-Bophuthatswana Co-ordinating Committee had only called for a one-day stayaway from work on Monday to demand, among other things, the lifting of the state of emergency in Bophuthatswana and the repeal of the homeland's Labour Relations Act.

Meetings

The call to embark on an indefinite consumer boycott of white businesses was made at church meetings organised by the Atteridgeville-Saulsville Residents Organisation on Tuesday night.

Khumalo said yesterday Asso was affiliated to the UDF and could not overrule its motherbody and issue statements on its behalf.

"Most of our more than 150 000 workers only know about the one-day stayaway on Monday. We know nothing about the indefinite consumer boycott," said Khumalo.
The do-all ANC leaves the unions out in the cold

In theory, there's a three-way alliance between labour, the ANC and the Communist Party. In practice, the ANC decides for the others - a top-down style that is causing resentment in the unions.

Jeremy Cronin

SACP member

In the battle for power, the ANC's revolutionary agenda has been distinctly unrevolutionary. In a move that will rankle many, the ANC has effectively sidelined the unions. This, according to some observers, is a strategic decision to maintain control and prevent any challenges to the ANC's authority. The unions, on the other hand, feel disenfranchised and their influence on policy decisions is minimal.

The article highlights the tension between the ANC's top-down approach and the workers' demands for power-sharing. The unions have been critical of the ANC's policies, especially in the economic sphere, and have called for greater involvement in decision-making processes. The article suggests that the ANC's strategy is to maintain its grip on power while ensuring that the unions do not become too powerful.

The article concludes by questioning the effectiveness of the alliance in achieving its revolutionary goals. The tension between the ANC and the unions is likely to continue, and the future of the alliance remains uncertain.
Unionists locked out — by their own guards

PORT ELIZABETH unionists found themselves at the sharp end of industrial action when they were locked out of Cosatu House by their own security guards this week.

Five guards refused to allow anyone into the building for over an hour in dissatisfaction at working conditions. It was eventually unlocked when Fred Sauls of the National Union of Metalworkers met the guards and agreed to take up the matter with Numsa's finance committee.

The guards complained they had not received any increases for two years and sometimes their salaries were not paid on time.

Attempts by the Transport and General Workers' Union to organise the guards had been unsuccessful. "We were told we cannot join a trade union as we were employed by one," one guard said. — Pen
Panasonic and union agree

NATIONAL Panasonic and the Metal and Electrical Workers' Union of SA yesterday signed an agreement which ended a 10-week lockout by the company.

A joint statement by the company and the union said both parties re-affirmed their support for dialogue, discussion, negotiation and procedures as a preferred way of settlement.
How to persuade the ANC that cap can serve blacks as well as whites

SEBASTIAN MALLARY

IT is Africa's most developed country south of the Sahara, it has the biggest GDP per person except for tiny, oil-blessed Gabon. Yet South Africans suffer from very African troubles—slow growth, high unemployment, low investment and AIDS.

The hostage of fickle commodity prices, the gold windfall which generates half of South Africa's GDP, is receding, while the costs of life are rising. This is one of the main factors behind the rise in the black unemployment rate to nearly 30 percent. The problem is not confined to the gold mining industry, but has spread to other sectors of the economy. The problem is not confined to the gold mining industry, but has spread to other sectors of the economy.

One can expect some civil unrest from the pass laws, which are now more severe than ever. This is a time for the ANC to come forward with a clear policy on how to deal with the situation.

The ANC's leaders are aware of the problems facing South Africa. They have been active in the fight against apartheid, and have made some progress. However, there is still a long way to go.

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SSMAN'S BURDEN

To persuade the ANC that capitalism svve blacks as well as whites

Spectrum

The struggle made profits dirty. Now business must persuade workers that capitalism and apartheid are not the same.

Sanlam embodied the volley's sav
depth, putting the National Party on
its toes. The National Party con
ten to embody its policies. Every
life assur-
ance's marketing ambition -
be to make the customer feel part of
a family - was readily accomplished.
As a result, Sandoz was big enough by
the 1980s to be buying gold mines
from Anglo American. Here, surely,
African Life is also trying to make capitalism attractive to its own employees. It began offering them share options in 1980. These exist in-vesting words for "share" in several
African languages, and forcing Sandoz to agree to a major change in the ownership structure to "token" ownership. Now 16,000 Anglo American employees hold over R100 million worth of shares. The company suc-
erally points out that blacks' interest
in the stockmarket is also growing
rapidly through pension and provident
fund schemes, which boast some 4.5 mil-
lion members. The mining union's provident fund is the largest statutory savings institution in South
Africa, and swells by R10 million a year
for its chairman is Cyril Ramaphosa,
the mining sector chief.
In the first half of this century it
was the Afrikaners who rallied
against big business. But then
grew into opposition through life assur-
ance. Every Afrikaner had a pol-
icy, which played on their sense of entitlement, newly bol-
stered by the Boer War.

Embroiled

The company refuses to discuss the number of black managers working at its head office, which suggests how embarrassed it is.

In most countries, it would be so reasonable to advocate promotion on anything other than merit and qualifications. But South Africa is not like most countries. The concentration of own-
ership rules out unbalancing by corpo-
rate editors or ambitious politicians.
And the threat of an anti-apartheid government overthrowing the current holders' interests means some socially oriented companies would faster black advancement now.

In recent months, private sector economists have dutifully followed on weekends and evenings to confer-
ence and to give economic pointers. They arrive with graphs showing in quarter and inflation.
Already the ANC lacks a sense ntma-
ralization. But the ANC's mistrust of business is forged deep in its gut. Perhaps grand gestures would achieve more than earnest gestures. It is far too well for governments to maintain themselves well, even if the ANC's black advancement now.

The ANC has been elected, but he is so going to be powerful as well. Unless the ANC makes changes, which the government is likely to intervene in the economy and how it advances.

The ANC's office is known to be hidden down nameless back-alley, guarded by a couple dozen guards who are disorganized as most things in South Africa. The Johannesburg office is even worse. But ANC officials still tend to be better than their own administration, like answering the telephone. That makes the need to tackle those anti-business instincts all the more pressing. - The Economist, London.
GOLD Fields management yesterday warned of possible dismissals as a result of a strike by more than 6,000 mineworkers at the Libanon gold mine, near Westonaria, crippled production.

Workers downed tools last Sunday demanding increased security underground and the dismissal of three mine officials who, miners claim, were responsible for the disappearance of a colleague on May 15.

The National Union of Mineworkers official, Jerry Mapiti, claimed management had distributed pamphlets warning workers of possible dismissals if production did not resume by Monday.

"The union and management have deadlocked on the demands of the strikers. Management says they cannot transfer the three officials as they could not break their employees' contracts," said Mr Mapiti.

Gold Fields officials were not available for comment — Sapa
Cosatu split over call for ties with Inkatha

Sunday Times Reporters

A top Cosatu trade unionist has sparked a fierce debate within the movement with a call for a reversal of the organization's policy of isolating its arch-rival, Inkatha.

A position paper by Jay Naidoo, an official of the South African Commercial Catering and Allied Workers' Union, is now circulating among union and ANC formations in Natal. It proposes that

- ANC leader Nelson Mandela and Chief Mangosuthu Buthelezi meet in an effort to make peace;
- Cosatu cease calling for the dismantling of the homelands and the Kwazulu police;
- A multi-party peace agreement be reached between the government, Inkatha and the ANC/SACP/Cosatu alliance;

- A monitoring group be established to ensure compliance with a code of conduct aimed at reducing violence.

The new conciliatory approach is a major departure from Cosatu policy.

The organization called a national meeting on July 2 to discuss Inkatha. Soon afterwards violence erupted between Inkatha supporters and others claiming nearly 100 lives in the Transvaal within six weeks.

Mr Naidoo, who is not related to the Cosatu general-secretary of the same name, has proposed a U-turn on Cosatu's isolation policy because of concern over the escalating violence and tension between the rival groups.

This violence, he said, created opportunities for the security forces and right-wingers to take political advantage.

Mr Naidoo yesterday told the Sunday Times that previous calls to include Chief Buthelezi in the dismantling of the Kwazulu police force was a reaction to Inkatha's unwillingness to agree to peace talks.

"This position paper was written to stimulate debate and discussion - which is what it has done," he said.

"It was drawn up to look specifically at a change in strategy in relation to Inkatha - there are still other aspects for papers that have to be worked out," he said.

But the proposals have run into strong opposition from some union and political quarters opposed to any recognition of Inkatha.

Mr Naidoo yesterday told the Sunday Times that previous calls to include Chief Buthelezi in the dismantling of the Kwazulu police force was a reaction to Inkatha's unwillingness to agree to peace talks.

The November issue of the authoritative South African Labour Bulletin reported that the proposal had generated critical union reaction - particularly the suggestion that a joint monitoring group be formed.

The union publication Isibonelo reported the attempt to form a joint monitoring group failed.

The proposal, however, was submitted to the union congress.

Cosatu's top leadership, including General Secretary Sibrick Mngomezulu, was set to meet in the near future to decide on a response.

Meanwhile, the ANC has rejected speculation that it cancelled a high-level meeting with Inkatha in Natal because hardline members wanted to discuss peace talks.

Upashe Gqok churn, ANC secretary for the Natal Midlands, said the meeting postponed this week could still be held before Christmas.

The meeting had been delayed, he said, to give ANC officials time to go back to their branches for more clarity on the proposals.

When asked whether Mr Naidoo's views would be discussed, he said "we are open to any new ideas."

A spokesman at the ANC's headquarter in Johannesburg confirmed that the position paper had been sent to the union formations in Natal.

One ANC source indicated that some proposals had already been incorporated into ANC strategy - the October 25 resolution by the ANC national executive committee to push for a meeting between Mr Mandela and Chief Buthelezi was an example.

Dr P T Mbeki, national chairman of the Inkatha Freedom Party, said he found Mr Naidoo's report most interesting.

"Any move by Cosatu and its ANC-SACP alliance to play a constructive role in diffusing political tensions and, in tandem, grapple the reality of the need for multi-party negotiations, would be most encouraging and welcomed by all," he said.

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Miners' strike after shaft murder claim

By DAN DHLAMINI

ALLEGATIONS of the underground murder of a mineworker have sparked a strike at the Libanon Gold Mine in Westonaria where 6 000 miners are demanding that management produce the missing man.

Mokhaleleli Ntoko went underground on May 15 this year and never surfaced again — though he was later clocked out.

It is alleged Ntoko had been shot dead underground, his tongue cut out and private parts mutilated.

A man allegedly forced to participate in the crime has also disappeared.

The National Union of Mineworkers' (NUM) says management claims the man who says he witnessed the murder of a certain Mabuza — has resigned.

But mineworkers fear he may have been killed in a cover-up.

According to Mohale Mohale — Mabuza's former room-mate — Mabuza told him Ntoko had been gunned down underground by a white official after an argument.

He claimed two white officials were involved in the alleged murder.

Mohale said Mabuza told him the officials wanted Ntoko's killing to look like a ritual murder and forced him to mutilate Ntoko's body.

Because he was terrified, Mabuza cut off Ntoko's tongue and private parts.

The officials then threatened to kill Mabuza if he breathed a word, Mohale said.

Mabuza then disappeared from the mine, shortly after Mohale advised him to talk to union officials.

Goldfields spokesman Michael de Kock confirmed a miner had gone missing and that an intensive search had been launched, but denied workers' allegations about Ntoko's disappearance.

De Kock also refused to discuss several conflicting points with City Press.

He refused to confirm or deny allegations by NUM press officer Jerry Majatladi that a white official had clocked out on behalf of Ntoko on the day he went missing.

Majatladi said management had admitted that an official had clocked out for Ntoko on May 15.

Two white men were temporarily suspended after this irregularity.

Majatladi said Ntoko's tool box and lamp were discovered hidden underground.

Mineworkers at Libanon are up in arms and have been on strike for the past seven days after the NUM reached a deadlock at a conciliation board hearing over the security of miners.

The striking workers, who meet every day at the mine's stadium, are also demanding the dismissal of two white officials and the general manager because "they failed to give a full explanation about Ntoko's disappearance".

Majatladi said mine security officers had been forcing workers to go underground at gunpoint.

De Kock would not comment on this allegation.
Union 'stiffen' on Nampak

JOHANNESBURG.—Shopfloor resolve to continue the strike at 29 Nampak plants was stiffening, a Paper Printing Wood and Allied Workers' Union spokesman said at the weekend.

He said the workers' position on the strike had become "more hard-line" after a meeting between Nampak's Corrugated Division and the union ended in stalemate last week.

The union wanted Nampak to move on the issue of reinstating 1000 dismissed workers, he said.
Cosatu not party
to Pretoria boycott

CONTROVERSY
surrounds the start
today of an indefinite consumer boycott of
white businesses in
Pretoria after the 200,000-strong local
branch of Cosatu said
they were not party to
the action.

Mr Dondu Khumalo,
Cosatu's Northern Transvaal regional secretary,
said their members only
knew of and had given a
mandate for a one-day
stayaway from work
today.

The stayaway has been
called in protest against
the Bophuthatswana
government's refusal to
allow the federation to
operate in the homeland.

The stayaway has been
organised by Cosatu,
UDF and the Anti-
Bophuthatswana Co-
ordinating Committee.
Cosatu's demands in-
cluded the lifting of the
state of emergency and
the repeal of the
homeland's Labour Rela-
tions Act.

"We never called for a
consumer boycott", said
Khumalo Cosatu mem-
bers interviewed at the
weekend also indicated
that they were not in
favour of the consumer
boycott.

Meetings

The boycott of white
businesses and today's
stayaway from work were
announced in At-
teridgeville last Tuesday
at church meetings
organised by Asso.

Pamphlets making a
similar call were distrib-
uted in the township at
the weekend by the
"Mass Action Committee
and the Anti-Bop Co-
ordinating Committee".

Areas affected also in-
clude Mametodi, Sow-
hangwe, Brit and Kwa-
Ndlebele.

Students, teachers,
Journalists and nurses are
not affected by the
stayaway.

The demands include a
single tax-base for
Pretoria, dismantling of
the black local authorities
and the restoration of
electricity in At-
teridgeville and
Zhilobeni.
Reshuffle points to real negotiations

By Peter Fabricius
Political Correspondent

President de Klerk has reshuffled his Cabinet largely to prepare his team for the real constitutional negotiations which are expected to begin next year, Government sources said last night.

The main effect of the reshuffle announced at the weekend is to lighten the burden on principal negotiators and others overloaded by the reform process.

One Cabinet Minister said last night: "Reform is a very labour-intensive business."

The Ministers of Constitutional Development, of Law and Order and of Finance have new deputies, and Minister of Education and Development Aid Stoffel van der Merwe, who is involved in negotiations, has been relieved of his lesser Development Aid portfolio.

Mr de Klerk’s changes have hinted at the possible direction of Government constitutional thinking, especially in the creation of regional development.

He has also done some normal promoting and demoting. Environmental Affairs Minister Gert Kotze has been demoted, losing his main portfolio to new Cabinet appointee Louis Pienaar.

Another demotion is Minister of National Education, Home Affairs and the SABC, Gene Louw.

National education has been given to Mr Pienaar, leaving Mr Louw with two minor portfolios.

Apart from Mr Pienaar, the only other addition to the Cabinet is Amie Venter, Minister of Budget and Local Government in the white Ministers’ Council.

He retains these portfolios and has the new general affairs portfolio of regional development.

Kotze removal hailed

CAPE TOWN — Environmentalists have welcomed the removal of Minister Gert Kotze from the environmental portfolio.

Nan Rice, of the Dolphin Action and Protection Group, said there had been much dissatisfaction in certain quarters about his handling of the gill-net issue.

But DP spokesman on environmental issues, Rupert Lorimer, said it was regrettable that Mr Kotze had lost his portfolio just as he appeared "to be getting on top of it". — Sapa.

Thousands heed Cosatu call for work stayaway

By Norman Chandler
Pretoria Bureau

Tens of thousands of people failed to report for work in Pretoria today, heading a call for a one-day stayaway by the Congress of South African Trade Unions (Cosatu) in protest against alleged repression in Bophuthatswana.

The Atteridgeville branch of the ANC-supported Cosatu, the Atteridgeville/Saulsville Residents’ Organisation (Asro) and the local branch of the UDF began an indefinite boycott of white businesses today.

Putco and Bophuthatswana Transport Holdings (BTH) said bus services from Mamelodi and Soshanguve were “non-existent” through Putco was operating “almost normally” from KwaNdebele to Pretoria.

Neil Groenewald, a spokesman for Putco, told The Star today: “There has been a fair amount of intimidation. For instance, buses were filled at Soshanguve, but the people were ordered off by vigilantes and told to go home.”

All drivers had reported for duty.

There were only a few black taxis operating in the city and none between Atteridgeville and Pretoria and from Mamelodi and Soshanguve.
JOHANNESBURG — A Cosatu-organised mass stayaway yesterday reportedly paralysed Pretoria — and ANC members and other activists were detained by Bophuthatswana police.

Bophuthatswana police yesterday detained 32 ANC members and those of associations affiliated to the organisation, the Bophuthatswana government's official agency, Bopana, reported yesterday.

Bophuthatswana on Monday claimed it had unearthed a plot to assassinate President Lucas Mangope.

President Mangope reportedly announced he had instructed his security forces to arrest ANC members in order to protect his territory and his life. The ANC, reacting to the allegations, described them as reckless and absurd.

"The arrest and detention of ANC members and other activists by the democratic movement, announced by the Bophuthatswana authorities, is but one more example of an unpopular regime trying to postpone its demise by repression," the ANC said in a statement.

"The allegation that members of the ANC resident in Bophuthatswana were plotting to assassinate Dr Lucas Mangope are as reckless as they are absurd." Thousands of workers yesterday stayed away in Atteridgeville, near Pretoria, to protest against police action at the weekend and the cutting of power supplies. Two youths died of gunshot wounds there on Saturday in clashes between police and youths.

Thousands of workers also stayed away in Bophuthatswana in an attempt to force President Mangope to repeal the Bophuthatswana Industrial Conciliation Act banning South African-based trade unions, and to demand reincorporation of the territory into South Africa.

The stayaway in Bophuthatswana was supported by thousands of workers from Mamelodi, near Pretoria.

Cosatu described the effects of the stayaway in Atteridgeville, Bophuthatswana and Mamelodi as a resounding victory.

The situation was "relatively quiet," Bopana said, adding there had been a number of reports of intimidation during the stayaway.

An ANC official in Johannesburg immediately denied the allegations.

Bophuthatswana police detained a union organiser taking part in a march on the Vametco Mineral Company yesterday. The protest march was organised by the Azapo-affiliated National Allied Workers Union of South Africa to show support for workers on strike at the Union Carbide subsidiary — Sapa.
Cosatu stayaway
‘cripples’ Pretoria

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“The arrest and detention of ANC members and other activists of the democratic movement, announced by the Bophuthatswana authorities, is but one more example of an iniquitous regime trying to postpone its demise by repression,” the ANC said in a statement.

“Negotiations are underway between police and leading families following clashes yesterday which left at least five people dead in the East Rand township of Katlehong.

East Rand police said two people had been shot dead and three hacked to death.

They attributed the fighting to groups of Xhosas and Zulus armed with firearms and machetes. The violence followed a demand by one group that the other stop paying rent.

Police on Sunday found the charred remains of yet another necklace murder victim at the Sebokeng hostel complex.

The unidentified man was the third necklace victim in the area over the weekend. — Sapa

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JCI retrenchments far too high – NUM

By Shareen Singh

The number of workers Johannesburg Consolidated Investments was planning to retrench was far too high, the National Union of Mineworkers (NUM) said yesterday.

Union spokesman Marcel Golding said the union believed it was not necessary to retrench 1,100 workers considering the circumstances surrounding management's decision to rationalise.

The NUM will enter into negotiations with the company on possible ways of minimising the retrenchments, he said.

JCI announced on Monday that about 1,100 gold miners out of a total workforce of 14,100 at its Randfontein Estates Mine would lose their jobs.

In a press statement, JCI said the retrenchments were unavoidable due to difficulties experienced during the past two and a half years on the Kimberley Reef horizon at Doornkop.

Fistly, ore mined at the shaft was not of a high enough grade to cover costs the company was incurring.

Secondly, continued faulting at the shaft had effectively made access to higher grade ore difficult.

JCI said every effort had been made to improve the situation by developing into higher grade zones but the necessary improvements in average grades had not materialised.

Informed

Randfontein Estates' profit after tax during the last four years fell by 55 percent from R355.7 million in 1997 to R158.2 million in 1999, the company said.

Management had informed employees of the financial situation on the mine but had not yet given workers notice of retrenchments.

The process of rationalisation would only start after management had consulted with the employees and unions.
Union pickets

Steiner offices

STRIKING Steiner Services workers picketed their employer's Lansdowne offices yesterday as efforts continued to resolve a week-long stoppage affecting up to 6,000 businesses in the Western Cape.

More than 240 laundry and cleaning workers belonging to the Transport and General Workers' Union started a legal strike on Monday last week.

Company spokesman Mr Bryan McEvedy said discussions were continuing with the union.
Union wants free and fair elections

THE 50 000-strong Johannesburg branch of South African Commercial, Catering and Allied Workers Union has called for free and fair elections for a constituent assembly.

The call was made by about 500 Saccawu shop stewards at the branch's congress at Shareworld last weekend.

The Saccawu officials resolved that the elections be conducted to determine the mandate for the drawing up of a new constitution.

Agreed

No secret negotiations should occur between the Government and any organisation, they concurred.

Five other resolutions were adopted at the congress, mostly focusing on the independence of trade union movement; the tripartite alliance of Cosatu with the ANC and SACP and the destruction of the hostels.

Cosatu structures to clarify the nature of the tripartite alliance between the federation, SACP and ANC.

Cosatu affiliates should also discuss why other progressive organisations were being excluded from the alliance.

Unions

To ensure true independence of trade unions, the congress resolved that unionists should not hold leadership positions in the trade union movement and in a political organisation simultaneously.

Delegates resolved that the trade union movement must be independent from political organisations, the State and employers.

"Furthermore, the trade union should have the right to form alliances with progressive political organisations and that such alliances should be based on a clear mandate from the workers," said one of the resolutions.

The delegates said they were not against alliances, and called on...
Union staff locked out by ‘exploited’ guards

FIVE security guards employed by the National Union of Metalworkers (Numsa) at Cosatu House in Port Elizabeth this week accused the union of exploiting its employees.

To draw attention to what they called poor pay and working conditions, they locked up Cosatu House in Korsten on Tuesday, leaving about 300 staff members standing in the street.

The guards said the union was quick to accuse companies in PE of underpaying workers — but was doing exactly the same thing.

It was the second time this month that the guards flexed their muscles at Cosatu House, also the regional office of the South African Communist Party.

The first lockout occurred on November 1 when the building was unlocked after 90 minutes following a meeting between one of the directors, Freddie Sauls, and the five striking guards.

On Tuesday trade unionists, politicians and office workers milled outside the offices while the five guards demanded to see Sauls before opening.

Spokesman for the guards Willie Bruntjies said they were protesting against low pay and bad working conditions.

He said their employers refused to allow them to join another union — the Transport and General Workers’ Union — saying they already worked for a union, namely Numsa.

He said four of them earned R600 a month and the fifth, Richard Tshangana, got R450 a month.

Tshangana started working for the union in November last year and was promised a rise of R150 in January.

"These people always call for equal pay for equal work when other firms are involved. But they do not honour the same call when it comes to them. This is exploitation," said Bruntjies.

He said for the past two years they had not received pay increases.

Union executive John Gomomo said: "I am not aware of this problem. It is news to me."

Gomomo, who was locked in negotiations with Volkswagen management over a walkout by workers and closure of the plant, referred further inquiries to Sauls, who was unavailable. — Sapa

Political comment and newsbits by K Shibya, headlines and sub-editing by K Naidoo, both of 2 Herb Street, New Doorfontein, Johannesburg.
Union queries alliance move

THE Johannesburg branch of the SA Commercial Catering and Allied Workers Union (Saccawu) has said no mandate was obtained from the union — a 90,000-strong Cosatu affiliate — for the creation of the Cosatu/ANC/SACP alliance.

Saccawu's branch congress resolved this week to call on its delegates to Cosatu "to clarify the nature of the tripartite alliance" and discuss reasons why other progressive organisations such as the PAC and Azapo were not included.

A branch spokesman said yesterday Saccawu's 50,000-strong Transvaal membership, the union's largest, was not opposed to the alliance in principle, but its formation "had not been thoroughly discussed".

Alliance members had also to clarify why organisations like the PAC, Azapo and Workers Organisation of SA (Wosa) were not included.

Saccawu's acting general secretary Papi Kganare said yesterday the union was bound by a Cosatu central executive committee decision to form an alliance with the ANC and SAP.
A union call goes out: We want our seats

The unions were ignored in the Zimbabwe talks ... and again in Namibia. It must not be allowed to happen here, insists Cosatu

By DREW FORREST

WHATEVER the final shape of South Africa's new constitution, the Congress of SA Trade Unions is adamant that it must be more than the handiwork of politicians and legal pundits.

"The working class is the key force for the real transformation of society," it insists in its latest Campaigns Bulletin. "It is essential that workers have a say in the making of a new constitution."

On red alert after the Zimbabwe and Namibian experience, where organised labour was left out in the cold, and fearing that in the wake of the Pretoria Minute negotiations here may start soon, Cosatu is moving swiftly to ensure workers are heard both on how the constitution is framed and what it embodies.

The federation's sense of urgency has brought a re-orientation of its entire Workers' Charter campaign. The result could be a constitutional process — and a final product — which is unique in Africa.

Cosatu's first move on the issue came at its national congress last year, when it called for a constituent assembly, elected by all adult South Africans, to draw up a constitution. Then came February 2 talks between the African National Congress and the state — and moves by the ANC to draft its own blueprint.

In some union circles, this sparked anxiety that the ANC was retreating from the constituent assembly idea and gearing for a solo initiative. Most unionists now accept that an assembly cannot do its work without proposals to work on.

Hence the current push for a Cosatu stance before negotiations begin.

"With the Pretoria Minute, the whole negotiations process is gathering momentum," said Cosatu campaign co-ordinator Lisa Sehale.

On issues as diverse as the electoral system, the structure of government, labour, the economy, land, the judiciary, local government and gender rights, Cosatu hopes to feed into the ANC's deliberations. It is also hoping to forge a full constitution in tandem with the workers' charter embodied in the constitution, towards that of a broader manifesto. It also appears to favour a procedural rather than substantive rights — instead of handing workers a living wage, for example, the goal would be to buttress organisation and bargaining.

The new approach flows from a key workers' charter workshop in September, which argued that the federation needed to confine itself to a few well-considered issues and to push these relentlessly.

Its proposals, which the weekend conference must debate, include far-reaching ideas on the constitutional rights of workers. Topping the list is union independence from the state, which it suggests should bar unionists from holding state office. Other proposed rights are to free collective bargaining, to strike without fear of the sack, to picket, to "reasonable" disclosure of financial information, to veto industrial court appointments and to organisational faciliies such as access and stop orders.

But Cosatu's constitutional agenda is clearly much broader than this. Just as it wants popular control of the constitutional process — through a constituent assembly elected under an interim government, which would scrap all security and apartheid laws — it wants popular checks on a future state.

The workshop mooted:

• A constitutional right to a referendum, on the strength of 500 000 signatures, on all issues except tax laws and foreign treaties.

• A constitutional court to shield the "rights of the people against abuse by the government and the power of the bosses". "We can't leave this power (to interpret the constitution) to the present courts, which are often racist and anti-worker", the bulletin insists.

• The entrenchment of certain constitutional rights, including those relating to union organisation and independence, the right to strike, referenda and the media.

• The right to know — which is broader than mere press freedom.
with its alliance partners: the ANC and the SA Communist Party.

This weekend, 350 delegates at Cosatu's Workers' Charter conference will take decisive steps towards a constitutional platform.

Softel says the mdlaba will focus both on a democratic constitutional process and concrete demands. Among the proposals for discussion is that of a mass campaign for a constituent assembly.

Although the intention is still to produce a charter by Cosatu's national congress next year, this is a significant narrowing of the short-term focus. It reflects both the new and urgent political priorities, and to some extent the disappointing worker response to the charter campaign.

Originally, it was foreseen that delegates would adopt a draft document based on a sampling of worker opinion, along the lines of the Freedom Charter. Some demands might belong in a constitution, others in labour law or private deals with employers. Now the aim is to focus on aspects of the charter to be given constitutional force.

Cosatu seems to be moving away from the idea, mooted in the ANC's constitutional guidelines, of a workers' charter being developed in two phases.

"We are fighting for a press that is not only free from government control, but also one where the views and struggles of the majority are on the front pages," the bulletin says.

The workshop bluntly urges the breaking up of newspaper conglomerates—"one boss should not be able to own or control more than one newspaper," it suggests.

Other ambitious proposals are access to all state documents, a government duty to answer all questions in parliament and a right to information from employers. "State media must put workers' points of view across in all debates which affect us," the workshop adds.

A final and crucial area of debate is economic rights in the constitution.

"Cosatu is committed to changing our capitalist economy and building socialism," the bulletin declares. "We need a clause in the constitution to help us fight for these objectives."

Delegates this weekend will try to hammer out a position on three key proposals of the Workers' Charter workshop—that the constitution promotes enterprises under collective ownership, greater worker control in economic policy-making and in private and public concerns, and an economy which provides jobs for all.
Rifts threaten Saccawu again

By DREW FORREST

POLITICAL rifts are again threatening unity within the split-prone SA Commercial, Catering and Allied Workers' Union, following the release of controversial resolutions by the union's largest branch.

In a direct challenge to Saccawu's national leadership and Cosatu, which the union is affiliated to, the 50,000-strong Johannesburg branch attacks Cosatu's alliance with the ANC and SA Communist Party.

In a resolution adopted at a branch congress last Sunday, it argues that the alliance has not been canvassed within Saccawu and should not exclude other "progressive organisations" such as the PAC, Azapo and Woss, a Trotskyite grouping.

From a hard-line socialist position, it also lambastes the ANC's proposals of a mixed economy as "another name for a capitalist economy".

The branch calls on Saccawu delegates to Cosatu structures to "clarify the nature of the tripartite alliance and discuss the reasons why other progressive organisations have been excluded."

Saccawu was formed a year ago from politically warring factions which split its predecessor, Cosatu. The Johannesburg branch was identified as "workerist", but in fact contained a range of anti-ANC elements of Africanism, Trotskyism and Black Consciousness persuasions.

This week Saccawu's acting general secretary, Papo Kgasane, warned that the actions of the Johannesburg branch might presage another split. The union's national executive committee would meet on November 23 to consider how to handle the matter.

"I have no problem with the resolutions, if they were reached democratically. But the proper thing would have been to raise them in the structures of the union before rushing to the press," he said.

"My fear is that this could harden attitudes in other branches. Once again, people may start retreating behind ideological barricades."
JOHANNESBURG — The 130,000-member Food and Allied Workers' Union has thrown its weight behind a trade union campaign for centralised bargaining in the Barlow Rand group. FAWU national organiser Mr Alan Roberts said yesterday...
**Bop sanctions sought**

COSATU's Northern Transvaal region yesterday called on the South African government to impose sanctions on Bophuthatswana to press it into meeting the federation's demands.

The government should withhold budgeted allocations for development in the homeland, said spokesman Dorse Khumalo.

"He said Cosatu was not prepared to ease pressure on the homeland government unless it released all political prisoners and detainees, allowed free political activity, repealed labour legislation and allowed Cosatu affiliates to operate in the homeland," Sapa.
Fired Mewusa workers reinstated

RELATIONS have been normalised between the Metal and Electrical Workers Union of South Africa and a Potchefstroom metal company following the dismissal of 125 workers.

The workers — who were dismissed by Anglo American's WJ Engineering Company on September 7 — were all reinstated following an out of court settlement.
ANC in bid to salvage Cosatu pact

Sunday Times Reporters

THE ANC, Cosatu and the SA Communist Party have taken steps to shore up their troubled alliance following grassroots unhappiness about their slow progress in forging joint policies and strategies.

The newly-formed, 27-member Co-ordinating Committee, comprising representatives of the three groups, met for the first time this week to discuss how best to co-operate.

The committee, initially called the Political Committee, was mooted on June 27 at a meeting between the secretaries of the three members of the alliance - but it didn't meet until Tuesday.

The delays had led to criticism among rank-and-file supporters that the alliance was no more than a paper pact.

Cosatu press officer Neil Coleman confirmed this week that there was unhappiness in the organisation about the lack of progress in forging the alliance, but he said this was beginning to change.

"We have to accept that the organisations have been underground for a long time and it takes time to get on one's feet again," Mr Coleman said.

Tension

In dealing with collective rights the document states, "Unless the notion of collective rights is recognised by the constitution, it may well result in a constitutionally-protected individual being used by the courts to strike down collective interests."

Dealing with what it calls the "democratisation of the courts", the document says it will be necessary to remove judges appointed under an apartheid administration.

The ANC's regional conference in Durban yesterday heard a strong plea for peace with Inkatha by Terror Lekota, ANC interim convenor.

The conference has to settle some key issues including a leadership struggle between present ANC co-ordinator Mr Lekota, ANC intelligence chief Jacob Zuma and veteran Communist Party member and former Robben Islander Curanick Ndlovu. There are also tensions between ANC and UDF members.

Keynote speaker Steve Tshelewele said the ANC was not prepared to transform itself into a political party until apartheid had been fully abolished and a new constitution worked out.
Workers' rights discussed

Workers should have the right to strike and no interdicts should be implemented during strike action, it was decided at Cosatu's charter conference in Johannesburg at the weekend.

Worker representatives, it was agreed, should have full access to company documentation and should be allowed to distribute union literature.

The conference, attended by delegates from all over the country, was aimed at pinpointing issues which could become part of a workers' charter.

It was agreed that the trade union movement should remain independent — although Cosatu would continue its links with the ANC.

Cosatu general-secretary Jay Naidoo said the alliance entailed that the union federation would be consulted before the ANC took major decisions.

Mass mobilisation, it was decided, was still the union's key instrument in fighting for workers' rights. — Sapa
Johannesburg. — Several thousand Nam-pak employees are due to return to work today — with no apparent gains — in terms of a weekend settlement between the company, Costatu and the Paper, Printing, Wood and Allied Workers' Union (Ppwawu) of the two-month strike.

The strike supported union demands for centralised bargaining.
Progress on workers' rights

COSATU moved closer to drafting a definitive bill of workers' rights yesterday as 300 delegates reached consensus on a number of issues at the federation's workers' charter conference held in Johannesburg at the weekend.

Issues on which Cosatu delegates were able to find a broad measure of consensus were the workers' right to strike free from legal action and interdicts, the right to trade union independence and participation in all state structures in the interests of union members, and the right of trade unions to take part in economic planning.

Cosatu general secretary Jay Naidoo said at a Press conference yesterday the conference agreed on the principle of freedom of association, but also resolved the closed shop was an acceptable forum for union activity "provided it was democratic." The conference also outlined the federation's attitude to constitutional negotiations. Cosatu resolved SA's future constitution could be drafted only by a constituent assembly which in turn could be set up only in a "conducive" political climate, the precondition for which was the release of all political prisoners and return of exiles.

Naidoo said the differences between the federation and the ANC on constitutional issues were ones of emphasis, not substance.

The ANC was concerned with the rights of all citizens, not workers alone, and the federation would pursue a "more vigor-

Workers' rights

ous" role in the ANC/SACP/Cosatu alliance.

Cosatu workers' charter campaign coordinator Ebrahim Patel said the conference's agreement on the right of society to endorse or reject any law or Act of Parliament by referendum was of particular importance.

Delegates also resolved to refer a number of issues for further debate.

Naidoo said the conference's resolutions would now be forwarded for ratification and further discussion to Cosatu's constitutional structures, culminating in the presentation of the federation's findings to its 1991 national congress.

Assistant general secretary Sydney Matumadzwa said it was important that Nactu was involved in the process of drafting a workers' charter, but Nactu had not taken up an invitation to attend the conference.
Bop sanctions call

THE Congress of SA Trade Unions Northern Transvaal region on Saturday called on the SA Government to impose sanctions on Bophuthatswana to pressurise it to meet the federation’s demands.

Government should withhold budgeted allocations for development in the homeland, said spokesman Mr Donse Khumalo.

He said Cosatu was not prepared to ease pressure on the homeland government unless certain conditions were met.

Bophuthatswana must release all political prisoners and detainees, allow free political activity, repeal labour legislation and allow Cosatu affiliates to operate in the homeland.

Khumalo said Cosatu echoed the ANC’s response to Bophuthatswana’s announcement it would consider joining the negotiation process and may test calls for reincorporation through a referendum.

The ANC said on Friday the homeland government should first cease repression, release prisoners and allow free political activity.

“If there is repression, the voice of the people cannot be heard, which would nullify any referendum,” said spokesperson Gill Marcus.

Cosatu intended to launch a series of general stayaways early in the new year to back their demands, Khumalo said.

Sapa
Groundwork is laid for 'Workers Charter'
Union plan for housing

Own Correspondent

Johannesburg

The National Union of Metalworkers of South Africa (Numsa) has proposed a R4 billion joint Cosatu/ANC/SACP/government plan to replace urban single-sex hostels with housing units integrated into surrounding communities.

Numsa general secretary Moses Mayekiso disclosed yesterday that the proposal was being discussed within Cosatu, which had approved the plan in principle although many key details still had to be finalised.

It is understood the plan has also been put to Sefsa, which, together with Numsa and other unions administers the Metal Industries Group Pension Fund (MIGPF), whose assets amount to nearly R4 billion. Numsa has proposed that pension funds, primarily the MIGPF, provide up to a quarter (R800m to R1 billion) of the total project budget.
Fawu row results in apology

By BARRY STREEK

THE full-scale row in the Cosatu-affiliated Food and Allied Workers' Union (Fawu) over the dismissal of its Cape Town branch secretary has resulted in a public apology to him by Fawu national organiser Mr Alan Roberts and a labour journal.

The apologies, published in the latest issue of the South African Labour Bulletin, follow allegations that the former Cape Town secretary, Mr Miles Hartford, had signed and issued cheques unconstitutionally and without the treasurer's knowledge.

Mr Roberts said the cheques were signed on behalf of the ex-treasurer were "totally untrue".

He also apologised for any inference in the statements in question that either imply or state that Miles Hartford has forged cheques or defrauded the union or caused any such incident.

The apologies were made after Mr Hartford demanded an immediate public retraction and apology from the Labour Bulletin and the union, threatening to take legal action if they did not do so.

The row developed after a split in Fawu in the Eastern Cape, the suspension of the Cape Town branch and the dismissal of Mr Hartford.

Mr Hartford has claimed he was the victim of a "Stalinist-led purge" and he has been supported in this by a former Fawu general secretary, Mr Jan Theron, who said the political methods of Stalinism lived on.

However, Fawu's general secretary, Mr Masala Gxanyane, said the union was disappointed by Mr Theron's "biased and one-sided accounts of developments in our union".
Numsa wants govt involvement

R4bn plan to replace hostels with houses

THE National Union of Metalworkers of SA (Numsa) has proposed a R4bn joint Cosatu/ANC/SACP/government plan to replace urban single-sex hostels with housing units integrated into surrounding communities.

Numsa general secretary Moses Mayekiso disclosed yesterday that the proposal was being discussed by Cosatu, which had approved the plan in principle although many key details still had to be finalised.

It is understood that the plan has also been put to Seifsa, which, together with Numsa and other unions administering the Metal Industries Group Pension Fund (MIGPF), whose assets amount to nearly R4bn, has proposed that pension funds, primarily the MIGPF, provide up to a quarter (R650m to R1bn) of the total project budget.

Numsa has proposed an additional R1bn each be sought from Jan Steyn's Independent Development Trust; central government and a consortium of building societies and finance houses.

The plan was devised during the township violence in August and September.

A notable feature is that the direct beneficiaries of the plan would be hostel dwellers rather than specifically Cosatu union members. About 125,000 people live in 31 hostels in 10 townships in Greater Soweto and the East Rand.

The formal Numsa proposal argues: "It has become clear that the violence in the townships will be endemic for so long as the hostels exist." It says hostels serve as a focus for tribal enmity and forced recruitment.

"They also create an obvious split in the community between 'township dwellers' and hostel dwellers" (Their elimination) must take priority over other housing needs because of the overwhelming importance of the problem of violence.

It was proposed that a joint committee comprising the ANC/Cosatu/SACP alliance and government be established to coordinate the project, with regional sub-committees.

The same parties should establish a trust fund to deal with the massive finances.

Numsa proposed that housing should be made available for sale to families or individuals, but that rented accommodation be provided too and be "geographically integrated with other types of housing."

It also anticipated a significant proportion of accommodation would have to be in the form of site and service schemes.

The proposal emphasised a great deal of research still needed to be done to estimate the number and type of housing units required. Questions of land availability, township layout and infrastructural services and other issues were mentioned.

Mayekiso said the proposal was still no more than bare bones, and matters like precise financial arrangements, including return on investment for participating pension funds, would have to be devised by participants.

A Seifsa source said it could not comment immediately as the two officials involved in the matter - director Brian Anges and industrial relations specialist Dave Carson - were out of the country.
Workers return after eight weeks

By SHARON SOROUR, Labour Reporter

ABOUT 3 800 Nampak workers return to work this week, ending the nationwide eight-week strike which cost them more than R105 million in lost wages.

The workers, members of the Paper, Printing, Wood and Allied Workers' Union, dropped their demand for centralised bargaining on wages and working conditions, said Nampak spokesman Mr Tony Mercer.

"The company's bargaining structures remain intact. We agreed to a moratorium on the issue of alternative bargaining levels for at least nine months," he said.

The agreement — between the company, the union and Cosatu — was signed yesterday after marathon talks, which ended one of the longest strikes this year.

Three plants in Cape Town were affected: Nampak Recycling, Nampak Corrugated and Nampak Packaging.

Mr Mercer said of the 1 200 workers dismissed during the strike, 700 would be reinstated "with penalties and a final written warning". They would lose 50 percent of their annual bonus.

The fate of the remaining 500 dismissed workers would be decided at mediation and arbitration forums.

Union national organiser Mr Rob Rees said the workers "do not really feel defeated — the strike has put the issue of central bargaining clearly on the agenda".
PORT ELIZABETH - The Volkswagen motor plant in Uitenhage was still closed yesterday but negotiations were to continue between company officials and Numsa officials representing the workers. Last week the company said workers would have to agree to certain conditions before the plant would be reopened.
Khayelitsha street refuse piles up as strike drags on

By VUYO BAVUMA
Staff Reporter

REFUSE was piling up in Khayelitsha streets as the strike by 800 Lingelethu Town Council employees entered its fourth day.

The employees, most of whom are members of the South African Municipal Workers Union (SAMWU), are demanding protection from the council. They have been victims of a spate of attacks since the outbreak of faction fighting in the area in August.

Nine clerical workers were injured when a petrol bomb was hurled into a van taking them home. Mr Wiseman Mbube, a council employee, was shot dead with a 9mm pistol and his vehicle set alight.

In October another employee was killed after he was allegedly found guilty by a kangaroo court of killing Mrs Nomza Mapongwana, wife of civic association leader Mr Mike Mapongwana.

The town clerk of Lingelethu, Mr Graham Lawrence, said today refuse was piling up in the streets but he hoped the problem would be solved.

"Fortunately, the night-soil removal is not being affected as the employees of the Regional Services Council are not involved in the strike.

"But our staff, including those who work in the graveyard, are on strike. We cannot carry out maintenance work."

The council would meet SAMWU officials today to discuss the employees' demands.
Protest at Unisa

Unisa workers affiliated to the National Education Health and Allied Workers' Union are protesting against the employment of alleged former Johannesburg City Council spymaster Erika Barnard as head of protective service on the campus. They demand his resignation.
ANC confiscates cards

By BEVERLEY GARSON

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Their cards were confiscated after they refused to attend a meeting called by ANC members to discuss problems the movement had with the FWCSA.

The secretary of the local ANC branch, Mr Mihuthulel Mpona, said the branch had not been aware of the decision which had been taken by the Zwede sub-committee.

Mpona said the branch would return the cards to the workers. "The ANC does not believe that workers must only be members of Cosatu-affiliated unions."
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Cosatu moves on rights of workers

COSATU, the country’s largest workers’ federation, has spelt out its views on the negotiation process including the need for accountability and proper reports to members.

At a workers’ charter conference in Johannesburg last weekend Cosatu moved closer to formulating a set of workers’ demands for a new constitution.

The conference signalled a determination by Cosatu to ensure accountability in both the negotiation process and a post-apartheid government.

The more than 300 delegates from Cosatu affiliates who attended the conference agreed on several key issues.

These included the right of workers to strike free from legal action and interdicts, trade union independence, union participation in state structures to further the interests of their members and the right of trade unions to take part in economic planning.

The conference agreed that workers have the right to join the trade union of their choice but also agreed with the “closed shop” principle on condition it was democratic.

Collective

The recommendations emphasized the need to entrenched collective, not just individual, rights, in a future constitution.

Cosatu’s workers’ charter campaign convener, Mr Ebrahim Patel, said the conference’s call for the right to propose a referendum on unpopular legislation had “far-reaching significance.”

Delegates agreed that any interest group or person who objected to legislation could collect signatures to petition for a referendum. If successful, parliament would be obliged to withdraw the law.

Patel said the recommendations introduced the notion of accountability into parliament and meant the people were the supreme decision-making body.

If accepted it would be the first such proposal in any African country.

There was far-ranging discussion about the negotiation process and constitution-making at the conference.

The recommendations represent a clear signal that Cosatu firmly supports the view that no decisions can be taken above the head of the people.

The conference recommended a new constitution could only be drawn up when a constituent assembly was elected and this could only take place after the release of political prisoners and the return of exiles.

Delegates discussed government on a consensus basis during an intermin government period.

They agreed that the process of negotiations should be characterized by regular reports, accountability and proper mandates.

Cosatu hopes to draw on the National Council of Trade Unions (Nactu) and independent unions which did not attend the conference.

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Muna said the branch would return the cards to the workers. “The ANC does not believe that workers must only be members of Cosatu-affiliated unions.”
Protest at Unisa

Unisa workers affiliated to the National Education Health and Allied Workers' Union are protesting against the employment of alleged former Johannesburg City Council spymaster Frik Barnard as head of protective service on the campus. They demand his resignation.
VW talks stalled

VW and Numsa remained in deadlock yesterday over management's demand that shop stewards sign a so-called recognition agreement before production at the Uitenhage plant is resumed. The plant was closed on Friday, due to repeated work stoppages, VW said.
Safety paramount, chamber tells union

By Shareen Singh

The Chamber of Mines has rejected the National Union of Mineworkers' contention that it was reducing production costs at the expense of miners' lives.

The chamber said on Tuesday that it expressed the same concern as the union about health and safety and it regarded the safety of employees as paramount.

Cuts

Intensive research was being conducted by the chamber on developing a system that would predict rockbursts, a major cause of mine fatalities, chamber spokesman Peter Bunkel said.

This research and other aspects of health and safety would not be affected at all by the chambers R10 million budget cut, as the NUM believed, he said:

"Our ideal is no deaths and no injuries and it is an objective we are working towards."

Killed

There was a consistent decline in mine fatalities in the past decade with the exception of a few years, the chamber said.

For the period January to September this year, 377 miners were killed on mines.

Mr Bunkel said this meant that less than one miner per thousand was killed during the period.

This record was better than in other years, he said.
New SACC office opened

The new head office of the South African Council of Churches, Khotso House, at 62 Marshall Street, Johannesburg, was officially opened with a sermon yesterday.

The old building, which housed the church body and a number of anti-apartheid organisations, was destroyed in a bomb attack in 1988.

The bomb attack remains one of the unresolved crimes against anti-apartheid organisations.

Other buildings destroyed in bomb attacks include offices of the South African Catholic Bishops Conference (Khanya House) in Pretoria and the Congress of South African Trade Unions (Cosatu House).

— Sapa.
Stoppages cost VW ‘millions’

JOHANNESBURG — Volkswagen SA claims that repeated work stoppages, which had disrupted production at Volkswagen’s Uitenhage plant over the past three years, had cost the company “millions.” This year alone 20 days’ production had been lost, a company spokesman claimed yesterday.

The spokesman said high levels of absenteeism had compounded the problem, so undermining the company-union relationship that “it has become impractical and uneconomic to continue to operate production.” The factory was closed last Friday.

Talks between Volkswagen SA and the National Union of Mineworkers (Numsa) remain deadlocked over management’s demand that Numsa shop stewards sign a so-called recognition agreement before production at the Uitenhage plant is resumed. VW would not comment on the progress of talks or when the plant was likely to reopen.

Numsa officials could not be reached for comment.
Lebowa mine sacks 1,200

The Argus Correspondent

JOHANNESBURG. — Lebowa Platinum Mine dismissed 1,200 mineworkers after a work stoppage, Johannesburg Consolidated Investments (JCI) said.

The workers downed tools yesterday demanding the re-instatement of 99 workers dismissed after they "illegally" left their work stations.

JCI said the mine had suffered considerable labour problems for several months which resulted in the final dismissal yesterday of the 1,200 workers.

In May this year, about 90 percent of the labour force had been dismissed after an illegal strike but were re-employed on condition that no further illegal industrial action was taken. Workers ignored this and failed to report for work on two days last month. On Tuesday 99 workers downed tools and were fired. — Sapa.
Khayelitsha crisis talks break through

By CHRIS BATEMAN

IN a dramatic breakthrough yesterday the ANC and the Lingelethu West Town Council sat down for the first time to discuss the crisis in Khayelitsha.

The 3½-hour discussions were prompted by a week-long strike by the SA Municipal Workers' Union (Samwu), to which most of the 1 000 council employees belong.

The workers said they would break their strike, which is crippling township services, only if the council resigned. They cited this as the only way to ensure their safety in the community.

Nine council workers were injured, three seriously, when a kombi taking them home was petrol-bombed near the Lingelethu West offices last week.

A day earlier a council worker, Mr Wiseman Mdube, 38, was murdered in an ambush in Site C. These and other attacks followed last month's assassination attempt on the ANC-supporting Western Cape Civic Association chairman, Mr Michael Mapongwana, in which his wife Nomsa was killed.

Yesterday's talks deadlocked in spite of earlier top-level mediation between Samwu and the council. However, both parties agreed "in principle" that there was a need for future discussions.

In a statement afterwards, ANC regional execu-
Cosatu seeks closer ties with ANC

Labour’s wish to put flesh on the bones of its partnership with the African National Congress was the unspoken agenda of Cosatu’s recent workers’ charter conference. Delegates laid the foundation for the federation’s stand on a new constitution, reports DREW FORREST.

The Congress of SA Trade Unions’ workers’ charter conference represents a key step in the union federation’s push for closer ties with, and greater influence over, the African National Congress.

Held at the weekend in Johannesburg and attended by 350 delegates, the conference laid the foundations for a Cosatu platform on a post-apartheid constitution. It followed privately voiced but widespread complaints in the union movement about the ANC’s lack of consultation with its alliance partners on the constitution and other issues.

“The conference decided that we must work with the ANC’s constitutional committee. We’re looking at drafting our own constitution, but making an input into something essentially framed by the ANC,” said Cosatu campaigns co-ordinator Lisa Sefi.

However, she added that the conference had “facilitated preparation” for a charter to be adopted at Cosatu’s national congress next year. To remedy the poor worker response to the charter campaign, it is understood the charter committee has been told to prepare a programme of action.

The conference also proposed a “workers’ summit”, to which Nactu and non-aligned unions would be invited, to ensure broad worker participation in the charter process.

Nactu’s Cunningham Ngausua said this week he favoured the idea “in principle”.

Although they only had recommendatory powers, the conference delegates reached broad consensus on key demands for a new constitution, including:

- The right to strike without fear of legal action or strike breaking, to strike pickets, strike funds, sympathy strikes and strike action over economic, social and political issues.

Cosatu’s Jay Nadoo said these rights would apply only to procedural strikes, as procedures in a post-apartheid South Africa were likely to be more acceptable to labour.

A possible exception were wildcat strikes provoked by employers, which would be further debated.

Proposals for further discussion were an anti-lockout clause, whether employers should have a duty to bargain, and whether essential services should be excluded from constitutional strike rights.

Some delegates are thought to be critical of a “buckshot approach”, arguing that many of these rights belong in labour statute or agreements.

- The right to organise freely, to join unions, to literacy for members and shop stewards and to hold unrestricted meetings.

- The right to union autonomy and to union participation in state structures relevant to labour, such as the National Manpower Commission.

No consensus was reached on whether unions should register, but there was some feeling that any registration procedure should encourage non-racialism and democratic practice.

It is understood there was sharp debate — and no agreement — on whether unions should be able to hold state offices.

- The right to referendums on planned laws — which have still to be determined — and the right to information, including access to state documents and press freedom, with the proviso that the press should reflect the views of all organisations.

State monopoly of radio and TV was rejected.

- The right to a role in economic planning and constitutional backing for the redistribution of wealth.

It was decided to draft an economic programme for debate within Cosatu.

- Gender rights, including equality in marriage and on divorce, dual responsibility for domestic work, parity in pay, recruitment, education and training, safe work conditions for pregnant women, adequate maternity and paternity rights, protection from sexual violence and legal abortion.

The conference proposed that a “family code” be embodied in the constitution.

On the constitutional process, the conference endorsed Cosatu’s call for a constituent assembly. However Nactu’s Sarah Nkosi said the issue of whether the constitution would be adopted in an assembly or at a subsequent referendum had still to be discussed.

Sefi said the conference had seen a clear shift away from the idea of a transitional government to “arrangements” for a smooth shift to a democratic role.

This might entail a code of conduct for or even international intervention to ensure the neutrality of the security forces, as well as impartial access to the media.

Delegates at the Cosatu workers’ charter conference, held at Wits University, stand for the singing of Nkosisi Sikelelwa.

Picture AFRAPIX

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Labour's wish to put flesh on the bones of its partnership with the African National Congress was the unspoken agenda of Cosatu's recent workers' charter conference. Delegates laid the foundation for the federation's stand on a new constitution, reports DREW FORREST.
Bop businessmen trapped in middle of govt-labour conflict

By MARK GEVISSE

INDUSTRY in Bophuthatswana is finding itself caught more and more between the rock of Cosatu and the hard place of legislation that forbids the federation to organise in the homeland. On the one hand, Cosatu threatens to destabilise industrial relations if the repression continues; on the other, the Bophuthatswana authorities are demanding hard-line action against any employees who strike or stay away.

Last week's highly successful Cosatu stayaway proved two points. Firstly, that Cosatu has mass support among Bophuthatswana's workers, and secondly, that employers are not prepared to enforce the homeland's laws if it means threatening shopfloor peace.

It is clear that Cosatu is going to be around long after the Republic of Bophuthatswana has disintegrated; and into the Western Transvaal dust, and employers drew cognisance of this fact when they fired not one worker after the stayaway, even though Bophuthatswana labelled it an "illegal strike".

And one of the major reasons why South Africa has begun to facilitate talks between the ANC and the Bophuthatswana government is because of the numerous requests received by jumpy businesssman in the homeland who fear that the current instability will affect productivity.

Cosatu's principal demand is the repeal of the Industrial Conciliation Act, which forbids "foreign" trade unions from organising in Bophuthatswana.

Thus, says Wally Walters, Technical Director of Tswana Steel and President of the Babelela (outside Hammanskraal) Industrial Association, is something that has the widespread approval of most employees. "For a workable system, one needs clear and solid relations with a union. And the present legis-

lation makes it almost impossible for a legal trade union to develop." (1984)

Particularly vulnerable are those companies that also work within South Africa, and have contracts with Cosatu affiliated unions OK Bazaars, for example, has an informal undertaking with its Bop subsidiaries to apply the same wage scale and benefits package inside the homeland as outside.

But, said OK labour consultant Gavin Brown, "a delicate situation arose when some of our shops went on strike within the homeland. The Bophuthatswana authorities were agitating for OK to fire the striking workers, and it took heavy persuasion to make them see how detrimental this would be."

Brown admitted it would be easier "if we could have one contract for all our subsidiaries", but he insists "we do not intend to join Cosatu's campaign for the repeal of the Industrial Conciliation Act. For as long as the Bophuthatswana government is in power, we have to respect its sovereignty".

The predominant attitude among industry seems to be, says Walters, that "this is not a workplace issue. We are sitting in the middle of a conflict that is not our making."

Nevertheless, the conflict is affecting them. And Cosatu feels they are not doing enough by simply adhering to a "no work, no pay" response or making informal agreements of the OK type.

"Industry is in a perfect position to facilitate change in Bophuthatswana," said Donnie Khumalo, Cosatu's Northern Transvaal Regional Secretary. "We will be putting more and more pressure on employers to become involved." Cosatu is planning further stayaways, and, if the current negotiations between the ANC and the homeland bear no fruit, it will mount a major campaign within South Africa as well
UNIONS

HIDE AND SEEK

Moves to form a federation of politically independent unions are under way, initiated by the Transvaal Leather and Allied Trades Industrial Union. This is a relatively old union (registered in 1931), originally affiliated to the Trade Union Council of SA.

According to SA Labour News, a meeting of non-affiliated unions is scheduled for this week in Johannesburg. One of the main issues to be addressed is whether there is enough common ground to form a new federation.

In a circular to prospective members, the leather union suggests a federation based on "non-racialism, non-violence, non-intimidation, non-affiliation to political parties, anti-sanctions and disinvestment" and "all other cornerstones of a free and democratic society on which civilized standards are based."

The union says the combined strength of the Congress of SA Trade Unions, the National Council of Trade Unions and the white SA Confederation of Labour is about 1.3m, whereas there are some 3.5m members in 176 unaffiliated unions. The fact that these unions are not part of Cosatu or Nactu must show they are "looking for a home elsewhere," the circular argues.

"In the leather industry, as it surely must be in all other organised industries, Cosatu-affiliated unions are our enemies. We fight against them on the shop-floor in our battle for membership and we fight them to preserve what we have built up over the years in the interests of our members," the union says.

The SA Clothing & Textile Workers' Union (Sactw) is the Cosatu union organising in this sector. Since it started organising five years ago, it has embarked on a battle to obtain seats on the National Leather Council, says Cosatu spokesman Neil Coleman. He adds that the leather union seems to have reacted badly to Sactw's organisation in the sector and refuses to negotiate with the Cosatu union.

The major aim of Cosatu — since its formation five years ago — has been to unite workers into single industrial unions under the banner of one trade union federation, Coleman elaborates. Because SA workers have been divided by apartheid, it is essential to consolidate a broader representation of workers under one federation which can articulate their interests.

Cosatu's growth reflects that position and the majority of workers see the advantage of a united trade union movement, according to Coleman. Unions like the leather union have resisted real progress and while this is their right, Cosatu questions whose interests they are trying to serve, he says.
Council must resign, says Flats activist

Staff Reporter

WESTERN CAPE Civic Association chairman and veteran Khayelitsha activist Mr Michael Mapongwana yesterday lashed out at the “continued stubbornness” of the Lingelethu West Town Council in not resigning.

Reacting to yesterday’s deadlock in talks between the council and an ANC/SA Municipal Workers’ Union (SAMWU) delegation, he said the tri-cameral parliament, the homeland system and black local authorities were a “confirmation of the exclusion of the African majority from decision-making at national level”.

This was why black local authorities such as the council were rejected by most residents, he said.

Mr Mapongwana narrowly escaped an assassination attempt in which his wife Nomsa was killed in Khayelitsha last month. He has been at the forefront of the campaign to get the controversial Khayelitsha council to resign.
Council wants to use legal force on strikers

By CHRIS BATEMAN

THE Lingelethu West Town Council yesterday signalled its intention to bring a Supreme Court interdict to try legally to force 1 000 striking Khayelitsha municipal employees to return to work.

Town clerk Mr Graham Lawrence said this yesterday after a second day of negotiations with the SA Municipal Workers’ Association (SAMWU) and an ANC delegation had again failed to break deadlock.

The workers have been on strike for the past eight days, bringing most township services to a halt and posing a potential health hazard.

The ANC/SAMWU delegation is insisting that the council either resign or suspend themselves after which work will resume. They claim this is the only way the controversial council can protect workers from violent attack.

The council, however, is insisting that workers return to their jobs before the issue of councillors resigning is discussed.
Cosatu conference call

TRADE unions had to remain independent in a democratic South Africa and provision—should be made for referendums in the new constitution, a Cosatu conference has recommended.

The conference also called for various women's rights to be written into the new constitution. Cosatu said about 350 delegates and observers from the ANC had attended the conference as part of its workers' charter campaign.

"Cosatu is determined to have a say in the shape and nature of a future constitution so that it safeguards workers' interests," said a spokesperson.

However, the conference "felt strongly that the only place where a constitution could be drafted was at a Constituent Assembly."

No consensus was reached on whether trade unions should be required to register in the future.
Numsa to adhere to VW agreement

PORT ELIZABETH — The National Union of Metalworkers of South Africa (Numsa) has agreed to adhere to the recognition agreement demanded by Volkswagen as a precondition to restart production. However, the union would not sign the agreement until all employees were educated on its contents, reported Numsa's chief shop steward, Mr John Gomomo.

Assembly lines at the Uitenhage plant remained idle for the seventh production day yesterday after managers halted operations on November 15.

The company has demanded that Numsa officials sign a recognition agreement worked out earlier this year. It covers the relationship between company and union and sets out the rights and obligations of both parties.

An apparent about-turn by Old Mutual may help bring an end to the two-week-old strike of more than 300 employees in the Eastern Cape, Ciskei and Transkei.

The company has proposed a meeting with the committee representing the employees, only two days after it stated it did not recognise the committee as a bargaining unit.
VW still closed

THE Volkswagen factory in Uitenhage stayed closed for the seventh day on Friday as no progress had been made in talks with the National Union of Metalworkers of South Africa, the company said. Production could not be resumed until the recognition agreement had been signed and employees tendered their services in terms of the agreement and their service contracts, VW said. – Sapa
Strikes: Platinum mine shuts down

From LINDA ENSOR

JOHANNESBURG — JCI's Lebowa Platinum Mines (Leplat) has temporarily ceased operations at its Atok mine following the dismissal of about 1 600 workers last week, JCI platinum division MD Barry Davison said yesterday.

He said the shut-down could last for some time, depending on how soon the company could recruit new workers.

Davison said the dismissed workers would not be re-employed as they had broken undertakings not to engage in illegal strike action and had disregarded a final warning given early in November after workers failed to appear for work on two consecutive Saturdays.

He said the workers had complained of excessive hours.

Davison said 300 workers who went underground on Thursday had failed to resurface and the mine was considering what legal or other action could be taken to evict them.

He said the dismissal of the workforce was the culmination of a series of illegal industrial actions. Attempts to contact a National Union of Mineworkers' (NUM) spokesman yesterday were unsuccessful.

Davison said the JCI group of platinum producers would not have a problem meeting Leplat's supply contracts.

The news of the shut-down could see a further firming of the platinum price. Nymex platinum futures closed sharply higher on Friday on news that Leplat had laid off its workforce. January platinum rose $18.70 to $429.70 with other months rising $14.10.

The market was uncertain over what effect the firings would have on output and the announcement of a cessation of operations could see a further price rise.

SA supplies 80% of the world's annual output of 35-million ounces of platinum and JCI's Rustenburg Platinum is the world's biggest producer. Davison said Leplat was a small player in world terms but perceptions of labour unrest in the SA industry could affect the price.

Johnson Matthey has forecast a platinum surplus of about 70 000 ounces this year.

Davison said productivity at Leplat's mine had been poor in the past few months while it aimed at 50 000 tons of ore a month and was planning to expand the milling rate to 100 000 tons, it had experienced difficulty in getting even 40 000-45 000 tons.

In an announcement today, Leplat said that "as a result of ongoing illegal work stoppages" management had implemented the disciplinary procedures contained in the recognition agreement with the NUM culminating in the dismissal of most of the workforce.

In May, 1 500 workers at Leplat's Atok mine were dismissed after negotiations failed to end a two-day illegal strike over alleged racism on the mine. The workers demanded that a mine overseer be sacked.

Leplat said the workers were re-engaged on the basis of assurances given by the NUM. Davison said an assurance had been given that there would be no further illegal strike action.

"The union and its members have failed to honour certain of these assurances as well as the conditions of the recognition agreement entered into between them and the company," the announcement said.
Union Chamber in move to end violence

Staff Reporter

The Chamber of Mines and the National Union of Mineworkers made a joint commitment at a meeting last week to do everything in their power to stop mine violence.

Following recent incidents of inter-group violence on mines in northern Natal, the Chamber and the NUM held a meeting where the parties unconditionally rejected violence on the mines and agreed to take steps to prevent it.

Earlier this year, after inter-racial violence erupted in Welkom, the Chamber and employee organisations established a forum to look into the causes of the violence and possible ways of eradicating it.

The Chamber and the National Union of Mineworkers agreed on:

- The absolute and unconditional rejection of such violence, whatever its source or motivation on mine property.
- To do everything in their power to prevent the recurrence of violence.

- To identify the perpetrators of such violence, remove these persons from mine property and impose a penalty for their actions in terms of company disciplinary procedures as well as the law of the land.
- The prohibition on employees having or bringing weapons of any kind into the workplace, including hostels.
- The appropriate utilisation of all existing channels to enable employees to inform management effectively of impending violence or their fear thereof.
- To learn from the experience of the violence so that a repetition may be avoided.
- To establish a conflict monitoring group that will monitor violence on mines.
- To approach other parties to become involved in resolving the violent conflict.
- To make every effort to encourage people to show tolerance for the views of others.
Crisis in Khayelitsha — talks resumed

By CHRIS BATEMAN

SENIOR members of the ANC's regional executive spent more than four hours late yesterday locked in resumed negotiations with Cape Administrator Mr Kobus Merring and his senior community services advisers over the crisis in Khayelitsha.

As they spoke, hundreds of police and soldiers mounted a major "clean-up" operation in Khayelitsha, searching houses, mounting roadblocks and conducting foot patrols.

A police spokesman said the operation was to "try to stabilise the area".

The security force action came as Khayelitsha town clerk Mr Graham Lawrence announced that services had partly resumed after a 10-day disruption because of the SA Municipal Workers Union (SAMWU) strike.

Mr Lawrence said he had hired some 180 casual labourers while about 30% of the 1 000 striking SAMWU workers had resumed work.

"We've been inundated with people looking for work — at last we're operating and can resume refuse removal and some administration".

He said he was "pleasantly surprised" that the ANC had resumed talks with Mr Merring after breaking them off last week.

The ANC alleged "collusion" by Mr Merring with the police in the imposition of a now-lifted curfew and the declaration of Khayelitsha as an unrest area.

Yesterday's talks followed two days of failed negotiations between SAMWU and Khayelitsha's Langaethu West town council and a further two days of deadlock discussions between a joint SAMWU-ANC delegation and the council.

Yesterday's ANC delegation included ANC regional president Mr Christopher Tito, exco members Mr Bulelani Ngcuka and Mr Amos Lungu, publicity secretary Mr Trevor Manuel and SAMWU general secretary Mr John Ernstzen.

The CPA delegation included director-general Mr Barry van der Vyver, regional director of community services Mr Faan Naude, his deputy, Mr Carel du Plessis, and Mr Themba Nyati, NEC in charge of local government.

Council workers, subjected to violent community attacks earlier this month, claim that the continued presence of town councillors is threatening their safety and are demanding their immediate resignation before resuming work.
NUM claims armed AWB

By Shareen Singh
and Sapa

Several mineworkers were admitted to hospital after they were attacked at the union offices in Welkom by AWB members, the National Union of Mineworkers alleged yesterday.

The union alleged that about 50 AWB members wearing khaki uniforms with swastikas arrived at the union office while mineworkers were waiting for transport after a meeting.

"With AWB flags held high and armed with shotguns, batons, knives, sjamboks and pick handles, they descended on the waiting workers," the NUM said.

Among those injured was NUM regional chairman Jan Selepe.

The union said the attack took place soon after police had allegedly confronted shaft stewards and demanded that they produce a permit to hold a union meeting.

Three mineworkers claim to have identified one attacker as one of the SAP officers who had come to the union office earlier, the NUM said.

Police spokesman Major Johan Fouche said the police could investigate only if the union laid a formal charge.

The police spoke to NUM members who were at the scene, but they did not ask mineworkers to produce a permit as this was not required for an indoor meeting, he said.

He denied police involvement in the alleged attack.

The regional chairman of the Welkom AWB, Bikkies Blignaut, yesterday denied the allegations that the attackers had been AWB members.

"We are not prepared to accept responsibility for the actions of men who are posing as our members, as has already been done in the past."
AWB Attacked Union

WELKOM. — About 400 members of the National Union of Mineworkers were attacked by members of the Afrikaner Weerstands beweging at a meeting here on Sunday, union members alleged.

The union said four NUM members, including the regional chairman of the union, Mr Jan Selepe, were injured and had to receive hospital treatment. Police are investigating.

The AWB yesterday denied any involvement in the alleged attack.

Mr Selepe said about 20 "khaki-clad men, wearing swastikas" had arrived on motor bikes and motor vehicles and attacked them in front of the NUM regional office.

The assault was allegedly carried out with sjamboks, pickaxes and shotguns.

A police spokesman denied allegations by NUM members that they had recognised policemen among the khaki-clad attackers. — Sapa
Plant set to reopen after VW, union agree

By Shareen Singh

The Volkswagen plant in Uitenhage is expected to reopen on Thursday after workers returned to work following an agreement between the company and the union yesterday.

The company said an agreement had been reached with the National Union of Metalworkers on an action plan to resolve the deadlock regarding the signing of a recognition agreement.

The parties agreed to conduct an education programme today and tomorrow on the recognition agreement.

At the end of the sessions, the recognition agreement, to which the parties agreed in principle earlier this year, would be signed, and production would commence the next morning.

Management closed the plant after workers "unprocedurally" walked off their jobs to attend a court hearing.
Random rightwing attacks, coupled with sinister reports of a third force operating in the townships, can only raise the already high temperature in the country.

These attacks can only be viewed as terrorism of the worst kind and, unless the authorities act swiftly, rightwing attacks are likely to evoke a strong response from the black community.

Happy birthday, Cosatu

THIS week marks the fifth anniversary of the launch of Cosatu, the country's largest trade union federation.

The formation of the federation from unions affiliated to its predecessor, the Federation of South African Trade Unions, and a range of other unions, was one of the turning points in South Africa's labour history.

Since its inception, Cosatu has played a leading role not just in the labour arena but also as a key political actor.

Over the past five years the federation has faced severe challenges both from within — where affiliates with different traditions clashed sharply over political differences — and from employers and the state.

The restriction of Cosatu from playing a political role and the introduction of the Labour Relations Amendment Act were perhaps the most serious obstacles the federation had to face.

That it did so is a sign of the determination of unionists and workers to prevent a return to the dark ages before the birth of industrial unions in the early 1970s.

As South Africa enters a new political era, the federation faces immense new challenges and some old ones as well.

A key question that remains is the formation of a single trade union federation in line with Cosatu's policy of one union, one federation, one country.

Cosatu's input on worker rights in a future constitution and on economic policy will be of critical importance to the shaping of a new South Africa.
'Peace and justice' as VW slips into gear again

By SHARON SOROUR
Labour Reporter

VOLKSWAGEN reopens its Uitenhage motor plant today after signing a detailed recognition agreement with the National Union of Metalworkers.

A company spokesman said: "Both parties have committed themselves to industrial peace and justice in the workplace and to maintaining acceptable work and behaviour standards, the growth and viability of the company, health and safety in the workplace and the principle of equal opportunity."

Production at the plant stopped on November 16 when about 800 engine plant workers walked out to attend a court case involving a shop steward and a foreman.

Volkswagen refused to reopen the plant, where about 6,000 people are employed, until the union signed an agreement which ensured continuous production.

While the union has demanded that Volkswagen pay all employees affected by the closure, the company spokesman said Volkswagen had "no legal or moral obligation" to do this.

The recognition agreement is based on 14 points contained in the German IG Metall workers' union employment contract. Volkswagen is the third South African car manufacturer to sign it with Numsa, after Mercedes-Benz and BMW.

The document contains minimum standards for labour relations and includes procedures for grievances, disputes, arbitration and retrenchment.

Previously the Volkswagen employment contract provided for jointly agreed procedures and policies, with wages and similar substantive issues determined by an industrial council agreement.
A number of Lebowa Platinum Mines workers were allegedly held hostage by National Union of Mineworkers (NUM) marshals during an underground sit-in which ended on Tuesday, the Johannesburg Consolidated Investment Company (JCI) has claimed.

Certain employees surfaced on Sunday and allegedly destroyed a mine vehicle and severely damaged a building with explosives. About 400 workers at the Lebowa mine began the sit-in on November 21, JCI said in a statement.

After investigation it was found that damage had been caused to various items of equipment underground and that one employee had been severely injured while attempting to make an explosive device.

"A large number of employees stated on their return to surface that they had been held hostages underground by 'marshals' apparently acting on instructions of the NUM," said JCI.

Several employees had been detained by the Lebowa police in this connection.

Teargas had been used on one occasion by the police when employees allegedly attempted to damage company property. At no stage were members of the SA Defence Force involved.

"All employees who participated in this illegal work stoppage have been dismissed following a previous final warning for unlawful strike action."

NUM claimed in a statement that the ventilation system in the mine where workers were holding the sit-in had been switched off by management and food supplies had been stopped.

JCI said that last Thursday JCI dismissed 1,200 miners who drowned tools in protest against the dismissal of 99 colleagues.

Management had taken a "premature decision" to bar 99 miners from entering mine premises after three people alleged they were intimidated by these miners. The 99 were "summarily dismissed" without being able to state their case.

The union's attempts to intervene were met with tear gas, rubber bullets and batons from the SADF, Lebowa police and mine security and 22 miners were injured, said NUM. — Staff Reporters and Sapa
Feelings that simmer like a subterranean fire

Labour Reporter BRENDAN TEMPLETON looks at the causes of violence in the mining industry this year.

The attack on miners was not an isolated incident. The mine protest in West Kalahari this year was followed by a series of events that have left the mining industry reeling. The attacks were aimed at weakening the "progressive" movement, so that it would not be able to present a strong united force at the negotiations table, and Mr. Magajethi.

Examples of racial violence, which has received the most publicity, include the shooting of three black workers in April. The miners were also threatened by the changing political climate and the resulting political climate.

In an attempt to combat the violence, the NUM and the Chamber of Mines have recently formed a joint committee to address the issue. The committee is working to develop strategies to prevent further violence in the mines.

The miners have also formed a committee to address the violence and to work with the police to prevent further incidents.

In the meantime, the miners continue to work in a dangerous environment, and the issue of violence remains a priority for both the miners and the mining companies.
Fawu NEC responds to dissidents

By DICK Usher

THE Food and Allied Workers' Union's national leadership met on long-running tensions in Fawu's Cape Town branch at the weekend. But union dissidents are unlikely to be mollified by its outcome.

Tensions in the Cape Town branch resulted in the expulsion of members and the dismissal of officials earlier this year, sparking a "campaign for democracy" by unionists dissatisfied with what they term a "Stalinist purge" in Fawu.

Their case was outlined by former general secretary Ian Theron in a hard-hitting article in the SA Labour Bulletin, which argued that the union's disciplinary actions were unconstitutional and undemocratic.

In a statement, Fawu's NEC said discussion in branches had led to unanimity on how the union should respond to Theron. National office bearers would respond in detail, based on members' views, and this would be final.

It said Theron and the campaigners for democracy should approach Fawu structures to discuss democracy "and all their allegations".

A guiding resolution adopted by the NEC said Fawu must not be led by individual interests and that officials and members must guard against the destabilisation of the union by such interests and ensure structures remained democratic.

Fawu "as a progressive union in the national democratic movement would continue to undermine all reactionary and counter-revolutionary forces", it said, condemning the activities of such forces.

Approaches to Fawu for clarification were referred to NEC member Mike Matlala, who could not be contacted.

A "campaign for democracy" spokesman said members had not had time to formulate a response. His own view was that the statement failed to address issues raised by the campaign.

He said the "counter-revolutionary forces" referred to were clearly the campaigners, and questioned the utility of discussing democracy with structures which acted undemocratically.
Mandela in Khayelitsha today on first-time tour

Staff Reporters
MR Nelson Mandela will visit Khayelitsha for the first time today.

He will be taken on a tour, stopping at the Lingeletu West resource centre to meet municipal workers and other "battle-wary" residents of the area, according to an African National Congress spokesman.

The scene in the trouble-torn township is likely to be one of rubbish bins overflowing and streets impassable because of sewage spills.

A claim by Lingeletu West Town Clerk Mr Graham Lawrence that the sewage system was sabotaged has been dismissed by Western Cape Civic Association chairman Mr Michael Mapongwana as an attempt to discredit striking town council workers.

Mr Lawrence alleged that someone blocked the system with cloth and other objects on Wednesday, causing a health risk.

Sewage spilled on to the road in at least two places yesterday as casual workers tried to unblock the drains.

The strikers, members of the South African Municipal Workers' Union, said they would not return to work until the council resigned.

Mr Mapongwana accused Mr Lawrence of making "unfounded allegations" in an attempt to "discredit the workers' struggle."

The sewerage problem had plagued Khayelitsha for "a long time". This was probably because the system had been constructed with inferior materials, said Mr Mapongwana.

Refuse litters the street in the two-roomed section of the township where the main offices of the Lingeletu Town Council are situated and where strikers gather daily.

At least two streets, Kusa Road next to Mvusemene Comprehensive School and one in U-section in the shack settlement of Site B, have been impassable since Monday because of sewage.

At the start of the strike, workers demanded protection from the council after nine clerical staff were injured in a petrol-bomb attack. Strikers demanded that the council dissolve because attacks on councillors were spilling over to the workers.

The council retaliated by adopting a "no-work-no-pay" policy.

Meetings between the Western Cape Civic Association, the ANC, the union and Cape Administrator Mr Kobus Meiring have taken place but have failed to resolve the impasse.

Mr Meiring said he had no power to dissolve the controversial council.

The parties will meet again on Monday.

● Security forces conducted a door-to-door search in Greenpoint, Khayelitsha, yesterday as part of the intensified operation against violence launched by the police and Defence Force this week.

STRIKE-HIT: Refuse piles up in the streets of Khayelitsha where workers of the Lingeletu West Town Council are on strike until the council resigns.
Mining pact a scoop, says union

Own Correspondent

JOHANNESBURG — The retrenchment agreement signed yesterday by the National Union of Mineworkers (NUM) and Anglo American's Freegold South mine management was the most important agreement of its kind between the union and a mining house. NUM assistant general secretary Mr Marcel Golding said yesterday that he was heartened by the agreement.

The agreement could result in the number of mineworkers retrenched at the Free State gold mine being reduced from Anglo's original forecast of 7 800 to only 1 800.

Mr Golding said that although the agreement applied to only one mine, its ramifications for the whole mining industry were huge.

At least 35 000 jobs have been lost on gold mines so far this year. Eskom has also informed the NUM that almost 6 000 jobs are at risk after the mothballing of three of its power stations, cutting the company's need for coal dramatically, while JCI announced 1 100 retrenchments at its Randfontein Estates operations earlier this month.

Anglo gold and uranium division public affairs manager Mr Adrian du Plessis yesterday echoed a joint Anglo-NUM statement which said the agreement was important one "at a difficult time in the affairs of the gold mining industry".

Anglo had also committed itself to the establishment of a R1-million fund to facilitate job creation.
Stoppages bug Mossgas operation

CONSTRUCTION at the Mossgas refinery near Mossel Bay has been interrupted by sporadic work stoppages since Tuesday, management and the union have confirmed.

Up to 1 450 members of the National of Union of Metalworkers of South Africa joined the “protests” over the implementation of an agreement with the construction firm Babcock Triplejay, a union official claimed.

This is the third major industrial dispute to disrupt work at the giant oil-from-gas project since January.

A Mossgas spokesman said yesterday that workers had had trouble interpreting new computerised payslips — Sapa
NUM denies sit-in miners were held hostage
By Shareen Singh.

The National Union of Mine-workers yesterday denied allegations made by JCI that uniformed marshals held miners hostage during an underground sit-in at Lebowa Platinum Mine.

NUM spokesman Marcel Golding said about 400 workers voluntarily held a sit-in after management dismissed 150 miners.

JCI said numerous employers stated on their return to the surface on Tuesday that they had been held hostage underground by 'marshals apparently acting on instructions of the NUM'.

The company found that various items of equipment underground had been damaged. The union claimed management had switched off the ventilation system in the shaft.

Food supplies to the shaft were stopped after management had sealed off all openings leading to the shaft, the NUM added.
Get ready for Cosatu combat

SWITZERLAND

Cosatu, the largest and most powerful trade union federation seen in South Africa, celebrates its fifth anniversary today. With the negotiations process gathering speed, the giant organization is in combative mood, reports SHAWN JOHNSON, and its relatively few profile of late should not be mistaken for inactivity.

With a claimed membership of more than half of all unionized workers in South Africa, Cosatu is said to be fighting with its enemies or its allies — and its leaders know it.

The 1.3 million strong federation, now entering the second half of a dramatic first decade of existence, is keeping its options open as far as the negotiations process is concerned. Cosatu can be expected to play a pivotal role in the process in the coming year.

In an exclusive interview with the Saturday Star, Cosatu's national president Chris Dlamini confirmed the federation was "still committed to the nationalization of core industries, or sectors of industry.

He said, "The mechanisms have not yet been worked out. But we are not going to shift on the question of nationalization, because we believe it would empower a democracy."

Asked about COSATU's relations with the ANC leadership, he said, "We had the feedback we got from many of our members is that the Government is taking the ANC leadership for granted. We feel that the ANC should withdraw from the talks, and go back to the ANC. So that the Government should feel the heat of the majority in South Africa. If workers are even containing the national action, they can get the Government to think of how it can speed up the process of negotiations."

Alliance

It was one of the set-backs to the ANC's manchester to communicate with the Cosatu leadership's update to the Cosatu leadership's update to the Cosatu leadership's update. 26.6.84

Mr Dlamini said, "The question of nationalization is an issue that Cosatu brought to the government. We feel that the ANC should withdraw from the talks, and go back to the ANC. So that the Government should feel the heat of the majority in South Africa. If workers are even containing the national action, they can get the Government to think of how it can speed up the process of negotiations."

said Mr Dlamini, "When the debate comes for a constitutional assembly, it is then that Cosatu will evaluate the questions of whether we enter the negotiations as Cosatu, separately."

The ANC leadership was sympathetic towards the Workers' Charter, he said, adding that Cosatu's power would ensure that the movement would not lose out on the public relations.

Cosatu's national executive committee concluded in its response that it was to the ANC, to the National Union of Mineworkers (NUM) and to the South African Communist Party (SACP) that the Cosatu leadership's update to the Cosatu leadership's update to the Cosatu leadership's update.

"There is also the question of violence that the government is dealing with, and the assistance that the African National Congress should call on its supporters to stop engaging in mass action. We see that as a dilemma."

Mr Dlamini said Cosatu had welcomed the changes announced by President P W de Klerk in February, but it was now concerned that the government was "not using the nationalization process to make it clear to the workers what their rights are."

"We feel that the ANC leadership should withdraw from the talks, and go back to the ANC. So that the Government should feel the heat of the majority in South Africa."

WHEELER-DEALING A Vietnamese cycle (above) delivered smiles as it steered a load of new Chinese-made bicycles being delivered to customers in Hong Kong. Images are all the means of transport in a country impoverished by years of war and communist rule.

Photograph: Reuters

"Aliens destroying marine ecology"

Brian Timms

"Aliens" are one of the problems faced by the oceans. Overfishing, particularly by their trawlers and "wall of death" nets, causing an estimated 30% of the world's marine life to be threatened with extinction.

"There are aliens, fishers, overfishing, and the pollution of the oceans. They have been pushed aside," said Timms, chief scientist of the United Nations Centre for Marine Conservation, told Reuters.

"The oceans are not just one of the problems faced by the oceans. Overfishing, particularly by their trawlers and "wall of death" nets, causing an estimated 30% of the world's marine life to be threatened with extinction."

Photograph: Reuters

"How to grow diamond film"

SA finds out
The labour giant is still growing

By SEROLLA SELLO
Political Editor

FIVE years ago yesterday 37 trade unions converged on Durban to launch the country's largest trade union federation, the Congress of South African Trade Unions (COSATU).

COSATU started with a membership of about 400 000 but in five years has trebled this number. Paid-up membership today is estimated at 1.2 million.

COSATU's bitter brought a new dimension to labour relations and the shop floor - forever peaceful - was transformed into a battle zone of conflict between employer and employee.

And COSATU made it clear from the start that it would not confine itself to industrial matters, but would engage in overt political activities too.

This did not imply that other federations like the Council of South African Trade Unions (CUTs) or even the Federations of South African Trade Unions (FEDS) were totally docile.

For instance, COSATU, the National Union of Mineworkers (NUM) and the Amcu were credited bodies. They were also militant.

But COSATU took the workers on the struggle to the forefront.

Soon after the election of COSATU's founding president Eliahu Baray's election, a chattering message to big business, threatening to negotiate rates when workers took political power.

Baray's also called upon government to abolish influx control laws within six months, or else COSATU would take action to invalidate such laws.

This placed the government and the union movement on a confrontation course.

If the emergence of COSATU gave the workers' movement a new boost, it also had an impact on workers' aspirations.

Workers were, possibly for the first time in 30 years sharply divided ideologically.

Initially, the divisions between COSATU, Union of South Africa and Amcu were alleged to be on the definition of socialism and the role of unions in the labour movement.

From its inception, COSATU was linked to the ANC, while Cosatu and Amcu belonged to the PAC/Black Consciousness Movement (NC).

These ideological differences have bedevilled the labour movement since.

Yet both Cosatu and the National Council of Trade Unions (NACTU) - a result of a merger between Cosatu and Amcu - have worked jointly on negotiations with government and industry.

The political base of Cosatu, through its links with the ANC and South African Communist Party, has at times threatened to split the federation.

Cosatu's third largest affiliate - the South African Commercial Catering and Allied Workers' Union (SACCAWU) - is at the moment under pressure to disaffiliate from Cosatu and adopt a neutral stance on party politics.

This is not a new problem for Cosatu. Before Soweto was restructured and renamed, it threatened to split down the middle over the same issue.

Apart from internal disputes, Cosatu has had other problems.

Apart from its members, there have been fights with members of the Inkatha-sponsoring United Workers' Union of South Africa (UWU).

Cosatu's headquarters (Cosatu House) in Johannesburg were destroyed by powerful explosions three years ago and its regional offices have also been bombed.

Cosatu accused the government of conniving in all these incidents.

Most Cosatu leaders are familiar with this. The organization of political organisations, worker empowerment, the creation of centralised bar-

Zambia's Beerdrinkers

By JURIE VAN DER WALT

WHEN I went to Zambia last month I met with friends and colleagues at one of Zambia's watering holes. Were you ever there when the beer is 10 shilling and a cold beer is the only answer.

Good friends and constant drinkers, Ian and Ixxi, were at the Pemba Bar on Saturday night at the Pemba Hotel after being absent for a few days.

He ordered a plonk of his beer and said "Mwana, bila, one of these days we will have to make sure that we are getting a "smoking" quality beer." We agreed to meet next weekend, we rode a bus to Lusaka, Ixxi ordered his beer with a smile, "It's the same as yesterday." When he lifted his glass, his hand lacked that easygoing swing.

Suddenly I pinched his beer down and said: "Mwana, bila, one of these days we will have to make sure that we are getting the same quality beer." Ixxi laughed, "That's right, but let's enjoy ourselves first." The price of locally produced beer has gone up by 400% in South Africa.

On October 1st, I was told by a friend that the beer was now 1000 shillings. When I returned to Lusaka Ixxi and I went to the Pemba Bar to have a few beers. The cost of locally produced beer has gone up by 400% in South Africa.

Unfortunately, these prices are likely to increase further, particularly in view of the fact that the average income of the average worker has not increased in line with the increase in prices.

Hoarse cries from parched throats

On October 1st I saw a price of a bottle was announced by four Zambia Breweries (ZB), which is about 35 cents in South Africa. As a result, most clubs in the capital raised their beer prices from ZK18 (R1.50) to ZK25 (R1.60).

This represents a tremendous price increase, particularly in view of the fact that the average income of the average worker has not increased in line with the increase in prices.

As a result, the illegal beer trade is expanding rapidly, which is giving autho-

The newly installed electronic betting station at the brewery in Lusaka requires about 20 000 tons of malt annually. Zambia imports malt from Zambia and the United States, which is more expensive than South Africa. Nevertheless, the Zambian market is still undersupplied and the beer is in short supply or too expensive. Zambia is one of the most expensive countries in the world for its people and when beer is so short supply or too expensive, some-
Fawu rebels repeat ‘Stalinist’ claims

The NEC said in its statement last week that union members had to guard against “the destabilisation” of the organisation.

Fawu officials and expulsion of workers was a purge of dissidents by a “Stalinist” leadership faction.

The NEC said in its statement last week that union members had to guard against “the destabilisation” of the organisation.

Fawu’s leadership had closed ranks, but the evidence of SACP domination of Fawu was clear.

He said union president Chris Dlamini, general secretary Mawela Gxanyane and national organiser Alan Roberts had emerged as senior SACP officials and the party’s new western Cape office was in Fawu’s head office in Guguletu.

A spokesman for the democracy campaigning said at the weekend the NEC statement “demonstrated the Stalinist overtones of the union’s present leadership more powerfully than the campaign ever could”.

The campaigns made up of workers including former branch secretary Miles Hartford, expelled in February from Fawu’s western Cape branch — had no reason to have confidence in appealing to the NEC, but they were still open to discussion, he said.

He called for either a democratically convened Cape branch meeting, the resolutions of which would be binding, or intervention by Cosatu to resolve the dispute.

He said Fawu’s Cape operations were in disarray, with a marked increase in mass dismissals and a decline in industrial action by the union this year.

A Gouws Woods Industrial Relations consultant said last month employer/union relationships had deteriorated since Theron’s departure from Fawu in 1987.
Out of court talks to end strike dispute

Supreme Court Reporter

NEGOTIATIONS are taking place to settle out of court a dispute between the Langaethu West Town Council and striking workers, the Supreme Court heard yesterday.

This was said by Mr Milton Seligson SC, for the town council, in an application against the SA Municipal Workers' Union, the Industrial Council for the Local Authority Undertakings in the Cape, Mr Herbert Madalane and several other people.

Mr Seligson told the court the union's attorneys had asked in a letter for a postponement until tomorrow, because negotiations were under way to settle the dispute out of court.

The town council agreed to the postponement because it was important that negotiations went ahead for the provision of essential services to Khayelitsha residents, he said.
Talks deadlocked

Negotiations to end Khayelitsha strike break down

By CHRIS BATEMAN

THE ANC yesterday declared that it was going “back to the trenches” in Khayelitsha after month-long talks with the Cape Provincial Administration had ended in stalemate.

The talks were aimed at resolving the township’s municipal work stoppage.

“For us it’s back to the trenches— it’s as simple as that,” said Mr Bulelani Ngcuka, ANC regional executive member and legal adviser during the talks.

He said this meant that the ANC campaign to get the controversial Lingelethu West Town Council to resign would be intensified.

The ANC and the SA Municipal Workers’ Union (Samwu) maintain that the continued existence of the council, eight of whose members have appeared in court in connection with murder and related charges, endangered workers’ lives.

The ANC yesterday said it was clear that the CPA was determined to “maintain puppet local structures at whatever cost, even in human lives.”

It would hold the Administrator of the Cape, Mr Kobus Meiring, responsible for the “consequences of his totalitarian behaviour,” it added.

Yesterday’s nearly two-hour meeting, chaired by Mr Meiring, ended with both sides opposing pre-conditions for an end to the work stoppage.

‘Future fixed date’

The CPA promised to facilitate future negotiations between the council and the ANC-Samwu delegation provided that the workers first ended their debilitating work stoppage.

The ANC-Samwu delegation insisted that the council should first stand down voluntarily on a “future fixed date” before workers returned and details of an interim mechanism were thrashed out.

A CPA spokesman confirmed that Mr Meiring had rejected the ANC’s recommendation that a referendum be held and that Mr Meiring travel to the township to “see for himself.”

While the CPA accepted that accusations against certain councillors were creating “serious problems,” it was committed to ensuring that justice be allowed speedily to run its course before taking action.

The CPA had suggested to the council that either some or all of its councillors step down until “justice has run its course” but the council had rejected this, the CPA spokesman added.

The council yesterday said it would proceed with legal steps against Samwu “in view of the necessity for the continuation of essential services.”

Mr Meiring expressed disappointment at the ANC-Samwu delegation’s rejection of his offer to “chair negotiations between them and the council.”

He denied an ANC contention that in terms of the Black Local Authorities Act he had the legal power to dissolve the council “if there was a need.”

The CPA was convinced that existing local authorities, “however unacceptable,” must be retained until an acceptable new system had been found through negotiation.

This was to ensure that essential services were maintained, it said.
Fawu's feud summed up in T-shirt slogan: 'Workers, control your leaders'

A NEW slogan has been added to the bulging wardrobe of "struggle" T-shirts it urges "Workers, control your leaders". This silk-screened message has at the centre of one of the most controversial struggles to have rocked progressive trade union circles in recent years.

The T-shirt's flip-side logo depicts fists flanking the wrist, and identifies the messenger as "The Campaign for Democracy in Fawu". The campaign claims to be fighting "bureaucracy" to reclaim the Food and Allied Workers Union (Fawu) for its rightful trustees - the rank-and-file members.

Fawu's leadership has lost heart, allowing the campaign forces as a "reformist and counter-revolutionary" minority implanted in demobilising the 130,000-member union, a Congress affiliate.

Campaigners accuse higher union structure of unconscionably interfering in regional and branch elections, ignoring worker mandates and engaging in "political witch hunts" against "independent voices" in the union.

The Campaign for Democracy in Fawu emerged after a branch AOM in February this year when former Cape Town branch secretary M. Marks and others were expelled from the union.

The branch had been suspended three months previously by the Fawu Western Cape regional executive committee, on the grounds that it was not functioning properly.

Dismissals

Campaigners charged a branch executive council attended by 65 out of the branch's approximately 80 members reappointed the Fawu dismissing of branch officials.

In a statement submitted to a Cape Town branch general meeting on October 20, the campaign alleged the Fawu executive committee was leading a "Stalinist witch hunt" against democracy and workers' rights and accused union members of "class collaboration".

Harford said the campaign was backed by at least 500 Fawu members in about 20 factories out of about 80 represented by the union in the 130,000-member Cape Town branch.

A year after the Cape Town branch of the Food and Allied Workers' Union was suspended sparking a bitter feud within the union, the controversy which has rocked trade union circles shows little sign of abating, writes a SPECIAL CORRESPONDENT.

Arguing that the February AOM was unconstitutional, fired and expelled campaignists filed a Supreme Court application in March.

They withdrew the application following assurances by Congress (Western Cape) and the Fawu executive committee of further meetings to reconsider the findings.

The Fawu AOM suspended shortly afterwards, however, refusing the February democracy and expelling five other worker leaders for taking the union to court.

The stand-off between the campaign and Fawu office-bearers has been marked by open confrontation, allegations of slander and various legal battles.

The national office-bearers have submitted the suspended and expelled leaders to an initial cross-examination.

Explanations for the affected former members refusing to return to court proceedings, Harford said. Workers cannot appeal to the ex-officio union. This needs third party intervention, or workers in the branch must decide against the February AOM was unconstitutional, fired and expelled campaignists filed a Supreme Court application in March.

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Polemics

Polemics in the SA Labour Bulletin (SALB) were both the publication - the suspended chairman, the national office-bearers, the union will not be an option to be put to the negotiators.

While workers may lose interest in the campaign, the SA Labour Bulletin, the most well-known newspaper in the country, is not going to go away.

The union's legal battle will continue, and the union's leadership will be continued.

The union's leadership will be continued.

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The union's leadership will be continued.
Fawu's feud summed up in T-shirt slogan:

'Workers, control your leaders'

A NEW slogan has been added to the bullying wardrobe of "struggle" T-shirts it urges "Workers, control your leaders!"

This silk-screened message has at the centre of one of the most controversial of struggles to have reached progressive trade union circles in recent years: the Fawu workers union.

The T-shirt's flip-side logo encircles two hands, fists clenched at the wrist, and identifies the messenger as "The Campaign for Democracy in Fawu".

The campaign claims it is fighting "Stalinist" union "bureaus" to reclaim the Food and Allied Workers Union (Fawu) for its rightful members -- the rank-and-file membership.

This Fawu leadership has been told, claiming the campaign forces as a "renegade and counter-revolutionary" minority uninterested in realizing the 120,000-strong union's real potential.

Campaigners accuse the union's leadership of financially mismanaging union funds and advising international support for "anti-communist" voices within the union.

The Campaign for Democracy in Fawu emerged from a branch AGM in February 1990, when former Cape Town branch secretary Mr Mola Hartment was dismissed and new branches of Fawu members elected.

The branch has been suspended three times previously by the Fawu Western Cape regional executive committee on the grounds that it was not functioning properly.

Dismissals

Campaigners claimed a branch executive council attended by 60 out of the branch's approximately 600 members were unable to reach any decision about the February dismissals of branch officials.

In a statement released on a Cape Town branch general meeting on October 29, the campaign implicated alleged SATAWU party members in a "slamout" against democracy and workers council, accusing four workers of "clandestine collaboration".

Harmend said the campaign was backed by about 1,000 Fawu members in the 2,000-strong union in the Cape Town branch.

The campaign demands -- according to the October 29 statement -- are:

- Constitutional branch general meetings to review branch dismissals and the election of branch office bearers.
- A branch executive committee meeting with "all actions against individual members of Fawu are properly withheld or withdrawn.
- A democratic style of conduct in the union.
- Factory general meetings for union members to address issues of discrimination.

Mr Mola Hartment and Mr Alan Roberts said at the time he was unable to comment on the statement as a "problem within the branch".

Fawu's national office bearers have, however, refused to address these demands.

The stand-off between the campaign and Fawu's office bearers has been marked by public acrimony, allegations of sabotage and various political mud-slinging.

Polio

Police at the Maitland Ballot Office (SALB) saw both the public order -- the respect for democracy off the progressive trade union movement -- and Roberts apologising for the letter.

The underlying points of dispute are complex: the need to question the interpretation of the union constitution; and comments on the role of political parties in the union.

As for procedure, democracy has been the focus of political and unionism.

"The Campaign for Democracy in Fawu" has suspended a high-ranking official, and one which has not been matched by the Fawu national office bearers.

In response to a recent interview with the union, the Fawu national general secretary Mr Mola Hartment said, "We are not prepared to discuss this with anyone who is anti-communist and not interested in democracy and the struggle for freedom and justice.

Fawu has associated itself with the struggle of the democratic movement and is committed to the struggle against apartheid and the struggle for a better life for all.

On the matter, Madlala said, "This basically refers to everything that was discussed at the NRC, including the campaign for democracy and the 100-day strike.

The national office bearers' response to the Theron's article was his "The campaign for democracy".

Theron remarked, "There are two ways in which the union could respond to this. They can either address the union or close ranks.

The rank-and-file have held firm.

A year after the Cape Town branch of the Food and Allied Workers' Union was suspended sparking a bitter feud within the union, the controversy which has racked the trade union circles shows little sign of abating, writes a SPECIAL CORRESPONDENT:
Khayelitsha strike to end?

Staff Reporter

THE four-week-old strike by Lingelethu West Town Council workers may be resolved today. SA Municipal Workers' Union general secretary Mr John Erntzen said last night.

He said after a meeting yesterday of workers, who have crippled health and other municipal services in Khayelitsha, that he was "hopeful" of a resolution.

They have said they will return to work only if the council resigns. Mr Erntzen said workers were "adhering to their demands" but had mandated the union to respond to "options" proposed by the council.
Fawu's feud summed up in T-shirt slogan:
'Workers, control your leaders'

A NEW slogan has been added to the bulging wardrobe of 'struggle' T-shirts. It urges 'Workers, control your leaders'.

This silk-screened message lies at the centre of one of the most controversial struggles to have rocked progressive trade union circles in recent years.

The T-shirt's flip-side logo encircles four hands, linked at the wrist, and identifies the message as "The Campaign for Democracy in Fawu".

The campaign claims it is fighting 'Bolshevik' union 'bosses' to reclaim the Food and Allied Workers' Union (Fawu) for its right-thinking, pro-market and free-trade membership.

The Fawu leadership has its back, slating the campaign forces as a 'reformist' and counter-revolutionary minority implicated in destabilising the 120,000-member union's internal affairs.

Campaigns across higher union structures of internationally affiliated unions, squaring off against branch, and engaging in political 'witch hunts' against independent voices in the union.

The "Campaign for Democracy in Fawu" emerged after a branch AGM in February this year when former Cape Town branch secretary Mr Moeke Hartford was dismissed and new branch office bearers were elected.

The branch had been suspended three months previously by the Fawu Western Cape regional executive committee on the grounds that it was not functioning properly.

Dismissals

Campaigners claimed a branch executive council attacked by 46 of the branch's approximately 80 members rejected the February dismissal of branch officials.

In a statement submitted to a Cape Town branch general meeting on October 20 the campaign explained allegations by the Cape Branch regional executive committee and charged branch leaders with "class collaboration".

In response to the confrontation, Mr Allan Roberts, a member of the branch, said he was unable to comment on the statement as the "problem was not at the branch" level.

The Fawu national office-bearers have constituted themselves as the alleged disputants and expelled former members to appeal against their dismissal and expel Fawu as a revolutionary union.

They maintain the actions involving the Cape Town branch were constitutional.

A year after the Cape Town branch of the Food and Allied Workers' Union was suspended sparking a bitter feud within the union, the controversy which has rocked union circles shows little sign of abating, writes a SPECIAL CORRESPONDENT:

○ Constitutional branch general meetings to renew the dismissal and expulsion of the branch office bearers.

○ A branch executive committee meeting where "all accusations against individual members of Fawu are properly withdrawn and/or withdrawn in competent manner and the way forward?"

Fawu national secretary Mr Allan Roberts said at the time he was unable to comment on the statement as the "problem was not at the branch level".

The Fawu national office-bearers have constituted themselves as the alleged disputants and expelled former members to appeal against their dismissals and expel Fawu as a revolutionary union.

They maintain the actions involving the Cape Town branch were constitutional.

Explaining the selections, former members "refuse to accept this course, it is not fair," he said. We cannot permit the union to be degraded, or the branch from within other branches or in other branches.

Politic

Politic in the SA Labour Bulletin (SALB) was a bitter one. The respected debating ground of the progressive trade union movement and Roberts apologising for remarks that were considered highly controversial.

The underlying points of dispute are complex. The struggle over the interpretation and application of the union constitution — but underlie fundamental concerns such as free thought, democracy and political beliefs.

The "Campaign for Democracy in Fawu" has retained a high media profile, one which has not been matched by the Fawu national office-bearers.

In response to requests about the conflict in the union, Fawu national secretary Mr Mike Matlala said: "We were not prepared to comment on this report." The union’s response was not given.

As one plant, North Suburban Food and Protein Products in Bellville, the union has left workers to go it alone in wage talks if they persisted in wearing an expelled shop steward to represent them.

SALB editor Mr Alan Theron said the "bitter" campaign reflects "the depth of the dispute that we have experienced in the union over the last few years.

The national office-bearers' response to Theron's statement was final, the statement said.

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"There are two ways in which this union could proceed. They could either address the issues or close ranks.

This is the first time the issues have been held, with some leaders
More strikes expected by whites, says expert

By SHARON SOROUR
Labour Reporter
13/12/90

Industrial disputes are expected to continue, and even increase, in the new year with employers facing strikes by black as well as white employees, says industrial relations consultant Mr Brian Alan.

Identifying critical issues concerning strike action in 1991 at an industrial relations seminar in Johannesburg, Mr Alan said while employers accepted that striking was "the preserve" of black employees, recent indications were that white employees were now influenced by the same frustrations and insecurities.

"A strike by white employees will certainly prove a traumatic experience for the average South African employer, who has, up to now, taken for granted that a white skin automatically means loyalty to the employer," he said.

Employers would have to handle a strike by white employees in the same way as one by black employees. This could mean alienating workers whose skills were at a premium.

The two major factors behind union growth and increased worker militancy in 1990 were political instability and economic pressure — were expected to continue, and even escalate, next year.

"Inflation is showing an increasing upward trend and the political manoeuvring around the new constitutional structures is only now beginning. We can expect to experience much the same pattern of strike action in 1991 as we did this year and another record year as regards man days lost," he said.

If the current conditions continue to prevail, both the number of strikes and the number of man days lost as a consequence could well increase," he said.

Unions had successfully organised at the majority of the larger employers and were focusing on those employing fewer than 200 potential union members.

Mr Alan said there was no doubt that trade unions would put Cosatu's Workers' Charter to the test — it advocated the absolute right to strike.

"An employer who elects to take drastic action such as dismissal against strikers will be flying in the face of a prevailing ideology," he said.

"He could expect to be challenged "with every source of power available to the other side.""

While this might be regarded as negative or emotive, Mr Alan pointed out that through the political turmoil of 1990 unions stuck to the role of negotiators of improved working conditions and had not been sucked into the maelstrom of political action.

About 71 percent of all strikes this year were linked to wages. If the inflation rate and recessionary trends continued, wages would continue to be the main strike trigger in 1991.

The demarcation and definition of bargaining units was becoming more contentious too. Employers could expect an increase in disputes concerning the recognition rights of unions which enjoyed majority support in the workplace.

Mr Alan predicted that retrenchments — already high — would increase in early 1991.
Union’s work ‘disrupted’ by Reef unrest

CONFLICT in the townships was cutting off the National Union of Metal-workers of SA (Numsa) from its members, crisis committee members said yesterday.

At a media conference in Johannesurg, members of Numsa’s crisis committee said the union was struggling to serve its members on the Reef.

The crisis committee was created in October to repair damage to the union’s activities caused by unrest.

Committee member Richard Ntuli said township conflict was still affecting union operations — there was only a 40% attendance at shop steward council meetings — as a “third force” defying easy categorisation sought to exploit tension and disrupt union operations.

In October, Numsa shelved planned strike action at Iscor’s Vanderbijlpark, Pretoria and Newcastle plants because the escalation in violence made it impractical for the union to mobilise members.

The union has said Inkatha supporters have been campaigning for workers to leave Numsa and dubbed it an ANC and Xhosa organisation.

In August 60 Iscor workers left the union and abandoned Iscor’s Kwa-Masume hostel for a disused hostel where they were joined by 250 Inkatha supporters.

Ntuli said officials’ efforts to persuade all workers that Numsa was a non-tribal workers’ organisation had paid dividends as members from the Inkatha-affiliated United Workers Union (Ususa) had defected to Numsa at five PWV factories.

Meanwhile, the union claimed heavily armed Inkatha supporters had been arrested on Sunday outside the Sbeokeng hostel, home of several Numsa members who were to testify at the judicial inquest into the deaths of 42 people in September’s communal violence.

Union official Nelson Ngale said some of those arrested were among the group of 150 Inkatha supporters arrested in September when 23 Numsa members had died in an attack on the hostel.

Witwatersrand police liaison officer Capt Piet van Deventer said yesterday at least three of the men police arrested on Sunday had been arrested on September 4.

Police intercepted a group of 15 people on Sunday in a bakkie outside the hostel.

They found an array of weapons in the vehicle, including AK-47 rifles, petrol bombs, a hand-grenade and 38 revolver, he said.

Ngale said union members at the hostel were increasingly concerned for their safety.
Radicals urge strike over wage issue

CONGRESS Militant, the journal of the Marxist Workers Tendency (MWT), a group of radical intellectuals, has lambasted leading Cosatu affiliates: the SA Clothing and Textile Workers Union and the National Union of Metalworkers, for abandoning socialism.

The MWT called for a national strike by workers in support of a demand for a R200 minimum weekly wage for a 40-hour week.

The publication last week cited Karl Marx and Leon Trotsky in its argument that a national minimum wage was vital "to guard the proletariat from decay, demoralisation and ruin".

The group's demands come after a year of vigorous debate within Cosatu over the issue, during which both Sactwu and Numsa have argued that such a standard would be both impractical and economically dangerous. The unions have argued for industry minimum wages.

The MWT accused Sactwu of reconciling "workers' demands with bosses' interests" rather than conducting "an irreconcilable struggle for the product of workers' labour".

The ANC has said the group, which claims to be part of the ANC, was expelled from its ranks in 1985 and its views do not represent those of the ANC.
Debate in Cosatu on a workers' charter to be included in a post-apartheid constitution had reached an advanced stage, although there were some "fundamental disagreements" on its content.

The major wage debate in trade union circles was whether a future government should legislate a minimum rate of pay, or whether market forces should be allowed to fill this function.

A white worker backlash could be expected as predominantly black-based unions blocked unilateral management changes in industrial relations.

White trade unions would also grow in the coming year.

Unemployment was unlikely to drop, causing unions to be less willing to discuss productivity and profitability at the expense of jobs. Pressure for the redistribution of wealth would continue.

The enactment of the current Labour Relations Bill in early 1991 would probably be met with demands for further modifications.

Unions party to the landmark Cosatu/Nactu/Saccola accord would "vigorously" campaign for the LRA to be extended to cover public sector, agricultural and domestic workers.

Privatisation in the public and industrial sectors was likely to be opposed by unions in alliance with the ANC and other "progressive forces".

The State and smaller business sectors would be targeted in union recruitment drives.

Cosatu and its affiliates would continue to push hard for centralised bargaining and centralised social security benefits - resulting in a shift from "plant-based to an industry-based consciousness".

Demands for union inclusion on decisions regarding reduction in permanent workforce levels had shown the emphasis shifting from the protection of workers to the protection of jobs themselves.

Unions were shifting to a "pro-active" strategy by including job security issues in wage bargaining time.

Other sectors also had to address the pivotal question of job creation in a bid to soften the retrenchment blow.

Cosatu's Living Wage Campaign, which set a basic monthly rate of R750 in 1990, was poised to gain momentum. Unions would demand more pay with less work, partly in a bid to preserve jobs.
The New Year
Labour demands in

Big clean-up after council strike ends

By EDWARD MOTOMYANE
Staff Reporter

THE four-week-old strike by about 800 Lingelethu Town Council employees in Khayelitsha has ended and municipal services have resumed.

From yesterday most streets in the township were a hive of activity with scores of workers clearing piles of refuse.

The return to work was a sequel to a meeting between council officials and the South African Municipal Workers Union (Samwu) on Friday.

The Town Clerk, Mr Graham Lawrence, said none of the demands of the strikers had been met by the council and they returned unconditionally. It was "tragic" that employees were being "manipulated by people with political agendas".

Violent attacks

They went on strike about a month ago after violent attacks on councillors and council employees. They said attacks aimed at councillors were spreading to them and they called for the dissolution of the Lingelethu council.

The council responded by adopting a "no work, no pay" policy as municipal services ground to a halt.

Samwu indicated last week that the strikers were willing to compromise on the demand for the resignation of councillors "for the time being".

But they demanded payment for the duration of the strike and their year-end bonuses.

Mr Lawrence said bonuses were not affected but employees would not be paid for the days they did not work.
Recognition for labour's power

A YEAR ago it would have been unthinkable employers and black union chiefs making common cause before a standing committee of the South African parliament.

The date is October 26, the occasion joint representations by the Congress of South African Trade Unions (Cosatu), the National Council of Trade Unions (Nactu) and the employer body Saccola on planned amendments to the Labor Act (LRA).

This "crowning accomplishment", as one employer described it, highlights the emergence of a new style of political economy, the politics of opposition and protest to the exercise of real power in state structures.

From the side of the government, it boasts a recognition that black worker organisations are now too powerful to be ignored. Although the full flowering may only come in a post-apartheid South Africa, it heralds the dawn of a new tripartite between labour, capital and state on social policy.

"We're beginning to see new union politics, combining strategic thinking towards the state with successful mass action," commented Wits sociology professor Eddie Webster. "The institutional power of labour is being recognised, not only at the economic level but in politics and society."

The breakneck pace of development has been largely driven by an informal logic - there is no evidence of a union masterplan. But February 2 gave the process a decisive fillip. Barely a month after the FW de Klerk's speech to parliament, and after two years of gruelling talks, Cosatu, Nactu and Saccola clinched the "Saccola Accord", essentially rolling back the 1988 amendments to the LRA.

The next step was to get the deal enacted, requiring engagement with the state. With this in mind, the unions met with Manpower Minister Elou Louw, and when the cabinet refused to enact the deal in June, held talks with de Klerk.

He has appointed a three-cornered "working party" to break the impasse. The state in September to a second major breakthrough - the LRA "mute", which committed the government to enacting the heart of the Saccola agreement and the unions to the dropping of mass protests and participation in the National Manpower Commission (NMC).

The State of Emergency, with its detention of unionists and legislative attempts to clip the wings of the unions, seemed very far away.

Cosatu's decision to engage with the NMC, an advisory body which, under the Manpower Department, is selective, secretive and highly conditional, demands for the inclusion of farmworkers in the LRA, commercially viable and the politics of opposition and protest to the exercise of real power in state structures.

The politics of opposition and protest to the exercise of real power in state structures.

Forums, like those at the NMMU in 1984 and 1985, are still alive in the 1990s. The current phase can be seen as one of embryonic pact-formations, and it is a process which is clearly at work across industry level, particularly in mining and engineering.

This year's Metal Industrial Council agreement is significantly more wage contract, covering such areas as training and job creation. On the mines, industry-level talks on issues such as violence and race discrimination suggest a newfound employer acceptance of a broader union role.

An intriguing article in the annual report of Andrew Steinberg says it all: "We are in a state of limbo, where the ground and the sky are the same."

The politics of opposition and protest to the exercise of real power in state structures.

"Nationalists" are more resistant to significant short-term compromise, arguing that this can only happen under majority rule. But political change is under way, as the "newly-stirring" change of heart is "a partial overstatement to suggest that they might be very fierce bulls until majority rule, lambs after it," the article comments.

"Workerists", by contrast, fear a new government would undercut the unions by dictating economic policy.

"Far from waiting for a new government before they negotiate the beginnings of a social contract, they believe it imperative to have one in place before it is installed."

Whatever the timing of the process, the question remains: Will consensus at national and decentralized levels be enough? Thompson points out that the past year has been marked by a surge of labour unrest, often unpredictable and coupled with violence.

It was the year of the Saccola Accord, but also of the railway strike and the Mercedes benz sit-in, of the National Manpower Commission (NMC) agreement and the unions to the dropping of mass protests and participation in the National Manpower Commission (NMC).
Labour relations issues lead the field in national negotiations

AMID all the talk about talks in 1999, it was in the field of labour relations that national negotiations reaped the most rewards.

Not that the industrial relations arena was without strife during 1999. There were bitter strikes, prolonged plant closures and violence threatened to wreak havoc, and often did, with company operations and union organizations.

But the Cabinet’s decision on September 29 to approve the 19-point labour relations “minute” — the go-ahead for the promulgation of amendments to the Labour Relations Act (LRA) in the first session of Parliament next year — was a breakthrough for industrial relations.

Hiccoughs

Manpower Minister Eul Louw hailed the decision “as a milestone on the road to achieving internationally acceptable labour legislation”, and his comments were echoed by labour lawyers, Cosatu, Saccala and Nactu.

The accord represented unprecedented co-operation between the state, capital and labour. It is perhaps the start of a labour regime, the kind which SA labour experts admire in Germany, the Netherlands and Sweden.

The consensus on LRA amendments was not achieved without serious hiccoughs. The Manpower Ministry narrowly staved off a mass protest campaign by Cosatu set for October as problems were solved. This was after President F. de Klerk had said in June government would not be able to promulgate the amendments this year as originally intended.

The working party he commissioned involving employers, unions and the National Manpower Commission (NMC) provided the goods in the end, with the bonus of Cosatu’s decision to reconvene a reconstituted and revitalized NMC. The minute included an in-principle commitment to bargaining rights for all workers and laid out the processes by which the principle would be implemented regarding the public sector, farm and domestic workers.

Cosatu’s Geoff Schreiner said in November that while the changes to the LRA were significant, unions had only the freedom to strike, and without the right to strike they were effectively reduced to “collective begging.”

His comments were a sign of the debate in Cosatu on a workers’ charter and labour’s determination to play an integral role in constitutional talks.

In debating some of the thornier issues unions faced within their own constituencies, the SA Clothing Textile and Allied Workers’ Union led those questioning the practicality of Cosatu’s longstanding commitment to a national minimum wage, an issue on which the federation is still to take a definitive stand. Sactwu union said industry-wide minimums were desirable; an obligatory wage of R700 a month could bankrupt the textile industry.

Commenting on the outcome of the workers’ charter conference in November, Cosatu general secretary Jay Naidoo said delegates agreed on the principle of freedom of association but also resolved the closed-shop was an acceptable form of union activity “provided it was democratic.”

Unions agreed on issues such as the right to strike free from interdicts, to participation in all state structures in the interests of members, and the right to take part in economic planning.

Package

Other developments showed the convergence of employer and worker spanon with Anglo American and the National Union of Mineworkers setting the pace with a series of agreements addressing critical issues in the mining industry.

In early December they signed a retrenchment agreement at Anglo’s Freegold South mine designed to minimise job losses in an industry hit by rising costs, falling ore grades and a low gold price. The package not only saved about 5,000 jobs through miners accepting extended unpaid leave periods but demonstrated Anglo’s appreciation of growing union concern for job security, and the NUM’s appreciation of commercial structures facing gold mining
Both sides can claim victory in hard-fought wage talks

ANNUAL wage negotiations in the mining and metal/engineering industries were hard fought by both employers and unions — Steisa and the National Union of Metalworkers took five months to ratify the metal industry's main agreement for 1999/00.

But in the end both sides could claim they had won significant concessions, most importantly without workers resorting to strike action.

The absence of industry-wide industrial action in these two sectors put into perspective a year which saw a surge in strikes in general. Labour consultants Andrew Levy and Associates calculated there was a 20.4% increase in man-days lost in 1998 from the previous year to more than 4 million. Average pay awards stood at 17.4% — the same as last year but down half a percentage point from 1997.

However, in the Reserve Bank's December quarterly report, Governor Chris Stals said wage hikes would put the single biggest strain on the economy in 1999.

While 66% of strikes concerned wage issues, 1990 was a year of strike action on workers' rights, often unsuccessful.

The longest strike was by 260 Chemical Workers Industries Union members at Ciba Geigy in support of demands that the company join the chemical industries' provident fund. The union came away empty handed.

Similarly almost 4,000 Paper Printing Wood and Allied Workers Union members not only failed to win any commitment from Barlow Rand subsidiary Nampak on their call for centralised bargaining, but workers also lost bonuses and the union agreed to a nine-month moratorium on discussing the issue.

This came after a seven-week strike.

This strike proved to be a tactical error by the Cosatu affiliate as workers embarked on the industrial action in clear defiance of existing recognition agreements.

The importance of unions adhering to such agreements and functioning unprocedural action was demonstrated by the seven-week closure of Mercedes-Benz's East London plant.

Lessons

The dispute there, triggered by dissident Numsa members occupying company offices in support of demands that the company leave the motor industries national bargaining forum, took the lid off a critical breakdown in worker-manager relations at the plant.

Not only had the company not met production targets for five years, but Numsa was faced with the embarrassing defiance of union policy by an important portion of their membership. The lessons learnt by both sides may have put industrial relation on a sounder footing as management re-established shopfloor control and the union realised the importance of worker commitment to productivity and education on industrial relations procedures.

Volkswagen, Lebowa Platinum and3? Grootfontein mine management also learnt lessons from the Mercedes experience, closing down operations in face of alleged intolerable unprocedural action by union members.

Violence, however, presented the most difficult problems for employers and unions.

The crisis meeting held in Welkom in May when Law and Order Minister Adriaan Vlok, police and army representatives, Chamber of Mines and Anglo officials, the white mining union, NUM and Cosatu leaders met in response to the killing of white and black mineworkers demonstrated the gravity of the threat.

The explosion of township violence in the second half of the year brought the problem back to the mines, but also confronted others.

Numsa said strike plans in the metal industry and at Iscor plants were shelved because the township strike threw union organisation into chaos.

The union joined the NUM — whose Xhosa-speaking members on Natal collieries fell victim to alleged Zulu attacks and fled home to Transkei and Ciskei — in meeting Iscor management to find a way to deal with violence.