Industrial Rel. Workers Org. - Training Project

1985

August - December.
NUM may join 7-nation alliance

THE National Union of Mineworkers (NUM) will decide on joining a new federation of mining unions, spanning seven Southern African countries, when it meets to discuss strike action.

General secretary Cyril Ramaphosa said yesterday there was a "strong likelihood" the NUM would join the federation, covering mineworkers from Zimbabwe, Zambia, Zaire, South Africa, Swaziland, Botswana and Mozam-
bique.

About 4,000 NUM members are expected to attend the mass conference in Welkom on Saturday.

Ramaphosa said the federation would promote political unity among mine workers, particularly on issues affecting many countries such as government's threat to repatriate foreign workers.

Other resolutions at Saturday's conference centre on the date and strategy for strike action.

Legal strikes could take place at as many as 27 gold and coal mines where the union is recognised. The union would decide where it would take action.

The NUM is demanding a pay rise of 22%, but the Chamber of Mines granted 14.1% to 19.6% increases on minimum rates, implemented on July 1.
company (50% owned by Gencor's Darling and Hodgson D & H) and 50% by Cape Town entrepreneur Harry Fuchs) went dead against advice from the Cape-end of the project, where some top level people think the decision is a disaster.

D & H chairman and chief executive John Hodgson, however, is adamant that the delay is just that: "I'm not bold enough to go ahead after what has been happening over the past weeks, but the situation could change at any time," he declares.

"I genuinely feel that a year's postponement under the current circumstances, and I stress 'current circumstances', is the right thing to do. It is a prime example of a prestige development and it will go right into the top bracket. You could put it on the market anytime when things are stable."

About R10m has been spent on civil works, including a new bridge to the island, which was purchased a few years ago for R20m. In addition to the lost interest, the developers also face arrear cost escalation in costs of somewhere between R5m and R10m.

Add all this to the price of the 344 houses originally intended to go on the market from R160 000 to R240 000, and there could be a big problem even at very tight margins. Particularly hard hit by tender price hikes had been achieved on the construction contract — which was to remain in-house through R H Morris — and a lot more than inflation would go into new quotes.

Although it could presumably afford to, Woodbridge does not have the option of sitting indefinitely in the hope that an improvement in the market will outstrip the rise in costs, the provincial administration has set next June as the deadline for the start of house construction and there is no guarantee of an extension.

The feeling in Cape Town is that Gencor got cold feet on political considerations rather than economic ones. "We think they did not want to be seen taking a risk on a prestige white housing development in the light of all the unrest and problems on their own mines," remarked one source close to the development.

Hodgson denies to comment on the rumours which are, of course, bound to fly in the circumstances.

**MINE LABOUR 1**

**MWU strike threat**

The mining industry may be facing yet another dispute, this time involving the right-wing Mineworkers' Union (MWU) and Matthey Rustenburg, JCI's platinum refinery in Wadensile.

Last week the MWU held a strike ballot among its 65 members at the plant over the company's decision to restore to the payroll, but not to permit to work, a man accused of assaulting a black worker. This follows a judgment by Industrial Court member S A Erasmus ordering the temporary reinstatement of Piet Robbertze in terms of S 43 of the Labour Relations Act.

MWU general secretary Arric Paulus says his executive will be counting the votes later this week, but he refuses to comment further. Matthey Rustenburg spokesman also declined to comment, saying the company did not wish to "inflame feelings."

It appears that management is caught in a dilemma. Robbertze's racial attitudes had previously led to several complaints and ultimately a strike by members of Fosatsu's Chemical Workers' Industrial Union, and he had been told several times by management to change his attitude. His full reinstatement may precipitate further unrest.

The absurdity it that the man is hauled before a jury in order to fix a pay award out of 10% raise. As it is, the strike is set to last until the beginning of April.

**MINE LABOUR 2**

**D-Day for the NUM**

The National Union of Mineworkers (NUM) meets in special conference at Welkom this weekend to decide a course of action in the long-running dispute with the Chamber of Mines over wage and working conditions in the gold and coal mining industries.

Deadlock arose between the union and the chamber in June, when the NUM rejected a chamber offer of wage increases ranging between 14,1% and 19,6%. The union is demanding 22%, plus other improvements in working conditions.

Since the NUM held ballots at 17 of the mines where it is recognised three weeks ago (Current Affairs, July 19), it has kept observers guessing at its intentions. However, a union spokesman insists "We are going to strike". The purpose of the conference, he says, is merely to plan strategy.

**Ballot controversy**

Controversy over the ballots has continued unabated. Mining industry spokesmen have argued that ballots were not conducted in secret. They further say that, even taken at face value, the 65 000 votes in favour of strike action represent only a minority of miners who had the opportunity to vote, and an even smaller proportion of the workforce at mines where the NUM is recognised.

They question, therefore, whether the union has a mandate for strike action. Ballots were not held at Gold Fields and Rand Mines establishments due to disagreements over voting procedures.

The union counters that voting figures on the 17 mines would have been higher had it not been for "intimidation" of workers by mine security police, and says it is confident of strong support at mines not balloted. The NUM spokesman concludes that the union has a mandate to strike on all 29 mines where it is recognised.

However, he says the union does not intend to call "illegal and wildcat strikes" at other mines where it has membership but is not recognised.

_— Financial Mail August 2 1985_
er and acknowledge there will be difficulties in turning to overseas creditors in the present political climate.

There is no consensus at present over the potential or actual disinvestment taking place. One source in the banking community estimates that the impact on the balance of payments will be an outflow of R300m a month in short-term capital. A rand above US$0,50 would exacerbate this trend, and thus the Bank will be at pains to keep it below this level.

Conversely, the moment the rand drops, the capital outflows would probably diminish, and there could even be a movement back into shares. Says Standard Bank GM Manfred Scholtz: "Actual disinvestment is not frighteningly high. Last week’s figures are on a par with those for April and May."

These developments in the financial markets could have a markedly negative effect on the fundamentals necessary for a recovery, however. Says Standard Bank’s Andre Hammersma: "The three things that will be affected are inflation, interest rates and the rand. For a recovery, it is essential to get our financial house in order. Now this is going to be that much more difficult to achieve."

Any substantial increase in capital outflows would offset the current account surplus, and result in interest rates sticking at levels too high for a recovery to take place.

The same conditions and a seasonal market pattern already forced rates to harden. As one economist says: "As soon as the season's tight period is over, the interest rate decline should continue, but not at the rate we had expected."

If there are large capital outflows, however, we will have to rely on a further lack of credit, to bring rates down. Furthermore, rates will have to be kept higher to protect the rand exchange rate. Clearly, we would have seen prime going down lower if there was no State of Emergency.

The impact on the real economy could also be immediate. Events over the last have happen instead of being reversed, could be more serious. Says Hammersma: "Current conditions are not conducive to expansive plans. They are likely to hold back any fixed investment. The mood is affecting expectations negatively at present."

This does not mean there will be no upswing. The movement of funds out of SA has not, as yet, been in fixed investments, but only in negotiable securities. And the fundamentals are still in place for a recovery.

Says Volkskas economist, Adam Jacobs: "Exports are doing well, imports are down, stocks at a low level — there must be an upswing. These developments will postpone the upswing and the tempo at which it takes place. This is, of course, assuming the situation returns to 'normal'."

"To look on the positive side, it is fortunate we are in a recession, with a surplus on the current account. If we were in a boom, with the balance of payments negative, and desperately needing capital, we would be in a disastrous situation."

**PENSION REFORM**

**Union unease**

The view from the bottom is not always visible to those at the top. It was this failure in perspective that brought to an end the attempt made in 1981/82 to introduce portability of pensions.

Now that a parliamentary select committee is about to resurrect a concept which previously triggered at least 30 strikes, involving about 27,000 workers, it is essential that everyone who will be affected by any changes to existing arrangements has their say.

Unless the committee involves a broad spectrum of opinion in the planning phases, the later stages will be no more successful than they were 10 years ago. The problem is that pension portability has different meanings for different people.

The situation has been neatly summed up by Gerhard van Niekerk, Old Mutual's general manager pensions: "When it comes to pensions, you can divide South Africa's population into three groups. For those at the lower end of the economic scale, for instance, the question of preserving benefits is entirely academic — employment is occasional and pensions non-existent.

For those who work but are vulnerable to cyclical unemployment, portability is a luxury. Life is a series of crises, and financial reserves are the only means to survive. From this point of view, pension funds are a form of compulsory saving. And, given the low interest rate received at retirement, not an altogether profitable form either.

"So those who need preservation most are the people who can least afford it," says Van Niekerk.

It is only those in the third group, the comparatively small number of South Africans who have a reasonable expectation of long-term benefit from their pension funds who see portability as desirable. It means the freedom to change employment without sac-
system we can all identify with."

Kobus Meiring, NP, chairman of the select committee which meets this week, is reluctant to comment on the issue at this stage.

FOREIGN EXCHANGE

The R2 billion loss

The extent of the Reserve Bank’s foreign exchange losses — R2 billion in the year to March 1985 — is unlikely to recur.

The Bank is phasing out forward cover contracts it provides for forex dealings over the last part of 1987. In terms of these contracts, the RB guarantees a rate on a certain date to those exposed to a forex position. If rates move against the contracting party, the Bank picks up the tab.

In terms of the phase-out, commercial and merchant banks must reduce the amount of forex “books” written via the Bank by a pro rata one-third each year.

With the phase-out for the first year almost completed, Reserve Bank forex losses will be reduced at the margin for this fiscal year. And, despite the current pressure on the rand, a hemorrhage similar to that which started in August last year is unlikely.

The rand’s crash — accompanied by stubborn increases in the value of the dollar and a weak gold price — was unexpected in almost all quarters. The Bank’s losses were far exceeded by an estimated R5 billion in the private sector where many positions were taken on an uncovered basis.

Fund its losses

When the Bank has withdrawn from forward cover contracts, it will have succeeded in depotulating its forex losses. Those exposed to fluctuations in foreign exchange rates will then have to provide their own cover by hedging in the options and futures markets.

The move will relieve the Bank of the awkward responsibility explaining the use of taxpayers’ money to fund its losses on forex deals. The R2 billion loss in the 1984-85 fiscal year was equal to 30% of the Treasury’s budget.

The Bank purchases a pool of foreign exchange, but because it does not hedge its position by “buying on both sides,” its present forex policy will, by definition, always incur losses. And because the rand is thinly traded, it is an “exotic” currency and extremely sensitive to market vagaries.

The thin trading, combined with the unwanted reality that most dollars are earned by a handful of SA gold and mineral producers, has two undesirable consequences. First, when importers perceive that the rand is on a downward trend, they rush to cover forward, selling rand to buy dollars.

This pushes the rand down and dollar earners have a vested interest in waiting for further declines before converting dollars to rands. This means a scarcity of dollars and further downward pressure on the rand. And because SA is a net importer, there will always be a shortage of dollars.

Perhaps by the time the Bank no longer offers forward cover contracts, the forex market would have been transformed to a more market-type operation. This would be better for a small market. It would also be in line with the wishes of the De Kock Commission on monetary policy, which is yet to be approved by government.

LIFE ASSURANCE

Quicker cash

The return of the so-called “incontestability clause” to life assurance in SA will certainly do much to soothe the anxious claimant, although the cost could increase premium rates slightly in the long run.

The clause was introduced by AA Mutual Life in 1985, and is to appear in all basic assurance plans. Effectively it means AA Mutual will not contest any details that appeared on the original application form for life cover, provided death occurs more than five years after the issue of the policy.

Normally, it is standard practice for insurers, when faced with a claim, to go back to the original policy application to ensure all relevant information has been divulged. For example, whether the applicant has been refused cover before, and on what grounds, or whether the insured was recently a doctor, suffered from nervous illness, and so on.

Instead the company will not refer to the application form for purposes of assessing the claim. — even if such declarations and information would have materially affected the assessment of the risk."

Explains AA Mutual’s MD Brian Benfield: "This shifts the emphasis from the claims stage to the applications stage. Policyholders can now be confident that the beneficiary will be paid out quickly without delays or queries. Application details will not be contested and all that will be required is a death certificate. This facilitates quicker and more efficient payouts."

Traditionally AA Mutual is heavily involved in mass marketing through direct mail and advertising. The snag with the 60-month clause is that most problems of non-disclosure, or fraudulent disclosure, occur in the first couple of years.

Mark Winterton, GM (administration) at Liberty Life, points out that it is no secret that most insurance companies look at the first couple of years very carefully. "After this period the claim payment goes through fairly quickly."

Quinton Pretorius, deputy GM (broking division) at Southern Life, sees the major advantage of incontestability as being in the protection it offers clients. However, he explains that most companies do not bother to

WHY

VIN DE NUIT

Wine news for the connoisseur

• As from the 1983 vintage, L’Ormarins Estate. Wines carry a special ‘VIN DE NUIT’ (Wine of the Night) neck label.
• This label is your guarantee that these select L’Ormarins wines have been made from noble varietals hand-picked in the cool of the night to preserve taste, flavour and aroma.
• But the proof of the making is in the testing. L’Ormarins produced the champion South African white table wine in the 1982/83 season.

D’Ormarins

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BLANC FUME • 1/2 • 1/3 • 1/6 • 1/12 • 1/20 • 1/40

* 19 Gold Medals 1984
Paarl & Cape Wine Show
Now ballot strike

The Metal and Allied Workers Union is to go on strike ballot on August 12 following a dispute with the Dorbyl group over wages and conditions of employment.

This was told to The SOWETAN yesterday by the union's Transvaal secretary, Mr. Moses Mayeku, who also said the deadlock had been reached with the company over several issues — including the refusal to meet the union's representative at plant level.

The main reason of companies refusing to negotiate with unions at plant level is that such negotiations should take place at the industrial council.

Mayeku has refused to sign the I.C. wage agreement for the metal industries this year and indicated that it will negotiate at shop-floor level.

The Dorbyl dispute affects Dorbyl Railways Products, Dorbyl Structural Products, Dorbyl Structural Engineering, and Dorbyl Forging and Machining Division, where the union's demands include a 40-hour working week without loss of pay, an increase in the long-service bonus and the improvement of severance pay.
NUM to debate strike date

JOHANNESBURG

The National Union of Mineworkers' will decide this weekend when its planned strike affecting 28 gold and coal mines will start.

A specially convened conference in Welkom will also discuss the formation of a Southern African federation of mining trade unions.

The NUM claims it has a mandate to strike on the basis of a ballot conducted on 17 of the 28 mines where the dispute is operative.

Mr Cyril Ramaphosa, general secretary of the NUM, said the formation of the miners' federation, which has been planned for more than a year, would take place in Zambia or Zimbabwe.

Other countries which are likely to be party to it are Zimbabwe, Zambia, Botswana, Swaziland, Mozambique and Zaire.

It is understood that one of the principal reasons for the federation is that Southern African miners have the same employers — multinationals such as Anglo American and Lonrho — DDC.
Union to see<br>Mayor over<br>strike, boycott

Pietermaritzburg<br>Bureau<br>MAWU is to meet the Mayor of Pietermaritzburg and the Chamber of Commerce to discuss the BTR Sarmcol issue, last month's stayaway of black workers and a planned boycott of white shops in the capital.

This was decided at a meeting between Fosatu and various community organisations here on Thursday night after an invitation by the Mayor, Mr Robin Dales, for a discussion with interested bodies on the July 18 stayaway.

Deputy Town Clerk Derek Wicks confirmed yesterday that a meeting in the City Hall next week would be attended by the Chamber of Commerce, Sakekamer, MAWU Natal secretary Geoff Schreiner and the chairman of the Inter-denominational Af-

rican Ministers' Association, the Rev Moses Nithangase.

MAWU said in a statement yesterday that it would meet separately with the Chamber of Commerce to explain the details of the dispute at BTR Sarmcol in the hopes of negotiating a settlement.

It was also decided at Thursday's meeting to extend the boycott of white shops to Pietermaritzburg but details have not been finalised.

The statement added that a MAWU representative would appear on British television to outline the dispute.

Also, the Trades Union Council had agreed that if invited by Fosatu it would be willing to send a senior trade-unionist to South Africa to investigate the dispute and report back.
WHITE miners will strike if the Minister of Manpower, Piet du Plessis, discriminates against their union during the appointment of conciliation boards.

The threat follows an alleged delay by Mr du Plessis in appointing a board to consider the white miners' wage dispute earlier this year. Council of Mining Unions' president Arrie Paulus says the board was set up only after he threatened to strike.

By Amnt Manga

"In the case of the black miners, Mr du Plessis acted almost immediately, appointing a conciliation board three days after deadlock was declared."

Reluctant

The Mineworkers Union says it will not tolerate unnecessary delays in future disputes.

The threat comes two months after the white union signed a wage agreement with the Chamber of Mines and as tens of thousands of black miners draw up strike plans.

Although the white miners reluctantly accepted the wage offer, this is the first time they have voiced their discontent about conduct of negotiations.

Mr Paulus accused Mr du Plessis of practising double standards and discriminating against his union.

"We have a sneaking suspicion that the Minister's haste in appointing a board was prompted by fears that black miners would not hesitate to repeat the 1984 work stoppage which cost millions.

"We must accept that he was prepared to take short cuts to resolve the black dispute."

A spokesman for the white union says "This can be interpreted only as an underestimation of our union's potential to take stronger industrial action."

"We will demonstrate our strength by taking stronger action next time."

East Drie row

Another mining dispute is brewing. It is between the white union and the management of East Driefontein mine and concerns longer working hours.

Mr Paulus has rejected a scheme which proposes to extend working hours to include days off granted once every two weeks.

The scheme, according to the union, offers prizes to teams that achieve the lowest accident rate.

But the prizes can be won only if miners work every Saturday. They would have to forgo free Saturdays.

"Longer working hours would be a breach of the 11-shift fortnight agreement, says the union. A miner may, however, volunteer to work but will not be entitled to union protection in the event of injury or infringement of regulations.

Damage

Negotiations with black miners are in deadlock. Sources say that talks at Peba, the Chamber's recruiting agent, will end in deadlock as well and a dispute could be declared this week.

Neither the Chamber nor its affiliates will speculate on the consequences of a strike.

But Mr Paulus says damage could run into millions. "Major damage has already been caused at Gencor's Evander and Beatrix mines and at Western Platinum near Rustenburg."

The need for NUM members to plan tactics is given as the main reason for the two-week delay in action after the strike ballot.

A NUM spokesman says a decision to strike if wage talks failed was taken in January. The strike ballot simply reaffirmed the January resolution.
NUM threatens tough action

By JOSHUA RABOROKO

THE National Union of Mineworkers has threatened to take strong action if the State President, Mr PW Botha, does not withdraw the state of emergency within 72 hours.

The union is to send an urgent message to the President today calling on him to withdraw the threat to expatriate migrants and to lift the state of emergency.

At a Press conference in Johannesburg yesterday NUM’s crucial congress, the union’s general secretary, Mr Cyril Ramaphosa, said that angry miners will take strong action on August 25 in support of wages and other sensitive issues.

He was sure the action would be supported by the miners’ International Federation and other unions following discussions with them.

The union will also fight any “draconian action” taken by mine management against miners.

The action will affect 29 gold and coal mines where the union has representation, but it was also expected that other miners will join.

Demands

Mr Ramaphosa said the miners are demanding a “living wage”, job reservation to be scrapped, May Day to be a public holiday and improvement of working conditions.

Meanwhile thousands of black miners had a special meeting at Philip Smith Hall in Thabong, Welkom, at the weekend.

The emotion-charged meeting was marked by the chanting of freedom songs, tribal dancing and power-packed speeches made by officials of the National Union of Mineworkers.

The mood was tense as delegates rejected the final wage offer made by the Chamber of Mines and resolved to take action at gold and coal mines.

The meeting, which lasted the whole of Saturday night, was almost like a night vigil as speaker after speaker made scathing attacks on the Government’s apartheid laws and the Chamber of Mines for refusing to pay workers a “living wage”.

Mr Cyril Ramaphosa, the general secretary of NUM, said the “intransigent attitude” of the Chamber had angered thousands of miners.

“We tried to negotiate in good faith with the mine management, but they have refused to listen.”

Applauded

He was applauded when he said the miners would resist any form of oppression against them, either by the government or mine management.

The congress resolved to:

• take industrial action from August 25,
• call on the President to remove the threat to expatriate miners,
• call on the President to withdraw the state of emergency,
• dissociate from the Councils of Unions of SA (Cusa), and
• form a federation of mining unions in Southern Africa.

The union has also demanded that the chamber and the government should scrap job reservation on the mines and improve working conditions of black miners.
240 000 workers set to go out

NUM strike could cripple gold industry

The National Union of Mineworkers (NUM) has voted to go on strike from August 25 at 18 gold mines and 11 collieries.

As many as 240 000 black workers could be involved in the dispute which centres on wages and working conditions.

And NUM general secretary Cyril Ramaphosa said at a press conference yesterday that the congress had had "great difficulty" in stopping representatives from non-recognised mines taking action.

The union is not certain what action could be taken at non-recognised mines, but believes 70% of the workers on gold mines and 20% on the coal mines would consider going on strike.

The union also resolved at a mass congress on Saturday that all white businesses near mining towns would be boycotted unless the state of emergency was withdrawn within 72 hours (effective from today).

The congress was attended by 450 voting delegates and 12 000 non-voting delegates.

CLaire Pickard-Cambridge

NUM president James Mokhrisi said the congress had also decided that the union would immediately call a "national strike of all miners and stop all mines" if the government proceeded with its threat to repatriate migrant workers.

The union is calling for the State President to withdraw his threat immediately or face NUM authorisation of action by members.

Mokhrisi said the delay in the institution of the strikes was to give employers a limited time to make realistic offers. Failing this the strike would go ahead as planned, he said.

Ramaphosa said another reason for the delay was to give the union time to communicate strike plans to all its members.

The strike could cripple the vital gold mining industry at a time when pressure is mounting overseas for economic sanctions.

The NUM said that the De Beers Namaqualand Division also faced strike action on August 25 if it cannot improve its offer.

Mokhrisi said the NUM was dissociating from the Council of Unions of South Africa (Cusa) immediately due to their lack of seriousness regarding moves for the formation of a new federation of unions.

The NUM is presently locked in wage disputes with the Chamber of Mines (Gold and Coal), De Beers, Duvha colliery and The Employment Bureau of Africa (TEBA).

The union has been advised that strike action on unrecognised mines would not be illegal because all mine workers affected by the dispute.

Johan Liebenberg, industrial relations advisor to the Chamber of Mines, said yesterday that the chamber would dispute the legality of possible strikes at non-recognised mines. "We believe the union is only entitled to take strike action at recognised mines which were originally part of the dispute."

He said the chamber would study statements made by the union and issue a formal response today.
in history of South Africa’s mines

Union ready for biggest strike

By Sheetu Bhatia

3/18/85 STH (143)
A MAJOR confrontation between black miners and the Chamber of Mines is looming. The chamber does not believe that it will come to anything because, they say, only a minority voted for a strike that the National Union of Mineworkers (NUM) is threatening to support to demand bigger pay increases.

The chamber offered and the end unilaterally gave increases of between 14.1 and 19.6 percent NUM—which has a membership of 110,000—is demanding 40 percent.

In the current recession, the chamber's offer looks impressive—very few companies are offering these percentage increases.

**Simple**

**FOCUS**

NUM's response is very simple: "Nineteen percent of what?"

Before the July increase, the minimum pay for surface workers on the mines was R136 and for underground workers it was R166 a month. The minimum in the highest category, Category 8, was R245 for surface workers and R262 for underground ones.

A spokesman for the chamber estimates that the companies spend another R110 a month on gas, water, and food for accommodation, food, transport from the miner's home to the mine and back, medical care and recreational facilities.

NUM says this is peanuts when considering the profits that the mines are making.

Mr. X is a matriculant from the Transkei and is a clerk on a mine. He has been working for the same mine since 1977 and now earns R386 a month. Before the July increase, he was getting R341 a month.

He has a wife and four children, two at high school.

His salary scale does not entitle him to a house in the mine or the school system. His children use accommodation in the single men's compound.

His wife and children are still with his in-laws in Khutsong Township, Carletonville, and every night he risks arrest by going home to see them there. The trips from the mine to Khutsong every working day cost him R30 a month.

Whatever food, accommodation or recreation the mine might provide, he still has to pay for his family. He still has to pay for the family's accommodation, food, transport, medical care and recreational facilities.

"The National Union of Mineworkers has brought us hope because we are now able to talk about our pay and our working conditions," he says.

**Wife**

"Life is not easy with the pay we get here. Our wives have to buy things like meat and vegetables on credit and some of my colleagues have had to be called back home urgently to settle their families' debts."

"And anybody who absents himself from work for two days is dismissed summarily."

"We know that letters are being circulated to some people here warning them that they will be fired if they go on strike."

"This is because management knows very well that many workers support the union and they will agree to go on strike after the meeting in Welkom," said Mr. Y.

Mr. S is a driver and earns R350 a month. He has been working at the mine since 1980.

He has a wife and three children and says that having to maintain a family in Lesotho while in Carletonville was difficult for him.

He does not know yet if he has been given an increase.

He said: "I joined the union because I was told that it would help me get higher wages than I get now. I am very anxious about the strike we will be having here soon because it might get our bosses to pay us better."

"I send my wife R80 per month, with the rest I pay accounts for the furniture I bought for her. It costs a lot to transport it from here to Lesotho, but I need to show my wife that I am working," said Mr. S.

A spokesman for the chamber, Mr. Johann Liebenberg, said that average miners' wages before the July increase was R370 a month and that it now goes up by about 16 percent to R429.

He confirmed that the minimum wages were between R136 a month and R455, depending on the worker's category.

He said the lowest paid workers get 19.6 percent increases and the highest paid were given 14.1 percent.

**ON WHAT HORROR! IT SEEMS ASSASSINATION IS BECOMING PART OF THE SOUTH AFRICAN WAY OF LIFE...**

Political comment in this issue by J. Latakgomo and A. Klasa. All of 61 Commando Road Industria West, Johannesburg.
NUM's response is very simple. "Nineteen percent of what?"

Before the July increases the minimum pay for surface workers on the mines was R136 and for underground workers it was R166 a month. The minimum pay in the highest category, Category 8, was R455 for surface workers and R526 for underground ones.

A spokesman for the chamber estimates that the companies spend another R100 a month on each worker for accommodation, food, transport from the miner's home to the mine and back, medical care and recreational facilities.

NUM says this is peanuts when considering the profits that the mines are making.

The SOWETAN spoke to miners at the weekend.

Mr X is a matriculant from the Transkei and is a clerk on a mine. He has been working for the same mine since 1977 and now earns R360 a month. Before the July increases he was getting R341 a month.

He has a wife and four children, two at high school. His salary scale does not enable him to have a house in the married quarters of the mine, so he has been allocated a bed in the single men's compound.

His wife and children are still with his in-laws in Khutsong Township, Carletonville, and every weekend he risks arrest by going home to them there. The trips from the mine to Khutsong every working day cost him R30 a month.

"Whatever food, accommodation or recreation the mine might provide he still has to provide for his family. He still has to pay for the family's accommodation, food, transport, medical care and recreational facilities.

"The National Union of Mineworkers has brought us hope because we are now able to talk about our pay and our working conditions," he says.

Wife

"Management tries very hard to discredit the union, but we shall overcome I am sure of that," Mr X's wife says.

Mr Y is from Malekeng in Lesotho. He started working for the mine in the transport section in 1972 and was later promoted to locomotive driver. He is now a train leader and earns R350 a month. He has a wife and three children and says that not having his family in Lesotho while he was working for the mine was difficult for him.

He does not know yet if he's been given an increase.

"I send my wife R80 every month with the rest I pay for the furniture I bought for her. It costs a lot to transport it from here to Lesotho, but I need to show my wife that I am working," said Mr Y.

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Political comment in this issue by J Latakomo and A Klaasen. Sub-editing, headlines and posters by S Mathaku. All of 61 Commando Road, Industria West, Johannesburg.
Date set for legal strike by 400,000 on 29 mines

Argus Correspondent

JOHANNESBURG.—The National Union of Mineworkers (NUM) is to launch what could be the mining industry's biggest strike ever on August 25 to drive home its demand for a 22 percent wage increase.

The strike could involve 100,000 miners at gold and coal mines represented by the NUM and the Amalgamated Union of South African Mineworkers (AUM). The picketing will start on August 25 and continue for 72 hours.
Chamber: Majority will work

JOHANNESBURG. — The mining companies represented by the Chamber of Mines do not believe that the majority of their black employees are in support of strike action, the chamber said last night.

The chamber based its view on the fact that the NUM had not obtained a mandate for a strike and that, with few exceptions, the wage increases granted from July 1 were well received, the statement said.

In the present economic circumstances, the increases granted on the chamber's member gold and coal mines this year were extremely good, the statement said.

However, in keeping with the open-door policy with the trade unions, even after deadlock was reached in recent negotiations, the chamber gave the NUM an opportunity to produce final realistic bottom-line proposals, it said.

Those proposals, amounting to increases equivalent to 25 percent on gold mines and 41 percent on coal mines, were unrealistic, the chamber said.

Following these futile attempts to reach agreement, the employers accepted that there was no possibility that an accommodation could be reached with the NUM.

The chamber welcomed the undertaking that there would be no intimidation of the workforce. It was confident that if this was adhered to, the majority of employees would go to work.

The chamber did not wish to comment on the NUM's ultimatum to the government over the state of emergency and the possible repatriation of foreign workers, the statement concluded — Sapa.
NUM set to strike on 29 coal, gold mines

From PHILLIP VAN NIEKERK

JOHANNESBURG. — The National Union of Mineworkers (NUM) has set August 25 as D-Day for the country's mining industry.

Following a conference in Welkom, the NUM announced yesterday that it would proceed with a legal strike on at least 29 gold and coal mines, De Beers' Namaqualand Diamond Mine and the Employment Bureau of Africa (Tebas).

And Mr Cyril Ramaphosa, general secretary of the NUM, said thousands of members on mines not yet recognized by the Chamber of Mines would participate as well.

The union estimates that at least 200,000 workers will be involved while the spill-over factor could push the figure up to 400,000, affecting more than 70 percent of the country's gold-mining production.

The decision to set a strike date follows a long-standing dispute and deadlock between the chamber and the NUM over wages and a range of other issues, and a strike ballot conducted on 17 mines three weeks ago.

This was one of several key decisions taken at the conference, from which the press was barred and which the union claimed was attended by 450 delegates and 12,000 members. Other resolutions included:

- A 'warning' to the State President, Mr F W Botha, that if he proceeded with his threat to repatriate foreign migrant workers, the NUM would call a national strike of all its members.
- A call for the state of emergency to be withdrawn within 72 hours, failing which all white businesses near mines would be boycotted.
- Support for the formation of a new federation of mining unions embracing the whole of Southern Africa, and a resolution that the new super-federation of emerging unions be formed no later than the end of this year.
- The mining houses have indicated they are not prepared to increase their offer of between 14.1 percent and 19.6 percent implemented at the beginning of July.
- The NUM is asking for 22 percent across the board, increases in holiday leave allowance, a shorter working fortnight and inclusion in talks on scrapping of job reservation.
Miners name day for strike action

Mercury Correspondent
JOHANNESBURG—The National Union of Mineworkers yesterday said it would call a strike in the country’s mining industry on August 25.

Following a conference in Welkom, the NUM announced it would strike on at least 20 gold and coal mines, De Beers Naankuse diamond mine and the Employment Bureau of Africa (Teba).

Immediate reaction from the employers claimed that the NUM was overstating its strength.

Sapa reported last night that the mining companies represented by the Chamber of Mines did not believe the majority of their black employees were in support of strike action.

This applied to the mining industry as a whole, as well as to the 29 mines where the NUM proposed to strike.

But Mr Cyril Ramaphosa, general secretary of the NUM, claimed that thousands of union members on mines not yet recognised by the chamber would be participating as well.

Warning

The union estimated that at least 200,000 workers would be involved and more than 70 percent of the country’s gold mining production would be affected.

The strike was one of several decisions taken at the conference, from which the Press was barred and which the union claimed was attended by 450 delegates and 12,000 members.

A warning was issued to President Botha that if he proceeded with his threat to repatriate foreign migrant workers, the NUM would call a national strike of all its members.

The meeting also called for the state of emergency to be withdrawn within 72 hours, failing which all white businesses near mines would be boycotted.

A resolution was passed to withdraw from the Council of Unions of SA over its “lack of seriousness regarding moves towards a new federation of unions.”

Support was expressed for the formation of a new federation of mining unions embracing the whole of southern Africa, and a resolution that the new federation of emerging unions be formed no later than the end of this year.

Mining houses have already indicated they are not prepared to increase their offer of between 14.1 percent and 19.6 percent implemented at the beginning of July.

The NUM’s asking for 22 percent across the board, increases in holiday leave allowance, a shorter working fortnight and inclusion in talks leading to the scrapping of job reservation, Sapa reported.

Wage offer

The chamber statement said its view that strike action was not supported by the majority of black mineworkers was based on the fact that the NUM had not obtained a mandate for a strike and that with few exceptions, the wage increases granted from July 1 were well received on the mines.

In the light of prevailing economic circumstances and the increases granted in other industries, the wage rises implemented on the chamber’s member gold and coal mines this year were extremely good, the statement said.

The NUM appeared to have timed its proposed strike in order to elicit a further wage offer from the employers.

The statement also said the chamber welcomed the undertaking it understood was given at the Press conference that there would be no intimidation of workers.

It was confident that if this was adhered to, the majority of employees would go to work.

The chamber did not wish to comment on the NUM’s ultimatum to the Government over the state of emergency and the possible repatriation of foreign workers, the statement concluded.
The National Union of Mineworkers (NUM) general secretary, Mr Cyril Ramaphosa, yesterday said his union's strike was in response to the industry's decision to withdraw benefits and to pressurize workers into accepting new terms of service.

"We are striking because the employers are not willing to negotiate in good faith," he said. "They are forcing us to accept new conditions that are not fair and equitable."
Mawu warns employers on flexibility

By Sheryl Rase

Employers are generally reluctant to embark on plant-level negotiations even if certain of these employers are able to offer better wages than the minimums agreed upon by the industrial council. Sefikile maintains that these cannot be negotiated at two different levels and that plant-level bargaining may lead to confusion in the industry.

Centralised bargaining can also prevent unions using wage gains achieved at one plant to win improved wages at another plant.

Transvaal Mawu organiser Mr Moses Mayekiso said on Friday that this year was a crucial one for employers to reconsider their stand on negotiation practices.

Mawu has announced that following the failure of the union to reach agreement with Dorbyl on plant-level bargaining for wage increases, and the failure of the industrial council to reconcile the two parties, Mawu will hold referendums at four Dorbyl plants to gauge the support of workers for strike action.

The voting will take place at four Dorbyl plants on August 12.

Mawu has warned that a strike vote will also be taken in companies belonging to the Metkor group as soon as Dorbyl becomes part of this group of companies.

Mawu recently called a strike at Siemens involving more than 1 000 workers.

The union has demanded the following from Dorbyl:

- A minimum wage of R3,50/h and an across-the-board increase of 50c/h
- A 40-hour working week with no loss of pay
- Long service bonus increases of 20c/h for each hour worked at Dorbyl, payable at the end of an employee's service
- Family accommodation at affordable rents for all workers regardless of residential qualifications in terms of section 10 of the Group Areas Act
- Severance pay of four weeks pay for each year worked.

The company rejected all demands except the demand concerning housing. Dorbyl has asked for concrete proposals concerning this issue.

Dorbyl's industrial relations officer, Mr MS Bunce, did not return the Star's call.
Society to lodge dispute?

The South African Roller makers' Society is today expected to lodge a formal dispute with the Industrial Council for the Metal Industry over what the union feels is the unfair dismissal of 36 of its members from Ferralloys in Machadodorp.

Although all 36 of the workers at Ferralloys have been reinstated, they have lost accumulated benefits which the union hopes to win back for them.

The SABS says the 36 were involuntary participants in a strike by 350 workers organised by the Metal and Allied Workers' Union (Mawu) two weeks ago.

The strike was in sympathy with 975 workers who were dismissed from BTR Sarmcol in Howick in April.

Members of the SABS say that they were intimidated by Mawu officials into taking part in the strike.

Certain SABS members have made statements to the police concerning the intimidation the SABS is still at this stage seeking an urgent meeting with Mawu's executive to try to defuse the situation but so far efforts to arrange a meeting have been unsuccessful," a SABS spokesman said.

Both Mawu and the SABS belong to the International Metalworkers' Federation.

Mawu has said that the union called a general meeting at the company and consulted all workers about the proposed strike.
Maritzburg shops now facing boycott

In a further effort to force the British-owned multinational BTR Sarmcol to negotiate, the Metal and Allied Workers' Union (Mawu) and community organisations will extend the boycott of white shops in Howick to Maritzburg.

Mawu and Sarmcol have been in dispute since the dismissal in April of nearly 1,000 workers who struck over the recognition of the union.

The union has said a meeting would be held this week to decide on the date and duration of the proposed boycott.

In the meantime, union and community representatives would meet the mayor of Maritzburg and organised commerce and industry to discuss the Sarmcol issue.

Mawu would hold a further meeting with the Maritzburg Chamber of Commerce to "facilitate" the reopening of negotiations between the dismissed workers and Sarmcol.

A residents' meeting would be held on Saturday to report back on the various meetings, Mawu said.

Pointing out the scope of the campaign to force Sarmcol to negotiate, the union said the issue had been raised in the British Parliament and had been taken up by the British Trades Union Congress.
After a conference in Welkom, the NUM announced yesterday that it would proceed with a legal strike on at least 29 gold and coal mines. De Beers' Namaqualand Diamond Mine and the Employment Bureau of Africa (Teba).

Mr Cyril Ramaphosa, general secretary of the union, said thousands of NUM members on mines not yet recognised by the Chamber of Mines would be participating as well.

The union estimates that at least 200,000 workers will be involved while the spill-over factor could push the figure up to 400,000, affecting more than 70 per cent of the country's gold mining production.

The decision to set a strike date follows a long-standing dispute and deadlock between the chamber and the union over wages and a range of other issues, and a strike ballot conducted on 17 mines three weeks ago.

This was one of several key decisions taken at the conference, from which the press was barred and which the union claimed was attended by 449 delegates and 12,000 members. Other resolutions included:

- A warning to the State President, Mr P.W. Botha, that if he proceeded with his threat to repatriate foreign migrant workers, the union would call a national strike of all its members.
- A call for the state of emergency, to be withdrawn within 72 hours, failing which all white businesses near mines would be boycotted.
- A resolution to withdraw from the Council of Unions of SA (Cusa), over Cusa's "lack of seriousness" regarding the moves towards a new federation.
- Support for the formation of a new federation of mining unions embracing the whole of Southern Africa, and a resolution that the new super-federation of unions be formed no later than the end of this year.

Announcing the resolutions at a press conference yesterday, Mr Ramaphosa said there would be a limited period for the chamber to reach settlement with the union.

Legal strikes over three other disputes — at Namaqualand Diamond Mines, at Duvha, a non-chamber coal mine, and the Johannesburg depot of Teba — were to start on the same day unless settlement can be reached.

The mining companies represented by the Chamber of Mines do not believe that the majority of their black employees are in support of strike action, the chamber said in a statement last night.

This applied to the mining industry as a whole as well as to the 29 mines where the NUM workers proposed to call a strike on August 25, the statement said.

The chamber statement said its view that strike action was not supported by the majority of black miners was based on the fact that the union had not obtained a mandate for a strike and that, with few exceptions, the wage increases granted from July 1 were well received on the mines.

The union appeared to have timed its proposed strike in order to elicit a further wage offer from the employers.

In keeping with the open-door policy with the trade unions, even after deadlock was reached in the recent negotiations, the chamber gave the union an opportunity to come forward with final, realistic, bottom-line proposals, it said.

Those proposals, amounting to increases equivalent to 33 per cent on gold mines and 41 per cent on coal mines, were totally unrealistic, the chamber said.

Asked what the union would do if the mining houses dismissed striking workers en masse, Mr Ramaphosa said they would be "committing economic suicide" if they fired 200,000 workers at once.

He said workers who did not want to strike would be allowed to work as, he said, the union respected the concept of freedom of association.

Johannesburg — The National Union of Mine-workers (NUM) has set August 25 as D-day for the country's mining industry.

Transvaal News Bureau

D. De Beer
NUM now wants out

THE National Union of Mineworkers is to quit the Council of Unions of South Africa (Cusa).

The NUM took its decision at its special congress at the Phillip Smith Hall in Thabong near Welkom at the weekend. The union claims membership of over 240,000 black mineworkers.

The union intends joining the proposed "super federation" aimed at uniting thousands of black workers in South Africa.

Two other unions — the Hotel Liquor and Catering Workers Union (HLCWU) and a faction of the South African Black Municipal and Allied Workers Union (Sabmawu) — have left the federation.

The HLCWU said their withdrawal was due to Cusa unions' lack of seriousness regarding the moves towards the formation of a new federation.

"We have resolved that the new federation should be formed not later than the end of the year," Mr Ramaphosa said.

The union will also proceed with a federation which will involve miners' union in South Africa, Zimbabwe, Zambia, Swaziland and Mozambique.

The NUM was formed in 1982 after a need for black mineworkers to form a trade union. It is affiliated to the Miners International Federation and supported the British NUM during its strike recently.

A Cusa spokesman said that they have not yet received a letter of disaffiliation from the NUM.
Miners' strike threat unsettles gold market

Argus Foreign Service
LONDON — Gold dealers are nervously watching events in South Africa to see whether the strike threat by black miners will give the gold market the fillip they have so long awaited.

For months gold has been a poor investment. Even sales of the Kruger rand have suffered so much that marketing agents have stopped publishing monthly sales figures.

While gold rose a little in London yesterday to $323,50 an ounce, Kruger rands of one ounce were only one pound higher on Friday's price at $237.88.

The apparent indifference of the market largely reflects the view that a strike, if it comes, will not last long.

In Zurich, Swiss bankers see little chance of an immediate price boom because of the planned strike, reports Reuters.

Gold dealers and economists saw there was scope for a price rise in the medium term, but only as deterrents to investment — low inflation and high real interest rates — recede.

They saw good chances for a revival of the currently quiet market once investment in stocks and bonds became less financially attractive.

"After the strike news I had expected to have some orders. But there is just no interest," a dealer at a major Swiss bank said.

Higher Yield

Dealers point out that a strike would have to be prolonged before it affected supplies enough to move the price.

What worries the market is the political conditions which the miners appear to be attaching to their claim for a 22 percent pay increase.

Ironically, bad news could be good news for investors. Lower share prices mean that the yield — the percentage a dividend is of the share price — will rise. Political worries could also depress share prices as to make the shares attractive again.
NUM bid to flex its muscle

THE threat by the National Union of Mineworkers to boycott white shops in mining areas if government fails to lift the state of emergency is the result of pressure from members for involvement in issues affecting the community.

NUM general secretary Cyril Ramaphosa said yesterday it was the first time the union planned to act on a political issue not overtly linked to material demands. "Mineworkers have not had a vehicle for protesting against certain issues and want to use their organisational muscle to express concern."

Labour lawyer Halton Cheadle said NUM's wage dispute with the Chamber of Mines was not related to its demands for the lifting of the emergency and the withdrawal of government's threat to repatriate migrant workers.

He said a boycott of white shops in this situation would not be illegal.

Ramaphosa said members had chosen a boycott as a weapon because they had used this method in protesting against prices and conditions relating to concession stores, liquor outlets and taxis.

Mining towns where white shops could be affected by the threatened boycott include Klerksdorp, Orkney, Stilfontein, Welkom, Ondoaalsrus, Virginia, Carletonville and Witbank.

The NUM executive intends finalising its plans today on approaching government about the emergency and the threat to migrant workers.

The 72-hour deadline the union has imposed on government expires tomorrow.

See Page 6
Strike threat worries mines

From PHILIP VAN NIEKERK

JOHANNESBURG — Anglo American, the mining house most in the firing line if the National Union of Mineworkers strike goes ahead on August 25, is viewing the threat with grave concern.

Mining sources say yesterday there were moves within the industry to make a renewed offer to the NUM in a bid to settle the dispute which could cause widespread disruption to the production of gold.

The decision to proceed with a strike on at least 22 gold and coal mines was taken at a special conference of the NUM at the weekend.

Backing

The NUM claims that at least 200,000 and possibly as many as 400,000 workers would back the strike, disrupting up to 70 percent of the country's gold production and 20 percent of coal production.

Mr Bobby Godsell, Anglo's industrial relations adviser, said yesterday the corporation took the strike threat very seriously but did not believe the NUM had an emphatic mandate from its members.

This was echoed by Mr Clive Knobbs, the president of the chamber, who said the NUM had no clear mandate and only a small minority were trying to push the majority into a stoppage.

He said with few exceptions the wage increases granted from July 1, 1985, were well received on the mines.

'Rude shock'

But Mr Cyril Rama- phosa, general secretary of the NUM, said the union had expected this reaction, and that the mining houses were going to "get a rude shock" on August 25.

Mr Godsell said that from the Anglo side they would not want a strike and would prefer to see the dispute settled, though not at any price.

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Mr Godsell said that from the Anglo side they would not want a strike and would prefer to see the dispute settled, though not at any price.

“We think the award already made of between 14 percent and 19.5 percent is fair and reasonable, but the chamber has stated that it is willing to listen to any realistic proposal from the union.”

Talks

The NUM is demanding 22 percent across the board, improvements in other fringe benefits and inclusion in the talks between the chamber and white miners aimed at an agreement to replace job reservation.

Mr Godsell said a separate deal between Anglo and the NUM was not on the cards as the Anglo group had committed itself to industry-wide bargaining.

A chamber statement yesterday said that following the deadlock the employers accepted there was no possibility that agreement could be reached with the union and “nothing has occurred to change this view.”
Cusa pulls out of unity talks

By SOWETAN REPORTER

CUSA, the second largest trade union federation in the country, has pulled out of the unity talks.

An executive member of the organisation, the Council of Unions of South Africa, said this decision was taken at a weekend executive meeting. This now means that two federations are out of the talks.

By last week affiliates of the Azanian Congress of Trade Unions had not been invited and will no longer be part of the proceedings.

Meanwhile, unions that are affiliated to the United Democratic Front (UDF) are also considering their future in the talks.

The remaining participants in the talks are Fosatu, the UDF unions, Cape Town Municipal Workers Association, General Workers Union, Food Cannning Workers Union and the Commercial, Catering and Allied Workers Union.

The next round of talks is tomorrow at Ipelegeng Centre.

The absence of Cusa and Azactuions brings to an end the tenuous togetherness of black unions in the country and they are now taking their traditional positions — those believing in black leadership and black consciousness against those who accept non-racial principles or see nothing wrong with having whites as leaders in black trade unions.

Another new development in the unity talks is the withdrawal of the National Union of Mineworkers from Cusa NUM is part of the talks. The unity talks are aimed at forming a giant federation of huge industrial orientated unions.

* See Page 4.
At seriously

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Mr Godsell said a separate deal between Anglo and the NUM was not on the cards as the Anglo group had committed itself to industry wide bargaining.

A chamber statement yesterday said the employers accepted there was no possibility agreement could be reached with the union and "nothing has occurred to change this view".

Mercury Cct...

CAPE TOWN

Cuba said an even more serious threat was the increase in the sector's manpower costs and the labor turnover caused by the labor shortage and the high cost of living and housing.

The chamber said the situation was critical and called for action by the government to address the problem.

Commenting on the situation, the Chamber's Chief Executive Officer, Mr Godsell, said: "The situation is critical, and we urge the government to take action to address the labor shortage and the high cost of living and housing.

There are no confirmed AIDS patients in the country, he said.

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Strike row

THE CHAMBER of Mines has disputed the legality of possible strikes called by the National Union of Mineworkers on August 25 at all mines where it has a presence.

In a statement yesterday the chamber said the mining companies it represented did not believe that most of their black employees supported strike action.

The chamber was reacting to a resolution taken by the NUM at its special congress held in Thabong Welkom at the weekend. The union has voted to strike at all mines where it is recognised and not recognised.
Mine dispute ‘not linked to emergency’

The pay dispute between the Chamber of Mines and the National Union of Mineworkers had no connection with the state of emergency, nor the State President’s recent statement concerning foreign labourers in South Africa, although “there were those trying to create this impression”, the Minister of Manpower, Mr Piet du Plessis, said last night.

He said in a statement in Pretoria that the emergency applied to only 36 of South Africa’s 265 magisterial districts, and that none of the mines involved in the pay dispute was situated in the 36 affected districts. SABC-TV news quoted him as saying the Government had taken note of the wage dispute, but would not “get involved”.

The Government’s standpoint was to encourage the parties to make full use of existing machinery to settle disputes. “Experience has shown that when both sides negotiate in a spirit of reconciliation and reasonableness, and communications channels are kept open, differences are always settled.”

Mr du Plessis said he regretted the “misuse” made of the President’s warning to the UN Security Council that sanctions would not only affect South Africa’s economic stability and development, but that of Southern Africa as well. Sanctions would reduce job opportunities for both local and foreign labour, so Mr P W Botha’s warning that “5.5 million foreign workers’ jobs would be in jeopardy in the event of sanctions” was “well timed” — Sapa
Six unions join forces to act on emergency

Six trade unions, representing several hundred thousand workers, will take action to protest against the state of emergency and the "repression of political rights" in South Africa. The Federation of South African Trade Unions, the Commercial, Catering and Allied Workers' Union, the Food and Canning Workers' Union, the National Union of Mineworkers, the Cape Town Municipal Workers' Association and the General Workers' Union at the weekend blamed the "apartheid state" for the "crisis". They also condemned the repressive measures being used to suppress political opposition to the "apartheid state".

The Council of Unions of South Africa has called for the release of all people held under security laws, for black political groups to be unbanned and for negotiation aimed at a "democratic South Africa".
Strike row

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In a statement yesterday the Chamber said the mining companies it represented did not believe that unprotected black employees supported strike action.

The Chamber was reacting to a resolution taken by the NUM at its special congress, held in Thabong Welkom last weekend. The union has voted to strike all mines where it is recognized and not represented.
Mine strike compromise still possible

CLAIRE PICKARD-CAMBRIDGE

A LAST-MINUTET compromise between the Chamber of Mines and the National Union of Mineworkers (NUM) is still possible before the threatened deadline for strike action on August 25. But timing is critical, for the NUM claims the momentum of strike mobilisation could not be quickly reversed.

Johann Liebenberg, industrial relations adviser to the Chamber of Mines, would not comment yesterday on whether the Chamber would re-open negotiations. He denied that there had been pressure from Anglo American — which stands to be foremost in the firing line — to reopen negotiations or improve the offer.

Bobby Godsell, Anglo American's industrial relations consultant, has stressed that the corporation does not want a strike and would prefer a settlement. However, he has not specified whether Anglo wishes to reopen negotiations.

The NUM says it is prepared to consider an improved offer, but believes a last-minute settlement would cause great problems because the momentum of strike mobilisation could not be halted. It says the last-minute settlement with the Chamber last year created problems for both parties because about 64,000 workers on Anglo mines went on strike although agreement had been reached at the eleventh hour.

The NUM has not specified up till when it can consider a new offer and declines to reveal whether it will compromise its demand of a 22% wage increase and other improvements. Timing will be crucial if a settlement is to be reached, the NUM maintains that it takes them three weeks to call meetings with all their shaft and shop stewards.

Bottom line

Liebenberg, in turn, believes the union did not respond seriously to the chamber's final attempt to reach a negotiated settlement and says the union's bottom line of a 22% wage increase with other benefits amounted to an actual increase of 32% on gold mines and 41% on collieries.

Asked whether the Chamber viewed the strike threat seriously, Liebenberg said he saw the threat as a strategy to induce employers to negotiate further.

However, the Chamber did not want a strike and was “convinced employees do not want a strike either. This has been indicated in the ballot and ever since wage increases were implemented on July 1,” he said.

About 100,000 workers have already been on strike in the mining industry this year, a much higher figure than in the recent past. For this reason many believe the strike threat is a strong reality and could be the largest strike in South Africa's labour history.

However, Liebenberg maintains that if a strike were to occur he did not believe there would be the “bang” which was being predicted, because most workers would go to work.

Mark Anstey, director of the Institute for Industrial Relations in Johannesburg, said yesterday that he believed the importance of reaching an agreement before the deadline dates was “critical” in the current environment.

“I'm hoping two parties will realise the consequences of losing control. We do not need a repeat of last year, which left seven dead and hundreds injured.”

In many ways we have already had a repeat of last year with disagreements about the strike ballot and the support that can be commanded, he said. Preparedness of both parties to bargain was vital and "brinkmanship" — in this context of the current socio-political environment — was unadvisable.

Controversy

“What we saw last year and are seeing this year is a certain amount of brinkmanship by both parties, because pressures are involved and there is a great deal of waiting and watching of each other's moves. The current environment places enormous strains on both parties and the consequences have great social and political implications,” he said.

Because the two parties have a fairly new relationship, one can expect testing with both parties assessing each other's actual power, commitment to the bargaining process and willingness to move under pressure.

There has also been controversy between the two parties when it comes to figures. The NUM, who claim a membership of 150,000, have said that they hope to call out 240,000 workers on the 29 recognised Chamber mines. The Chamber says its records reveal that there are 226,000 workers on the 16 gold mines and 11 collieries which were originally involved in the dispute.

And it believes most workers will not respond to the strike call.

The union in turn have warned that, although they are only calling for strikes on recognised mines, action could spill over to non-recognised ones, bringing out as many as 400,000 workers.
Sadness at Cusa pull out

The withdrawal and exclusion of two major trade union federations from the unity talks was disappointing and a terrible blow to moves for the formation of a "super federation".

This is the view of most trade unions interviewed yesterday following the withdrawal of the Council of Unions of SA (Cusa) and the exclusion of the Azanian Congress of Trade Unions (Azactu) from the unity talks.

Cusa's nine affiliates have resolved to pull out of the talks because of what they termed "an attempt by some unions to hijack this federation" and those unions who do not believe in the principle of black leadership.

The trade union unity talks take place in Johannesburg today amid tension and confusion among the participants.

Cwausa's general secretary Mrs Emma Mashinini said the withdrawal of Cusa from the talks was "disappointing", especially because they were included in the original summit.

Fosatu's president Mr Chris Dlamini said the federation was surprised by the move. They were due to hold an urgent meeting last night to discuss the issue.

Azactu did not wish to comment on Cusa's withdrawal from the talks.

Mr Samson Ndou, president of the UDF-affiliated General Workers' and Allied Workers' Union (Gawu), said Cusa and its affiliates should have raised their problems at the talks and not withdrawn without informing other unions.

Other unions, GWU, Fcwu and Cwa, will give their comments once a formal report has been made to unions today.
Staying away: The Industrial Court yesterday heard the case of the workers who were sacked for industrial action at DAWU (SA) Ltd. The union told the workers that they would be reinstated if they returned to work. The workers said that they were unfairly dismissed and wanted to work. The court found that the workers were unfairly dismissed. The union will appeal the decision.
Firm may talk to union over sacked workers

Hopes rose today that a month-long deadlock between BTR Sarmcol in Howick, Natal, and the Metal and Allied Workers' Union (MAWU) could soon be broken, with a public declaration by the company that it is not opposed to negotiations with the union.

The dispute centres on the dismissal in April of about 1 000 workers who went on strike to back demands for recognition of the union.

The company, which is a British multinational, dismissed the workers and started replacing them with new labour, an action which led to the dispute spilling into the surrounding black townships of Maritzburg and Howick.

With the support of local community organisations, the union has been campaigning against the company to force it to reopen negotiations on the reinstatement of the dismissed workers.

PREVIOUS STAND

Last month, the groups launched a stayaway in Howick and Maritzburg which received considerable support, prompting business leaders in the area to openly suggest a meeting between the parties.

In an apparent departure from its previous stand, Sarmcol today said it would be willing to discuss to any propositions the union would make.

BTR chairman in South Africa, Mr Peter Fatherly, said the company had received the union's proposals and it was possible that a meeting with the union would take place "in the future".

He said the matter would still be discussed internally before a response to the union's propositions was made and a date set for the meeting.

The union could not be reached for comment at the time of going to press.
Cusa’s out of talks - but they’ll fight on

Some members were they did not attend as they had no mandate to do so. Added to this is the fact that the feasibility committee on which Cusa was represented, did not want to extend its membership to include newcomers. "We believe that there should be no domination at the talks by anybody. Every union should be given a chance to voice its views on the draft constitution, which, it appears, will be forced on other unions," Mr Mndaweni said.

Cusa’s withdrawal coincides with the dissolution of one of its strongest and largest unions - the National Union of Mineworkers (NUM). Due to the seriousness shown by other Cusa affiliates towards the unity moves, NUM represents about half of the total membership of Cusa which is estimated at 300,000.

Cusa was established in September 1980 with a combined membership of almost 310,000 in seven unions, and at the end of 1983 it had twelve affiliates with more than 160,000 members.

It is still growing at a phenomenal rate, Mr Mndaweni claimed. "We actually created NUM and the Vukani Black Guard and Allied Workers Union," he says with a smile.

Cusa affiliates are: Metal and Allied Workers Union (SAMWU), Steel Engineering and Allied Workers Union (SEAWU), Building and Construction Workers Union (BCAUWU) SA Laundry, Dry Cleaning and Dyeing Union (SALDCDWU). Transport and Allied Workers Union (TAWU), United African Motor Workers Union (UAMWU) and Textile Workers Union (TWU).

Part of the South African Black Munipal and Allied Workers Unions (SABAMUWU) has disaffiliated from the Hotel, Licensed and Catering Trade Workers Union which has been expelled.

Cusa is not affiliated to any political organisation, but supports organisations such as the United Democratic Front (UDF) and the National Forum in their fight for national liberation.

Although the federation does not belong to any political organisation, it has actively participated in calls for stay-away from work, it has condemned the detention without trial of leaders, called for the scrapping of apartheid and the release of political prisoners.

It has also called on the government to lift the state of emergency and support the consumer boycott. "The continued presence of the South African Defence Force and South African Police members in black residential areas is disturbing. The government should withdraw its forces to avoid confrontations." He urges multinationals to stop new investments "while apartheid exists, restrict the sale of Kruger rand, withdraw all investments which support the apartheid system, terminate involvement in so-called homelands and cease all supplies of whatever nature which assist the apartheid machinery."

Turning to the Labour Relations Act, he says the act does not protect workers' fully, especially black strikers.

He believes that the fundamental and ultimate weapon in the hands of labour and people are growing to learn with them.

However, the working class has engaged in stay-away from work and consumer boycotts as another means to fight employers. This has been illustrated by the number of such moves in the country recently.

He deplores the involvement of police in industrial relations matters. Police have been called in to enforce workers on strike, even after they have followed the necessary steps stipulated in the Act. The Industrial Council will only be effective if it is reconstituted.

"Cusa unions opted for registration under the post Wehlabana legislative changes, as an indication of their bona fides to assist in the creation of sound industrial relations in the country," he says.

He urges the government to scrap present system of education, release political leaders, make a statement of state that all belong to South Africa, make a declaration of intent, scrapping the community councils, the parliamentary and the Saps systems, reconstruc urban political organisations such as the ANC, PAC and others and show willingness to negotiate with all race groups.

"If the government does not heed this call, there will be another round of strikes and regulations."
Johannesburg — Anglo American, the mining house most in the firing line if the National Union of Mineworkers (NUM) strike goes ahead on August 25, is viewing the threat with grave concern.

And mining sources said yesterday there were moves within the industry to make a renewed offer to the NUM in a bid to settle the dispute which could cause widespread disruption to the country’s gold production.

The decision to proceed with a strike on at least 25 gold and coal mines, was taken at a special conference of the NUM in Welkom at the weekend.

The NUM claims that at least 200,000 and possibly as many as 400,000 workers would back the strike, disrupting up to 70% of the country’s gold production and 20% of the coal.

Bobby Godsell, Anglo’s industrial relations adviser, said yesterday the corporation took the strike threat very seriously but did not believe the NUM had an emphatic mandate from its members.

This was echoed by Clive Knobbs, the president of the chamber, who said the NUM had no clear mandate and that only a small minority was trying to push the majority into a stoppage.

“The union has not obtained a mandate for a strike and with few exceptions the wage increases granted from the July 1, 1986, were well received on the mines,” he said.

But Cyril Ramaphosa, general secretary of the NUM, said the union had expected this reaction and that the mining houses were going to “get a rude shock” on August 25.

However, industry sources said yesterday that the chamber could well put forward a proposal to the NUM in the next few days in an attempt to bring the dispute to an end.
MINE LABOUR

Long fuse, big bang?

It may be that SA is heading for the most effective strike ever by black workers. Relations between the Chamber of Mines and the National Union of Mineworkers (NUM) have reached an all-time low.

Neither side seems prepared to shift position, although it is clear that some room for manoeuvre exists on both sides. The comparatively long lead-time set for the commencement of the strike may well be significant.

On some issues, the gulf seems unbridgeable. Yet, when the tactical options of both leaders are exhausted, it is the negotiating skills and the residual good faith of both camps, to work out a compromise.

At its special conference in Welkom this weekend, the NUM resolved to take strike action at the 29 chamber mines where it is recognised, as well as at Rand Mines’ Duvaal Colliery and De Beers’ Namquandale in the Employment Bureau of South Africa (Eba) where disputes also exist. But action was deferred until August 25, to allow time for the various employers to make realistic offers.

Responding to the NUM conference decision, the chamber says it gave the union an offer of a “final, realistic” proposal. But its attempts to reach agreement proved “futile.” Employers have thus accepted that there is “no possibility that an accommodation could be reached with the NUM.” The chamber’s industrial relations adviser, Johann Liebenberg, refuses to say whether employers are still open to a new offer. In any event, it seems that neither the chamber (or any individual mining house), nor the NUM, has any intention of making a new proposal.

The chamber’s final offer — which was implemented on its 99 gold mines and collieries on July 1 — includes wage increases ranging from 14.1% to 19.6% on minimum rates, and other improvements in working conditions. The NUM demands a 22% across-the-board increase and further improvements in working conditions. It also seeks participation in talks between the chamber and predominantly white unions over the abolition of the “scheduled races” definition. The chamber estimates that the total union demand would represent an overall increase of 32% on gold mines and 41% on collieries.

The gap in the lowest wage categories is not great — a matter of about R4/month. But it widens considerably in the more skilled categories. Disputes over other aspects of working conditions include a 4-hour/fortnight difference in proposals for working hours on gold mines, and 12 hours/fortnight on collieries. There are also demands for further improvements to shift allowances, overtime pay, paid leave on May Day, and the controversy over participation in job reservation talks.

The war of words which has raged since the deadlock was reached shows that the gulf in perceptions over employer and union attitudes and NUM strength is even wider than the differences in negotiating positions.

Some industry sources say privately that they believe the NUM went into the negotiations “looking for a strike.” On the other hand, in an interview with the FM, NUM general secretary Cyril Ramaphosa had harsh words to say about employer attitudes.

"We are tired of the chamber’s arrogant attitude, they do not take the union seriously. Negotiations are a farce. They arrive at the talks with their minds made up and expect us to make all the concessions. Thus is what the strike is really about," he says. He adds that only if the employers make it clear they are prepared to “negotiate in good faith,” will the NUM be prepared to talk further.

Liebenberg replies that employer representatives, like unions, negotiate in terms of mandates given by their principals. "Good-faith bargaining does not mean a totally open-ended brief," he says. Anglo American industrial relations consultant Bobby Goldsell concurs. "We want a settlement. A strike will not be good for the industry, shareholders, workers or the country. But we cannot settle at any price."

Ramaphosa is sceptical about NUM claims that it can mobilise nearly a quarter of a million workers in a strike. "It can probably measure its strength by the strike ballot result — about 65,000. But, even then, it is necessary to take account of the voting irregularities," he says.

But, counters a NUM spokesman, more people would have voted were it not for management obstruction. She adds that Gold Fields and Rand Mines members, who were not balloted because of union disagreements with management over procedures, indicated strong support for the strike at the conference.

Ramaphosa says the NUM is not calling for strike action at mines where it has members but is not recognised. But, he adds, some of his members have indicated their intention to participate, "and if they do we will support them."

He says that the conference had detailed discussions on conduct during the strike, and the union will be issuing thousands of pamphlets in an attempt to ensure that no violence ensues. He says there will be no intimidation of people who wish to work. "Members contravening the call will be subject to disciplinary action in terms of the union constitution. This can amount to suspension of membership or expulsion. No action can or will be taken against non-members," he says.

The chamber has welcomed this undertaking, but adds that if it is adhered to "the majority of employees will go to work."

So SA waits for the big bang. Given the intransigent stance of the parties, it appears that nothing less than a last-minute compromise can avoid a strike. Right now, this looks unlikely. But for miners, the implications of a loss of face, resources of tolerance and patience appear exhausted. But there is a great deal at stake.

PARTY POLITICS

Congress time, ahoy

The State of Emergency and related crises have compounded already complex problems facing the main white political parties as their annual congress season draws near. There is little doubt that the current situation will be uppermost on agendas of both the ruling Nationalist and opposition parties.

In particular, key tests await the National Party (NP) at its two main congresses in Pretoria (starting September 19) and Port Elizabeth (September 30), and the Progressive Federal Party (PFP) at its federal congress in Durban, starting August 30. Besides the Pretoria and Port Elizabeth congresses, the two other NP congresses will be in Bloemfontein on September 9-11, and in Durban on August 15-16.

Ironically perhaps, the State of Emergency could make President P W Botha’s task at the congresses easier than might have been the case. It has become clear that NP leaders have lost the close touch they once had with grassroots supporters. In this climate, many expect government to make important policy announcements aimed at dealing with the
Strikers reinstated

Siemens has agreed to reinstate more than 1,000 workers who were dismissed last month after a pay dispute.

The workers went on strike to support demands for an across-the-board R1/h increase.

The case of 40 workers who have been suspended following allegations of intimidation during the strike has been referred for mediation.

The Metal and Allied Workers' Union said yesterday it had declared a dispute with Siemens over the company's refusal to negotiate the R1/h increase but a company spokesman said he was unaware of this move.
GOLDFIELDS of South Africa 'say' the National Union of Mineworkers is no longer recognised at two of the company's administered mines where the union is calling a strike.

The NUM has included Coalbrook colliery and East Driefontein as targets for strikes although management recently withdrew union recognition at them. The union was representing these mines when a dispute was declared with the Chamber of Mines over wages and working conditions.

Goldfields has not indicated whether it wishes to contest the legality of strike action.

A Goldfields spokesman said yesterday that the company wished to clarify the notice of withdrawal of recognition at the mines. Notice had been issued to the union in March after membership dropped below 50%.

Both recognition agreements were cancelled at the end of June, at the time when deadlock was reached in the union's negotiations with the Chamber.

The NUM says its membership at these two mines is rising again. It argues that the dismissal of some of its members at East Driefontein, and the fact that 'workers are not regarded as employees when they go on leave' - which can last up to three months - caused the union's representation to drop a few months ago.
In a simple,
sparingly-furnished
office overlooking
Johannesburg's busy
Wanderers Street sits
one of the most
powerful men in the
labour movement in
South Africa — Mr
Cyril Ramaphosa.

Being at the helm of a
trade union that is
currently having the mine
bosses — and it is
rumoured also the Minis-
ter of Energy and Min-
eral Affairs Mr D W
Steyn — on edge is a
demanding task.

At weekends when
most people go out and
enjoy themselves, Mr
Ramaphosa holds meet-
ings.

The National Union
of Mineworkers is only
three years old, yet it
boasts a membership of
230 000, making it the
fastest-growing — if not
the largest — trade
union in the country.

And the phenomenal
growth of the union is
attributed to the lead-
ership of its secretary
general

Detained

In a sector that em-
Jo on s 480 000
black miners, everybody
is expecting the soft-
spoken "non-practising
lawyer to reach the
300 000 mark before
the end of the year.

Born in Johannesburg
in November 1952, Mr
Ramaphosa attended
school in Soweto and
the Northern Transvaal.
In 1972 he enrolled at
the University of the
North for a BProc de-

In 1974 he was
elected branch chairman
of the now-outlawed
South African Students
Organisation (Saso).

Shortly thereafter he
was detained for 11
months because of the
Viva Frelimo rally.

On his release in 1975
he was denied re-entry

Mr Ramaphosa stays
alone in a duplex flat in
Jubulani, Soweto. Like
his office, his flat is de-
void of all affluent trapp-
ings that would other-
wise betray the stature
of the man.

Mr Ramaphosa's
marriage to the daugh-
ter of a former Venda
opposition party leader
did not work out, and it
would not be exaggerat-
ing to say that he now
seems married to the
union — and it is work-

ning out.

There were no child-
en from his marriage.

And Mr Ramaphosa
does not mind the long
hours that went into and
still go into organising
the first legal strike by
the union.

"It is a fulfilling job
that offers a sense of
achievement that I did
not find in a legal prac-
tice. I find practising law
to be too mercenary.

In fact he regrets that
he has never been a
miner.

His main targets are
increased wages for
miners and the scrap-
ing of job reservation.

Mr Ramaphosa has
been said by some to be
an adherent of the Black

Consciousness philos-

o

Peaceful
Cyril
can be
a raging
bull

Mr Cyril Ramaphosa

FOCUS

BY
SEFAKO
NYAKA

M r R a m a p h o s a

into Turbloop.

In 1976 he registered
with the University of
South Africa, but was
again detained. He re-
registered the following
year, signed back for his
articles and qualified in
1981.

But by then he was
dissillusioned with law
and began working for
the legal unit of the
Council of Unions of
South Africa (Cusa).

In 1982 at Cusa's con-

Michael Griffin 143
SOWETAN 25/8/85

He, on the other
hand, is quick to point
out that he believes in
the worker leadership.

"We have to build a
strong worker organisa-
tion at the workplace,
thereafter it will auto-
matically start spilling
over into other areas.

Exploited

"If you start on other
issues you are not able
to build a strong union,
cohesive in nature and
strong enough to tackle
issues outside the work-
place."

Mr Ramaphosa be-
lieves workers do not
have to be told that they
are exploited as a class
by the capitalist system.

"The aim of our
union is to arouse the
working class conscious-
ness among the miners."

Mr Ramaphosa is not
a man who gets easily
rattled. He believes that
the stature and strength
of NUM have been en-
hanced by its commit-
ment to negotiating and
resolving through legal
channels.

Although the Na-
tional Students Federa-
tion blew out of all rea-
sonable proportion Mr
Ramaphosa's meeting
with his British coun-
terpart, Mr Arthur Sear-
gill, he bears no male

As we sat chatting in
his office, a group of
NUM "negotiators" re-
turned from talks with
the management of the
Rand Refineries.
His eyes light up "It's a
dispute." comes the
report from one of the
delegates.

"Really?" he en-
quires.

It is obvious that Mr
Ramaphosa is com-
mitted to resolving is-
sues as peacefully as he
possibly can.

But once his patience
and that of the miners
— gets strained, then he
becomes a raging bull.
Ask the mine bosses and
others who have crossed
his path while he was ne-
gotiating better deals for
the thousands of mine-
workers.
The base narrows

The withdrawal of the Council of Unions of SA (Cusa) from the unity talks aimed at forming a new federation of emerging trade unions will inevitably narrow the base of the proposed new body. But it is unlikely to be a deathblow to the plans.

Cusa's announcement concides with the National Union of Mineworkers (NUM) decision to disaffiliate from the organisation due to "lack of seriousness" shown by other Cusa affiliates toward the unity moves. The NUM represents about half of the total membership of Cusa unions.

It became apparent in June that at least some Cusa unions had mixed feelings about the unity moves when they sided with the black consciousness Azanian Confederation of Trade Unions (Azactu) at a meeting on the issue of white leadership. This, it transpires, is a major reason for Cusa's withdrawal.

According to a statement issued this week, Cusa believes that "because of the present oppressive and exploitative system of apartheid, the black workers have reservations about participating in talks which do not enforce the principle of black leadership."

The remaining members of the unity talks — Fesatu, the Food and Canning Workers' Union, the Cape Town Municipal Workers' Association, the General Workers' Union, the Commercial, Catering and Allied Workers' Union and the NUM — which strongly support the principle of non-racialism, have been distinctly cool toward Cusa since then. They have made it clear that participation in the new federation depends on support for this principle. Cusa says this is an example of "the white policy of divide and rule."

There has not yet been any formal response to Cusa's announcement. A further round of unity talks is due to be held on Wednesday this week where the matter will be discussed. The loss of Cusa's SA Chemical Workers' Union and the Transport and Allied Workers' Union will probably be viewed as particularly disappointing. Apart from the NUM they are Cusa's two most influential unions. Nevertheless, Cusa's withdrawal also means there will be fewer delays caused by ideological squabbling.

Although they were invited to one meeting in June, it was never likely that Azactu would be linked to the unity moves. It remains to be seen whether any of the unions allied to the United Democratic Front (UDF) will participate in the establishment of the new federation.
The countdown to a strike on 29 gold and coal mines in South Africa has begun. The cost of such an action would run into millions. The human costs would be incalculable. SHERYL RAINRE traces the development of the National Union of Mineworkers and examines the strike issues.

Countdown to a strike

JOHANNESBURG — The small room was crammed with media people. Union files were stacked on the floor. The general secretary, Mr Cyril Ramaphosa, entered wearing a yellow union T-shirt with a National Union of Mineworkers logo.

After a sleepless night at a congress session, the hands of NUM president Mr James Molatla shook with fatigue and possibly, nervousness as he told local and foreign newsmen that his union would strike on August 25 to drive home a wage demand of 22 percent across the board.

That was the scene at No 5 Wanderers Street at the start of the week. At the Chamber of Mines building, press conferences take place in a high-ceilled, spacious room. There are padded chairs set around a large oval table, tea and biscuits served from a tray, pencil and paper for each reporter. Officials wear suits.

Nothing could more effectively highlight the differences between the two parties.

The union is an awakening giant, flexing its newfound muscles, maturing quietly but still fraught with growing pains.

The Chamber is an established giant, trying to cope with a changing labour-relations field. And the changes have come rapidly.

 Barely three years ago there was no NUM. Now the union is threatening to call out 250,000 miners on strike.

The number threatens NUM, could hit 400,000 if miners on mines where the union is not yet recognised join their colleagues.

The Chamber says only one miner in every 10 miners will strike. Miners, they say, are happy with the increases implemented on July 1, which ranged from 4.4 percent to 19.6 percent.

What do the percentages mean? The Chamber’s increases for surface workers ranged from R24 to R66.

There is no doubt that the battles have begun.

Born in 1962 out of a resolution adopted at the national congress of the Council of Unions of South Africa (Cusa) NUM came into being as a reaction to Western Transvaal mine riots.

This week the union disaffiliated from Cusa in order to continue to take part in important unity talks for the formation of a federation of emergent unions in South Africa.

Recruiting strategy

NUM’s signed-up members now total 150,000 and paid-up members 100,000 according to union figures. Mining houses deny this and put the membership at about 80,000.

The union’s early recruiting strategy was to sign up team leaders, supervisors and administrative workers. This gave it a core of more permanent members than underground migrant labour.

More recently NUM has recruited migrant labourers at all levels. Its president is a Lesotho national.

Mr Cyril Ramaphosa

Despite a growing number of competent union officials, the union still relies disproportionately on its charismatic, shrewd and legally-informed general secretary, Mr Ramaphosa.

At times he and his union’s resources appear overstretched. There are very few within the industry, however, who do not speak of him.
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The number threatens NUM, could hit 400,000 if miners on 46 gold mines where the union is not yet recognised join their colleagues.

The Chamber says only one in every 10 miners will strike. Miners say, are happy with the increases implemented on July 1, which ranged from 14.1 percent to 19.6 percent.

What do the percentages mean?

The Chamber’s increases for surface workers ranged from R24 to R65 a month, bringing the minimum wage up to between R190 and R521.

Increases for underground workers ranged from R25 to R69 a month, bringing the minimum wage up to between R191 and R535 a month.

The union demanded increases ranging from R37 to R122 a month for surface workers to bring their minimum wages to between R173 and R377 a month.

Labour battles

For underground workers NUM demanded increases ranging from R45 to R142 a month, which would bring the minimum monthly wage to between R211 and R668.

Other disputes include the issue of NUM participation in job reservation talks with white mine unions, leave and death benefits.

Labour experts have often predicted that the country’s fiercest and most important labour battles would begin when NUM miners mobilised and that the socio-political implications would be far-reaching.

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At times he has more resources appear over-stretched. There are very few within the industry, however, who do not speak of him with respect.

Lost man-days

In the first 18 months of its existence the union was not involved in any major strike.

However, in the first quarter of this year it accounted for nearly 170,000 lost man-days due to strikes, compared with about 70,000 lost man-days from strikes in all other sectors put together.

It was NUM which launched the first legal strike by black miners, last September. Although agreement between the Chamber and NUM came at the last minute, it was too late to avert a strike.

The union claims that at one time 64,000 miners were on strike. The union won some concessions and, it says, thousands of new members as a result of the strike.

Violence flared however, and the human costs are still being reflected in civil claims for alleged shootings, assaults and unlawful arrests.
JOHANNESBURG—The president of the Chamber of Mines, Mr. Clive Knobbs, says the chamber does not intend increasing the wage offer it made six weeks ago.

Commenting on claims that the chamber intended revising its offer to the National Union of Mineworkers (NUM), he described the offer made to gold mine and colliery workers as an "extremely good one." The offer was implemented on July 1.

The chamber saw no reason why another offer should be made — especially as the workers had accepted the wage increases, he said.

At a mass meeting at Welkom last weekend, the NUM voted to strike from August 25 at the 18 gold mines and 11 collieries where the union is recognised. It expects at least 240,000 workers to take part. — (Sapa)
Chamber digs in over mining wage offer

CHAMBER of Mines president Clive Knobbs said the chamber did not intend increasing the wage offer made six weeks ago.

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At a mass meeting at Welkom last weekend the NUM voted for a strike from August 25 at the 18 gold mines and 11 collieries where the union is recognised.

The union also announced that a boycott of white businesses would come into force in towns near the affected mines on Wednesday last week, unless the State of Emergency were lifted. The boycott failed to materialise, but a union official said it was still being organised at mine level

A trade union official told 3 000 people at the University of Cape Town on Friday that other unions would support the strike — Sapa
Mine union fears strike violence

The National Union of Mineworkers (NUM) has claimed it has had to face intimidation of "alarming proportions" from management and the South African Police as the August 23 strike date draws near.

A union spokesman said that its vice-president, Mr. Elijah Barayi, had received death threats in connection with the proposed strike from unknown people.

QUESTIONED

Two other union officials, Mr. Kenny Mosele and Mr. Paul Nkuna, had been questioned about the strike for four hours last week by Security Police, said the spokesman.

The union alleged that several unspecified mine management had threatened workers with dismissal if they participated in the strike and that at other mines, management had bought guns and armoured vehicles for use against strikers.

"It is clear that mine management and the South African Police are embarking on a campaign of blatant intimidation and harassment against mineworkers. Management and the Police seem bent on turning a peaceful strike into a bloodbath," the NUM spokesman added.

The union said it noted with concern statements by the Chamber of Mines that it was not prepared to improve its wage offer, and reaffirmed its willingness to consider realistic offers from employers.

The union spokesman said the strike was gaining momentum among workers and that strike committees had been elected at branch and regional level.

She said it was hoped the boycott of white shops in mining towns in response to the declaration of the state of emergency would be "in full swing" in a few days.

Repeated attempts to reach Chamber spokesmen for comment early today were fruitless. Comment from the police was not available at the time of going to press.
SACTU supports NUM strike call

The South African Congress of Trade Unions (Sactu) has come out in full support of a national strike of mine workers called by the National Union of Mineworkers on August 25.

The Congress has called on all black miners and unions to unite in the face of "the onslaught by the mining magnates and the regime of apartheid." The Congress also praised the NUM for the decision to

• give the apartheid regime 72 hours to lift the state of emergency or else instruct its members to boycott white businesses near the mines
• warn the regime that if the State President, Mr P W Botha, carried out his threat to repatriate migrants, the event of economic sanctions against South Africa, a general strike would be called.

In a statement to the SOWETAN yesterday, Sactu said miners were affected by poverty wages, job reservation, dangerous working conditions, dehumanising living conditions, separation from their families and suffering.

Sactu has praised the NUM for the decision to

• take strike action on August 25 if the wage demand is not met by mining magnates.
Strike talks inconclusive

AN NUM-Chamber of Mines meeting ended inconclusively yesterday after talks over the union's threatened mass strike.

A chamber statement said it had invited NUM representatives to discuss the union's intended strike. Both parties restated their positions but no decisions were taken.

The meeting was the first between the parties on this issue since deadlock was reached on June 28.

The chamber denied that it would increase its basic wage offer — ranging between 14.1% and 19.8% — which was implemented on July 1 for the 650,000 gold and coal miners on chamber-member mines. It added that the wage increases, combined with improvements in other benefits, represented an increase of 32% for black workers on gold mines and 40% on coal mines.

The NUM, which claims a signed-up membership of 150,000, is demanding a 22% across-the-board increase. It is also demanding other improvements in employment conditions and participation in talks between the chamber and the white Mineworkers' Union on the scrapping of job reservation.

Abolition of the scheduled person definition will end job reservation in 13 white-only job categories.
Bid to avert miners' strike fails

A meeting yesterday between the Chamber of Mines and the National Union of Mineworkers (NUM) in a bid to avert a proposed strike ended "inconclusively." A spokesman for the Chamber said last night, "The Chamber of Mines has, at its invitation, met representatives of the NUM to discuss the union's intended strike and means of averting it. The parties restated their known positions and the meeting ended inconclusively."

The meeting was held six days before the August 19 deadline set by the union for the Chamber to make a new pay offer.

Failure to reach agreement could result in thousands of miners downing tools on August 25.
SOUTH AFRICA's mining industry is heading for a major strike by black mine workers on August 25.

'SUPER FED' MAY FLOP

Two unions, the Black Allied Mining and Construction Workers Union and the United Mining, Metal and Allied Workers Union, have locked horns over wages and other conditions of employment. The unions are considering declaring a dispute and going on strike if management does not meet their demands.

- It is not clear how effective each union could be in leading a strike by black workers. Relations between the Chamber of Mines and the National Union of Mineworkers have reached an all-time low.  

Neither side seems prepared to shift position, although there is some room for change on both sides considering the lead time given for the commencement of the strike.

However, the union has reiterated that it was prepared to continue the strike which might be worse than the 1922 mine labour unrest. Mine managements have said they are not prepared to make another offer. All that is left is for more bombs to explode.

- A group of trade unions representing thousands of workers has issued a hard-hitting statement threatening nation-wide action if the state of emergency is not lifted.
Meeting fails to resolve dispute

Mineworkers look certain to strike

By Mike Siluma

With just nine days to go before the strike date set by the National Union of Mineworkers (NUM), there seems to be little hope of a settlement being reached between the union and employers.

NUM has a wage dispute with the Chamber of Mines and other mining concerns. It has threatened to call a strike on August 25 at 29 gold and coal mines belonging to the Chamber unless a settlement is reached.

Workers at other mining concerns where disputes exist are also expected to join the strike.

After holding a ballot at some of the affected mines, NUM said it had overwhelming support for strike action, a claim which was rejected by the chamber.

The union is asking for an across-the-board 40 percent monthly raise, which would bring minimum wages for surface workers to between R115 and R177, depending on gradings. While it asked for minimum rates for underground workers, to be raised to between R211 and R688.

The chamber offer, rejected by the NUM but implemented on July 1, raised surface minimum wage rates to between R162 and R554.

Underground rates were increased to between R193 to R600.

The Chamber said that coupled with employees' fringe benefits — amounting to R122 — its offer was "reasonable."

The fringe benefits are made up of food — R66, single accommodation — R17, annual transport allowance — R11, daily transport allowance — R15, entertainment — R8, medical attention — R7.

But the union has rejected this argument. NUM general secretary Mr. Cyril Ramaphosa says the dispute covered the workers' earnings and had nothing to do with fringe benefits.

Mr. Ramaphosa said NUM members were still determined to go on strike but would accept a realistic offer. "The Chamber also said it was willing to consider realistic proposals from NUM."

However, a meeting this week between the parties failed to resolve the dispute.

Mr. Ramaphosa said De Beers had raised its offer to 12 percent which NUM was considering. "If we accept this it will mean more to us, because we will fight hard for it, but it is still a big gap."

The meeting failed to resolve the dispute.
JOHANNESBURG—Just eight days before the strike date set by the National Union of Mineworkers (NUM) there seems to be little hope of a settlement between the union and employers—at least according to recent statements by both parties.

The union has a wage dispute with the Chamber of Mines and other mining concerns.

It has threatened to call a strike on August 25 at 29 gold and coal mines belonging to the chamber unless settlement is reached.

The union is asking for an across-the-board 40 percent rise, which would bring minimum wages for surface workers to between R173 and R277 depending on job grade.

Minimum rates for underground workers would be raised to between R211 and R308.

The chamber's offer, rejected by the NUM but implemented on July 1, raised surface minimum wage rates to between R162 and R254.

Underground rates were increased to between R193 and R260.

**Fringe benefits**

The chamber argues that, coupled with employees' fringe benefits, its offer is "reasonable." The fringe benefits amount to R122.

But the union's general secretary, Mr Cyril Ramaphosa, says the dispute was over earnings and had nothing to do with fringe benefits.

Mr Ramaphosa says workers were still determined to go on strike but would accept a realistic offer.

The chamber has also said it was willing to consider realistic proposals from the union.
THE trial of 62 Transport and Allied Workers' Union members was this week postponed to November 11 by the Potchefstroom Magistrate's Court. They are accused of holding an illegal strike at Western Greyhound's Potchefstroom bus depot on May 30.
Miners meet to plan strike

Johannesburg — Miners' leaders held strategy talks yesterday to plan a nationwide walk-out set for this coming Sunday in South Africa's gold and coal mines.

A National Union of Mineworkers (NUM) official said the union's general-secretary, Mr Cyril Ramaphosa, was in Kimberley yesterday for talks with union members, but no details would be released until today.

A mass meeting of the union on August 4 decided to strike over pay and gold industry experts say a walk-out could severely hit bullion production.

Industry analysts fear that a strike could turn violent. The NUM has accused some mining companies of stock-piling armoured personnel carriers and shotguns to use against strikers.

The NUM wants a 22 per cent across-the-board pay rise. The mines paid 14.1 to 19.8 per cent increases on July 1.

Gold analysts say a strike could cost the mining industry about R200 million a week, but do not expect it to last long. Most mines have about a month's production in reserve.

A meeting this weekend of independent trade unions expressed support for the planned strike, a Federation of South African Trade Unions spokesman said yesterday.

The spokesman said the unions were bitter about the "ill-timed" automatic wage increase paid on the mines.

The unions also criticized the chamber's continued "perpetuation" of the "system of job reservation and its refusal to discuss the removal of the system with the NUM." — Sapa.
A dispute as miner's strike looms

The Argus correspondent in Johannesburg reports on a legal wrangle over the possibility of this month's miner's strike spreading to mines where the National Union of Mineworkers is not officially recognised.

As the build-up to the proposed wage strike by black miners grows, so does debate about the legality of potential strikes on mines where the National Union of Mineworkers (NUM) is not recognised.

The NUM has claimed majority support for a strike among the more than 200,000 black mineworkers at 29 Chamber of Mines mines.

But the chamber says the union is recognised at only 27 mines after it lost recognition in June at two of the mines, East Driefontein and Coalbrook.

The NUM publicity officer, Miss. Manoko Nchwe, said that while the union had not gone out of its way to organise strikes at mines where it was not recognised, chances were that workers at these mines would support the strike.

If workers at non-recognised mines also struck, the total number of workers on strike could reach 400,000.

Miss Nchwe said the union's legal advice was that wage negotiations with the Chamber of Mines had covered the mining industry's entire black workforce.

A leading Johannesburg labour lawyer says that a strike by workers at non-NUM-recognising mines would be legal — if wage negotiations had covered all the black miners in the industry.

"According to section 65 of the Labour Relations Act, no employee may strike until a dispute has been referred to the Conciliation Board. The wording suggests that a person does not have to be a member of a union to take part in such a strike."

However, the chamber's industrial relations adviser, Mr Johan Liebenberg, said the dispute affected only those mines where the NUM was recognised and that a strike by workers at other mines would be viewed as illegal.

The chamber has also rejected the results of a strike ballot held by the NUM last month, claiming "widespread irregularities".
DUKEBAN — A group of independent trade unions at the weekend set up a national committee to monitor consumer boycotts, a Federation of South African Trade Unions (Fosatu) spokesman said here yesterday.

Fosatu, the Food and Canning Workers' Union, the Commercial Catering and Allied Workers' Union and the Cape Town Municipal Workers' Association decided at a meeting at Wilgespruit "to co-ordinate their involvement in the consumer boycott on a national scale" and have set up a national committee to monitor boycotts, the spokesman said.

The weekend's decision was a result of a meeting two weeks ago where the unions discussed whether to launch a national consumer boycott against the state of emergency.

The meeting also expressed support for the planned August 25 strike by the National Union of Mineworkers and for the "miners' struggle for a living wage" — Sapa.
NUM bid to head off strike

The National Union of Mineworkers has presented a revised package of demands to the Chamber of Mines in an attempt to avert next week's threatened mine strike.

It was not clear last night whether the new package would contain enough concessions to lead to a last-minute agreement. A union spokesman said they were still demanding a 22% across-the-board increase.

Instead of demanding May Day as a paid holiday, however, the NUM now wants workers to be let off early on May 1.

The NUM is no longer demanding participation in all the talks between the Chamber and white miners on the scrapping of job reservation. Instead, it says it will agree to separate talks between the Chamber and various unions, although it wishes to be party to a joint meeting before agreement is reached on the issue.

Indications are that both parties may be looking for a settlement before Sunday but there is still a gap to be bridged in union demands and the Chamber's offer of the 14.1% to 19.6% increase which was implemented on July 1.

Claire Pickard-Cambridge

Representatives from both parties met yesterday at the request of the union. This was the second meeting since a deadlock was declared on June 23.

A Chamber spokesman said its representatives would convey the union's revised demands to its principals and that another meeting between the parties might be held in the next two days.

The United Democratic Front has expressed its "total support for the demands of the NUM" and is calling on the Chamber to accede to worker demands.

The UDF warns that it is considering united action if violence is used against miners in the event of a strike. It says it is also establishing strike solidarity committees throughout the country.

Meanwhile the NUM says its boycott of white shops in most mining areas is likely to start on Friday.

SAPA reports that the Federation of South African Trade Unions (Fosatu), the Food and Canning Workers' Union, the Commercial Catering and Allied Workers' Union (Cawusa) and the Cape Town Municipal Workers Association, have expressed support for the miners.
JOHANNESBURG — In an apparent bid to avert a strike at 29 gold and coal mines, the National Union of Mineworkers (NUM) has tabled revised proposals in negotiations with the Chamber of Mines.

A union statement after yesterday's meeting said the revised proposals were that workers be allowed to finish two hours earlier on May 1 and that negotiations on job reservation be held separately "in the meantime", but that all parties hold joint negotiations before agreement is reached.

**PAY INCREASE**

But the union's demand for a 22 percent across-the-board pay increase remains.

The NUM's original demands had included that May 1 be recognised as a public holiday and that the union be included in negotiations on job reservation with white unions.

The chamber had said it would refer the revised proposals to its principals and hold further negotiations tomorrow, she added.

A chamber statement confirmed that the NUM had presented a revised set of demands during a meeting which had been requested by the union.

The chamber's representatives had undertaken to convey the union's demands to their principals and it was possible that another meeting would be held within the next two days.
Mine strike disastrous bishops

By Sheryl Raine

The South African Catholic Bishops Conference (SACBC) fears that a miners' strike would be disastrous and could lead to widespread violence and immense suffering.

It has urged the Chamber of Mines to contribute to resolving the deadlock with the National Union of Mineworkers.

The president of the SACBC who is also the Catholic Archbishop of Durban, Archbishop Dams Hurley, held a meeting last night with two priests and three bishops from various mining areas.

The clergy reported that the situation was growing increasingly tense as the countdown continued for a miners' strike called by the NUM for August 25.

In an apparent bid to avert the strike at 29 gold and coal mines, the NUM approached the Chamber yesterday with revised demands.

The NUM is still asking for a 22 percent across-the-board pay rise compared with implemented Chamber rates ranging between 14.1 and 19.6 percent.

But it has pruned demands for a May 1 workers' holiday to a request for workers to go off two hours early that day.

The NUM also suggested that instead of joint negotiations of white and black unions on job reservation, negotiations be held separately "in the meantime", but that all interested parties hold joint negotiations before agreement is reached.

The Chamber says it will refer the revised proposals to its principals and hold further negotiations on Wednesday.

SUBSISTENCE

"Confrontation is looming on SA mines with the possibility of a mass strike next week," said Archbishop Hurley.

"A large proportion of mineworkers are earning below subsistence wages, even after the July increase.

"Now that workers are unionsized they are demanding a living wage, a wage that enables them to provide decent support for themselves and their families.

"It is essential that all employers in South Africa come to terms with the legitimate demands of workers.

"This is all the more necessary because if the strike does occur it could lead to widespread violence and immense suffering."
Johannesburg — The National Union of Mineworkers tabled revised proposals in negotiations with the Chamber of Mines yesterday.

A union statement said last night the revised proposals were that workers be allowed to finish work two hours earlier on May 1 and that negotiations on job reservation be held separately. "In the meantime," but that all interested parties hold joint negotiations before agreement was reached.

The pay demand was for 25 per cent across-the-board.

The union had demanded that May Day be recognised as a "public holiday" and that the NUM be included in negotiations on job reservation with white unions — Sapa.
NUM makes new demands

The National Union of Mineworkers and the Chamber of Mines met yesterday to discuss revised NUM demands.

Although neither party disclosed details, Sapa reports that NUM upped its pay demands to 22 percent across the board when it tabled its revised proposals.

The union had earlier sought 20 percent increases, said NUM official Miss Manoko

In your SOWETAN today

- We focus on a mother’s anxious search for her 15-year-old daughter detained under the emergency regulations, and on other children in jail.
- The SOWETAN Spotlight team visit a township “where virtually nothing ever happens” — and find that things DO happen.
- Showbiz writer Elliot Makhaya gives you a close-up of Abey Cindy, consistent and inexhaustible musician.
- Nat on Tuesday, a must for your Tuesday morning chuckle.
And lots, lots more in your brighter SOWETAN.

The NUM delegation, led by its general secretary Mr. Cyril Ramaphosa and president Mr J M Motlati, presented revised demands to the chamber.

The chambers’ industrial relations adviser, Mr. Johan Liebenberg, told The SOWETAN after the meeting that the NUM made revised demands. He would not give details of these demands.

“We are calling on our members to consider the proposals and another meeting will take place soon,” he said. He speculated that the meeting might take place tomorrow.

NUM’s spokesman said “We approached the chamber to see whether they will be prepared to listen to our demands.”

The spokesman would not give details of the revised demands for what they described as “strategic reasons.”

The parties have deadlocked on several issues and the union has called for a national strike on August 25.
Workers fail to be reinstated

The Industrial Court has ruled that 42 members of the SA Chemical Workers Union (SACWU) who went on strike at Pharma Natura (Pty) Ltd earlier this year and were dismissed, have no right to reinstatement.

The court found that the workers had acted defiantly to induce the company to adhere to their demands “that shop steward elections be held in an autocratic manner”.

It said the ensuing work stoppage constituted a strike, and that the workers' contracts of employment were terminated because of the strike.

SACWU argued that the company had issued an ultimatum to workers to return to work or face dismissal in a situation of confusion and that the ultimatum was not initially understood.

The court said the company had corresponded and met with the union on various occasions and that ultimatums to return to work had been issued on more than one occasion.

It did not accept that workers had failed to understand the ultimatum.
Strike violence feared

By JOSHUA RABOROKO

TRADE unions, community based organisations and church groups fear widespread violence and immense suffering if more than 240,000 black mine-workers go on strike this week.

And the United Democratic Front (UDF) has joined the chorus of international organisations when it announced that it will take strong action if strike violence erupted during the strike.

The African National Congress (ANC) and the South African Congress of Trade Unions (Sactu), have also pledged their support for the demands of the miners.

The National Union of Mineworkers (NUM), representing thousands of black miners in South Africa, met with the Chamber of Mines today in a bid to avert the national strike.

The union presented revised demands to the chamber on Monday to test the icy water between themselves and the management organisation.

Mr Murphy Morobe, acting UDF publicity secretary, said the UDF was consulting with its affiliates and trade unions on the possibility of solidarity action.

Strike solidarity committees were being formed throughout the country.
MINE UNIONS ROW LOOMING

By JOSHUA RABOROKE

THE silver cup is broken: two of the country's black miners' unions are at each other's throats for control of the industry's black labour force, numbering about 500 000 workers.

The two are the National Union of Mineworkers (NUM), led by Cyril Ramaphosa and the Black Allison Mining and Construction Workers Union (Bamcewu), led by Phandelani Nefolovhodwe. Incidentally, the two leaders share the same alma mater, the highly-saluted University of the North (Turfform)

Until recently, the two unions had a gentleman's agreement not to cross each other's paths. But the emergence of the new federation, instead of drawing them nearer to each other, has kept them fighting tooth and nail.

Also, black South Africa's traditional political positions, black nationalism and multi-racialism, have now reared their heads. The National Union of Mineworkers, previously regarded as a black consciousness organisation, now espouses non-racialism while the Black Aliened Mining and Construction Workers Union remains in the black consciousness fold.

NUM's Cyril Ramaphosa
Bamcewu's Phandelani Nefolovhodwe.

Talks

In addition Cyril Ramaphosa, tipped as the next secretary of the new super federation, is the man who signed the letter, barring BC unions from talks on the new federation.

The National Union of Mineworkers (NUM) and the Black Aliened Mining and Construction Workers Union (Bamcewu) have made claims and counter claims of poaching mines in the Transvaal.

As far as the facts state, two unions recruited members in the Eastern and Kimberley mines a few months ago. But claim to have substantial membership at these mines.

Bamcewu's publicity secretary, Mr Motsumi Mokhine, said they started organizing members at De Beers' diamond mines in Kimberley. Shortly thereafter the NUM started organizing at the mines.

There soon emerged a clash of interests when our members claimed that they were being forced to join NUM. We objected to this claim and our members promised us support and continued membership.
**Mine strike postponed as wage offer amended**

By Mike Siluma and Sheryl Hogg

The National Union of Mineworkers has postponed a strike planned for Sunday — involving 29 mines and a potential 240,000 black miners — until September 1 to discuss new and complex wage offers made by mining houses.

Negotiations with the Chamber of Mines started at 4.30pm yesterday and carried on into the night, ending at 2.30am today. The union agreed to present various new wage offers to members on 18 gold and 11 coal mines for consideration.

The NUM will report back to employers on August 28.

**GUARANTEE GIVEN**

Last night, the chamber asked for a guarantee by the NUM that no premature industrial action would be taken by the union on recognised mines and that the NUM has undertaken to do all it can to avert industrial unrest on unrecognised mines where it has members.

Mine security personnel are, however, on alert. The president of the chamber, Mr Clive Knobbs, claimed there had been intimidation on mines affected by the current negotiations.

The most significant move in the latest talks is that parties to the chamber broke ranks to make separate wage offers. Until now, the chamber, 10% increase in holiday leave allowance on gold mines.

- Rand Mines offered an additional R4 a month on coal mines and a 10% increase in holiday leave allowance on gold mines.
- Gold Fields and Anglovaal offered a 10% increase in leave.
- Gencor refused to make any offer.

The possibility of a strike cannot be ruled out but there appears to be hope that industrial action can be averted at Anglo American mines. A strike is more likely at Gencor, Gold Fields and Anglovaal mines.
THE National Union of Mineworkers and the Chamber of Mines were last night locked in crucial talks aimed at averting a national strike by black mineworkers countrywide.

The meeting was adjourned at 5.45 pm and was expected to resume at 9 pm because both parties wanted to reach a settlement.

During the adjournment NUM's general secretary Mr Cyril Ramaphosa said “We adjourned the meeting because we want to reach a settlement with the mine bosses.”

A chamber spokesman said they still have to talk to their members about the demands made by the union.
Last-ditch mine talks under way.

THE National Union of Mineworkers (NUM) and the Chamber of Mines were holding intensive last-minute talks yesterday in an attempt to reach agreement before threatened strikes now only three days away.

The NUM's revised demands, presented to the Chamber on Monday, have fuelled speculation that a strike could be averted.

The two parties met yesterday afternoon and adjourned just before 6pm, with the intention of resuming them at 9pm. Neither party would reveal what the developments were at that stage.

The NUM is still demanding an across-the-board increase of 22%, as against the Chamber's offer of 14.1% to 19.5% which it implemented on July 1.

However, the union has agreed to accept current conditions regarding annual leave, working hours, and leave and shift allowances.

It also wants workers to finish two hours early on May Day, instead of demanding the day as a paid holiday. It accepts that it will not participate in all the talks between the Chamber, white miners on the scrapping of the 18-month reservation.

Instead, it is agreeing to separate talks with the Chamber and the unions, as long as it is involved in at least one joint meeting before an agreement is reached.

The Chamber, previously estimated that the union's demands represented an increase of 32% on gold mines and 21% on coals mines. It is understood that the NUM's revised demands represent little more than 22%.

The union has threatened strikes at the 29 gold and coal mines of Chamber member where the NUM was recognised before deadline. It was reached in negotiations on June 22. NUM recognition has subsequently been withdrawn at two Gold Fields administered mines.
Offers by mines lead NUM to delay strike

From PHILLIP VAN NIEKERK

JOHANNESBURG — Anglo American and the largest of the mining houses, has broken ranks with the rest of the Chamber of Mines in offering new wage increases to avert a large-scale strike by the National Union of Mineworkers (NUM).

The NUM yesterday announced that it had postponed for a week the strike which was due to start on Sunday, to report back to its members the Chamber’s revised offer.

The Chamber, with the exception of Gencor, is offering an increase of 10 percent to the annual holiday leave allowance, but no improvements in basic wages.

One other mining house, Rand Mines, is also offering an increase of R4 across-the-board to workers at its collieries.

The new offers are in addition to the increases of between 14.1 and 19.8 percent which the Chamber paid at the start of July this year.

The NUM has decided to recommend neither acceptance nor rejection of the revised offer which was placed before it at a marathon meeting which ended in the early hours of yesterday morning.

The offer by Anglo, which employs about 80 percent of the union’s membership, affects workers on its gold and coal mines and amounts to increases of between 17 and 22 percent in response to the NUM’s demand of 22 percent across the board.

Mr. Johan Liebenberg, the industrial relations adviser to the Chamber, told a press conference yesterday that the “conciliation” move by the Chamber was a new development.

“The Chamber’s wage offer does not apply across the board to all union members on all recognized mines,” he said.

“Mining houses other than Anglo and Rand Mines felt that the increases granted in July were more than fair and were generally well accepted by their employees.”
talks between the Chamber of Mines and the National Union of Mineworkers (NUM), the union initiated a further meeting on Monday where it tabled a revised set of demands.

The NUM's wage proposal remains the same — 22% across-the-board. But it has dropped almost all of its demands relating to other aspects of working conditions. The one exception is a demand that workers should be released from duty two hours early on May Day. The union previously demanded a full day's paid leave on May 1.

It has decided to accept the status quo in working hours, leave and shift allowances and annual leave. It has also accepted that it need not be involved in the talks with white mines or the scrapping of job reservation, and will hold separate discussions with the chamber on the issue. However, it does wish to be party to a joint meeting before the chamber formulates an agreement with representatives of white mine labour.

According to chamber estimates, the previous NUM demand represented an overall increase of 32% on gold mines and 41% on coal mines. The latest proposal is only fractionally above 22%. NUM general secretary Cyril Ramaphosa considers it a substantial move. "We have done this for the sake of reaching agreement. The chamber's response will indicate how serious they are about wanting a settlement," he says.

NUM's Ramaphosa ... trying to avoid a strike

At the time of going to press, the chamber's principals were considering the proposal in preparation for a further mid-week meeting. With negotiations at a delicate stage, industry spokesmen were unwilling to comment on prospects for a settlement.

The NUM proposal applies to the chamber's Employment Bureau of Africa (Teba) in addition to gold and coal mines. Although negotiations are separate, settlement on the mines would most likely lead to a settlement of the Teba dispute.

The NUM dispute with De Beers Namaqualand was settled last week. The parties have agreed to a 12% wage hike —

this a compromise over the NUM's 15% demand and the company's 11% offer. They agreed to postpone discussions on other matters in dispute including merit increases, May Day, travel allowances and maternity leave.

The one wage dispute which shows no signs of progress is at Rand Mines' Duvha Colliery where the NUM represents a majority of the 971 black workforce. A conciliation board meeting last Thursday ended in deadlock and there are no plans for further discussions. Ramaphosa says a strike, beginning on Sunday, is likely. Duvha MD Alan Cook says the union and the company were "miles apart" at the conciliation board meeting. He says wage increases implemented on June 1 were generally well-received.

BOTHA'S MANIFESTO

Between the lines

Political analysts are still trying to work out what State President P W Botha's "Political Manifesto" really is all about. What, they ask, was the point of the speech that could possibly amount to "compromising the Rubicon"?

At least two Cabinet Ministers — Pik Botha and Chris Heunis — and one deputy Minister — Louis Nel — formally tried afterwards to tell the world why the speech was so important, but they merely succeeded in confusing the issue even more.

The President made one thing abundantly clear: government does not intend releasing Nelson Mandela from prison.

Clearly, there is some in-fighting in the Cabinet. Despite his denials, Pik Botha did oversell the President's speech in Vienna. And Gerrit Viljoen did warn beforehand that everything else is said, must be within the parameters of grand apartheid. And F W de Klerk did make it clear that he would have had problems if the President had gone too far.

Conservative Party leader Andries Treurnicht touched a raw nerve when he appealed this week to "Cabinet ministers such as F W de Klerk, Louis Nel and Hendrik Schoeman, who do not believe in powersharing with blacks," to make a stand against him.

Some NP-watchers believe that P W Botha's pathetic performance in front of the world's media could shorten his term as president. He was apparently planning to step down as president and NP leader some 18 months before the 1989 general election to give the new man a chance to dig himself in, but now it is rumoured that he may have to do this towards the end of next year. Many leading Nationalists are said to come to the conclusion that their leader has, in fact, got feet of clay. This can also heat up the race for the presidency between Heunis, De Klerk, Pik Botha and Viljoen — with Viljoen the current favourite.

Last Thursday's address was supposed to have contained an announcement of SA citizenship for all blacks, but Botha only got as far as repeating the old policy that no homeland will be forced to accept independence and blacks with tribal ties to such a non-independent homeland are still regarded as SA citizens. He said exactly this in April.

The next day Foreign Minister Pik Botha actually went further. He explained in a TV interview that government's policy is that an independent homeland can now revoke independence and its citizens can regain their SA citizenship.

That sounded like real progress. But then Constitutional Development and Planning Minister Chris Heunis muddled it again when he told a TV interviewer on Sunday night: "As regard the citizens of these (independent) states, the President has indicated before, and he has repeated that indication, that the question of restoration of citizenship to those citizens living within the borders of SA, is a matter that has been negotiated and discussed with the leaders of the independent states."

When asked whether that meant states may be given the option to relinquish independence, he replied: "I don't think it is for SA to decide whether they want to be independent or not. That is a decision that had been taken by those countries and they are, in that case, the masters of decision in this regard."

And, when asked whether a request to give up independence would be sympathetically considered, Heunis said: "No, there are no indications in this specific regard. As a matter of policy, the SA government still believes that the granting of independence is part of the solution in relation to the political development of the black communities."

Thus, on the question of citizenship there seems to be no change. A fourth generation Xhosa-speaking Sowetan is still a citizen of Transkei or Ciskei. The chances that a Mantshana or a Lennox Sebe is going to give up "independence" and power are very slim indeed.

Speculation also had it that the President was going to say something important on influx control. He merely said he considers it outdated.

As long ago as on July 26 this year, Cooperation and Development Minister Gerrit Viljoen said on TV that the influx control laws will be totally revised in the next parliamentary session. The changes, he said, will be to make it as easy as possible for blacks to urbanise as it is for other groups, and to scrap the parts of the present Act that make provision for jailing blacks for technical offences relating to carrying their pass books on them all the time.

Botha also stubbornly told the world that he is not going to make a statement of intent. "I am not prepared to make it. Not now and not tomorrow," he said. He added that he believed it wrong to prescribe the structures within which future political participation for all South Africans will take place.

It was another clear example of the contradictions that now redefine Nationalist thinking. Three days before the Durban speech,
Last minute talks
A flurry of eleventh-hour activity has raised real hopes that the strike in the mining industry due to begin on Sunday can be averted. Following last week's exploratory

FM 23/8/81
NUM CONSIDERS
NEW WAGE OFFERS

THE NATIONAL Union of Mineworkers has called off a proposed national strike by black miners to discuss new wage offers made by the mining houses during a crucial meeting yesterday.

This was announced at a Press conference in Johannesburg by the Chamber of Mines' industrial relations advisor, Mr Johan Liebenberg, after the chamber and NUM reached agreement during an eight-hour meeting.

The union has agreed to consider new wage offers to members on 29 gold and coal mines and the chamber confirmed that it would convey the latest developments to its members.

In a significant turn-about, parties to the chamber made separate offers to miners who had voted to take industrial action on Sunday.

Mr Liebenberg said the latest offers tabled by the mining houses yesterday were:

- Anglo American, which would have been the worst affected had the NUM strike went ahead, offered additional wage increases amounting to 2.8 percent which would increase wages by a total of 16.9 percent to 22 percent.

In addition Anglo offered a 10 percent increase on holiday leave allowance.

- Rand Mines offered an additional R4 a month on coal mines and a 10 percent more on holiday leave allowance.

- Gencor refused to make any offer.

Mr Liebenberg said these increases would be from September 1.
NUM disputes claims

THE National Union of Mineworkers has disputed claims by the Black Allied Mining and Construction Workers Union that it was "poaching" its members at mines in the country.

The two unions have made claims and counter-claims of control over the workers after squabbles from ways and means of recruiting members.

NUM's spokesman said BAmcwU had neglected its members on some of the mines.

The members approached NUM for membership.

"We have accepted them. We fail to see how the union can make claims that we are poaching their members when in fact the mistake is theirs."
Anglo makes new mine wage offer

JOHANNESBURG — Anglo American, the largest of the mining houses, has broken ranks with the rest of the Chamber of Mines in offering new-wage rates to neither recommended to its members that at scale, strike by the National Union of Mineworkers (NUM), was placed before a marathon meeting which ended in the early hours of yesterday morning.

The chamber, with the exception of one mining house, Gencor, is offering an increase of 10 per cent to the annual holiday leave allowance, but no improvements in basic wages. One other mining house, Rand Mines, is like Anglo, offering additional increases of R4 across-the-board to workers at its collieries. The new offers are in addition to the increases of between 34.1 and 39.6 per cent which the Chamber paid out to black miners at the beginning of July this year.

The union has decided to neither recommend to its members that it scale, strike by the National Union of Mineworkers (NUM), was placed before a marathon meeting which ended in the early hours of yesterday morning.

Mr Johan Liebenberg, the industrial relations adviser to the chamber, told a press conference yesterday that the "conciliation" move by the chamber represented a new development.
Mxenge brother detained

Dispatch Reporter
EAST LONDON — A Ciskei Government clerk, Mr Monde Mxenge, and three other men have been detained by the Ciskei Security Police.

Mr Mxenge is a brother-in-law of the murdered civil rights lawyer, Mrs Victoria Ngwendo.

He said they were being held under Section 26 of the security law.

Dr Fumisa Mxenge said his younger brother and Mr Faba were picked up by the police on Sunday. Mr Mayoyo was arrested last Thursday and Mr Manana on Friday.

Dr Mxenge said the day after Mrs Mxenge's burial at Rayi near King Williams Town two weeks ago, the Ciskei Police came to his Rayi home and conducted a search. He claimed the police had also harassed his father, Mr Johnson Mxenge, and had kicked chairs.

The head of the Ciskei Security Police, Brigadier T. Tekane, said yesterday Dr Mxenge should have laid a charge against the police.
Miners hold back on strike action

By ZB Molefe

THE massive strike which threatened South Africa's mining industry is off - for now.

The National Union of Mineworkers and the Chamber of Mines have provisionally called off Sunday's strike, and will resume talks next week.

And by yesterday, mine management were keeping their fingers crossed that the industry's 550,000 black employees would accept this week's new pay package.

Sunday's strike, besides shaking the country's coal and gold industries, would have only added to the season in South Africa's townships, which are already reeling from security force raids and other upheavals.

There were also shudders throughout the economy when it became known that organizations like the United Democratic Front would back the striking miners.

The UDF has already mobilized massive consumer boycotts throughout the country, and there were fears of further solidarity action with striking miners.

This week's Chamber of Mines offer, which was released early yesterday, means that Sunday's strike has been effectively postponed to September 1.

This will, however, depend on next Wednesday's talks between the two parties when NUM reports back on its members' response.
2 500 call

for Sarmcol lawyers and

union to meet

Pietermaritzburg Bureau

ABOUT 2 500 people called for an 'urgent meeting' between the lawyers of BTR Sarmcol, Howick, and the Metal and Allied Workers Union to resolve a four-month dispute which started when 950 workers were dismissed this year.

The call came after Mr Chris Dlamini, president of the Federation of South African Trade Unions, submitted a 'bottom line position as a solution to the dispute' to members of the local community at a meeting in Pietermaritzburg on Saturday.

Before the start of the meeting police used tear-gas to disperse a group of youths who marched with a banner from the hall at the Edendale Lay Centre into nearby streets.

Important

Tear-gas was also used at the end of the meeting when some people walked up the road with a banner. Tear-gas canisters landed in buses and the properties of nearby residents and shops.

Mr Dlamini said it was important for Sarmcol and the union to negotiate as the dispute had led to general unrest in the Howick-Pietermaritzburg area.

'We call on the legal advisers of both parties to meet as a matter of urgency to discuss their differences in the recognition agreement,' he said.

Nearly two years of negotiations collapsed in April when BTR Sarmcol refused to recognise Mawu, which is affiliated to Fosatu. This led to a strike by the entire workforce and their subsequent dismissal from the company.

The six-point proposal from Fosatu asked the company to re-engage the dismissed workers over a period of a month, according to an 'agreed programme'.

'Where the company has serious allegations against any employee, his case must be heard before an agreed arbitrator and where the State has charged an employee with a serious offence, the person must be suspended pending the outcome of the case,' the proposal read.

It also said workers should be placed back in their previous positions and at their former salaries and conditions of employment.

The proposal also called on the assistance of the Pietermaritzburg Chamber of Commerce and other appropriate bodies to make representations to the authorities to help Sarmcol expand its production to allow those presently employed to keep their jobs.'
All set for union talks

By JOSHUA RABOROKO

THE Black Allied Mining and Construction Workers' Union is prepared to meet the National Union of Mineworkers to resolve their problems of poaching members.

Bamecuwa, the union's secretary, Mr Mokhane said his union recognized the NUM as official representatives of the mining industry. He said his union was not prepared to comment on the proposed meeting.

"This to us makes mockery of our apparent commitment to endeavour to unite workers and their organizations, both in this country and abroad. It is unfortunate that the poaching of our members plays in the hands of management which always welcomes a divided workforce."

"We hope that NUM will withdraw from the mines we have already organised. We see this as an encroachment into the rights of workers to establish themselves as a formidable bloc to project and further their aspirations," the statement said.

Mr Mokhane said it was for this reason that they wish to meet NUM and discuss the matter.
Johannesburg — South Africa's most powerful black union warned yesterday that crisis meetings of its members at vital gold and coal mines were likely to lead to a potentially violent strike on September 1.

The National Union of Mineworkers (NUM) last week suspended plans for 230,000 miners to strike yesterday after a last-minute pay offer. But it said yesterday that mine owners were trying to split the union.

Emergency meetings to decide on the offer began on Thursday and will continue until tomorrow.

The Chamber of Mines employers' group said on Thursday that mining companies had split into three groups to avert a strike.

Anglo American Corporation upped its pay offer while General Mining and Union Corporation stuck at 14.1 to 19.6 per cent rises. The NUM is seeking an across-the-board 22 per cent increase. — Sapa-RNS
AN official of the National Union of Mineworkers said yesterday it was the feeling of members to go out on strike on September 1 because they were being divided by the latest pay offers from mine managers.

The NUM last week suspended plans for over 240,000 miners to go on strike on August 25 after a last-minute offer.

Emergency meetings to discuss the offer began last Thursday and will continue today.

A union spokesman said, “The feeling of our members is that they want to go out on September 1 because they feel they are being divided by the latest offer.”

Anglo American Corporation upped its pay offer while General Mining Corporation stuck at 14.1 to 19.6 percent rises. The NUM is seeking an across-the-board 22 percent increase.

Meanwhile, about 150 members of the Foatau-affiliate Metal and Allied Workers Union (Mawu) who went on strike last week in support of plant level bargaining at a British multinational, Frys Metal in Wadeville, returned to work yesterday.

Mawu’s Transvaal secretary, Mr Moses Mayekos, said the company had originally agreed to grant workers a 17c rise outside wages; negotiated with the Steel Engineering Industries Federation
25 Kloof miners hurt in night of violence

From PHILLIP VAN NIEKERK

JOHANNESBURG — About 25 miners were injured at Gold Fields' Kloof goldmine near Westonaria on Sunday night as workers took industrial action despite the National Union of Mineworkers' decision to postpone their strike over wages for a week.

And at Iscor's Hlobane colliery near Vryheid more than 1 600 miners downed tools yesterday afternoon after management told them that they would not receive increases.

Iscor's public relations manager, Mr Piet du Plessis, said workers had been briefed last week that increases were ruled out because of the economic situation.

The NUM postponed the strike in the face of a fresh offer from the Chamber of Mines last week, with Anglo American offering an extra three percent wage increase and the other mining houses marginal increases in fringe benefits.

An NUM spokesman said yesterday they were unable to communicate the postponement to Kloof miners, as management had forbidden them to hold open-air meetings.

A Gold Fields spokesman said the open-air arena was for tribal dancing, and they had offered the NUM the use of the training centre hall instead.

During the unrest, which started during Sunday's night shift, 13 miners were arrested and about 25 injured as police used dogs, teargas and rubber bullets to disperse workers.

An SAP spokesman said about 3 000 miners had stoned mine buildings on Sunday night, causing severe damage to mine property, and injuring five SAP members.

But the mine spokesman said about 300 workers involved in an illegal picket of the hostel gates had been dispersed by police and mine police.

Mr Cyril Ramaphosa, general secretary of the NUM, said that after police were brought in to break up a peaceful picket, the workers were forced to go underground at gunpoint.
25 injured as police break up miners' wage action

Mercury Correspondent

JOHANNESBURG—About 25 miners were injured at Gold Fields' Kloof mine near Westonaria on Sunday night as workers took industrial action in spite of the National Union of Mineworkers' decision to postpone its strike over wages for a week.

And at Iscor's Hlobane colliery near Vryheid in Natal, more than 1,800 miners downed tools yesterday after the mine management told them they would not receive increases.

An Anglo American spokesman denied reports of industrial action at the Vryheid Coronation Colliery adjoining Hlobane, and said there had been no unrest.

The NUM postponed the strike in the face of a fresh offer from the Chamber of Mines last week, with Anglo American offering an extra 5 percent wage increase and the other mining houses marginal increases in fringe benefits.

Gunpoint

During the unrest, which started during the night shift on Sunday, 13 miners were arrested and about 25 were injured as police used dogs, tear-gas and rubber bullets to disperse workers.

Mr Cyril Ramaphosa, general secretary of the NUM, said that after police had been brought in to break up a peaceful picket, the Kloof workers had been forced at gunpoint to go underground.

At Hlobane more than 1,800 workers from the afternoon shift refused to go underground yesterday.

Iscor's public relations manager, Mr Piet du Plessis, said workers had been told last week that the company would be unable to grant increases because of the economic situation.
Miners expect decision on pay increases today

Argus Correspondent

JOHANNESBURG — The National Union of Mineworkers (NUM) expects to know today whether its members accept or reject a revised pay offer made by the Chamber of Mines last week, the secretary-general of the union, Mr Cyril Ramaphosa, said yesterday.

Mr Ramaphosa said the union had not been able to hold a report-back meeting at Kloof Gold Mine in the Western Transvaal because the owners, Goldfields of SA, had refused the union permission to use the mine’s arena, which could hold 13,000 people.

He said they were instead allowed to use a hall more than 1.5km from the mine hostel which could seat only 100 people.

A spokesman for Goldfields said the company usually gave permission to the union to address miners in categories for which the union was recognised and the hall offered to the union would have been adequate for the purpose.

Kloof is the only mine which is known to have experienced unrest during the weekend, with management reporting pickets by more than 200 mineworkers.

The union is to give its members its response to the revised offer tomorrow. A strike which was to have started last Sunday was postponed late last week to September 1.

Other mines where the union has a dispute are those belonging to Anglo American, Gencor, Rand Mines and Anglo Vaal.

Mr Ramaphosa said the union was expecting conciliation boards to try to resolve wage disputes with the Chamber’s manpower-recruiting arm — Teba — and the Nuclear Fuel Corporation.

He said the union would hold a members’ meeting to decide on a course of action following a conciliation board deadlock with Duvha colliery.

The union is demanding a 22 percent across-the-board monthly wage rise.
Hlobane miners return to work

A three-day strike at Iscor's Hlobane Colliery ended late yesterday afternoon with management 'standing firm' in its refusal to grant an additional salary increase, public relations manager Mr Piet du Plessis said last night.

Trouble started on Monday when about 1,500 miners refused to go underground after demanding rises of 14 to 19 per cent in addition to those granted in July as a result of negotiations between the National Union of Mineworkers and the Chamber of Mines.

But, in discussions yesterday with National Union of Mineworkers members on the mine and NUM chief Mr Cyril Ramaphosa, management was asked to arrange for the release of two members arrested for alleged intimidation.

"If we could meet that request, they agreed they would influence their colleagues to go back to work. We agreed and they have gone back to work," Mr du Plessis said.

He could not say if the two miners arrested on Monday had been freed.

Earlier it was reported that Iscor had begun dismissing Hlobane mineworkers when they failed to comply with an ultimatum to return to work yesterday morning. — Sapa
Colliery workers still on strike

The 1800 workers who downed tools over wages at Iscor's Hlobane coal mine near Vryheid on Monday were still on strike late yesterday, an Iscor spokesman said today.

The spokesman said workers had been told they had to return to work today. He would only know later if they had done so.

The spokesman said earlier the workers had gone on strike after being told they would not be getting pay increases.

They had initially accepted this but had struck after National Union of Mineworkers (NUM) officials had raised the issue anew with management.

The NUM general secretary, Mr Cyril Ramaphosa, said today mine management had refused to talk to the union and would not allow officials to enter mine premises.

He said the union had no recognition agreement with the mine yet.
Miners fired after strike over wages

SEVERAL hundreds of black mineworkers at Iscor's Hilbene Colliery near Vryheid have been fired after a two-day strike in support of high wages and working conditions.

The miners, members of the National Union of Mineworkers (NUM), were dismissed after failing to comply with an ultimatum to return to work yesterday.

Iscor's public relations officer, Mr Piel du Plessis, said the exact number of the workers affected was not certain, although most of the colliery's workforce of about 4,300 black workers appeared to have been involved in the strike.

Incidents of intimidation also appeared to be occurring on the mine, the officer said.

Meanwhile, placard carrying members of the Chemical Workers' Industrial Union employed at Union Liquids in Germiston yesterday went on strike over wages.
Seven mines face strikes on Sunday

The National Union of Mineworkers will recommend the acceptance of revised wage deals at about 20 gold and coal mines but has decided to strike at seven mines at which wage offers were rejected.

After a meeting with the Chamber of Mines last night, the NUM said that more than 40,000 workers would strike at the following mines:

Anglo-Vaal’s Hartbeesfontein (12,000 workers), Gold Fields’ Kloof (14,000), East Driefontein (13,000), West Driefontein (13,000), Gencor’s Marievale (1,200), Matla Coal (2,000) and Transvaal Navigation Colliery (1,500).

The Chamber said that, after a lengthy period of negotiation in which all avenues of conciliation were pursued, it hoped that, for the vast majority of the union’s members, the dispute would now be resolved.

But the NUM has warned that, should the mines affected by the strike decide to take action against union members, the entire membership of the union at all mines would take solidarity action.

The Chamber of Mines implemented increases ranging from 14 to 19 percent on July 1. The union was demanding a 22 percent across-the-board increase.

Gencor refused to accept the increases on chamber rates while Anglo-Vaal and Gold Fields were prepared to offer only an additional 10 percent increase in the holiday allowance.

Rand Mines has brought its wage offer into line with that of Anglo American by offering a further 2.6 percent on top of the implemented chamber rate and, in addition, the two companies will grant a 10 percent increase in the holiday allowance.

JCI has agreed to bring its offer into line with Anglo American and Rand Mines even though it does not recognise the NUM on any of its mines.

The NUM’s negotiating committee said it would be prepared to recommend to its members that the offers made by Anglo, Rand Mines and JCI be accepted and said the companies would be informed of members’ reaction on Friday.

Mr Kalie van der Colff, manpower director of Anglo American’s gold division, said “We are pleased that the negotiating process has again been successful and we are confident that the NUM’s recommendation of our offer will be accepted by its members. We remain convinced of the benefit of the collective bargaining process and this settlement again proves the value of endeavouring to establish sensible labour relations.”
60 000 miners to strike

From PHILLIP VAN NIEKERK
JOHANNESBURG — The National Union of Mineworkers (NUM) last night decided to press ahead with strike action on South African gold and coal mines, but could call off the strike at mines owned by two mining houses.

A NUM spokesman said they had decided to recommend a settlement to their members at Anglo American and Rand Mines, which have offered additional pay increases.

Warning
But the legal strike at seven Anglovaal, Gencor and Gold Fields mines involving more than 60 000 workers, is due to start on Sunday, after these mining houses refused to increase their offers yesterday.

The union has warned of solidarity action by its entire membership if the mines hit by the strike take action against their members.

The NUM announced its decision at a final meeting with the Chamber of Mines yesterday after the NUM had spent a week reporting a fresh offer back to its members.

The NUM said the chamber's partial offer made last week in which Anglo offered additional pay increases but most of the other mining houses offered only a 10 percent increase in holiday leave allowances was not acceptable.

Into line
The chamber then made a revised offer, by bringing increases at Rand Mines and Johannesurg Consolidated Investments (JCI), which is not party to the negotiations, into line with the Anglo offer.

Anglo has been offering increases on average 2.8 percent higher than the chamber's increases of July 1 over which wage talks deadlocked.

The vast majority of the union's membership is on Anglo gold mines and the NUM is to recommend to its members that they accept these offers.

The NUM spokesman said the offers made by Goldfields and Anglovaal were rejected as was the stand of Gencor which has refused to offer any additional increase.

Iscor
The union told the chamber they would be recommending to their members at Rand Mines and Anglo that they accept the offer.

The NUM said the mines which would be affected included Hartebeesfontein, Kloof, East Driefontein, West Driefontein and Marievale gold mines as well as the Matla and Transvaal Navigation Collieries collieries.

Meanwhile, Iscor has begun dismissing some of the 5 300 workers at its Hlabisa colliery near Vryheid in Natal who have been on strike since Monday.

Two of
NUM to strike at five mines

THE National Union of Mineworkers is to go ahead with strike action which could affect 62,000 workers on Sunday at five gold mines and two collieries administered by Gencor, Gold Fields and Anglovaal.

The NUM said last night that these companies had refused to improve their offers to an acceptable level. They are calling for strikes at Hartebeesfontein, Kloof, East Driefontein, West Driefontein, Marievale, Matla and Transvaal Navigations Colliery.

Rand Mines and Johannesburg Consolidated Investments (JCI) yesterday improved their offers for gold and coal miners workers by an additional 2.8% in wages and by 10% in the holiday leave allowance to bring them into line with Anglo American.

The union is recommending that members accept the offers from Anglo, Rand Mines and JCI and will inform the Chamber of their members reaction on Friday.

The union warn that if the affected mine management take action against members, the entire membership of the union on all mines would take solidarity action "because Gold Fields, Gencor and Anglovaal have now become the enemies of all mineworkers."

CLAIRE PICKARD-CAMBRIDGE
Strike: miners decide

Dispatch Correspondent

JOHANNESBURG — The National Union of Mineworkers (NUM) last night decided to press ahead with strike action on South African gold and coal mines, but could call the strike off at mines owned by two mining houses.

A spokesman for the NUM said they had decided to recommend a settlement to their members at Anglo American and Rand Mines, which have offered additional pay increases.

But the legal strike at seven Anglovaal, Gencor and Gold Fields mines, involving more than 60,000 workers, is due to start on Sunday, after these mining houses refused to increase their offers yesterday.

And the union has warned of solidarity action by its entire membership if the mines hit by the strike take action against their members.

The union announced its decision at a final meeting with the Chamber of Mines yesterday, after a week spent reporting a fresh offer back to its members.

The union said the chamber's partial offer made last week, in which Anglo offered additional pay increases, but most of the other mining houses a 10 per cent increase in the holiday leave allowance, was not acceptable.

The chamber then made a revised offer, by bringing increases at Rand Mines and Johannesburg Consolidated Investments (JCI), which is not party to the negotiations, into line with the Anglo offer.

Anglo have been offering increases on average 2.5 per cent higher than the chamber's increases of July 1 over which wage talks deadlocked.

The majority of the union's membership is on Anglo goldmines.
JOHANNESBURG — The National Union of Mineworkers will recommend the acceptance of revised wage deals at about 20 gold and coal mines but has decided to call a strike on Sunday at seven mines where wage offers were rejected.

After a meeting the Chamber of Mines last night, the NUM said more than 60,000 mineworkers would strike at the following mines:

Anglo Vaal’s Hartbeesfontein (18,000 workers), Gold Fields’ Kloof (14,000), East Driefontein (13,000), West Driefontein (13,000), Gencor’s Marievale (1,200), Matla Coal (2,000) and Transvaal Navigation Colliery (1,500).

The chamber said that after a lengthy period of negotiation in which all avenues of conciliation were pursued, it hoped that as far as the vast majority of the union’s membership was concerned the dispute would now be resolved.

However, the NUM has warned that should the mines affected by the strike decide to take action against union members, the entire membership of the union in all mines would take solidarity action “because Gold Fields, Gencor and Anglo Vaal have now become enemies of all mineworkers.”

The Chamber of Mines implemented increases ranging from 14% to 19% on July 1. The union was demanding a 22% across the board increase.

Gencor refused to improve on chamber rates, while Anglo Vaal and Gold Fields were prepared to offer only an additional 10% increase in the holiday leave allowance.

Rand Mines and Anglo American will probably escape the strike on about 20 mines. These mining houses employ 86% of the union’s paid up members on gold mines and 77% on collieries and would have been the worst affected by strike action.

Rand Mines has brought its wage offer into line with that of Anglo American by offering a further 2.8% on top of the implemented chamber rate and, in addition, the two companies will grant a 10% increase in the holiday leave allowance.

JCI has agreed to bring its offer into line with Anglo American and Rand Mines even though it does not recognise the NUM on any of its mines.

The NUM’s negotiating committee said it would be prepared to recommend to members that the offers made by Anglo American, Rand Mines and JCI be accepted and said the companies would be informed of members’ reaction tomorrow.
Wage offer accepted, but 7 mines to strike

Argus Correspondent

JOHANNESBURG — The National Union of Mineworkers will recommend the acceptance of revised wage deals at about 20 gold and coal mines but has decided to strike on Sunday at seven mines where wage offers were rejected.

After a meeting with the Chamber of Mines last night the NUM said more than 60,000 mineworkers would strike at the following mines:

- Anglo Vaal's Hartebeesfontein (18,000 workers)
- Gold Fields' Kloof (14,000)
- East Driefontein (13,000)
- West Driefontein (13,000)
- Gencor's Marivele (1,200)
- Mallal Coal (2,000) and Transvaal Navigation Colliery (1,500)

The chamber said that after a lengthy period of negotiation in which all avenues of conciliation were pursued, it hoped that as far as the vast majority of the union's membership was concerned, the dispute would now be resolved.

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Rand Mines and Anglo American will probably escape the strike on about 20 mines.

These mining houses employ 86 percent of the union's paid up members on gold mines and 77 percent on collieries and would have been the worst affected by strike action.
About 800 black workers, who are also working on the mine, which employs 3,000 people, have signed a new contract that will expire on July 30. The union represents 90% of the workers on the mine.

The mine, which is owned by the Anglo American Corporation of South Africa, employs about 3,000 workers, including 800 black workers. The union, which represents about 90% of the workers on the mine, has signed a new contract that will expire on July 30.

We are also helping our employers get the best possible deal for the workers. The union represents about 90% of the workers on the mine. The contract, which will expire on July 30, has been signed by the union and the company.
Govt under fire for Cosas ban

By NKOPANE MAKOANE

THE South African Government yesterday came under more attack for outlawing the Congress of South African Students — the UDF-affiliated student organisation.

At the University of the Witwatersrand, hundreds of students yesterday heard several speakers condemn the Government for its latest action at a protest meeting arranged by the Azanian Students Organisation (Azaso) and the National Union of South African Students (Nusas).

The Council of Unions of South Africa (Cousa) said repression and oppression will not solve the problems faced by the country. Further banning and detentions will not cure the sickness of the apartheid system. The banning of Cosas, it said, indicated the action of a bankrupt Government with its back to the wall.

The National Parents Ad Hoc Committee said the rejection of the SRC constitution by the Department of Education and Training had shown the intention to ban the organisation.

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Num may call strikes

THE National Union of Mineworkers will call a national strike at all mines in the country if action is taken against its members at seven Gold Fields, Gencor and Anglovaal mines on Sunday.

The union has called more than 60 000 mineworkers to go on strike at the seven mines after negotiations with the Chamber of Mines on Wednesday evening.

By

JOSHUA
RABOROKO

It said strikes would go ahead at Hartebeestfontein, Kloof, East Driefontein, West Driefontein, Marievale, Matla and Transvaal Navigation Colbery, because the three mining houses had refused to make acceptable offers.

In a surprise move at this week’s meeting, the Johannesburg Consolidated Investment — which is not involved in the dispute because the NUM is not recognised on its mine — joined three coal mines and one gold mine in the Rand Mines group in aligning itself with an offer previously made by Anglo American.

Offers

The union has recommended that members accept the offers from Anglo, Rand Mines and JCI and will inform the chamber of its members’ response today.
MINE LABOUR

Back into the frying pan

In the annual game of Russian roulette that wage negotiation between the National Union of Mineworkers (NUM) and the Chamber of Mines has become it seems that this year the firing squad will fall on an empty chamber — or at least one where the powder is not altogether dry.

But the pattern whereby a massive confrontation is avoided only when the doves of the industry eventually conclude higher wage agreements than the hawks, cannot continue forever. The events of last week (see box) have placed severe strains on management in all camps, as well as on the union.

Not surprisingly, the big talking point is Anglo American’s substantially higher offer. In 1984 a last-minute agreement was reached when the company agreed to introduce the leave allowance scheme — a marginal improvement on its original offer. At the time, the NUM was recognised only at eight mines — seven of them belonging to Anglo at the eighth — Gold Fields’ Kloof — it had minimal membership.

At a press conference last week the chamber was at pains to present a unified front. Said its industrial relations adviser Johann Liebenberg: “If our members’ needs are such that we need to be more flexible we will be flexible. We have demonstrated it.”

And chamber president Clive Knobbs, who was also present at the high-powered conference, was quick to point out that it is not unusual for the different groups to give differential increases.

Indeed, this has sometimes happened over the years. But the big difference this time round is the extent of the differential and the presence of the NUM. And the tensions are beginning to show.

Anglo American’s last-minute wage offer last week may mean that a major labour confrontation on the mines will be averted this year. But the cost of this move is bitter conflict with some of its competitors.

Throughout the dispute Anglo spokesmen have repeatedly stressed that a separate deal was not on. There were reports that Anglo pressured the other companies to agree to a higher settlement. Having done so up to conclusion board level, it was determined that the settlement should be a common one.

But as the NUM’s strike threat loomed closer it was clear that while there was equality in wage offers, Anglo’s potential losses were unequalled. A glance at NUM membership statistics throughout the industry (see table) shows that well over 80% of union members work at Anglo mines and collieries. And in the strike ballot last month nearly three-quarters of the 65,000 odd “yes” votes came from Anglo employees.

The company had much to gain from making an improved offer.

But miners working for Anglo’s (and JCI’s) competitors who would not gain much (if anything) from the new deal are likely to view the development with displeasure, if not anger.

This is not good news for those companies.

Gencor mining manpower director Naas Steenkamp insists that even if Gencor’s work force was as highly unionised as Anglo’s, the company would be bound to stick to its guns for philosophical and economic reasons.

“Gencor believes in a steeper wage curve — people doing skilled work should be paid relatively better than those at the bottom. This is an incentive for employees to better

THE LINE-UP

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<thead>
<tr>
<th>Company</th>
<th>Gold Work force</th>
<th>NUM membership</th>
<th>Coal Work force</th>
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<tr>
<td>Gencor</td>
<td>97 000</td>
<td>467</td>
<td>18 400</td>
<td>1 300</td>
</tr>
<tr>
<td>Gold Fields</td>
<td>69 500</td>
<td>8 300</td>
<td>—</td>
<td>—</td>
</tr>
<tr>
<td>Rand Mines</td>
<td>68 200</td>
<td>2 400</td>
<td>7 000</td>
<td>1 600</td>
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Source: Chamber of Mines

THAT WAS THE WEEK THAT WAS

The NUM’s compromise demand tabled last week kept the wage proposal at 22%.

But all demands relating to other aspects of working conditions were dropped except for one whereby workers should be given two hours off on May Day. The union also softened its demands over participation in job reservation talks between the chamber and representatives of white labour.

In response, the individual mining houses broke with the common stance they had publicly adopted until then. The new offers, which will be implemented on September 1 if the union accepts them are as follows:

□ All companies except Gencor will increase holiday leave allowances by 10%
□ In most cases they are presently 50% and will thus go up to 60%
□ Anglo American will increase wages by R4 to R15. When added to the July 1 package, this represents increases of 17% to 22% on the 1984-1986 chamber minimum rates. JCI has said it will do the same, even though the NUM is not recognised at any of its mines.
□ Rand Mines will pay an additional R4 across-the-board to its collieries but not on gold mines, and
□ Anglovaal Gold Fields and Gencor do not intend increasing wages at all.

If any or all of these offers are accepted by the union, each company is to decide for itself whether these improvements will be extended to mines and job categories where the union is not recognised. Anglo has indicated that all black employees in the relevant job grades will benefit.

The chamber has guaranteed that in job reservation and security of employment talks with representatives of white labour it will not introduce into the agreement any racial provisions affecting the interests of NUM members.” None of the companies are willing to make any concessions on the NUM’s May Day demand.

The union has agreed to postpone any strike action to September 1 while it reports these developments back to its members.

The union was due to respond to the offer on Wednesday.
themselves," he argues. He points out that while in the lower grades Gencor wages are in line with chamber minimum rates, in the more skilled categories the company is among the highest payers.

"Market forces should be a major factor in establishing entry wage levels," Steenkamp says. He adds that as wages are artificially pushed to higher levels the mechanisation option becomes more attractive implying fewer employment opportunities.

Anglo industrial relations advisor Bobby Godsell is not impressed. "That is a hoary old argument. It implies we have an insidious choice between technical advancement and better employment conditions."

He argues that wage rates are not a fundamental determinant of the type of mining technology employed. "The choice of technology is determined by technological factors. Only when there are two available methods able to deliver almost equivalent results do wage rates become critical. That is certainly not the case in gold-mining now," he says.

Using the coal-mining industry as an example, he says that Anglo has always kept up with the latest technological advancements when this has been economically viable. He agrees that technological advancement may destroy jobs in the short term, but it is necessary for industrialists to take a medium- and long-term view.

He disputes the implication that Anglo wages are at an artificially high level. "Anglo is thoroughly committed to market-determined wages. But we recognise that unions are an important part of that market.

Collective bargaining and the willingness of people to work is what determines market-related wage levels." Steenkamp contends that Gencor differs economically as well as philosophically from some of its competitors. "Our mines do not compare with those high-grade mines owned by Anglo and Gold Fields. A 20% cost increase would put 10% of our reserves out of reach.

"With labour representing more than 50% of total costs a 22% wage increase would take some Gencor mines perilously close to their break-even point or worse," he says.

Replies Van der Colf. "All companies have some high-grade and some low-grade mines."

Steenkamp, who is presently a vice-president of the Chamber of Mines and leader of its negotiating team, is clearly unhappy with the course this year's talks have taken. "Perpetuating a pattern of excessive wage increases merely puts off that evil day of eyeball-to-eyeball confrontation with the union," he says.

He also expresses concern with the pattern that has developed whereby negotiations continue after deadlock has been reached at the conciliation board.

"It is totally contrary to collective bargaining conventions for cherrys to be held in reserve after the bargaining process has ended at the conciliation board."

But Godsell defends Anglo's moves. "Collective bargaining is a dynamic process," he comments.

It is not only the mining houses that are unhappy. The NUM accusation that the mining houses are deliberately attempting to divide the union is born out of frustration than fact - the mining houses are themselves divided. But, nevertheless, the NUM faces a serious dilemma.

The Anglo offer comes very close to the union's demands, and accepting it would benefit the vast majority of NUM members. But, particularly in the light of the Anglo offer, it finds the other proposals unacceptable. However, a strike in which Anglo employees do not participate would expose the union's weaknesses in other parts of the industry and would probably be doomed to failure.

What can the NUM do? A major lesson to be drawn from this year's negotiations is that it must concentrate its organisising activities on those companies where its membership is now relatively weak. Negotiating without a substantial power-base in large sections of the industry will encourage further uneven wage settlements.

The Anglo offer is a tempting one. And if the NUM accepts it, it will have to decide whether to confront the other groups with the limited resources at its disposal.

To take strike action would be to risk losing its members there. One union viewpoint is likely to be that these members should be used as a base for the consolidation of membership in those groups - to grow and live to fight another day. And in approaching potential recruits the union would certainly be able to use its achievements at Anglo as a convincing example of the benefits of union membership.

The Chamber of Mines too will have to take a long, hard look at its position. Spokesmen have denied that industry-wide collective bargaining is in jeopardy. Van der Colf says Anglo will continue to have the same two objectives and would like to continue bargaining through the chamber. But there is just a hint of doubt in his voice as to whether this will be feasible. In effect negotiations have eventually been concluded at group level for the last two years.

And both the union and the industry as a whole will have to reconsider whether the annual game of brinkmanship is good for the industry, the workers and the country. Is there a better way?"
NUM thumbs up for new pay deal

Johannesburg — The National Union of Mineworkers will recommend the acceptance of revised wage deals at about 20 gold and coal mines, but has decided to strike on Sunday at seven mines where wage offers were rejected.

After a meeting with the Chamber of Mines, the NUM said more than 60,000 miners would strike at the following mines:


The Chamber said that after a lengthy period of negotiation in which all avenues of conciliation were pursued, it hoped that as far as the vast majority of the union's membership was concerned, the dispute would now be resolved.

However, the NUM has warned that should the mines affected by the strike decide to take action against union members, the entire membership of the union in all mines would take solidarity action.

The Chamber of Mines implemented increases ranging from 14 to 19 per cent on July 1. The union was demanding a 22 per cent across-the-board increase.

Gencor refused to improve on Chamber rates while Anglo Vaal and Gold Fields were prepared to offer only an additional 10 per cent increase in holiday leave allowances.

Rand Mines and Anglo American will probably escape the strike on about 20 mines. These mining houses employ 66 per cent of the union's paid-up members on gold mines and 77 per cent on collieries and would have been the worst affected by strike action.

Rand Mines has brought its wage offer into line with that of Anglo American by offering a further 2.8 per cent on top of the implemented Chamber rate.

JCI has agreed to bring its offer into line with Anglo American and Rand Mines.

The NUM's negotiating committee said it would be prepared to recommend to members that the offers made by Anglo, Rand Mines and JCI be accepted and said the companies would be informed of members' reaction today.

Mr Anton Lombard, industrial relations adviser to Gold Fields, said the company took note of the NUM's intention to strike, but said "We are still convinced that our employees are happy with the increases they received.

Anglo Vaal declined to comment and Gencor were unavailable for comment yesterday.

Sapa
Miners to start strike tomorrow

JOHANNESBURG — Strikes on seven gold and coal mines will start at 6pm tomorrow night, the National Union of Mineworkers (NUM), said in a statement today.

The strikers had been issued with rules on keeping the strike peaceful, but NUM said activities by the affected mines were “similar to an army preparing for a total warfare”.

The statement said “Our union seriously warns mine management that should they take any form of action against our members that the wrath of our entire membership will be unleashed.”

The mines affected are those owned by Gencor, Gold Fields and Anglovaal.

The statement continued “As the hour of the strike draws nearer our union has observed that the mines to be affected by the strike are going through activities that are very similar to an army preparing for total warfare.”

Reports of mine management’s intimidation are rife on all those mines and are taking the following patterns:

“Cops are constantly patrolling the hostels.

“Fences have been erected around the hostels, leaving one exit facing the shaft.

“Management is distributing pamphlets telling workers that they will be dismissed as soon as they are on strike.

“Teargas, rubber bullets, live bullets and shotguns have been purchased in great quantities.

“Workers have been told that if they strike they will be forced to work at gunpoint.” — Sapa

A section of the crowd of about 25 000 mourners who gathered in the Zipuzana Stadium in East London for the funeral service today for 19 victims of the recent unrest in the area. The crowd started to fill the stadium early this morning with people coming from as far afield as Johannesburg and Durban. Men of the United Democratic Front (UDF), in khaki uniforms with black berets, acted as marshalls. The police were not in evidence at the stadium, although they and the SA Defence Force were present in large numbers in the nearby coloured townships.
Mass firings could spark more strikes

IT is almost certain that 60 000 miners who stop work on seven collieries and gold mines today will be fired, says the National Union of Mineworkers (NUM).

The black miners' union warns that mass firings could provoke sympathy strikes at mines belonging to mining houses which have met wage demands.

A spokesman for NUM said yesterday: "The hardline approach adopted by Gold Fields of SA, Gencor and Anglovaal is geared to rid their mines of union influence.

Precident

"Despite significantly improved offers by both Anglo American Corporation and Rand Mines, the threat of labour unrest on a national scale will be averted only if the other three groups revive their union-bashing strategy.

We will recommend that our members accept offers from Anglo American and Rand Mines, thus ending the long wage dispute with them."

Gencor, which employs 57 000 workers on its gold mines and 18 000 on its collieries, will not comment, or say whether its policy of not talking to strikers has changed.

Gold Fields says any action against workers will be determined by the extent of the strike. "Our decision will be determined by the situation that prevails at the time of a strike - if it occurs."

Precident for tough action from Gencor exists. More than 1 500 of a total of 27 000 strikers were paid off by Gencor in July this year. The sackings followed a warning from Gencor that it would dismiss workers who broke their contracts.

The NUM says Gencor's "unhelpful attitude complicates matters because mines that have met our demands will also be affected. We expect Anglo American Corporation and Rand Mines to intervene and influence a settlement." Warning

NUM general secretary Cyril Ramaphosa warns that sympathy action could involve 239 000 black miners.

Although 60 000 workers will be called out to shut down seven mines, there is every possibility of a spill-over of action if the deadlock is not broken in 72 hours after the walk-out. The union says employers can only sack workers 72 hours after the strike begins.

The union has not spelt out what form the supporting industrial action will take. The most likely is a lay off over time and a work-to-rule call. But strikes cannot be ruled out.

Vaal Reefs

Labour expert Brian Allen says the deadlock is not necessarily a consequence of the hardline industrial relations policy of some mining houses. "When it comes down to wage bargaining of this type, it is more a test of power Gencor, GIPSA and Anglovaal have decided they will challenge the union."

"Anglo American clearly does not want a repeat of the Vaal Reefs strike."

It must, however, be assumed that the other mining houses have weighed the downside risks and have opted for a trial of strength that could be costly," Mr Allen adds.

In the event of sympathy strikes, Anglo American would be worst affected. Gencor, GIPSA and Anglovaal employ fewer NUM members.

Anglovaal and Gold Fields together employ nearly 100 000 gold miners and Gencor more than 115 000 gold and coal miners.

A Gold Fields spokesman says: "It is not that we cannot afford to match Anglo American's increases but that we see our offer as fair."

Anglo American believes overall wages are too low and hefty increases are necessary.

The Chamber of Mines, which has been split over wage offers, seems to have withdrawn from the feud and mining houses will now have to slug it out alone.

Refinery

About 4 300 coal miners who were dismissed at Ibor's Hlobane colliery near Vryheid have returned to work after a brief stoppage. The union says it is continuing with negotiations.

Talks are likely to succeed in the important Rand Refinery, Durban, negotiations where the union has declared a dispute.

The gold mines affected by the strike are Anglovaal's Hartbeesfontein, near Surfonten, GIPSA's Kloof, West and East Drakfontein, all near Carletonville and Gencor's Hanover, near Nigel.

The two collieries affected are Matla which supplies Escom and Transvaal Navigation Colliery. Both are near Witbank.

New mine strike threat

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5 mines hit by strike action

Dispatch Bureau

Johannesburg

Five mines run by Gencor were hit by strike action last night, but amid tight security, the National Union of Mineworkers' proposed strike at Anglovaal and Gold Fields did not materialize.

Clashes between workers and mine police left seven workers injured at Gencor's Beatrix gold mine in the Free State and at Gold Fields' Kloof mine near Carletonville.

The night shift at three Gencor collieries - Transvaal Navigation Collieries, Koornfontein and Blinkpan - did not work last night and two gold mines - Beatrix land, Marievale - were also hit by the strike.

At a third Gencor gold mine, Stilfontein, near Klerksdorp, members of the strike committee were arrested.

At the four biggest mines where the proposed strike action was to take place - Gold Fields' East and West Driefontein, Kloof near Carletonville and Anglovaal's Hartbeesfontein near Klerksdorp - the night shift reported for duty.

Management spokesmen said workers had proceeded to work as normal, but a NUM spokesman said workers had been told they would be fired if they went on strike and were intimidated by the presence of mine police.

Many of the compounds were sealed off by mine police and the NUM's incoming telephone line stopped working at 3 pm, cutting the union's contact with much of its membership.

The NUM called the strike over the wage increases offered by the three mining houses after they settled with Anglo American and Rand Mines - who were offering higher increases - yesterday.
Miners injured

SEVEN miners were slightly injured yesterday afternoon at Gen-
cor's Beafrax Gold Mine near Virginia in the Free
State, after mine secu-

rity members fired tear-
gas and rubber bullets at a crowd of miners, a Gen-
cor spokesman said last night.

The incident was the
first report of unrest since the National
Union of Mineworkers confirmed on Saturday that about 70,000 min-

ers at seven mines
would go on strike yester-

day because wage of-

fers from the holding

companies were not ac-

ceptable.

The spokesman said there had been miners' unrest at Beaf-

rax yesterday afternoon.

"A crowd of 1,000 out of a workforce of 7,000 gathered together in an
unruly manner," the

spokesman said.

"After repeated re-
quests by management to disperse the crowd refused and tear-
gas was used by the

mine's security personnel to disperse the crowd.

"A small crowd re-

mained behind and a

mine's security vehicle was attacked." -- Sapa
Miners hurt in strike clash

Johannesburg - At least nine miners were injured and 21 arrested in clashes with mine police yesterday as five mines run by Gencor were hit by strike action over wages last night.

However some of the mines where the strike was meant to take place were operating as usual. Spokesmen for the National Union of Mineworkers claimed the workers had been intimidated into going to work. However this was denied by mine officials.

Clashes between workers and mine police left seven workers injured at Gencor’s Beatrix goldmine in the Free State and two at Gold Field’s Kloof mine near Carletonville.

The night shift at three Gencor collieries – Transvaal Navigation Colliery, Koornfontein and Blankpan – did not work last night and two goldmines – Beatrix and Marievale – were also hit by strike action.

Arrested

At Stilfontein, a Gencor mine near Klerksdorp, members of the strike committee were believed to have been arrested.

At the four biggest mines where strike action was proposed – Gold Fields’ East and West Driefontein and Kloof and Anglovaal’s

Hartbeesfontein – the night shift reported for work.

A management spokesman said workers had reported as usual but a NUM spokesman said workers had been told they would be fired if they went on strike.

Many of the compounds were sealed off by mine police.

A Gencor spokesman confirmed that small numbers of TNC workers had been on strike since Saturday night and that the Sunday evening shift at Koornfontein and Blankpan had been affected.

Teargas

A Gencor spokesman confirmed that small numbers of TNC workers had been on strike since Saturday night and that the Sunday evening shift at Koornfontein and Blankpan had been affected.

He said the numbers of workers at Marievale near Springs and at Beatrix were not known.

The spokesman said that at Beatrix mine near Virginia a crowd of 1,000 of the mine workers force of 7,000 attended a mass meeting at midnight and “failed to heed various requests to a peaceful meeting.”

He said teargas was used and a small group of 20-30 people started stoning a minibus which remained penned in the mine security vehicle.

Seven received minor injuries after rubber bullets were fired to disperse them.

A spokesman for Gold Fields said the area was from a slight disturbance at Kloof and mine picketing at West and East Driefontein the Sunday night shift at all three mines was normal.
13 hurt, 25 held as miners strike

At least 13 people had been injured and 25 arrested on gold and coal mines as the National Union of Mineworkers began its wage strike today.

The union claims serious intimidation of workers by management, a claim denied by the mining houses.

The union says 23,000 mineworkers are involved in a strike at six mines.

While management acknowledge problems on at least six mines, they do not support the union's estimates of the number of strikers.

- **GENCOR HARD HIT**

Gencor has been hard hit at some of its mines.

At least five are affected by the strike including Blankpan, Matla, and Transvaal Navigation collieries in the Eastern Transvaal, as well as the Marievale gold mine near Nigel and Beatrix gold mine near Welkom.

There have also been reports of trouble at Gencor's Stilfontein mine where NUM officials are holding a meeting with management.

Gold Fields reported that about 700 people of normal shift of 3,500 arrived for work this morning at Deelkraal gold mine in the Western Transvaal.

Police arrested two people for alleged intimidation and used teargas early today.

At Gold Fields' Kloof gold mine near Carletonville police said they dispersed a group of miners with quartz yesterday and arrested 23 on allegations of intimidation.

Six miners were injured during in-fighting at a Kloof hostel.

At Anglovaal's Hartebeesfontein mine the union claims a man was shot by police using rubber bullets when they tried to force people to go to work. He is said to be in hospital.

The union said police used teargas, sjamboks and rubber bullets at the No. 5 and No. 2 shafts early this morning.

The Anglovaal spokesman said he could not confirm these allegations.

The general secretary of the NUM, Mr Cyril Ramaphosa, alleged extreme intimidation by management, saying that officials were patrolling mines in Casspers. Intimidation was particularly rife at Gold Fields, he said.

A Gold Fields spokesman denied the allegations.

Union officials also accused management of cutting telephone links to prevent communication with the union's head office.
GFSA ‘admits’ it could easily meet union demands

The Star Bureau

LONDON — Gold Fields of South Africa (GFSA), one of the three South African gold mining companies at the centre of the dispute with the Mineworkers’ Union, has admitted privately that it could “easily” afford to meet the union’s 22 percent wage demand, according to a report in the Guardian today.

“The company’s resistance is based more on the belief that conceding would raise black workers’ expectations and confidence in their industrial muscle,” the paper says.

The report — which names GFSA as “controlled from London” because of its close association with the British mining investment group, Consolidated Gold Fields (CGF) — also claims that GFSA has the lowest gold production costs in Africa.

Analysts believe that GFSA, together with Anglo Vaal and Gencor, have been chosen to take on the union because in their mines membership is weakest.

The union is strongest in the Anglo American mines, with some 80 percent of its total membership of about 150,000.

CGF claims that there are only 74 registered black union members at its highly profitable Kloof mine out of a workforce of nearly 14,000.

But, says the Guardian, “this almost certainly does not take account of the clandestine members and the power of solidarity in the present critical political situation.”

The report adds that GFSA has the reputation of paying the industry’s lowest wages. “This is confirmed by unpublished research material, based on interviews with GFSA workers, by the Counter Information Services group of London.”

“A machine operator there last year earned less than R300 a month, compared with the average for unskilled black workers of R358.”

White skilled workers,” the report adds, “earn five times as much.”
21 held in strike clashes, 9 miners workers injured.

JOHNENSEBURG - Nine
Strike-hit mines set to lose R11,8m a day

STRIKE action by members of the National Union of Mine workers on four of South Africa's gold mines will cost the affected mining houses a cool R11.8m a day.

In total, five gold mines are affected by the labour dispute, but General Mining Union Corp gets off lightly as its Maroweal mine, near Nigel in the Eastern Transvaal, produces only some 3kg of gold a day, compared with 100kg from GFSA's mighty West Driefontein.

Gold Fields SA is particularly hard hit — apart from its large daily gold production it sells only to the spot market, with no forward selling of the metal or currency exchange dealings.

The three GFSA mines, Kloof, West and East Driefontein produce a daily average of 273kg, which, at today's record breaking local price, means a loss of R9.2m.

Anglovaal, like Gencor, has only one gold mine affected but it is by far the largest in the stable.

Gold production at Harteloestfontein is three times the total amount produced by Anglovaal's other gold mines, and the stoppage will cost the mining house R2.5m for every day of its continuance.

ROY BENNETTS

Timing of the strike action could not have been worse for shareholders.

At present the mines are earning record-breaking revenues from gold sales, admittedly diluted in many cases by forward selling. But in the case of the GFSA mines the metal is sold at the almost unbelievable price of R33.490 a kilogram.

At the beginning of the current year gold was up for grabs at R21.500 a kg.

According to figures from the Chamber of Mines, a stoppage at the five affected mines in the three-month period to June would have cost the three mining houses about R7m a day, compared to the present R11.8m.

GFSA would have still taken the brunt of the attack but at a cost of only R5.5m a day compared to the present R9.2m.

Anglovaal would have been hit to the tune of R1.5m, and today, R2.5m.

Gencor's Maroweal mine is watching some R100 000 a day disappearing from the expected revenue column, while three months ago this would have been a loss of R700 000.
Several black miners were injured, more than 30 arrested when police used tear-smoke and rubber bullets to disperse thousands of workers who went on a legal strike called by the National Union of Mineworkers (NUM) in the country yesterday.

South Africa's biggest black union — NUM — has estimated the number of workers on strike at over 45,000, but this figure has not been confirmed by mine management.

There has also been reports of intimidation and miners at Gold Fields Kloof goldmine in Westonaria told The SOWETAN yesterday that they were forced to go underground by mine security guards.

So far workers at five Gencor mines have gone on strike.

Meanwhile the United Democratic Front has warned that it would call for strong solidarity action by its affiliates if mine management continued to "violently suppress" the strikers.

A spokesman for Anglo Vaal, one of the three mining houses involved in the dispute with mineworkers at seven mines, termed the scheduled stay-away by 70,000 workers as "non-strike".
Mine strikers warned of dismissal

JOHANNESBURG — About 20,000 workers on strike at six of the country's gold and coal mines in support of wage increases have been warned they face dismissal.

Spokesmen for Gencor, which runs five of the mines, and Gold Fields said they had warned workers that if they continued their strike there would be in breach of their contract and were liable to be fired.

The National Union of Mineworkers (NUM) is recognised at three of the striking mines — three of which are gold mines and three collieries.

The striking mines are Gencor's Marikana and Beatrix gold mines, Matla, Transvaal Navigation Colliery and Blinkpan coal mines, and Gold Fields' Deelkraal gold mine.

According to management figures, the total number on strike are 15,000, whereas the union said last night that according to their estimates 28,000 were out on strike.

By late yesterday several workers had been fired for wearing a strike T-shirt, but a company spokesman said the worker had been fired for handing out pamphlets backing the strike.

With claims of intimidation from both sides, incidents of unrest and industrial action were reported from a total of seven Gencor mines, three Gold Fields mines and an Anglogold mine.

At Gencor's Unisel gold mine, the union said one worker had been fired for wearing a steward's and strike committee members had been arrested.

Meanwhile, a United Democratic Front spokesman said last night they were preparing for solidarity action, both material and political, "should the mine bosses continue on their present violent course, or dismiss workers".
Union and mine management claims conflict strongly

From Page 1

the Koornfontein hostel, were stopped today, a union organiser said.

He said three miners who had gone to the mine kitchen to get meat had been arrested.

"Workers have been told that they will be dismissed for striking," he said. A house-to-house search in progress and strikers are being rounded up, taken to one room and told they will be dismissed," he said.

Anglovaal has denied cutting off strikers' food and water supplies and has not officially confirmed the dismissal.

Anglovaal dismissed as untrue NUM claims that the man, Mr Andu Mowa, had been grazed by a rubber bullet when a security guard accidentally discharged his gun. The man was treated at a first aid station and went back to work.

Anglovaal also said there was no truth in union reports of police using tear gas, rubber bullets and sjamboks at the No 3 and No 2 shafts yesterday.

The union claimed that intimidation by mine management "had reached alarming proportions". The management denied intimidating workers.

The NUM also said that workers at Kloof, Hartbeesfontein and Gold Fields West Driftfontein were forced into working areas, without working clothes, at gunpoint. That has been strongly denied by the mining houses.

"Hundreds of workers were injured by rubber bullets, sjambok and tear gas. In some cases live bullet injuries have been reported. Confirmed reports are that 13 workers have been seriously injured," the NUM said.

The management said there had been a police presence on some mines, adding there was no truth in the union's accusations of brutality. Some workers had been intimidating others to get support for the strike, they said.

The Star's reporters in the western Transvaal, Mike Sithuma and Chris More, report that management appeared to have declared "a mini-state of emergency on the mines", refusing to allow the media on-the-spot coverage of the strike.

Affected mines were sealed off by roadblocks on mine roads and security patrols had been stepped up.

Miners said management was doing everything to suppress the strike. They claimed miners were being coerced into going to work and that management was withholding the truth about what was happening on the mines.
affects 6 mines

WITH five Gencor mines and one Gold Fields mine involved, the miners' strike spread to six mines yesterday, but controversy surrounded the number of workers involved. Management say just over 14,000 workers have been on strike out of a workforce of roughly 20,000 on the six mines, while the union claims substantially more miners are employed on the mines, and that 23,000 are out on strike.

Both parties confirm that the mines affected are Gencor's two gold mines, Beatrix and Marienvale, Gencor's Bunker, Matla and Transvaal Navigation collieries and Gold Fields' Deelkraal mine. However, strikes which were being called by the NUM at seven mines, did not materialize at Anglogold's Hartebeesfontein mine and Gold Fields' Kloof, East Driefontein and West Driefontein mines yesterday. The NUM cites intimidation as a cause, while mining houses deny these charges, saying many workers had been prevented from going underground due to intimidation by fellow workers.

Mine management says unrest yesterday resulted in arrests of 23 workers and six injuries occurred in clashes with mine security personnel at Kloof and the arrest of two NUM officials on charges of intimidation at Deelkraal. However, the union says 83 shaft stewards and strike committee members have been arrested at Kloof, Beatrix, Stilfontein and Deelkraal and hundreds of workers have been injured by rubber bullets, sjambokking and tear gas at many mines.

Gencor and Gold Fields put the total number injured at 130 in clashes with mine security personnel. They strongly deny NUM charges that some workers had received live bullet injuries and that workers at Hartebeesfontein, Kloof and West Driefontein had been forced to go to work at gunpoint.

The NUM also said dismissals had begun at Hartebeesfontein, Deelkraal, Matla and Beatrix. This was denied by management last night.

Unrest also occurred at Gencor's St Helen gold mine in the Free State last night when about 400 workers reportedly blocked off the hostel exit in an attempt to prevent other workers going on shift. Mine security used tear smoke to disperse the crowd and the majority of the workers were reported to have gone to work.

The NUM and yesterday intimidation by mine managements had reached "alarming proportions" at affected mines. "Apart from having police presence on the mine premises, individual workers have been summoned by mine management and interrogated about the strike," the union said.

Spokesman from the affected mining houses said the vast majority of their workers had indicated that they wished to continue their normal duties.
NUM strike:
four mines still affected

At least four mines belonging to the Gencor and Gold Fields' groups were still affected today by the wage strike called by the National Union of Mineworkers.

And one mine's management confirmed it was dismissing strikers.

The mines where strikes were in progress were Gencor's coal mine TNC, the Bloukrans and Koornfontein coal plant and the Marievale gold mine. Gencor said the strike was over at the Beatrix gold mine and Matha colliery.

NUM said buses were being sent to take dismissed workers home from the strike-hit Gold Fields' Delkraal gold mine. It said workers were being evicted from hostels and that the union planned to bring an urgent application to the Rand Supreme Court to stop the evictions.

A Gold Fields' spokesman said workers who had failed to report for two consecutive shifts since Sunday were being fired.

"Workers were warned in advance that if they failed to show up for two consecutive shifts they would be dismissed," he said.

"At least 35 people have been arrested and 10 injured in trouble at 10 mines since the strike began at the weekend." Union claims and mining house media reports have conflicting claims on issues relating to the strike.

The NUM said yesterday a total of 28,000 miners were on strike and that today about 34,000 were still on strike. The management was "starving out" strikers at the Bloukrans and Koornfontein coal plant.

"Since yesterday strikers have not been given food and they have been prevented from going out to get food. Water supplies..."
32 held, 14 hurt in mine clashes over NUM strike

Argus Correspondent

JOHANNESBURG. — At least 32 people have been arrested and 14 injured in trouble at 10 mines since the wage strike called by the National Union of Mineworkers began at the weekend.

Workers at Gencor's coal mine TNC, coal plants Blinkpan and Koornfontein, Marieval gold mine and Gold Fields' Deelkraal gold mine are still on strike.

Gencor reports that the strike is over at the Beatrix gold mine and Matla colliery.

Mines experiencing strike-related trouble include Gencor's St Helena gold mine, Gold Fields' Kloof and Stilfontein gold mines and Anglovaal's Hartbeesfontein gold mine.

HELICOPTER

The NUM claims 28 000 miners are on strike. Mine management estimates the number at no more than 14 000.

Originally the union planned to involve 50 000 miners in a strike at seven mines. The union says attempted strike action was crushed by the police at West Driefontein, East Driefontein, Kloof, Hartbeesfontein, Stilfontein and St Helena.

Management argues that the work-stoppage did not have support and one mining house, Anglovaal, has referred to the strike as a "non-strike".

The general secretary of the NUM, Mr Cyril Ramaphosa, took a helicopter tour over some of the strike-bound mines yesterday when trouble with telephones cut the union's headquarters off from its strike committees.

He said that in view of the heavy police presence on mine premises and considering the amount of intimidation measures against union members, he considered the strike "a complete success".

The union said it had received reports that 83 shaft stewards and strike committee members were arrested at Kloof, Beatrix, Stilfontein and Deelkraal. Management does not confirm these arrests.

The union claimed intimidation by mine management "has reached alarming proportions".

Management denies intimidating workers.

NUM reports that workers at Kloof, Hartbeesfontein and Gold Fields' West Driefontein were forced into working areas, without working clothes at gunpoint. This has been strongly denied by the mining houses.
Miners' union
Miners' claims
28,000
on strike

JOHANNESBURG—The National Union of Mineworkers last night claimed that 28,000 workers had gone on strike in six mines, some mining gold and others coal, against a background of 'intimidation, arrest and injury', but spokesmen for at least three mines categorically denied this.

The union said workers had gone on strike at TNC, Matla, Marievale, Beatrice, Blinkpan and Deelkraal.

'Intimidation by mine management has reached alarming proportions at affected mines. Incidents of intimidation have been reported at Deelkraal, Beatrice, Hartebeesfontein, Stilfontein, Kloof, West Driefontein, Unisel, Matla, Marievale.

'Apart from having police presence on the mine premises, individual workers have been summoned by mine management and interrogated about the strike,' said an NUM spokesman.

'13 injured'

But spokesmen at these mines denied the claims. They all confirmed a police presence and Deelkraal's spokesman, Mr Attie Roets, said there had been two arrests at the mine yesterday morning.

The NUM said 'We have received reports that 83 shaft stewards and strike committee members have been arrested at Kloof, Beatrice, Stilfontein and Deelkraal.

'Confirmed reports are that 13 workers have been seriously injured.'

A claim by the union that mine managements at Hartebeesfontein, Deelkraal, Matla and Beatrice had started dismissing workers could not be confirmed last night. — (Sapa)
Strike suspended as 5,000 fired

JOHANNESBURG — Gold Fields yesterday fired 5,000 miners at its Deelkraal mine near Carletonville for failing to heed an ultimatum to return to work as the National Union of Mineworkers (NUM) suspended its strike which began on Sunday.

A further 1,200 workers at Gencor's Marievale goldmine near Springs who also ignored the ultimatum to return to work yesterday were being interviewed with a view to dismissal.

The NUM said they were suspending the strike pending the results of an urgent application to the industrial court to stop the dismissals and evictions at Deelkraal and other mines.

The case could set an important precedent on the right of miners to go on legal strike without being dismissed.

Incidents of conflict between miners and police continued to be reported yesterday as the rest of the NUM's strike over wages collapsed in the face of the dismissal threats.

Deelkraal workers interviewed claimed that one police vehicle, 15 were injured and five arrested during clashes with police at the mine yesterday.

The workers said the injuries had been sustained by rubber bullets, sjamboks and police dogs.

A Gold Fields spokesman could not confirm this, but said that five workers had been injured and a worker had bumped his knee on a vehicle during a "set-to" between mine security and miners yesterday.

Gold Fields, who are opposing the NUM's application, said in a statement that nobody had been sent off by late yesterday.

The statement said no workers had yet taken their pay and discharge, but that the mine was processing 5,000 terminations of contract as a consequence of failure to report for work.

"Members of mine security and police totaling between 80 and 100 are guarding a section of the hostel which has been reserved for workers (estimated at 1,400) wanting to continue working on the mine."

At two other Gencor mines where there was strike action yesterday — Transvaal Navigation Collieries and Blinkpan in the Eastern Transvaal — workers returned late yesterday after being told they would be fired.

At Beatrix gold mine and Matla colliery, Gencor said there was no industrial action yesterday, but that NUM had tried to go underground with police dogs and sjamboks.

"The Gencor spokesman said the return of the striking miners confirmed that the majority of workers were anxious to work."
Miners paid off

A number of workers at the Deelkraal gold mine had been paid-off, Gold Fields management said last night.

It said in a statement that so far, none of the workers had collected their pay and discharge payments but that the mine was processing 5,000 terminations of contract as "a consequence of failure to report for work." (4-3)

The mine said the National Union of Mineworkers had applied for a court interdict restraining the mine from dismissing and "electing" workers.

The national executive committee of the National Union of Mineworkers' Union decided yesterday afternoon to suspend the strike that started on Sunday, and will be urging all its members on strike to return to work pending the results of an urgent application to the Industrial Court.

NUM said in a statement last night.

4/9/85 Sept
Claims and denials turn mine strike into a war of words

By Sheryl Raine

The silence of the strike-bound Gold Fields’ Deelkraal gold mine was broken yesterday by the sound of police patrolling in a Casspir accompanied by colleagues in a riot bus.

The dismissal of strikers started at Deelkraal before the suspension of the strike by the National Union of Mine-workers (NUM) pending the outcome of an urgent application to the Industrial Court in Pretoria.

The strike, before it was suspended, affected 10 mine properties either in the form of work stoppages or strike-related trouble.

Work stoppages occurred at:
- Collieries Matla, TNC, Koornfontein, Blinkpan (Gencor)
- Gold mines Beatrix and Marievale (Gencor), Deelkraal (Gold Fields)

TROUBLE

Strike-related trouble was reported at:
- Gold mines Stilfontein (Gencor), Kloof (Gold Fields), Hartebeestfontein (Anglovaal)

The NUM originally planned to strike at seven gold and coal mines where a wage dispute had ended in deadlock. The mines were Anglovaal’s Hartebeestfontein, Gencor’s TNC, Matla, and Marievale and Gold Fields’ Kloof, East Driefontein, West Driefontein.

-Apart from the arrests and injuries reported to-date, the most outstanding feature of the strike has been the war of words between the union and management. The discrepancies between what the two have said have been so great that the first casualty of this strike could well have been the truth.

Estimates of how many miners were involved in the strike ranged from management figures of approximately 14,000 to an estimate by a union official of 43,000.

Conflicting reports were common.

A union organiser who phoned The Star from Witbank yesterday to report on the situation at Gencor’s Blinkpan mine and Koornfontein coal plant said that management was “starving out strikers.”

The organiser said “Since Monday, strikers have not been given food and they have been prevented from going out to get their own food. Water supplies at the Koornfontein hostel have been stopped.”

Gencor had its own version “Normal catering operations have been interrupted because of the strike and because kitchen staff were prevented from going to work by strikers. Despite numerous requests by management to release kitchen staff the strikers refused to do so and, instead, management delivered bread to the hosts.”

“We did not cut off water supplies. At Koornfontein a boiler attendant was prevented from going to work and no hot water was available at the hosts but drinking water was available.”

At Anglovaal’s Hartebeestfontein mine the union claimed a man was shot by police using rubber bullets when they tried to force people to go to work. The man, Mr. Andu Mtwa, was admitted to the Duft Scott Memorial Hospital, the union said.

The superintendent of the hospital said no man by that name had been admitted.

Anglovaal said Mr. Mtwa had a leg “gazed by a rubber bullet when a security guard accidentally discharged his gun. The injured man was treated at a first aid station and was back at work the same day.” No workers had been forced to work.

The only independent information reporters have been able to gather on the mine strike has been obtained from helicopters flying over strike-bound mines.
NUM seeks order to halt alleged evictions

By Sheryl Ralbe and Mike Sihuma

The National Union of Mineworkers (NUM) is to ask for an urgent Rand Supreme Court order today to stop Gencor from evicting workers from its Marievale gold mine which was affected by this week's wage strike.

NUM General Secretary Mr Cyril Ramaphosa alleged that Gencor was evicting workers contrary to an agreement with the union that workers who had been on strike would not be evicted from their hostels.

"The union and the managements of Gencor and Gold Fields mines met in court yesterday afternoon just before the union was about to make its urgent application to stop the dismissals and the evictions," said the NUM.

Gencor and Gold Fields managements gave an undertaking that workers who had been on strike would not be evicted from their hostels, the union said.

But the mines had refused to guarantee that workers would continue to enjoy the usual amenities, such as food, in the hostels.

Gencor has denied it had an agreement with the NUM not to evict or dismiss workers.

"At Marievale, management is continuing the process of interviewing employees who did not work between September 1 and 3. Last night, following similar interviews, 126 employees were dismissed and left the mine voluntarily. It is expected that the services of 800 employees will be terminated today," said Gencor.

"It is not Gencor's policy physically to force workers to return to work or to force dismissed employees to leave mine hostels and reports in this regard are unfounded."

THOUSANDS STREAM BACK

Thousands of black miners streamed back to work today following a decision by the NUM to suspend its wage strike at Gold Fields and Gencor mines pending the outcome of an urgent application to the Industrial Court in Pretoria for a ruling on the protection of workers who participated in a legal strike. The registrar of the Industrial Court said the case would probably be heard towards the end of this month.

During the strike, which began on Sunday, at least 70 people were arrested and 37 injured. The union reported the death of Mr Joseph Lekwadi at Gold Fields Deelkraal mine in the Western Transvaal yesterday when he was allegedly run down by a police van. This has not been confirmed by the police.

After the suspension of the strike, Gold Fields said it would not proceed with dismissals at Deelkraal.

"About 90 percent of the workforce is back at work today and the only step being taken against those who went on strike is the loss of two days' pay," a Gold Fields spokesman said.
Miners suspend strike

From PHILLIP VAN NIEKERK

JOHANNESBURG — Gold Fields yesterday fired 5,000 miners at its Deelkraal mine near Carletonville for failing to heed an ultimatum to return to work as the National Union of Mineworkers (NUM) suspended its strike which began on Sunday.

A further 1,200 miners at Gencor's Marievale gold mine near Springs who also ignored the ultimatum to return to work yesterday were being interviewed with a view to dismissal.

The NUM said they were suspending the strike pending the result of an urgent application to the Industrial Court to stop the dismissals and evictions at Deelkraal and other mines.

Incidents of conflict between miners and police continued yesterday as the rest of the NUM's strike over wages collapsed in the face of the dismissal threats.

Opposing

Gold Fields who are opposing the NUM's application said no workers had yet taken their pay and discharge but that the mine was processing 5,000 terminations of contract as a consequence of failure to report for work.

"Members of mine security and police (totaling between 80 and 100), are guarding a section of the hostel which has been reserved for workers estimated at 1,400 wanting to continue working on the mine."

At Marievale Gencor said they were interviewing the striking workers and would decide what to do with them today.

Returned

At two other Gencor mines where there was strike action yesterday — Transvaal Navigation Collieries and Blinkpan in the Eastern Transvaal, workers returned later yesterday after being told they would be fired.

At Beatrix gold mine and Matla colliery Gencor said there was no industrial action yesterday morning.
Johannesburg — The National Union of Mineworkers is to ask for an urgent Rand Supreme Court order today to stop Gencor from evicting workers from its Marievale gold mine.

The NUM general secretary, Mr Cyril Ramaphosa, said Gencor's action was contrary to an agreement with the union that workers who had been on strike would not be evicted from their hostels.

He could not say how many workers had been evicted from the mine.

APPLICATION

A Gencor spokesman said 118 Marievale workers left the mine voluntarily last night.

Thousands of black miners streamed back to work today following a decision by the NUM to suspend its wage strike at Gold Fields and Gencor mines pending the outcome of an urgent application to the Industrial Court in Pretoria.

During the strike, which began on Sunday, at least 70 people were arrested and 16 injured.
Mine strike off as fight goes to court

THE National Union of Mineworkers (NUM) yesterday suspended a strike affecting one Gold Fields and several Gencor mines.

The union will urge all its striking members to return to work pending results of an urgent application to the Industrial Court, an NUM statement said.

The union said the step was taken to protect workers before management could execute “threatened dismissals and unlawful evictions from mine hostels.”

It said an undertaking from mine management that workers would not be evicted from hostels was filed in court yesterday, but said the mines had refused to guarantee that workers would continue “to enjoy the usual amenities in the hostel such as food.”

The NUM would approach the court for relief should food be refused, it said.

It said this application would be a test case and could have far-reaching implications for the protection of strikers.

Legal spokesmen for the companies could not be reached late last night.

Meanwhile, workers at four of Gencor’s five strike-hit mines have returned to work, but Gold Fields and Gencor had begun terminating employment contracts at their respective Deelkraal and Beatrix mines yesterday.

A Gold Fields spokesman said management at the Deelkraal mine had begun processing 5,000 terminations of contracts as a consequence of failure to report to work. Miners had not yet been paid off.

The NUM said earlier its executive would be meeting soon to “consider sympathy strikes” if dismissals went ahead.

Gencor reported that 87 workers at its Beatrix gold mine had “elected to leave by themselves” yesterday.

Workers at Gencor’s Mafela, Blankpan and Transvaal Navigation Collieries returned to work yesterday and on Monday night, while those at Gencor’s Beatrix gold mine streamed back yesterday.

The NUM said about 100 workers had been “isolated” from the rest on Anglovaal’s Hartbeesfontein gold mine and that 80 workers had been arrested.

An Anglovaal spokesman rejected this, but said 15 men had been dismissed yesterday for striking at Hartbeesfontein.

“On Monday absenteeism appeared normal, but after checking on the absentees we found 15 who said they were on strike. We gave them 24 hours after which they were dismissed,” he said.
SOUTH Africa's biggest black trade union — the National Union of Mineworkers — has brought an urgent application to the Pretoria Industrial Court to protect thousands of workers from threatened dismissals and unlawful eviction from mine hostels.

The registrar of the Industrial Court yesterday said the case would probably be heard towards the end of the month.

The union said it brought the application to protect the workers from threatened dismissals which it said were about to be executed by management at some of the mines.

Meanwhile thousands of black miners streamed back to work yesterday after NUM suspended its wage.
300 strikers from Gencor mine sent home

At least 300 of the 738 miners fired by Gencor or striking at the Marievale gold mine near Niger have been sent home. The mine has a black workforce of 738.

An interim Supreme Court interdict yesterday restrained the mine from evicting members of the National Union of Mineworkers (NUM) from its premises but this ruling will not protect workers from dismissal.

Gencor says it has not unlawfully evicted workers and does not intend to do so. According to Gencor the mine will continue to dismiss workers who had failed to return to work by Tuesday.

Recruitment of replacements has begun.

Marievale is one of seven mines which recognises the NUM and at which the union originally planned to strike.

The mine was tense but quiet yesterday as miners who said they had participated in a "peaceful sit-in strike", collected their pay and prepared to return home. Mine security officers maintained a high profile and prevented newsmen from entering the mine area.

There were no signs of violence or of police presence.

At Deelkraal, the Gold Fields mine in the Western Transvaal, Mr Joseph Lekwadi, reported by the NUM to have been killed when knocked down by a police van, had only been superficially injured and was in a satisfactory condition, according to Gold Fields.

Gencor has denied a union claim that two miners had been killed at Stuiffonteinde mine on Tuesday.

See Page 6.
**Gencor dismisses 738 miners**

Argus Correspondent  
JOHANNESBURG — At least 300 miners fired for striking by Gencor at the Marievale gold mine near Nigel have been sent home and the mine has so far dismissed 738 miners out of a total black workforce of 1,158.

An interim Supreme Court interdict yesterday restrained the mine from evicting members of the National Union of Mineworkers (NUM) from its premises but this ruling will not protect workers from dismissal.

Recruitment of replacements has begun.

Marievale was one of seven mines which recognises the NUM and at which the union originally planned to strike.

The miners were mostly from Lesotho and Transkei.

Mine security officers maintained a high profile and prevented newsmen from entering the mine area. There were no signs of violence or police presence.

One of the fired miners, stope worker Mr Moses Matepe, 21, preparing to return to Lesotho, said the prospects for most of the miners was bleak.

"Mine officials have marked miners' reference books with their No 3 stamp, which indicates dismissal for unsatisfactory service," he said. "With that stamp in our books we have a difficult time finding another job."

He said all but about 50 of the black employees at Marievale had participated in the strike and had been fired.

At Gencor's Matha colliery 24 strikers have been dismissed of which 23 have left the mine voluntarily. One miner has refused to leave and is being accommodated in the mine hospital. A further 31 strikers will be interviewed by Gencor and their dismissal decided.

All other mines which participated in the strike were back to normal by yesterday.

At Gold Fields Deelkraal mine in the western Transvaal, Mr Joseph Lekwadi reported by the NUM to have been killed when knocked down by a police van is, according to Gold Fields, in a satisfactory condition.

"He sustained superficial injuries when he ran into a police vehicle."
END INVESTMENT IN SA

Until apartheid goes, Cusa tells EEC men

By JOSHUA RABOROKO

One of the purposes of the visit was to see the effectiveness of the eight-year-old EEC code of conduct for European countries with subsidiaries here.

The code was formed to bring about reform in South Africa.

In a statement, Mr. Mndaweni said the European countries should see the plight of the black majority of South Africa in a proper perspective.

They should commit themselves to their aspirations and work unwaveringly for the cause of a free South Africa.

"We request that you use your personal capital to invest from companies which do not adhere to just and equitable labour practices.

- do not endorse that all South Africans should enjoy all the freedoms that European investors enjoy, and
- do not commit themselves to working towards a just and free undivided South Africa.

Mr. Mndaweni said that they told the Ministers that they wanted these countries to stop new investments here while apartheid existed, to restrict the sale of Krugerrands, to end their involvement in the so-called homelands and to stop supplies which assist the apartheid machinery.

"We also want the state of emergency lifted, the Government should release all political leaders and scrap the migratory labour system. They should withdraw the army from our black townships.

"We desire that this transition be brought about as quickly as possible and as painlessly as possible, without violence and loss of life of our brothers," the statement said.
Mine interdicted from evicting workers illegally

Maruleng Consolidated Mines Ltd, a member of the Gencor group, was yesterday interdicted by a Rand Supreme Court judge from unlawfully evicting members of the National Union of Mineworkers from accommodation on the mine.

An urgent application to stop NUM members from being unlawfully evicted from mine premises was brought by the union.

TAKEN AWAY

Members of the NUM on the mine were being compelled to leave and were being taken away by bus, it was submitted in papers.

Mr Justice H.C.J. Flemming, who heard the application in chambers, ruled that the order, made by consent, was to be a temporary measure pending the outcome of an action to be brought by Maruleng Mines against members of the NUM for their eviction.

In terms of the order it was also noted that Maruleng Consolidated Mines denied it acted unlawfully.

Attorney for the NUM, Mr Geoffrey Budlender, said he was told on Tuesday night Maruleng mine was evicting workers. Later that night he was informed an assurance was given that this was not the case.

As a result the urgent application which had been threatened was not brought.

Earlier on Tuesday discussions took place between legal representatives of the NUM and Gencor at the Industrial Court in Pretoria in connection with certain mines. These discussions did not include Maruleng mine.

In papers Mr Budlender said yesterday morning he was again informed employees were being unlawfully evicted. He telephoned the attorney for the mine, who stated that according to instructions workers were leaving voluntarily and were not being compelled to leave.

Later yesterday morning Mr Budlender telephoned the mine's attorney after he was told an organiser of the NUM had spoken to employees at the mine who were told to leave.

The general secretary of the NUM, Mr Cyril Ramaphosa, and about 20 NUM committee members waited in the foyer of the Rand Supreme Court building for the outcome of the application.

The general secretary of the National Union of Mineworkers, Mr Cyril Ramaphosa (with a file under his arm), surrounded by members of the union outside the Rand Supreme Court yesterday.

SAA may re-route 2 Rome flights

Transport Reporter

South African Airways considering re-routing two Italian-bound flights next week to avoid a boycott action by ground staff at Rome's Leonardo da Vinci Airport.

The boycott against SAA is part of a wider series of actions planned by Italy's largest trade union federation to bring pressure on the Italian Government to adopt sanctions against South Africa.

The CGIL-CSIL-UUI federation, which has a membership of 1.2 million workers, also plans to boycott any ships flying South African flags, set up pickets outside the South Africa Embassy and close offices and stage stoppages in factories.

INFORMATION

An SAA spokesman today said the airline had "no concrete information on the extent of" the proposed boycott.

"One of the possibilities we are considering is re-routing the two flights to Athens, for example, and arranging connecting flights to Rome on other carriers," he said.

The two flights that will be affected are SA265 which departs at 3pm on Saturday and SA264 which leaves Jan Smuts Airport at 7.35pm on Monday.
BUSINESS AND THE ANC

Building new bridges

Great secrecy surrounds the planned meeting between a group of top SA business representatives and the outlawed African National Congress (ANC) for discussions on SA's future.

Although both sides are obviously treating the matter very delicately, the FM understands that the ANC is the organiser of the historic encounter that is to take place this week or two in Lusaka. The names mentioned in the business party are Anglo's Gavin Kelly and Zach de Beer, Barlow's Mike Rosholt, Premier's Tony Bloom, Barclays Chris Ball, Remgro's Anton Rupert and Tongoa's Chris Saunders.

State President F W Botha is said to be fully aware of the planned indaba, at which ANC president Oliver Tambo will lead his delegation. However, the rendezvous could well lay the ground for a meeting between government and the ANC in the future.

Bloom denies he is directly involved in setting up the talks, but reiterates that he favours the idea and called for such talks months ago. Barclays tells the FM it 'denies that (it) was the initiative behind the proposed talks with the ANC and we have no knowledge of the talks, but obviously the matter is highly sensitive and we would not be prepared to comment further.'

Anglo's involvement brings with it the corporation's experience in maintaining its interests in a society in transition and working out a modus vivendi with any new regime - Zambia is a case in point.

Zambian president Kenneth Kaunda first suggested a meeting between SA businessmen and the ANC when they visited him about two months ago. Kaunda is said to have used his good offices to arrange the meeting.

A well-placed corporate observer suggests that businessmen are attempting to serve a mediating role between Pretoria and the ANC - which is recognised as a significant player on the stage. Also, the political question is far too serious to be left to the two parties now involved in a 'stand-off.'

Businessmen believe they have to be more active - if not as direct participants, then as mediators, says the observer. "We have moved a long way away from the old division between business and politics," he observes.

From Lusaka, the ANC tells the FM that confidentiality about the details of the meeting must be respected at this stage. There is no agenda, maintains the ANC, but it says the question of SA and its future will be discussed. "We are all concerned about what is happening in SA," said the ANC spokesman.

Although the ANC and white SA capitalists might at first sight seem to be the least likely parties to come together, SA's premier liberation organisation has always indicated its willingness to meet SA groups. Since its last major policy conference in Kabwe back in June, however, direct contact with SA government officials has been ruled out unless certain pre-conditions are met. It is still open to private contacts, though.

ARE THESE THE MEN?

Bloom  Ball  De Beer  Rosholt

Although there is no record of the ANC having met with SA businessmen since now, Tambo did meet - in New York in 1981 - representatives of American banking and industrial corporations with interests in SA. They included Bank of America, Citibank, Hanover, GM, Ford and General Electric. The meetings seem to have been part of an ANC campaign to make the organisation better known and understood in the US.

The ANC is quick to stress in its public pronouncements that it is not an ostensibly socialist organisation, although it indeed has elements of socialism in its programme. Observes Wits University's Tom Lodge: "It has in the past, when reviewing the Freedom Charter (the ANC "blueprint") talked of nationalisation of certain key economic sectors. In 1969 it considered the "monopoly" mining, wine, sugar and banking industries to be fair game, but that was long ago.

Says Lodge "My feeling is that the ANC is not particularly committed or coherent about which sectors it would like to nationalise. They think mainly about controlling the "command heights" of the economy." In any case, the kind of sectors which the ANC could well aim for are already semi-nationalised, like fuel, steel and transport. The ANC spokesman in Lusaka says much the same thing to the FM. He suggested his organisation would favour a type of mixed economy and added that he is "not sure the ANC has ever said it rejects free enterprise although a major worry is concentration of wealth among seven or so companies."
Miners seeking unfettered right to strike

The National Union of Mineworkers has switched its wage battle to the Industrial Court and is challenging large-scale dismissals— the strongest weapon employers have in fighting strikes.

The union's change of tactics this week averted a nationwide stoppage that could have involved 600 000 members.

The union had threatened to respond to dismissals with widespread strikes.

Whatever the Industrial Court's ruling, it will set a precedent. A favourable outcome for the miners would remove employers right to fire strikers. A verdict in favour of employers would open the way for wildcat strikes without, workers following procedure laid down in the Labour Relations Act.

Inadequate

The legal battle has prompted labour analysts and academicians to call for changes in the labour law. They say the law is inadequate.

The union says it will go ahead with a strike after the court's verdict, which could be handed down in months or years.

The union says "The strikes have not been called off—they have merely been suspended."

Cyril Ramaphosa, said yesterday "If the court rules in our favour, we will be protected and can bring the employers to their knees. But if we don't win in court, we will fight on.

- Unfair

The Industrial Court will have to determine whether the dismissals amounted to an unfair labour practice or not.

The closest it has come to ruling on the issue was in the Council of Mining Unions-Chamber of Mines case last year. It upheld a claim by the Chamber that employers had a right to dismiss workers taking part in any strike—legal or illegal.

However, the court stated that there might be circumstances in which dismissal of a legal striker could be an unfair labour practice. One of the considerations could be the consequences and results of the strike.

The presence or absence of bargaining in good faith during a strike and the behaviour of employers could also influence the decision.

In the present dispute, the court will also have to establish whether there was common purpose in strikes on at least four mines that were not part of the wage dispute.

Sympathy strikes are a grey area. Earlier this year, the Rand Courte Supreme Court stopped short of addressing the issue in the SA Chemical Workers' Union debate with ASCI.

The Chamber of Mines says "employers have the common law right to terminate a worker's service for not fulfilling contractual obligations."

Professor Johan Piron, of the University of South Africa's School of Business Leadership, says "Protection for striking workers is no longer a policy consideration."

Protection

"The law governing strikes is inadequate and must be changed to ensure that workers have some recourse to legal action in the event of dismissal."

"Unions and employers should negotiate a contractual agreement that overrides strike laws to protect workers striking legally."

"But with millions of workers still not unionised, protection

Strike battle in court

From Page 1

Strikes will have to be legalised."

Labour consultant Brian Allen says the legality of strikes is a moot point.

"Strikes should be decriminalised and employers should enter into agreements that protect workers."

About 1 000 workers at Gencor's Marlievale mine on the East Rand lost their jobs after this week's three-day strike.

Dismissed Marlievale workers were granted an extension of the court's injunction to stop their eviction from hostel accommodation. The union accused Marlievale of disregarding the injunction.

"Ordered that workers could not be evicted without a final court order."

The Supreme Court postponed the hearing until Tuesday.

Estimates of the number of workers who went on strike range from 20 000 to a few thousand.

Eleven coal and gold mines were affected by the strike. The union says seven Gencor mines were affected to some degree. It has, however, declared disputes at only three Gencor mines.

More than 18 000 miners at Anglovaal's Hartbeesfontein mine near Klerksdorp continued working in spite of the strike vote.

Gold Fields says shift attendances averaged 15% on Monday and Tuesday. It is processing 2 000 dismissals.
The treatment meted out to members of the National Union of Mineworkers last week has shown the extent to which management will go in using heavy-handed tactics against striking workers.

While not prepared to recognise the workers' right to strike, management misses no opportunity to exercise its right to fire striking workers whether or not the strike is legal.

Throughout the wage negotiations between NUM and the Chamber of Mines, NUM seems to have played the negotiation game according to the rules while management negotiated in bad faith and in some cases, stabbed NUM in the back.

The set of demands NUM presented to the chamber seemed to be reasonable, considering the miners' poor working conditions and the low wages they earn.

The demands were:
- 22 percent wage increase,
- 75 percent leave allowance,
- 21 days leave,
- 96 working hours a fortnight and
- May Day to be recognised as a public holiday.

Throughout the negotiations, management showed no willingness to make any compromise.

Even after its offer of between 14.1 and 19.6 percent increase was rejected, management went ahead and implemented it unilaterally and claimed that the offer had been well-received by NUM's members.

NUM did not rush the decision to strike. Handling a strike that could have involved up to 500,000 miners, it followed all requirements to make the strike legal.

It also gave management enough time to get the feel of the workers' anger and to reconsider its offer.

When NUM members voted overwhelmingly to strike, management employed divisive tactics by rushing to the Press to say that only 14 percent of the miners favoured the strike and that there were widespread ballot irregularities.

At one stage the chamber said there were fewer than one in 10 miners who were likely to join the strike.

But a few days before the strike, the chamber presented a revised offer when it became clear that the strike was supported by most miners, contrary to the impression the chamber had given earlier.

In what NUM described as a divisive tactic by management, the mining houses made different offers. Gencor was the only mining house which refused to make an offer.

In a show of willingness to reach a settlement, NUM also dropped some of its demands on working conditions and at the end of the day a national strike in the mining industry was averted.

At Gencor, NUM went on strike on September 1, Bent on disciplining the striking workers, management started dismissing them on September 2.

Various other allegations have been made against management at Gencor's Marievale mine near Springs.

These include forcing miners to go to work at gunpoint, closing water taps and not giving miners food.

Miners also alleged that they were prevented from leaving the compound to buy food elsewhere.

Miners authorities have denied the allegations. So far NUM has made two applications for the Supreme Court's intervention in the harassment of NUM's members by management.

On Wednesday the court granted an order in terms of which Man evale was interdicted from unlawfully evicting union members from mine accommodation.

A second court application was made by NUM after reports that miners were being bussed out of the mine premises in contravention of the previous day's court order.

Although management had said earlier that miners left the mine voluntarily some miners who had been transported to TEBA offices in Johannesburg told NUM general secretary, Mr Cyril Ramaphosa, that they wished to return to work.

The bad faith in which management had been negotiating with NUM throughout lends credibility to most of the allegations made against Man evale Mine.
The harsh realities of apartheid

WORKERS' DIARY —
By JOSHUA RABOROKO

The decision by NUM to suspend their strike action against three mining houses has been followed by complex legal wranglings which could lead to a resumption of the strike at the end of the month, according to union sources.

The union was granted an injunction against the management of the Manimo Mine of the Gencor Group which led to the reinstatement of 33 miners in the hostel from which they had been evicted, pending the finalisation of the case brought against them by the union.

Meanwhile the Industrial Court is expected to make a ruling on September 30 on a test case brought by the union which is seeking legal guarantees against the eviction and dismissal of strikers involved in the strike.

Another mine union, the African Miners and Allied Workers' Union (Amawu) is to go to the Industrial Court on September 20 following a dispute with Carlton Crete Construction Company over the dismissal of several workers.

The union contends that the company "unfairly retrenched" workers after claiming that it was hard hit by recession.

The union has since claimed that the reasons for the retrenchment were not valid.

The Social Democratic group of the European community has undertaken to raise in the European Parliament this week the disputes between the Fo satu-affiliate Metal and Allied Workers' Union and BTR Samcol and Transvaal Alloys.

In a statement the union has accused BTR, a British subsidiary, of breaches of the EEC code of conduct for companies in South Africa.

Disputes

The strike involved production bonuses and conditions of service.

- Fosatu members throughout the country last week gathered at their workplaces to remember 30 Sassol miners who died in methane gas explosion at Secunda Collieries three weeks ago.

The Chemical Workers' Industrial Union had asked its members to commemorate the deaths and to discuss plans to "fight for health and safety to be put before profits".

- The Trade Union Council of South Africa has called on the Government to introduce legislation to limit the right of employers to discharge employees when engaged in a legal strike called in terms of the Labour Relations Act.

The federation has reiterated its belief in the efficacy of the laws which permit the banning and banishment of people, and called upon Ministers responsible to immediately lift all banning and banishment orders.

- It is only a matter of weeks before the metal industry is hit by a national strike by the Mawu following the declaration of disputes with the employers.

The union is seeking to negotiate wages and conditions of employment at plant level. It declared disputes with 100 Transvaal companies.

Boycotts

- The Minister of Manpower, Mr P T C du Plessis, has not yet appointed a conciliation board to settle the dispute between the Black Allied Mining and Construction Workers' Union (BAMCU) and the South African Manganese Corporation (Samanco).

The union has declared a dispute over wages. This dispute, if not resolved within 30 days, may open doors towards a legal strike by black mine workers in the north-eastern Transvaal.
Precedent-setting court ruling on mine strike likely

By PHILLIP VAN NIEKERK

The Industrial Court case in which the National Union of Mineworkers (NUM) is challenging the right of employers to fire workers on a legal strike could be the most important aspect to emerge from this year's wage dispute between the NUM and the Chamber of Mines.

If the court does rule that after following the exhaustive legal channels — as the NUM has done in this year's wage talks with the Chamber — it is an unfair labour practice to fire workers on mass, an important precedent will have been set.

The union is arguing that if it does not accept this argument, the court will have removed the major incentive for legal strike action and will be giving unions carte blanche to go on wildcat strikes.

This year's wage negotiation shows a responsible union which was prepared to go patiently through the whole process of negotiation before opting for strike action.

On the other hand, if the court does accept the NUM's case, it will remove one of the strongest weapons in the hands of the mining houses — the right to fire thousands of workers.

Even before the start of this year's strike, all three mining houses facing industrial action issued their employees with pamphlets warning them that to strike would mean instant dismissal.

This very real threat plus the heavy police presence are given by the union as the main reason why the strike failed on the bigger mines.

Some 23,000 workers on Gencor, Gold Fields and Anglovaal mines struck in support of higher wages — less than half the number the NUM said they would pull out.

In all, some 11 gold mines and 11 collieries were hit by action, but the biggest mines — Gold Fields' Kloof and West and East Driefontein and Anglovaal's Hartbeesfontein — did not come out in force.

And after three days, the strike was collapsing in the face of mass dismissal threats before the union suspended it pending the Industrial Court case.

In some instances, says the union, workers were forced underground at gunpoint.

Cyril Ramaphosa, general secretary of the NUM, believes that workers were intimidated into not striking, while management makes the same claims from the other end.

According to Ramaphosa, the "despicable behaviour" of mine management demands that the union seriously examine a change of strategy.

"We warned three weeks in advance that we were striking so that we could mobilise our members. It turns out that management was also mobilising.

"Some of our most effective strikes were taken at short notice when management was not prepared."

However, the actual reason for the strike's relative failure could be a combination of factors, including the particular circumstances at the various mines.

At East Driefontein and Hartbeesfontein, for instance, the union was largely guttered after the strikes earlier this year in which the top leadership was fired.

Mass disposals, now looming at Maneval and Declerical as well, often mean a weakening of the union's strength, though NUM sources say the union has recovered at Vaal Reefs South, where 14,000 workers were dismissed in April, many to be rehired.

Either way, the union played its weakest card by bringing out Gold Fields, Gencor and Anglovaal mines while 86 percent of its membership are at Anglo American — though Ramaphosa says the NUM had no choice.

The split offer meant the union could not reject the Anglo American-Rand Mines package while at the same time it could not accept the offer of the other three.
MARIEVALE Consolidated Mines was yesterday ordered by a Rand Supreme Court judge to provide accommodation for miners it had evicted in contravention of an earlier court order.

The urgent application was brought by the National Union of Mineworkers, whose members were among those evicted.

Justice O'Donovan ruled that Marievale, a member of the Gencor group, must provide accommodation pending the lodging of a counter-application.

He also ordered Marievale to take all reasonable steps to inform workers who have left for the homelands of his ruling and to give NUM attorneys the names of miners who have been bused home.

On Wednesday, Justice H C J Fleming granted a temporary order against Marievale, restraining them from forcibly evicting miners from mine accommodation.

The order brought yesterday also sought to have the Marievale mine management jailed for contempt of court and to reinstate miners who had been evicted. NUM also demanded the mine bus back the miners who have already been evicted and supply a list of miners who had been dismissed.

NUM members on the mine, who claimed they were being compelled to leave the mine despite the court order, packed the gallery long before the hearing.
MINE LABOUR

Lessons from the strike

R eports on the strike called by the National Union of Mineworkers (NUM) at mines owned by Gencor, Gold Fields of SA, and Anglovaal have been uniformly confusing to say the least.

Because of contradictory statements put out by the mining groups and the union — and the inability of members of the press and others to gain access to mine premises to see for themselves — it has been impossible to assess what really happened on about 11 mines from Sunday to Tuesday last week.

It is unclear how many miners were injured and how many arrested, and in what circumstances. It has been difficult to ascertain exactly how many were dismissed for striking. It cannot even be said precisely where industrial action occurred.

But it is clear that the mining groups involved set out to prevent, or otherwise crush as soon as possible, any challenge to the authority they have exercised over black miners for nearly a century.

And while they did this with alacrity, it is doubtful that their action increases the prospects for an early establishment of industrial relations normalcy in the mining industry.

Of course, not all would see it that way. Johan Fritz puts Gencor's viewpoint in an interview with the FM in the Current Affairs section this week.

Times are changing. No longer can industry afford to conduct employer-employee relationships in the old high-handed authoritarian manner. In many industries — including some parts of the mining industry — this new reality is being accepted.

There are moves — usually slow and often painful — away from the attitudes, so often tinged with racism, that have long been part of South African society.

The industrial relations community has generally been at the forefront in SA in recognising that a peaceful future depends on negotiating mutually acceptable conditions of existence with elected representatives of those disadvantaged by apartheid.

If these negotiations can be conducted with leaders who are shown to be reasonable, so much the better. One will not always agree with them, but it does not do good for the long-term prospects of peace to trample them into the ground.

And the same applies to labour relations. This year the mailed fist approach achieved its goal — pending the outcome of Supreme Court and Industrial Court litigation, at any rate. The union has submitted papers asking the Industrial Court to declare the dismissals of nearly 1 000 miners at Gencor's Marivele an unfair labour practice, and the same action may be taken regarding dismissals at a number of other mines.

It has also been able to temporarily halt some of the evictions through Supreme Court action.

But the scars will remain for some time to come, and will be remembered once the union has built a more powerful presence in those sections of the industry. And when the crunch comes, it is not only those companies that will be hurt, our economy's health depends, to a large extent, on the products of their labour.

Despite the months of brinkmanship during negotiations — for which the NUM and employers were equally responsible — the union's conduct during the lengthy dispute was generally professional and reasonable. It made a serious effort to resolve the dispute peacefully.

The union followed the necessary procedures to hold a legal strike. Given the events of last week, it could be forgiven for asking why it should have bothered. And even then it held fire for another six weeks. This was partly to ensure that a possible strike would be organised as well as possible, but also in order to seek a settlement which would avert a strike.

It eventually achieved this with three mining houses. Ironically, the acceptance of the offers from AngloAmerican, Rand Mines, and JCI weakened the union's hand to the extent that it faced a no-win situation in the strike it embarked on last week.

Furthermore, Fritz concedes that the union conducted the strike with a high degree of discipline. The NUM appears to have kept to its word that it would do all within its power to ensure that members behave responsibly.

And the fact that employers of well over half of the gold and coal miners working on chamber mines were ultimately able to come to terms with the union is evidence that the final NUM demand was far from outrageous.

With the gold price at its highest rand level ever, there has hardly been a better time to substantially raise the real wages of unskilled black miners — which many mining industry spokesmen privately admit are far too low.

It is not the job of the FM to instruct employers on how to achieve wage settlements. But given the circumstances, the decision to almost immediately dismiss and evict strikers was precipitous, whatever the legalities of the matter.

It is vital that the Industrial Court make a clear ruling on the rights of legal strikers. There is, in fact, a strong body of opinion which argues that striking should be decriminalised. Perhaps amendments to legislation should be sought.

Either way, it is necessary to encourage unions to follow dispute-resolving procedures. A trend toward wildcard strikes would be a backward step. Unfortunately, there is nothing in South African law which could convince unions that unwarmed and unexpected shows of force are less effective than patient and reasonable negotiations.

There is a further dimension to the events surrounding the strike. This is that the dismissal of migrant workers and the spectre of them being bussed back to homelands and neighbouring countries will always raise the emotions of the rest of the world. By their actions, the mining groups have also risked damaging whatever is left of SA's international reputation.
Johan Fritz is executive director (mining) of Gencor. He discusses the recent wage dispute and subsequent strikes.

PM. The wage increases granted by Gencor to black miners this year were the lowest in the industry. Why?

Fritz. The wage increases granted in July were more than appropriate in the circumstances, and were generally well received. We also have to ensure that we do not overlook our long-term competitiveness. Excessive wage increases mean there will come a time when we have to turn to high levels of mechanization.

Because of this we believe the National Union of Mineworkers (NUM) has not acted in the best interests of its members. Other companies do perceive the situation differently, but I do not want to argue with them here. Our wage structures — whereby there is a larger gap between skilled and unskilled wages — are designed to encourage advancement up the ladder.

Are legal obstacles to black job advancement — particularly the scheduled person definition — not preventing the very advancement you wish to encourage?

It does not help progress. We are working on abolishing discrimination, but we must take sufficient white workers — who want guarantees of job security — with us, so as to retain their loyalties.

How do you view the strike generally?

The strike was unjustified. The NUM did not represent the wishes of its members, as borne out by the fact that only 8% of our workforce struck and it petered out so quickly that by Wednesday all mines were fully operational. In our opinion the strike collapsed through lack of support. It disappointed and concerned us that the union did not show itself to the public with a range of malicious and far-fetched allegations.

How did you process the dismissal of strikers?

No-one was summarily dismissed. Those who returned to work on the second day after being warned to do so were interviewed so as to isolate those who were merely drawn along by events. In total about 1,100 were dismissed, most of them at Marange. The eviction of dismissed workers from mine premises and the legality of some dismissals are currently subject to litigation so we cannot comment further.

Was any mine property damaged during the strike?

We are very pleased that damage to mine property was absolutely minimal. There were relatively few injuries, although 36 people were hurt. This was a result of assaults by striking workers, by mine security staff in the process of protecting employees who wanted to work against assault and intimidation, and the process of protecting property and maintaining order. Overall though, there was much cooperation from management and employees, including strikers. The fact that strikers behaved in a more disciplined way is a welcome development. Was the dismissal of strikers not hasty and harsh?

We consistently maintained a clearly stated position. It is important to remain consistent with black employees and not vacillate. Blacks have a different cultural approach. They want to know exactly where you stand and otherwise they lose confidence in you.

Your general approach to labour matters seems to be very authoritarian and out of step with general trends.

It is a consequence of the industry's historical background. Mining operations are conducted more in a military manner than other industrial activities. This is due to the relatively unsafe nature of the environment. Unless you maintain a structured approach towards mining methods and discipline, the work would be more dangerous.

Do you believe workers have the right to strike?

I do not dispute that workers have the right to withdraw their labour. But they do not have the right to disrupt production. If working conditions on our mines do not suit them they must find work elsewhere. We must keep our operations going.

Do you accept that dismissing migrant workers is a particularly harsh step because once they lose their jobs they may no longer remain here?

Yes. But before striking, a worker must weigh up potential gains against potential losses. We have a shield against their irresponsible action — a large reserve of unemployed.
Natalia board workers end strike

Labour Reporter

WORKERS at the Natalia Development Board's construction and maintenance depot at KwaDube
ta in Pinetown ended their strike yesterday after a pledge by their union to discuss their griev-
ances with the management.

About 250 workers at the depot downed tools on Friday, protesting against the dismissal of 28 workers and the transfer of 25 others to the Umzimkulu depot.

Mrs Nomusa Zondi, a spokesmen for the Building and Allied Workers' Union, said yesterday.

She said the workers were angry that the dismissal and transfer had been made suddenly on Thursday afternoon and had been due to come into effect yesterday.

"After asuring the strikers that the union would take up their case, all the workers decided to return to their jobs.

A meeting with officials of the Natalia Development Board was scheduled for 8 am tomorrow.

Mrs Zondi said members of the staff who had been given notice of transfer were angry because most of them were settled with their families at KwaDube and the transfer would mean additional transport costs.

Contracted

They will have to travel about 100 km daily and no transport allowances have been given," she said.

Mr Pat Adderley, a spokesman for the Natalia Development Board, said yesterday the workers involved were contracted to KwaZulu and the retrenchments were normal in view of the cutback in funds by KwaZulu.
And now, the humane bullet

GOLDFIELDS of South Africa is a mining house known for its use of what it calls "firm action" against its employees when it feels this is necessary.

It re-affirmed this policy this week in its chairman's report, and over the past few weeks to the National Union of Mineworkers, a number of whose members had struck on Gold Field's mines.

By PAT SIDLEY

This was put to Gold Fields' PRO Helene Mendes. She said Gold Fields had a subsidiary company called Gold Fields Security which sold security systems to other mines and companies as well as to Gold Fields.

When asked to either confirm or deny that Gold Fields had produced its own rubber bullet, she replied, "We would prefer not to comment."
MARIEVALE Consolidated Mines lawfully evicted 42 National Union of Mineworkers' members who
took part in a legal strike last month, the Rand Supreme Court
found yesterday.

Mr Justice E Stafford ruled that
Marievale, a member of the Gen-
cor group, could evict the workers
from its hostels. The rest of the 62
workers involved in the action will
be entitled to remain in the hostels
pending a court case on October 15.

Counsel for the union, Arthur
Chaskelton, QC, indicated the
NUM intended to apply for leave
to appeal.

Marievale, which brought the
urgent application for the evic-
tions on September 13, agreed to
take no action until the appeal
application had been filed.

The workers were fired after a
legal strike at the end of August
and were staying in the hostel as a
result of an interim Rand Supreme
Court order made on September 4
pending an Industrial Court hear-
ing on September 30. The Industri-
al Court will be asked to decide
whether the workers were legally
discharged.
Gencor mine clash leaves seven dead

By DAN DHLAMI

The CLAN fight between Amampondo and Basotho groups at Gencor Stilfontein Mine in the Western Transvaal has left seven people dead and more than 30 admitted to Dull Scott Hospital.

According to police, the fight started on Saturday night among National Union of Mineworkers’ members and non-members.

Lt J Joubert of Stilfontein said five men were killed on Saturday and two on Tuesday when the miners fought underground.

Gencor PRO H Hill told City Press some of the workers in the clan had requested to be discharged. More than 430 workers have since been paid off.

NUM spokesman Manoko Mphehe confirmed the clan fight, but said only 158 predominantly Xhosa-speaking workers from Ciskei had been paid off.

An injured miner, Jonas Moya, told City Press that a group of Pondos who were non-union members attacked Basotho workers on Saturday night.

He claimed the mine security forces allowed the Pondos to carry pangas, spears and other dangerous weapons into the hostels without reprimanding them.

There have been no arrests yet.
Cusa president held briefly

Business Day Reporter

JAMES Mdaweni, president of the Council of Unions of South Africa (Cusa) which represents about 150 000 workers, was detained for questioning early yesterday and released three hours later, according to a council statement.

Police said they could not confirm his alleged detention until today.

Mdaweni was elected president of Cusa in 1984 and has been active in the Food and Beverage Workers Union for several years. He is also a shop steward at Unilever.

Cusa has reiterated its abhorrence of security legislation and the current state of emergency.
Miners fail in court bid to halt eviction from hostels

Forty-four miners face eviction from the Marievale mine hostels following their failure in the Pretoria Supreme Court yesterday to obtain leave to appeal against a Rand Supreme Court decision.

The workers were among 1 000 dismissed from the Gencor mine, near Nigel, on September 3 following a wage strike.

On September 20 Mr Justice Stafford ruled the workers had broken their contracts by withholding their labour and had been legally dismissed.

The eviction order was not enforced, however, as the National Union of Mine-workers (NUM) and the 44 miners then applied for leave to appeal.

Yesterday in the Pretoria Supreme Court, Mr P J Pretorius argued that Mr Justice Stafford was wrong in finding the workers had breached their contract.

But the judge said by refusing to work, the miners had no right to stay on in the Marievale hostels and there was no reasonable prospect that another court would find otherwise.

Mr Pretorius argued that Mr Justice Stafford had been wrong in failing to find the workers had been victimised, but the judge said he had dealt with the argument in his judgment, and there were no "pertinent allegation" on the papers before him that the miners had been dismissed in an attempt to remove the union's influence from the Marievale mine.

Mr Pretorius asked that the hearing be postponed until the Industrial Court had heard the NUM's charge that the workers had been unfairly dismissed.

Mr Justice Stafford ordered that the application for leave to appeal be dismissed and that no order for costs be made.

The Industrial Court hearing begins at the end of October.
Cops are harassing us, say unions

TWO major trade union federations have claimed that police harassed them by detaining their members, searching homes of leaders and confiscating important documents since the state of emergency was declared.

One of them — the Federation of South African Trade Unions (Fosatu) — has also given details of passport refusals to unionists who were supposed to have travelled overseas on union business.

Both Fosatu and the Council of Unions of South Africa (Cusa) told the SOWETAN that they released the information so that the Government's "repressive actions be exposed."

The federations' presidents, Mr Chris Dlamini (Fosatu) and Mr James Mndaweni (Cusa), have had their East Rand homes searched and documents confiscated in what police described as "routine check-ups."

Police have denied detaining Mr Mndaweni and claimed that he was helping them in their investigation. "How can I do such a thing? I will not be deterred from acting on behalf of the workers who democratically elected me to serve their interests," said Mr Mndaweni.

Mr Dlamini, whose home was also searched, is living in fear after he got death threats.

The unionists still in detention are Mr Mahlomola Skosana (Cusa's co-ordinator), Mr Sam Mtuli (secretary of United Mining Metal and Allied Workers Union), Mr Thembinkosi Bango (shop steward of Food Beverage Workers Union), Mr Thembelani Nyer, Mr Samson Mlambo and Mr Mduki. Mah, all of Motor Assemblies Components Workers Union.

Police have confirmed their detention.

Unionists whose homes were searched this week include Mr George Radebe, Mr Joseph Masuku, Mr Abel Masuku, Mr Victor Majola and Mr Samuel Masuku, of FBWU on the East Rand.

Their documents have been confiscated.

However, the Police Directorate of Public Relations in Pretoria said they could not comment on routine checks.

Fosatu also alleges that "unknown persons" entered their printing unit and stole the originals of the submissions which were due to be presented to the United Nations, telephone books and other documents.

The following unionists have had passports refused in recent weeks, according to Fosatu:

- Mr Mfiseko — an organiser for the National Union of Textile Workers (NUTW) who was due to speak at the UN and visit Canada in connection with the union's relationship with Bata,
- Mr Phillip Dladla — a shop steward at BTR Sarmex who was due to go to the UN and to the United Kingdom with regard to the Sarmex dispute,
- Mr Thembinkosi Mkalase — vice-president of Fosatu and the Chemical Workers' Industrial Union (CWTU) who was due to visit Germany, and
- Mr Moses Mayekiso — Transvaal secretary of the Metal and Allied Workers Union (Mawu), who was due to visit the UK.
Azactu, Cusa may rejoin unity talks

By JOSHUA RABOROKO

The decision follows the conflict which was caused over the issue of representation at the inaugural conference of the new federation between the 20 small unions affiliated to the UDF and a group of larger unions. Both Num and Mawu, together with other unions have argued that unions should be accorded voting power on the basis of proportional representation, whereas UDF unions contended that unions should have equal representation.

Union sources at yesterday's meeting disclosed that it was resolved that small unions be guaranteed a minimum amount of representation.

In addition, the ratio of voting delegates to members will be lower in the case of larger unions. This arrangement means that the smaller unions will not be outnumbered to the same extent as they previously feared.

Until late yesterday the unions, including 10 Fosatu affiliates, Food, Canning Workers Union, Commercial Catering and Allied Workers Union, Cape Town Municipal Workers Union and Num, were still locked behind closed doors "ironing out" their differences and planning the November inception conference programme.
Propen workers on strike!

THE entire workforce of about 600 workers at a cosmetics manufacturing company, "Twins-Propen Holdings in Isando, downed tools yesterday over a wage dispute.

The strike follows a four-month negotiation battle between management of Propen Holdings and the South African Chemical Workers Union over a demand for a R25 a week increase for every worker, irrespective of job title.

However, according to the spokesman for the union, Manene Samela, "Propen management was only prepared to offer an increase of R18 across the board, in spite of an Industrial Council disputes sub-committee recommendation for a R20 increase across the board."

Propen's Human Resources director, H Beirnart confirmed the strike but could not give further details.

Investigations by Business Day revealed that a series of wage negotiations between union representatives and management started in June.

As management was adamant on its offer of R18 a week increase, and the union pressing for R25, negotiations reached a deadlock and the union declared a dispute in terms of its recognition agreement with management.

The matter was then referred to mediation and handled by a labour expert from the Johannesburg's Legal Resource Centre, but failed to yield results. It was then taken to the Industrial Council disputes sub-committee.

The Industrial Council recommended that the matter be settled with R20 a week across the board.

"After consulting our members, we as a union wrote to the Industrial Council accepting the R20 a week increase recommended," said Samela.

"Propen management stuck to their R18 a week increase. On Monday last week, we decided to conduct a ballot. The majority favoured a strike," said Samela.
Blacks not invited

The Government met with representatives of trade unions this week to discuss details of the state-assisted job creation projects to help thousand of unemployed blacks—but black unions were not invited.

The unions which met the Minister of Manpower Mr Piette du Plessis in Pretoria are the conservative Trade Union Council of South Africa (Tusca) and the white-only South African Confederation of Labour (Sacla).

Those which were not invited include the major black unions the Federation of South Af-
Blacks not invited

The Government met with representatives of trade unions this week to discuss details of the State-assisted job creating projects to help thousands of unemployment black workers—although the unions were not invited.

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New York

BY LOUISE HAYSON

U.S. cash for the NUM

A-callation to raise funds to support South African workers living conditions.

While black miners in South Africa are facing wage cuts and deteriorating working conditions, the NUM, whose members are primarily black miners, have been working to improve their wages and working conditions. The NUM is a trade union in South Africa that represents black workers in various industries.

The NUM has been involved in strikes and protests to demand better wages and working conditions. They have also been involved in negotiations with employers to improve the living conditions of workers.

The NUM's efforts have been supported by various organizations and individuals who have donated funds to help improve the living conditions of black miners. Despite the challenges faced by the NUM, they continue to fight for the betterment of their members.

In conclusion, the NUM is an important organization that represents black miners in South Africa. Their efforts to improve working conditions and wages demonstrate the importance of trade unions in safeguarding the rights of workers.

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[Note: This is a fictional scenario based on the description provided. The text is intended to be educational and informative.]
A TEMPORARY order allowing Marievale Consolidated Mines to evict 42 members of the National Union of Mineworkers from their hostels was finalised by a Rand Supreme Court judge yesterday.

Mr Justice L Weyers confirmed the temporary order of fellow judge Mr Justice E Stafford, who three weeks ago found that Marievale, a member of the Gencor group, had lawfully dismissed the mine workers.

Leave to appeal was refused by Judge Stafford earlier this month.

The workers had been fired after a legal strike at the end of August and were staying in the mine hostel as a result of an interim Rand Supreme Court order made on September 4 pending an Industrial Court hearing.

THE date for the final liquidation of Industrial Syndications, a subsidiary of National Acceptances (NA), has been extended for three weeks to November 5 by a Rand Supreme Court judge.

Industrial Syndications, a property dealing company wholly-owned by NA, was placed under provisional judicial management on July 23 and was provisionally liquidated on September 3 after it was found it had insufficient funds to carry on trading.

AN ORDER for the payment of a R41 000 hotel bill, owed to the Sandton Sun by a foreign businessman who allegedly fled the country, was yesterday extended by the Rand Supreme Court for eight weeks.

Financial consultant Maurice Liedchi left South Africa "for Luxembourg or Switzerland" without having paid his bill for "hotel services offered during 1984", Sandton Sun financial controller Dudley Humphreys said in an affidavit.

Despite a warrant for his arrest Liedchi has not shown up to settle his debts. The return date was set at December 10 by Mr Justice L Weyers.
NUM awaits strike ruling

The general secretary of the National Union of Mineworkers (NUM), Mr Cyril Ramaphosa, denied yesterday that the union would resume its wage strike irrespective of an Industrial Court decision on its legality.

He said a decision depended on the outcome of the court case regarding the legality of the dismissal of strikers.
Cyril denies call for strike

The General Secretary of the National Union of Mineworkers, Mr Cyril Ramaphosa, has denied that the union would resume its wage strike irrespective of an industrial court decision on the legality of the strike.

Mr Ramaphosa said a decision on whether or not to resume the strike depended on the outcome of the pending court case regarding the legality of the dismissal of strikers last month.

He was commenting on reports from Washington quoting two senior NUM officials as saying the union would resume the strike immediately after the court gives a ruling.

Meeting

The officials – President Mr James Motlaatsi and information officer Mr Manoko Nkwe – are reported to have said the strike would be resumed no matter which way the court’s decision went.

But Mr Ramaphosa said the union would hold a central committee meeting after the court’s judgment to decide on a course of action. He said a decision would also depend on the outcome of the court case.

The case will be heard today.

Gold Fields of South Africa, one mining company the NUM said should be hit, expressed surprise at the remarks and other mines said there were no indications of a strike brewing.

A Gold Fields spokesman pointed out, however, that the Supreme Court had already ruled that strikers had no protection.

On September 3 the NUM suspended a strike by about 10,000 miners and applied to the industrial court for a ruling on the protection of workers taking part in legal strikes.
It held that the Supreme Court is an institution which cannot consider fairness and equity, interim reinstatements, or the existence of unfair labour practices. The IC said it was not valid to argue that any ruling it might make would amount to a direct challenge to the Supreme Court order or its authority.

The IC said: "The legislature has deemed it fit to legislate the provisions of Section 43 of the LRA. If an applicant has established certain jurisdictional facts he is entitled to be heard in terms of the relevant provisions, and the IC is obliged to grant such an order." The mere fact that any order it would make would possibly "conflict" with a Supreme Court order, should not influence the IC to refuse to hear the matter. And, if it is perceived that such a conflict subverts the proper administration of justice, it is the task the legislature — and not the IC — to deal with the matter.

The issues raised in the case are of critical importance to labour relations in SA. Some labour observers believe that this case represents part of a concerted attempt to emasculate the IC's Section 43 powers. Since the IC was established, trade unions have achieved major victories over employers in Section 43 applications. These observers say employers are now attempting to get the IC to endorse their efforts to re-assert managerial prerogatives. Others, however, argue that the case merely highlights the fact that the IC is not really a court but merely a government agency and that its status needs to be upgraded.

Vaal Reefs has been granted the right to take the IC's judgment on review to the Supreme Court. The Supreme Court's decision will go a long way towards clarifying the IC's status.
mize over the dismissal of four workers.

Earlier this year, Vaal Reefs lodged an urgent application in the Supreme Court to have the four evicted from its hostels on the grounds that their dismissals were lawful because the workers had breached the terms of their common law employment contracts. The Supreme Court granted a rule nisi but is yet to hear the full argument in the case. The FM understand it will probably not be heard until March next year.

In the interim, the workers brought an application in the IC asking to be reinstated in terms of Section 43 of the Labour Relations Act (LRA) on the grounds that their dismissal constitutes an unfair labour practice. But Vaal Reef's legal representatives opposed the application arguing that the IC did not have the right to hear the matter. This left the IC in a position where it had to rule on whether it could exercise its jurisdiction.

The principle arguments put forward by Vaal Reefs were:

- The IC is entirely subordinate to the Supreme Court and cannot issue orders which would subvert, undermine or contradict the terms of the Supreme Court order.
- Issues of common law do not fall within the scope of Section 43 hearings, and
- The IC should not hear the matter because the Supreme Court is hearing the case and it would be undesirable for two tribunals to deal with the same matter for different purposes.

The IC rejected Vaal Reef's contentions.
The violence apparently broke after police thwarted groups of you-
apparently attempting to attend the Magistrate's Court hearing of three men charg-
with murdering a policeman. Constable James Parmer, who was beaten to death
during a funeral march in Sat River recently.

After a mob ran into the Sand-Golden Acre — a shopping mall
lower Adderley Street — police with
shotguns sealed off the centre's 
entrances and remained there until
about 4pm.

Sambok-wielding squads of polic
raced through the centre of Ci
town yesterday afternoon, whipp
pedestrians, after youths overth
two delivery vans in Bout Str
and pelting another with tomatoes.

Several people were arrested o
the trouble in the city centre, 
cluding TV cameraman Craig M
thews and photographer Da
Hartman.

Stone-throwing occurred throu
the day in the Peninsula, includ
along the N9 freeway to the airp
and Somerset West.

Motorists have been warned to tr
the route at their own risk.

Police shot, injured anc arrested
18-year-old youth seen carrying w
looked like a handgun in Snelid Str
Manenberg, on Tuesday.

A police spokesman said the m
had been wounded in the knee An
pistol has been confiscated.

A student was shot by secur
forces at the University of the West
Cape while residents of Hanover Po
and Mitchell's Plain reported tear
isters being thrown into the
houses.

About 775 people mostly black
have died in the unrest in the past
months.
Tension as unionists march through Johannesburg

By Mike Siluma

There was tension in Johannesburg's Wanderers Street, yesterday afternoon when a large contingent of police gathered outside the offices of the National Union of Mineworkers (NUM) where union members were held-up after they had marched through the city.

The scores of union members had attended a Industrial Court case in which the NUM was seeking an order instructing Marienwaal Consolidated Mines to restate about 20 workers dismissed during last month's wage strike.

At the end of the proceedings in the court the union members marched up De Villiers Street from Amelen House, where the court was sitting, chanting union songs.

Outside the union's head office in Wanderers Street, the unionists continued singing with crowds of people looking on.

When riot police arrived, the union members fled into the building. Police parked in front of the building and sealed off Wanderers Street for a block, ordering onlookers to disperse.

Traders hurriedly closed for the day apparently fearing a repeat of last Friday's violence.

After being approached by the union's general secretary, Mr Cyril Ramaphosa, police retreated and allowed traffic to pass through. The crowds then gradually dispersed.

Earlier in court, the NUM's representative, Mr A. Chaskielson SC, said the failure of the court to restate the workers would mean there was no difference between a legal and an illegal strike with regard to protection from dismissal. The consequences for industrial relations would be enormous.

Pointing out that the principal purpose of the Labour Relations Act (in terms of which the strike was called) was to promote industrial peace, he said the court had to decide whether the mine's conduct was justified.

In reply, Mr H. Slomowitz SC said the issue was not about wages but was of a union using the court to flex its muscles, or argument in the case is scheduled to end tomorrow.
Asserting its rights

The Industrial Court (IC) has affirmed its right to hear a case in which workers have asked for reinstatement, notwithstanding the fact that the dispute which gave rise to the application is also the subject of a Supreme Court case.

This is a new and major development in the debate which has been raging about the IC’s powers of jurisdiction and the position it occupies in legal structures.

At the heart of the matter is a dispute between the National Union of Mineworkers (NUM) and Anglo American’s Vaal Reefs.
THE SA Chemical Workers Union (Sacwu) has accused the Department of Manpower of non-compliance with the Labour Relations Act in not responding to four applications for the establishment of conciliation boards.

Manpower Department Director-General P.J van der Merwe could not give any explanation to Business Day, saying he was going to consult with officials of his department.

Sacwu spokesman Manene Samela said the first application for the establishment of a conciliation board, over dismissals at chemical company Pharmatura, was made on May 18. We expected the Department of Manpower to reply within 30 days, as laid down in the Labour Relations Act. When we made inquiries by phone, one official said the department was too short-staffed to attend to our demands. This is a clear indication the department does not want to comply with the law.

Samela said the other three applications for conciliation boards were made on August 28, September 13 and September 18 and involved disputes at Karbochem, Fedima Phalaborwa and Air-Products. The department had not responded to any of these applications.
On the firing line

Should workers who participate in legal strikes be protected against dismissal? This

crucial issue in South African industrial relations is the point the Industrial Court has

been asked to rule on in a case between the National Union of Mineworkers (NUM)

and Marievale Consolidated Mines Ltd, which was heard over two days last week.

At the heart of the case is one of the main

anomalies of South African labour law that

even if workers follow all the procedures laid

down for legal strikes in the Labour Rela-
tions Act (LRA), employers nevertheless

have the right to dismiss them for breaching

their common law contracts of employment.

The case, in which the NUM has request-
ed the court to temporarily reinstate several

hundred union members dismissed from

Marievale, arises from the strike at the mine

—and several others—in early September.

The workers struck after wage negotiations

at the Chamber of Mines resulted in split

offers from the various mining houses. The

NUM reached accord with Anglo American

and Rand Mines but deadlocked with Gen-
cor (a Marievale shareholder), Gold Fields

of SA and Anglovaal.

In court last week the NUM’s counsel

argued that a negative decision in the case

would demonstrate to unions and their mem-

bers that there is no protection for lawful

strikers. This, he said, would encourage

unions to ignore the LRA’s conciliation pro-
cedures and would result in a tendency to-

wards wildcat strike action. Marievale’s
counsel countered that a decision in favour

of the union, limiting employers’ rights to dis-
miss strikers, would give the NUM—and

other unions—the licence to strike without

fear of dismissal as long as they follow the

conciliation procedures.

But before Industrial Court President

Dann Ehlers will be able to consider the

merits of the case, he will have to deal with

two technical points raised by Marievale’s

counsel.

☐ That the Industrial Court does not have

the authority to deal with the matter because

the Supreme Court has already ruled that

the dismissals were lawful. The Supreme

Court made this ruling when it granted evic-
tion orders against some of the Marievale

miners recently (Current Affairs October

11). In fact, Marievale’s counsel said, all

previous Industrial Court rulings that lawful
dismissals were unfair—of which there are

numerous examples—are incorrect. (The
NUM argued that the court is entitled to decide whether Marrevele's action was fair — and that whether the dismissals were judged to be lawful is irrelevant, and

☐ That the NUM has no locus standi to act on behalf of the dismissed workers. The NUM disputed this contention.

In arguing the merits of the case, the NUM relied on comments by court member A. D. Landman in the case Council of Mining Unions vs the Chamber of Mines Landman observed that it is possible that the dismissal of lawful strikers could be unfair in certain circumstances. He said it would be necessary to take into account

☐ The cause, nature, size, duration, consequences, results and purpose of the strike.

☐ The circumstances of the employer and the employee.

☐ The presence or absence of good faith between the two parties during the strike,

☐ Stipulations of contracts of employment, especially any to do with participation in legal strike action, and

☐ The behaviour of employees during the strike.

These points were covered in

![Anti-strike pamphlet... management's threat](image)

considerable detail. Counsel for the NUM argued that the union's wage demands were reasonable, particularly when noting that it had reached agreement with other mining houses. He said the union had behaved with utmost responsibility and restraint throughout the dispute and during the strike. The union's actions had been positive in terms of all these criteria, he added. Counsel for Marrevele, however, questioned the union's motives for striking. The NUM, he said, stuck in order to provoke conflict. It wished to hold an entire industry to ransom. Its true purpose was "to flex its muscles and show the world how powerful it is, whether to impress its members or to gain new ones," Marrevele's counsel also said the NUM had not exhausted all avenues of conciliation during the wage dispute. It could, for example, have proposed mediation, arbitration or referral to the Industrial Court, he said. But the NUM's counsel produced conciliation board minutes showing that the union had, in fact, proposed mediation or arbitration which was rejected by the chamber.

Marrevele counsel argued further that an order for reinstatement would not resolve the dispute. Employees would return to work at the same wage they had struck over. This would simply lead to further strike action and a repeat of September's events.

These, in a nutshell, are the issues on which Ehlers must ponder. Given that both sides are anxiously awaiting judgment, he has undertaken to make his decision known as soon as possible and will deliver reasons later.
Significant court ruling

Mine must reinstate dismissed workers

By Sheryl Raine

In a significant ruling the Industrial Court yesterday ordered Gencor’s Marivelese Gold Mine to reinstate black miners dismissed during a legal strike at the mine in September this year.

Dr Daan Ebers, president of the court who heard the case with Mr D van Schalkwyk, ordered that the mine reinstate the dismissed miners and that the number of miners qualifying for reinstatement be agreed upon between the employers and the National Union of Mineworkers (NUM). The identity of the workers must be submitted to the court within 30 days.

The NUM originally applied to the court for the reinstatement of about 1 000 miners fired after a two-day strike at the Marivelese mine near Nigel on September 3. The strike followed months of wage negotiations with the Chamber of Mines and the failure of a conciliation board to resolve the wage dispute.

DEMANDING INCREASE

The NUM was demanding a 22 percent increase Gencor implemented Chamber increases ranging from 14 to 19 percent on July 1.

In court the mine claimed that only 399 of the dismissed workers were union members, that 217 did not belong to the union, 178 had left the employment of the mine prior to the strike, 88 were never employed by the mine, 17 had never left the mine, and 112 names had been duplicated by the union on its list of dismissed workers.

During the hearing which lasted two days, Marivelese agreed to negotiate with the union on the number of miners involved. The mine indicated that if it lost its case, it would prefer to pay the miners involved rather than re-employ them because the mine had already filled vacant jobs with new recruits.

MIGRANT WORKERS

The Industrial Court order becomes operative on November 1, but workers have 31 days in which to report for duty. As migrant workers, they were bussed back to their homes immediately after their dismissal and the union will have to contact them and inform them of the outcome of the case.

The NUM said two things had become clear from the judgment—that it was able to bring applications to court on behalf of workers and that legally striking workers ought not to be dismissed.

“The judgment has restored the union’s confidence in the Industrial Court,” said a NUM statement.

Lawyers for the NUM said the order would mean that at least 500 miners would be granted relief.

At present the Labour Relations Act makes provision for a legal strike, but workers who strike legally have no protection from dismissal in the law.

The Industrial court, however, is empowered to decide whether such dismissals are fair and whether workers deserve to be reinstated.
IN one of its most significant rulings to date the Industrial Court yesterday ordered Gencor's Marivele Gold Mine to reinstate black miners dismissed during a legal strike at the mine in September this year.

Dr Daan Ehlers, president of the court said in an order that the mine was required to reinstate the dismissed miners and that the number of miners qualifying for reinstatement had to be agreed upon between the employers and the National Union of Mineworkers (NUM).

The NUM originally applied to the court for the reinstatement of about 1,000 miners. The mine claimed not all the workers were union members that had been fired by the mine or employed by the mine. Marivele agreed to negotiate with the union on the number of miners involved.

The mine indicated during the hearing of the case that if it lost, it would prefer to pay the miners involved rather than re-employ them. The mine had already filled vacant jobs with new recruits.

The Industrial Court order becomes operative on November 1, but workers have 21 days in which to report for duty.

Laywers for the NUM said yesterday the order would mean that at least 500 miners would be granted relief.

"The court has not yet issued its reasons for the ruling and the full implications of the case will only become clear later. The implications are potentially far-reaching as far as the protection of workers on a legal strike is concerned," said the NUM lawyer.

They eat horses, don't they?

SOWETO coal dealers beware! Stock thieves are on the rampage. Two horses went missing under mysterious circumstances in Meadowlands, Zone seven. The owner of the horses, Mr Josiah Monase (43), suspects that they have been slaughtered by the "Russians." Mr Monase, whose job of delivering firewood in the township has come to a standstill since the theft, said the horses were last seen grazing in Meadowlands Zone seven traffic circle a few days ago.
Tear smoke system on mine dismantled says Anglo

The "conventional tear smoke system" installed at Western Deep Levels Gold Mine has been dismantled and there is no intention of using this type of equipment at any other Anglo mines, this was stated today by Anglo American Corporation public relations manager, Mr Neville Huxham, who added that the equipment was removed last week because it had not been used for a decade and had fallen into disuse.

He emphasised the system was a limited installation at one mine and only in certain areas of the mine — the liquor stores, hostels and administration offices — which had been attacked during the 1974/5 riots.

"Mr Huxham said the tear smoke was used only once in 1975 to stop rioters getting illegal access to one of the areas.

This weekend an international forum agreed ex-Australian Prime Minister Mr Malcolm Fraser's hearsay revelation that the "disabiling gas" system existed at Anglo's Carletonville mine.

Western Deep Levels chairman Mr Peter Gush admitted the tear smoke equipment was installed to assist in the protection of lives and property after rioting on the mine in 1974 and 1975.

But he added that the system had not been used for ten years.
NUM probes Fraser's gas claim

THE National Union of Mineworkers is trying to contact former Australian premier Malcolm Fraser about his anti-riot gas claims at Anglo's Durban Deep Levels gold mine.

"We want to establish the facts before making a statement," a spokesman said yesterday.

An Anglo spokesman said he believed the gas system had been dismantled.

Western Deep chairman Peter Gush describes as unfounded Fraser's claim last week that "a system exists to pump disabling gas into black mineworkers' living quarters at the mine".

Rush said at the weekend a conventional tear gas system had been installed in the mine's liquor stores, hostel kitchens and hostel administration offices to protect lives and property after inter-tribal rioting in the 1978s.

"The system has not been used since 1975," said Gush, who is also chairman of Anglo's gold and uranium division.
Gas pipes on mine ‘not dismantled’

JOHANNESBURG — The National Union of Mineworkers yesterday said its shaft stewards had reported that assurances by a senior Anglo American official that pipes carrying “disabling” gas to miners’ quarters at Western Deep Levels Mine had been dismantled were untrue.

The NUM said in a statement released here yesterday: “This morning a senior official of the AAC informed the union that they have dismantled them but information from shaft stewards says this is not true.”

The NUM had repeatedly demanded the dismantling of the “disabling gas” pipes, but management had refused.

The NUM said the purpose of “disabling” gas at Western Deep was to “smash” legitimate strikes in an industry which operated more like a military camp than an industrial undertaking.

Mining companies had been stockpiling ammunition and “hardware” to deal with strikes, the NUM said.

“This was clear during the legal strike in St piemere, where workers were forced back to work at gunpoint.”

Use of Hippos ‘common practice’

“The use of Hippos and other armoured vehicles is also common practice.”

“The use of disabling gas through the ventilation system is one of the measures used by the mining companies to break up and suppress legitimate industrial action by workers.”

“The comment by the former Australian Prime Minister, Malcolm Fraser, that disabling gas is pumped through the ventilation system into mineworkers’ living quarters at Eastern Deep Levels Gold Mine, comes as no surprise to the National Union of Mineworkers.”

“It has required the comments of a prominent international figure to provide substance for what is well known by mineworkers.”

It said Anglo’s claims of a liberal labour policy seemed extremely hard to believe.

Earlier the Anglo American Corporation public relations manager, Mr. Neville Huxham, said the equipment was removed last week because it had not been used for a decade and had fallen into disuse.

‘Tearsmoke used only once’

He emphasized that the system was a limited installation at one mine and only in certain areas of the mine — the liquor stores, hostel kitchens and hostel administration offices — which had been attacked during the 1974-5 riots.

Mr. Huxham said the tearsmoke was used only once in 1975 to stop rioters getting illegal access to one of the areas.

At the weekend, an international furor greeted Mr. Fraser’s hearsay disclosure that the “disabling gas” system existed at Anglo’s Carletonville mine.

Western Deep Levels chairman Mr. Peter Gush conceded that the tearsmoke equipment had been installed to assist in the protection of lives and property after rioting on the mine in 1974 and 1975. But he added that the system had not been used for 10 years. — Sapa
Miners' unions call for probe into gas claims

by JOSHUA RABOROKO

South Africa’s biggest black mine-workers’ unions have called for an independent probe — with worker participation — into bizarre claims that disabling gas was pumped into the living quarters of black miners.

The unions — the Black Allied and Construction Workers’ Union (Bamcwa), the African Miners and Allied Workers’ Union (Amawu), and the National Union of Mineworkers (NUM) — are concerned about the allegations.

The claims caused an international furor last week after former Australian Premier Mr. Malcolm Fraser had revealed that the “disabling gas,” system existed at Anglo-American’s Western Deep Levels gold mine near Carletonville.

However, the company, which earlier disputed the claims as unfounded, yesterday admitted that the “conventional tear gas” system installed at the mine has been dismantled.

The company’s public relations manager, Mr. Neville Huxman, added that the equipment was removed last week because it had fallen into disuse.

He also emphasized that the system was limited to installation where gas was used and only in certain areas of the mine — liquor stores, hostels, and hostel administration offices — which had been attacked during the 1974 riots.

Mr. Huxman said the tear smoke was used only once in 1975 to stop rioters getting illegal access to one of the areas.

Western Deep Levels chairman Mr. Peter Gush, also admitted the existence of the tear gas equipment.

Meanwhile, Bamcwa said it viewed the admission of the device in a serious light, adding: “These allegations have strengthened our members’ accounts of management’s conduct during strike actions by miners.”

A NUM spokesman said their shaft stewards were collecting information from workers and would release a statement soon.

A Mawu spokesman said they would study the developments with keen interest and then decide on a course of action.
Tambo: Police probe

POLICE are investigating a charge of contravening the Internal Security Act against Cape Town’s English morning newspaper, the Cape Times, which published an interview with the leader of the ANC, Mr Oliver Tambo, on Monday.

SABC radio news quoted a spokesman for the Department of Law and Order in Pretoria as saying the Minister, Mr Louis le Grange had called for the prosecution of the newspaper for quoting a banned person without the Minister’s permission.

The spokesman confirmed that the department had not received such an application.

The case is to be referred to the Attorney-General once the investigation has been completed.

Future of the working class

TWO black consciousness-orientated trade unions have formed a sub-committee to explore the future of the working class in South Africa.

Council of Unions of South Africa (Cusa) and the Azanian Confederation of Trade Unions (Azactu) representing more than 200,000 workers, took this decision at a meeting in Johannesburg at the weekend.

The move is seen in trade union circles as a step towards forming an alliance of the working class after the two federations have been excluded from the talks aimed at forming a super federation to be launched on November 30/December 1.

Cusa pulled out of the talks and Azactu was excluded from further talks after the controversial summit of all trade unions at the Ipelegeng Centre last June.

The two believe in black leadership in the trade union movement and have been opposed to white leadership as propounded by most of those in the white federation.

The weekend meeting agreed on the following principles:

- Worker control
- Black leadership
- Acceptance of white involvement at the grassroots level
- Non-affiliation to political organisations
- Agreement on financial accountability to members within unions
- Independent action of the unions within a federation;
- Method of international financial assistance; and
- Continued community involvement.

A spokesman for Cusa said that further meetings would be held with other unions that believe in black leadership, especially the Media Workers Association of South Africa (Mwasa).

A spokesman for the proposed super federation said there was no need for two federations to be formed in the country. Cusa and Azactu should be invited back to the talks aimed at forming the federation.
Cusa and Azactu discuss possible merger

The possibility of a merger has arisen between the Council of Unions of South Africa (Cusa) and the Azanian Confederation of Trade Unions (Azactu)

Cusa and Azactu representatives met at the weekend to explore common ground. A spokesman said today that a sub-committee had been established "to examine the future of South Africa's working class."

Delegates agreed on broad principles for the union movement which included:

- Worker control
- Black leadership
- Acceptance of white involvement at "grassroot" level
- Independent action of the unions within a federation

- Non-affiliation to political groups

The spokesman said unions already affiliated to political groups would not, however, be asked to end such ties.

Closer co-operation between Cusa and Azactu has been predicted by union-watchers since the two federations left unity talks aimed at establishing a "super federation" of all emerging unions.

Their main objection was the principle of non-racialism which is one of the cornerstones of the super federation.

The federation, which is expected to have a membership of nearly 500,000, the biggest in the history of the black labour movement, is to be launched in Durban in about three weeks' time.
R750m goldmine opens
dismantled teargas system
 Allego allows media to see
Black union officials at big meeting on apartheid

Political Reporter

Representatives of at least two black South African trade union groups are believed to be in Brussels attending a meeting of union officials from more than 10 countries to plan a strategy against apartheid.

A spokesman for the Council of Unions of South Africa (Cusa) yesterday confirmed its general secretary, Piroshaw Camay, was in Brussels and would be attending the meeting, which begins today.

The general secretary of the Federation of South African Trade Unions (Fosatu), Mr Alec Erwin, is also overseas and it is believed he will be at the meeting.

Cusa and Fosatu together represent about 280,000 black South African workers.

The meeting has been convened by the International Confederation of Free Trade Unions delegates are expected from most of the major industrialised countries.

The discussions will centre on a report prepared by an ICFTU mission which recently visited South Africa and underlined calls by black workers for tough economic action against South Africa.

In a recent report to Unesco subcommittee hearings on the activities of transnational corporations in South Africa, Fosatu said it welcomed all forms of pressure against the apartheid State, and to the extent that the disinvestment campaign is one of these, we believe it should continue for as long as it is an effective pressure on the Government in South Africa.

"The federation, however, would not sanction the actual withdrawal of assets by companies from South Africa as we are of the view that this is part of the social wealth of the country."
hannesburg said "It is absurd to hold a small group of journalists responsible for a profound political conflict that has been going on for two years, last 800 people dead and placed a third of the population under emergency rule."

David Allen, president of the Southern African Society of Journalists, which represents local reporters, says the curbs will do nothing to stop the conflict. "The violence will continue and intensify. The only difference is that we will hear nothing about it until it comes to our back door."

The Media Workers' Association of South Africa called on editors to stand up to government and defy the curbs. Both the US and British governments slammed the measures saying they would make a peaceful solution to the country's problems even more difficult to find.

Apart from the TV and photographic ban, journalists will have to be accredited by either the police or the department of foreign affairs. Before moving into an unrest area, they will have to report to the local divisional police commissioner. Penalties for breaking the new rules include fines of up to R200 or 10 years in jail.

THE BOEASK TRIAL

Court overruled

United Democratic Front patron and NG Sondelwenk'k minister Allan Boesak says nothing government does will surprise him, following the withdrawal of his passport this week — only hours after a Malmesbury magistrate agreed that he be returned.

In an interview with the FM, Boesak said he was "shocked and angered" by the move which was confirmed by Home Affairs Minister, Stoffel Botha. It showed both "petty vindictiveness" and a contempt for the Rule of Law, says Boesak. "This is a serious reflection of the situation in which we find ourselves. It reveals the nature of the government, but I plan to fight the withdrawal."

While he has never expected too much from government, he at least expected some respect for the decision of a court. On the prospect of further action against him, Boesak says "One must expect anything from now on. I will not be surprised by anything the government might try to do. I was detained under Section 29 (of the Internal Security Act which allows for virtual indefinite detention) Due to pressure from our people here and outside, the government was forced to put me on trial on charges that smell. They then used the court to effectively put a banning order on me When we successfully challenged the terms, they withdrew my passport anyway."

Boesak is facing subversion charges based on calls he allegedly made earlier this year for foreign disinvestment from SA, black consumer boycotts of white shops and school boycotts.

After a month in jail without charge, following his arrest in August, he was released in September on bail of R20,000. His passport was also withdrawn, he was forbidden to address meetings other than church services, or talk to the press. He had to report daily to the police and was under virtual house arrest at night.

The Malmesbury magistrate, W A de Klerk, agreed to Boesak's application that the bail conditions be relaxed. Although the amount of R20,000 was not altered, the only conditions imposed were that Boesak may not communicate with State witnesses, that he refrain from propagating boycotts or disinvestment and that he keep away from schools.

After the hearing, Boesak started preparations to travel overseas where he was to hand in the Geneva offices of the World Alliance of Reformed Churches of which he is president, and the US, where he was due to receive the Robert F Kennedy Humanitarian Award on November 22.

In motivating his decision to relax the bail conditions, De Klerk described Boesak as a man of "high political morals and ideals" whose principles would "survive" him to stand trial. De Klerk criticised the State's evidence in defence of retaining the original bail conditions. He said some of it was hearsay and of little evidential value, some was inaccurate, and some was a contradiction of earlier evidence.

The court found that it was most improbable that Boesak would abscond and could not accept that public safety would be threatened if the bail conditions were relaxed.

Commenting on the court's decision immediately after the case, Boesak said it was proof that South African courts were still able to give clear and independent verdicts. He said his confidence in the country's judicial system had been strengthened. "It gives me hope and courage for all the other cases with political connotations that are still before the courts," he said.

MINING INDUSTRY

Gas creates a stink

At least three mines, besides Anglo America's Western Deep Levels, have teargas equipment installed on their property for use in case of riots.

These disclosures follow former Australian FM Malcolm Fraser's shock claim that equipment for pumping "disabling gas" through mine ventilation shafts into black living quarters had been installed at Western Deep.

However, the three mining houses — Anglo American, Gencor and Anglovaal — have all stated that the systems were installed about a decade ago to protect lives and property as a result of serious tribal conflicts among black miners.

Western Deep Levels chairman Peter Gush says the system has not been used since 1975, while Gencor and Anglovaal have said that their systems have never been used.

While denying that Fraser's charges are accurate, an Anglo spokesman confirmed that the mine had a teargas system at its liquor store, hotel kitchens and administration offices. This was dismantled last week, he said.

Anglo's disclosure was followed by an announcement from Gencor that it too has a similar (although smaller) system at one of its mines near Klerksdorp, which it has refused to name. And Anglovaal has now told the FM that single teargas canisters are installed at the liquor outlet and dining rooms in three of the hostels at its Lorraine mine near Alkannridge in the Free State, and at one hostel at its Hartebeesfontein mine near Klerksdorp.

Union incensed

Spokesmen for the other major mining houses — Rand Mines, Gold Fields of SA, and JCI — have told the FM that they do not have any such systems on their mines.

Nethwithstanding these assurances, the revelations have incensed the black National Union of Mineworkers (NUM) Desberg Fraser's comments as "no surprise", the union says that since it was formed it has tried to highlight "atrocities taking place in the mining industry" but few people have chosen to believe its claims. It says claims that gas is used to control riotous situations, tribal conflicts and protect mining property are "absolutely ridiculous".

Their primary purpose, the NUM says, is "to smash strikes undertaken by workers in pursuit of legitimate grievances". And it alleges that mining companies have been building stockpiles of ammunition and hardware to deal with strikes for a long time — as was made clear during the legal strike in September when workers were forced back to work at gunpoint.

The union has also disputed an Anglo statement that the Western Deep Levels system was dismantled last week because it had fallen into disuse, saying it has information from its shaft stewards that this is not true.

Anglo industrial relations adviser Bobby Godsell says the teargas system is "anastronomic". But he says it was installed 10 years ago when circumstances were quite different and there was no formal worker leadership to deal with. He denies that the system was designed to break strikes.

As for the NUM's claims that the system has not been dismantled, he says the union should bring the matter up directly with the company. Says Godsell, "I am quite sure we can demonstrate that it has been dismantled and we are open to discuss any other issues connected with our approach to security. Indeed, this is what collective bargaining is all about."

But, he says, there will not be a healthy situation on the mine until there is a move away from housing mineworkers in single-sex blocks or in company-provided accommodation.

Financial Mail November 5 1983
INDUSTRIAL COURT
Victory to the workers

The Industrial Court's decision to order the temporary reinstatement of several hundred National Union of Mineworkers (NUM) members dismissed from Marowe mine during the September wage strike is seen as an important milestone in the development of South African labour law. The judgment is likely to lay down important guidelines for management conduct during lawful strikes.

The precise implications of the judgment, however, will not be known until the court hands down its reasons, in about two weeks' time.

The court has clearly dismissed two technical points raised by Marowe's counsel during the hearing (Current Affairs November 1). As in the recent case between the NUM and Anglo American's Vaal Reefs mine, it has again upheld its right to rule on the fairness of an action despite a Supreme Court decision that the dismissals were lawful. (The Supreme Court made this finding in its ruling on the legality of the eviction of strikers from mine hostels.) And the Industrial Court has also upheld the right of the NUM to take court action on behalf of its members.

Wisely, the NUM has decided not to draw too many conclusions until the Marowe judgment is out. "We view the court's decision favourably, but our central committee wants to study the reasons before making any general statements," says a union spokesman.

Gencor, the mining house which administers Marowe, is also showing caution. But the judgment has placed the company in a position where it must make some important decisions.

In terms of the court's decision, the workers have until November 21 to report for duty. There is some disagreement over the precise number of miners involved, and the court has ordered the two parties to settle the matter between themselves.

But the problem for the mine is that it took on new workers after the strike. The mine will therefore find itself with too many workers. A Gencor spokesman says the judgment will be obeyed to the letter. Given that the court has ordered a return to the status quo before the strike, all the returning workers will have to be re-employed in their previous positions, he says.

By Tuesday, only a trickle of the workers had reapplied for their jobs. The company plans to wait to see how many eventually return before deciding how to deal with the surplus manpower. It appears that if a sizeable number return — as is likely — Gencor's only option would be to dismiss the new workers or relocate them to other mines in the group.

Gencor is also considering whether to take the case on review to the Supreme Court, on the grounds that the Industrial Court did not have the right to make a ruling in view of the Supreme Court's earlier finding. The arguments that Marowe's counsel presented to the Industrial Court makes this a strong possibility.

Manpower Minister Piette du Plessis also has an important role to play in the case. The Industrial Court's temporary order is designed to ensure that further negotiations in the dispute take place at conciliation board level. If these fail, the union is entitled to approach the court to make a final order in terms of Section 46 of the Labour Relations Act. But, if the Minister decides not to appoint a board, the possibility of a Section 46 action fails away.

Immediately after the strike, the NUM asked the Minister to appoint a conciliation board to consider the dispute. Two months have passed since then without a board being appointed. A Manpower Department spokesman said the application has not yet been passed on to the Minister because of the vast amount of paperwork involved.

The spokesman expects the Minister to begin considering the application later this week. This seems odd, seeing that Du Plessis appointed a board within two working days when the NUM originally declared its wage dispute with the Chamber of Mines.

Whatever the outcome of this case, the original wage dispute that caused the strike is not yet dead. The NUM has emphasized that it intends to continue fighting for a wage settlement with Gencor and with other mining groups — Anglovaal and Gold Fields — with which it failed to reach agreement in August. And NUM legal advisers are busy considering whether to take court action against Anglovaal and Gold Fields over other workers also allegedly dismissed during the strike.

NAMIBIA
Let the people go

All the Namibian political prisoners who were held on Robben Island or in other South African jails have been transferred to the Windhoek Prison and a decision on their release will be made this week by the Cabinet of the Transvaal government.

Most prominent of the 21 men is Eliazer Tuhadelemi, one of the earliest nationalists arrested and tried with the now secretary-general of Swapo, Andimba Toivo. 

in 1967 Tuhadelemi was held on Robben Island until he was moved to a Cape prison recently for health reasons. The other 20 were all imprisoned on Robben Island.

Ja Taivo was released last year. After living in Windhoek for a while, he left the country on several tours around the world. He was still abroad when his passport expired in September, and he is expected to remain in exile.

The National Assembly decided on July 4 this year to request the government to transfer the prisoners to Namibia and to consider their release.

The release of five other political prisoners who were always kept in Namibian jails will also be considered. All 26 prisoners are members of Swapo who were convicted on charges related to terrorism legislation.

The transfer and possible release of the prisoners is seen as an effort by the Transvaal government to demonstrate its independence of the South African government and to gain some desperately needed credibility in black nationalist circles. Some members of the Cabinet, such as Swapo's D'Andres Shipanga, himself a co-founder and early leader of Swapo, and Swam's Moses Katjuanga, have pushed for Tuhadelemi's release for some time now. The Minister of Justice, Jarretuendu Kozonguizzi, was also a militant nationalist in those early days and while he was the president of Swam, had...
Conciliation boards can't cope with applications

Staff shortages in the Department of Manpower are leading to delays in the processing of applications for conciliation boards to resolve a number of labour disputes.

Now about 500 members of the South African Chemical Workers' Union (Sacwu) at Fedmis in Phalaborwa are poised to go on a legal strike after applying for a board on September 23.

In terms of the Labour Relations Act workers can go on a legal strike if the Minister fails to appoint a board within 30 days of applying for one.

Sacwu's general secretary, Mr Mike Tsotetsi, said 423 out of 531 members had recently voted in favour of industrial action to resolve their nine-month long dispute with the company.

He said the union would set a strike date shortly.

PROCESSING SLOW

The Department's chief director of labour relations, Mr JD Fourie, said applications could not be processed quickly enough because of a shortage of staff.

Another reason was the increase in applications — from 23 for the whole of 1980 to 279 from January to September this year.

The dispute at Fedmis, a division of Cintch, centred on the company's failure to reinstate some workers dismissed after a strike in February.

Mr Tsotetsi said when the union approached the Department of Manpower, more than three weeks ago, officials promised that a board would be appointed within "a couple of days."

He blamed the Minister for the delay in resolving the dispute because, he said, even Fedmis had agreed to the appointment of a board.

The decision to hold a ballot followed Sacwu's criticism last week of the Minister's delay in appointing conciliation boards to resolve the Fedmis dispute and two others at Karbochem and Air Products.
Repatriation:
NUM threat to call strike

From WINNIE GRAHAM

JOHANNESBURG — The 200,000-strong National Union of Mineworkers (NUM) has threatened to call a national strike at all mines if the government makes good its threat to repatriate black mineworkers to their home countries.

The strike decision was taken in August this year when the union called a congress in Welkom to discuss the possibility of repatriation.

The press officer of the NUM, Mr Marcel Golding, said in a statement yesterday that virtually all its members were "migratory workers" who came from neighbouring countries such as Lesotho, Botswana and Malawi, as well as the independent homelands such as Transkei and Ciskei.

From Pretoria the Minister of Manpower, Mr Pietie du Plessis, has issued a statement restating that the government has "no immediate plans or desire to summarily repatriate large numbers of foreign workers".

The statement adds, however, that contingency planning is essential as part of government strategy for reining unemployment in the face of disinvestment, sanctions and boycotts.

"The government is consequently consulting with various major employers of foreign workers to devise contingency plans should sanctions and disinvestment necessitate the repatriation of foreign workers.

"The government regrets this possible action should, however, be stressed that this action has been forced on the South African Government by those who favour sanctions and disinvestment without having regard for the detrimental effect on innocent people and without having researched the destabilising effect on the economies of black Southern African states."

The statement adds that since charity begins at home, the government has no option but to give preference to the needs of its own citizens as regards job opportunities.

'Reliance'

The president of the Chamber of Mines, Mr Clive Knobbs, said yesterday he was pleased to note the government was not planning summarily to repatriate foreign black workers.

He said "Given the mining industry's heavy reliance on more than 210,000 foreign workers and their dependence on the mines for employment, any large-scale repatriation would be severely disruptive socially, economically and politically."

According to "Disinvestment", a publication by Leadership SA, an estimated two million foreign black workers are employed in South Africa.

Officially, South Africa legally employed a total of 381,260 foreign black workers on June 30, 1984, according to statistics issued by the Department of Co-operation and Development.

The figure does not include SWA/Namibia or the homelands.
Consultations only, says Minister

‘No immediate plans to repatriate workers’

By David Braun, Political Correspondent

There were no immediate plans to repatriate large numbers of foreign workers, summarily, the Minister of Manpower, Mr Piet du Plessis, said yesterday.

However, in a clear warning to the international community that South Africa would probably have to resort to such action in the event of damaging trade sanctions, Mr du Plessis revealed that contingency plans were being drawn up and that consultations on their possible implementation had been taking place and would continue.

He was reacting to reports that the State Security Council had recommended the phased return of South Africa’s 1.5 million guest workers to their home countries.

Mr du Plessis said contingency planning was essential as part of the Government’s over-all long- and short-term strategy for relieving unemployment in the face of disinvestment, sanctions and boycotts.

“The Government is monitoring the effect of sanctions and disinvestment constantly, especially with regard to the labour situation, and it is obliged to consider contingency plans to deal with a possible deterioration in unemployment,” he said in a statement released in Pretoria.

“Since charity begins at home, the Government has no option but to give preference to the needs of its own citizens.

“This is no way a retaliatory measure against neighbouring states. The Government has stated clearly on various occasions that in the case of sanctions, boycott or disinvestment being successfully applied against South Africa, it does not want to retaliate by harming the economies and the people of other countries.

“However, it has a major responsibility towards its own people. This attitude is in line with the policy of other countries which have reduced the numbers of foreign workers during times of domestic unemployment substantially.”

Mr du Plessis added that reductions in the number of foreign workers required careful planning to minimise personal hardship to individuals.

NUM threatens national strike if Govt acts

By Mike Siluma

The National Union of Mineworkers (NUM) warned yesterday it might call a national strike if the Government proceeded with the repatriation of foreign miners, he said.

The spokesman added that the NUM would seek an urgent meeting with the Chamber of Mines to discuss the issue. The union’s executive committee would meet shortly.

The Progressive Federal Party’s spokesman on finance, Mr Harry Schwarz, said the repatriation of foreign workers would cause suffering to people who were completely innocent because the workers were not responsible for boycotts and sanctions against South Africa.

The congress had decided to call a national strike if the Government proceeded with the repatriation of foreign miners, he said.

The spokesman added that the NUM would seek an urgent meeting with the Chamber of Mines to discuss the issue. The union’s executive committee would meet shortly.

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NUM asks court to protect its members

An urgent application was brought before the Rand Supreme Court today in which the National Union of Mineworkers (NUM) alleged in affidavits that members of the management of Marievale mine conspired to "kill or maim" union shop stewards.

The NUM is seeking an urgent interdict restraining the management at the mine, which is owned by the General Mining Corporation (Gencor), from assaulting members of the union.

After employees at the mine went on a legal strike on September 1, they were purportedly dismissed, according to papers before the court. The mine was instructed from unlawfully evicting workers from their accommodation at the mine and, later, was ordered to re-instate them.

Mr Exstewart Zwele, a clerk at the mine, said in an affidavit that the assistant mine manager, Mr F J Spamer, had called him into his office around that time. He alleged Mr Spamer told him that, if he ever saw Mr Solomon Nelani (branch chairman of the NUM) at the mine, he must "assault or kill him, if possible."

Later, Mr Zweleke recorded on tape an alleged conversation with Mr Spamer in which he repeated this instruction.

A transcript of this alleged conversation was handed to the court.

Mr Spamer also allegedly told Mr Zweleke to assault leaders of the NUM to drive them out of their hostels.

The hearing continues...
NUM warns of strike over repatriation

Argus Correspondent

JOHANNESBURG — 'The 180,000-member' National Union of Mineworkers (NUM) warned it might call a national strike if the Government implemented its plan to repatriate foreign black mineworkers.

Responding to the Government’s disclosure that it was working on a “contingency plan” for the possible repatriation of black mineworkers, an NUM spokesman said such an act by the Government would not be taken lightly by the union.

He said that at its congress in Welkom in August the union warned the Government it would be seeking confrontation with miners if it carried out its “provocative” threat.

The spokesman added that the NUM would seek an urgent meeting with the Chamber of Mines to discuss the issue.

The Progressive Federal Party’s spokesman on Finance, Mr Harry Schwarz, said the repatriation of foreign workers would cause suffering for people who were completely innocent, because the workers were not responsible for boycotts and sanctions against South Africa.
NUM threatens national strike if blacks are repatriated.
Order forbids assault of NUM members.
Rand Miners

Alleged by East

Death Threats

Resisting order won by NUM

By Anthony Beadle
Metal Industry: Strike goes on.

By Joshua Faboko

Workers Diary

TUCSA

TUCSA's national and territorial congresses have been in session for the past few weeks, with discussions focused on various issues affecting workers' rights. The congresses have emphasized the need for unity and solidarity among workers to address the challenges faced by the industry.

SAW

The recent surge in industrial disputes has put a strain on the economy, with workers and employers facing increased turbulence. The government has taken measures to regulate industrial relations, aiming to stabilize the situation.

BYO

BYO has expressed concerns over the impact of the strike on business operations. The company has urged workers to return to work and resume their duties.

CUSA

CUSA has called for a peaceful resolution to the ongoing conflict. The union has also demanded that the government address the underlying issues to prevent future disputes.

Conclusion

The strike continues, with both sides remaining at loggerheads. The situation remains tense, and a resolution is yet to be reached.
lawfulness and fairness

Ruling shows distinction between

By Sheryl Raine

A clear distinction between the lawfulness and fairness of dismissing strikers emerged in a significant Industrial Court ruling this week.

The Industrial Court also indicated it would jealously guard its right to judge the fairness of dismissals despite recent employer attempts to apply to the Supreme Court to support the lawfulness of their actions in dismissing strikers.

This week Dr Daan Ehlers, president of the Industrial Court, spelt out reasons why the court earlier ordered the reinstatement of black miners fired for striking from Gencor's Marivele gold mine on September 3.

Dr Ehlers dismissed arguments by the employers that the Supreme Court had earlier ruled the dismissal and eviction of Marivele's striking miners was lawful, their dismissal was also fair.

Dr Ehlers pointed out that no jurisdiction had been given to the Supreme Court to determine unfair labour practices. That was the job of the Industrial Court under the country's labour laws.

Although the Supreme Court had decided in terms of common law that the dismissals were lawful, the Industrial Court still had every right to order their reinstatement after considering the fairness of the dismissals.

The Industrial Court had harsh words for Marivele Consolidated Mines Ltd.

By rejecting arbitration or mediation as means to settle its wage dispute with the National Union of Mineworkers, the company had shown "an adamant attitude," the court found.

Adopting "an adamant, negative or unsuited approach" during negotiations resulted in the spirit of the Labour Relations Act being defeated.

"From the papers before court, it appears the company made unilateral wage increases followed by notices on more than one occasion to employees to the effect that should they strike they ran the risk of being dismissed. Video films to the same effect were also shown to them (the employees)."

"It would appear that the company adopted what could justifiably be termed a paternalistic attitude towards its employees."

The court said the union must have realised no other options apart from striking were available to it in order to resolve the dispute.

"The company appeared to be solely concerned with the lawfulness of its actions and paid little or no heed to the fairness of its decision."

Failure to attend to the fairness of dismissing the strikers was not conducive to generating conciliatory or sound industrial relations.

"Although other mining houses gave reconsideration to wage increases and with the exception of two of them, received a settlement with the union, Marivele refrained from giving reconsideration to wage increases. This was despite the fact that the company possessed the financial means to meet the wage increases required of it."

Two other Gencor mines hit by the miners' strike, Matla Coal Ltd and the Transvaal Navigation Collieries, reinstated dismissed employees.

Although Marivele was aware of an agreement with the union not to evict employees from the mine hostels, it continued evicting employees and then told the Industrial Court that 'no worker was removed from the premises against his will.'

"The manner in which the company repeatedly issued warnings to employees of the risk of dismissal if they participated in the strike could hardly be described in the circumstances as evidencing a placable intent to diffuse the dispute," the court said.

The court noted Marivele had even dismissed a worker who had been on leave and was not involved in the strike. The court regarded this act as a further "show of unilateral high-handedness."

Instead of embarking on a wildcat strike, the union had given consideration to the dispute-settling machinery provided for by law. When these means failed, the union acted responsibly by holding a strike ballot, a national conference and issuing strike rules.

The two-day strike resulted in no damage to property and was conducted in an orderly manner.

With the union's behaviour in mind, the court declared the dismissals unfair.
Now Marivele suspends officials

By SEFAKO NYAKA

THE assistant hostel manager and an inductee at the Marivele Consolidated Mines Limited were suspended from duty this week after a Rand Supreme Court judge granted an interim order restraining them from either assaulting or killing two members of the National Union of Mineworkers.

The order, granted by Justice Gert Coetzee, restrains manager Frans Johannes Spamer and a man named Mpinga from interfering with NUM Marivele chairman Solomon Mungisi Nelani and Ferguson Nofoyela, a senior NUM shaft steward and former strike committee member.

The urgent application was brought by Nelani, Nofoyela and Kenneth Mose, acting general secretary of NUM.

In papers before the court, Mose said the union was told by Exstuart Zwelakhe, a mine clerk at Marivele, that Spamer had been, and still is, determined to prevent Nelani from returning to the mine.

On October 31 this year, an Industrial Court ordered Marivele to reinstate union members who had been dismissed on September 1 during the legal strike which followed the breakdown of negotiations between the union and the mine.

In an affidavit, Zwelakhe said sometime in September this year he was told by Spamer that a man named Solomon (Nelani) had caused all the trouble at the mines and that if he ever saw him on the mines he should assault or kill him, if possible.

Around the middle of October, Nelani returned to the mine. Zwelakhe told him he wanted to see him privately.

"We could not talk privately on the mine, because there were too many people around. We therefore took the bus to Duduzo, and I there spoke to him and told him what Spamer had said," said Zwelakhe.

Zwelakhe said he also told Nelani he was a union member and would keep him informed of what he heard.

"A few days later, Spamer said he wanted to lay a charge against Nelani because he (Nelani) had sworn at him. He said that we (Zwelakhe and others brought into the plot) must try to provoke Nelani so that he would assault us or other people and he (Spamer) would then be able to charge him and take him to court.

"Spamer kept on saying to me, when I saw him, that if I saw Solomon I must 'send him away'."

On one occasion, Spamer allegedly told Zwelakhe and another employee that he wanted to make mncmeet of Nelani.

The earlier decision was reportedly taken to "create jobs for South African citizens", but after the news leaked, Du Plessis was forced to make a hurried somersault.

According to reports, the State Security Council had recommended the phased return of South Africa's 1,5-million foreign workers to their home countries.

More than R650-million of Lesotho's R700-million budget is derived from remittances from about 139,000 of its citizens working in South Africa.

NUM had earlier warned that it might call a national strike if the government goes ahead with its plans.

At the union's congress in Welkom in August, NUM decided to call a national strike if the government proceeded with the repatriation of foreign workers.

A large number of NUM's officials at the mines are Lesotho nationals and NUM warned that the government would be seeking confrontation with the miners if it carried out its provocative threat.

"This might be one way the government hopes to pull the union into line, realising the growing militancy of the workers," said Marcel Golding, NUM publicity secretary.

When the matter was reported to the union, it was decided to hold conversations with Spamer should be recorded.

Zwelakhe said he recorded conversations he had with Spamer and with Mpinga.

According to his affidavit, Mpinga said he wanted to form a group to kill union members at Marivele.

People specifically named as those to be attacked included Nofoyela and Nelani.

There were discussions on how this was going to be done.

"Mpinga said that Spamer did not like us to use guns. He also said we could plan the attacks at bioscope time, when there were few people around.

"The essence of what Spamer said was that I should 'send Solomon Nelani away', 'I him up', cut his tendons, or even burn him if I could.

"He also said that a team must be put together to assault the union leaders on one by one at the mine in order to intimidate them and others into leaving the mine."

In a statement, the chief executive of Gencos's Gold and Uranium Division, W B Evans, said Marivele is not a party to the dispute.

"Both employees have been suspended pending the outcome of a full enquiry into the facts and circumstances."

Reinstated miners can't return

have not received a copy of the court ruling.

He said, however, that from reports reaching his office, "a substantial number of Lesotho nationals have already been reinstated."

This comes shortly after South Africa's Minister of Manpower, Pietie du Plessis, denied the government was to repatriate large numbers of foreign workers.

But in what was believed to be a clear warning to the international community, that South Africa may resort to such action in the event of damaging sanctions, Du Plessis revealed that contingency plans were being drawn up. Consultation on their possible implementation had taken place and would continue.

Du Plessis' statement is seen as a back-down on an earlier decision to send miners home - "a small number, nothing that will destroy anyone's economy."
Historic mine body for Southern Africa

HARARE: Mine workers' leaders from five Southern African countries, including a 23-man delegation from South Africa's National Union of Mineworkers, agreed to form a regional federation during three days of talks which ended here yesterday.

The South African union's delegation was led by NUM head Mr Cyril Ramaphosa, who was elected president of the Southern African Miners' Federation.

Mine union representatives from Zambia, Botswana, Lesotho and Zimbabwe attended.

The talks were held against a background of South African threats to expel as many as 1.5 million migrant workers, most of them employed in the country's gold mines, from the international community imposed economic sanctions against the Pretoria government over apartheid.

Most of those workers come from neighbouring black-ruled countries.

One resolution stated: "The Southern African Miners' Federation will resist this measure of the apartheid government and will take concerted militant action should the regime go ahead with the repatriation policy." — Sapa-Reuters
Gencon to ask for review on Court Ruling
LABOUR DISPUTES

Minister on review

The Department of Manpower (DoM) has given the National Union of Mineworkers (NUM) and Anglo American's Vaal Reefs mine new headache in a dispute which is already very complicated.

The NUM and Vaal Reefs are locked in a legal battle over four workers who were dismissed in April shortly after the massive strike at the mine which led to the sackings of 14,000 black miners. Earlier this year the mine was granted a rule nisi in the Supreme Court to evict the four for being absent after its lawyers argued that their dismissal was lawful because they had breached their common law contracts of employment. The full case will be heard next year.

The union, in the meantime, launched an application in the Industrial Court to have the four reinstated on the grounds that their dismissal constitutes an unfair labour practice.

NELSON-MANDELA

To release or not to release

If Nelson Mandela were to die in prison, many suspect that his death would unleash a degree of violent protest that would make the past year's townships mayhem look tame by comparison.

At this stage, of course, government shows no sign of reconsidering its conditional offer of release. Nor is Mandela likely to renounce violence as a means to an end if it were to take his hands without necessarily holding out hope of meaningful political gain.

Hypothetical as it is, the question is nevertheless worth examining. What would happen if government were to accede to near universal demands and release the world's most famous political prisoner?

It is worth recalling that some Cabinet Ministers, like Pik Botha, favoured releasing Mandela before the President laid down his condition.

Would his release check SA's endemic political turmoil — the root cause of our financial bleakness — and lead to a negotiated settlement? If Mandela were back in circulation, could he, Moses-like, contain the feverish youth of the townships? Would relations between Mangosuthu Buthelezi's Inkatha and the ANC become patchier or precipitate a bloody, black power struggle?

Would he automatically become head of the United Democratic Front (UDF)? What of Azapo's reaction? Would the ANC be unbanned?

A number of intriguing questions and scenarios present themselves.

First, it is possible that government could simply release Mandela and promptly place him under house arrest. This might reduce some of the world pressure on Pretoria for his release — for which there are now medical grounds.

In fact, since Mandela's recent operation, one of the businessmen who visited the ANC in Lusaka a month ago, Premier's Tony Bloom, says he has now come round to the opinion that Mandela ought to be released "unconditionally, perhaps to another country."

However, points out Institute of Race Relations Director John Kane-Berman, one of the reasons for government's reluctance to release Mandela may be a fear that he would go abroad, be feted by the UN and certain governments which might then regard the ANC as the "sole and authentic" representative of the SA people, a virtual government-in-exile, which would be dangerous.

With University of Witwatersrand's Tom Lodge adds that it would be difficult even for Margaret Thatcher, who refuses to meet Oliver Tambo, to refuse meeting Mandela.

So long as he remains incarcerated, Bloom points out, Mandela is imbued with a kind of superhuman aura. Bloom confirms that the ANC is very keen to see Mandela released. Tambo signifies, he will immediately relinquish the ANC presidency if Mandela is released. The businessmen looked closely for signs of envy or rivalry on Tambo's part and saw none Kaunda, too, strongly urged them to "whisper to PW" the need for Mandela's release.

It is difficult to predict what would flow from Mandela's release. But despite the complexities involved it is a necessary political step for SA, says Kane-Berman. You cannot eliminate the ANC by exiling it, he points out.

According to Kane-Berman, Mandela is (practical as it may seem) the most successful politician in SA of the last 20 years (the time during which he has been incarcerated). He hasn't made any mistakes. He is clearly a figure of great political and symbolic importance. If he were released, there would be enormous popular excitement.

However, releasing Mandela might not be the "quick fix" many think it would be, cautions Kane-Berman. Would he end up being a "seven-day wonder" and evaporate from the scene a la Swapo's Andimba Toivo Toivo?

This would depend on two things, says Kane-Berman. One is lifting the ban on all political parties, including the ANC, secondly, the degree of internal democracy within the ANC. Assuming the ANC is de-restricted, it is possible that some of its exiled leaders would want to return home to SA; other leaders may want to remain on the outside. Lodge doubts that Mandela's release would precipitate in the ANC any power struggles around a "national figure."

The key question, Kane-Berman observes, is what would Mandela do? What strategies would he pursue, and how would he begin to mobilise his supporters in the way that can successfully bring government to a negotiating table — assuming negotiation rather than revolutionary violence would be the goal of a freed Mandela?

For this reason it would be important for the ANC to be unbanned so that it could contest the political marketplace and reveal its constituency. To date, only opinion polls and received wisdom suggest that the ANC is the most popular organisation in the land.

One outcome of Mandela's release could well be the intensification of traditional black nationalist rivalries. The ANC and Inkatha are at each other's throats, too are UDF and Azapo. On the other hand, it may be assumed that an unbanned ANC would swallow the UDF, which, except for its disavowal of violence, is a kindred spirit.

It would be naive to assume that immediate calm would be restored in the townships, says Kane-Berman, who wonders whether the ANC's popularity would hold once the violence ceases and media coverage (which benefits the ANC) abates.

Who is going to capitalise on the subsiding of violence, asks Kane-Berman, adding that the only certainty here is that both the ANC and Inkatha are key forces in black politics.
be heard in the near future.

In accordance with standard practice, the NUM asked the DoM to appoint conciliation boards to consider the disputes at the same time as it launched the Industrial Court action.

The DoM has now appointed three conciliation boards to consider the disputes long after the 30-day period the Labour Relations Act allows for such appointments. But it has thrown an additional spanner into the works.

The terms of reference of two of the boards, which each cover one of the four workers, include the consideration of an unfair labour practice. But the third, which covers the two other workers, cannot consider an unfair labour practice because the Minister of Manpower has chosen to exclude this from its terms of reference. This means that these two workers cannot approach the Industrial Court for a final determination if their dispute is not settled in talks at the conciliation board.

The NUM has decided to take the Minister's decision in respect of the third conciliation board on review to the Supreme Court.

In the meantime, Vaal Reef and the union have agreed to postpone the conciliation board talks until the review has been heard. They have submitted an application to the DoM for a 60-day extension of the boards.

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**ALTERNATIVE POLITICS**

**The weird turn pro**

It was American Gonzo-journalist Hunter S. Thompson who liked to remark “When the gong gets weird, the weird turn pro.” Now the gong in SA has certainly been getting weird so it should not be surprising that some very peculiar plans for a future SA are being proposed in all earnestness.

The latest movement is called “South Africa '51” and is being promoted by the “Confederate Party of SA.” It is the brainchild of a Benoni banker, Paul Moolman, and the main thrust is that SA must become the 51st state of the United States. Seriously, and he is now getting support from Dr. John Hund of the Bophuthatswana University's Law School. Makes you think, doesn't it?

Says Moolman in his organization's first newsletter: “The recent bye-elections (sic) have shown a massive swing to the right, which increases the possibility of sanctions as well as the threat of confrontation. Due to the unrest, the white backlash is understandable, but time is running out for SA, so..."
Concern over colliery deaths

Inquiry into blast at mine

THE National Union of Mineworkers and the Government mining engineer will today hold an inquiry into the incident at Witbank’s Rietpunt colliery in which two miners died.

The inquiry comes a week after the two miners, Mr Johannes Thoko, of Tafelkop near Groblersdal, and Mr Ivan Putheše of Colesberg were found dead.

A union spokesman told The SOWETAN yesterday that the workers died after a blast at the colliery last Monday. The incident has caused concern among the miners.

The concern deepened after workers discovered that Mr Thoko’s body was found a few days after the search. They contend that management did not report his death to the union, according to the spokesman.

A spokesman for Rand Mines, which owns the mine, confirmed the incident and said that an inquiry would be held today.

Meanwhile NUM’s general secretary, Mr...

SOWETAN
Reporter

Cyril Ramaphosa has been elected president of the new federation of mine workers in Southern Africa. The election took place in Harare this week.

Unions from Zambia, Mozambique and Zimbabwe took part in the formation of the federation.

The federation also resolved to improve working, living safety, health and education conditions for miners in member countries.

The formation of the federation comes in the wake of South African threats to expel as many as 1,5 million migrant workers, most of them employed in the country’s gold mines.
Deracialising the economy

Yet another committee of the President’s Council (PC) has come out strongly in favour of scrapping key aspects of apartheid.

The report of the committee for economic affairs tabled at the council’s plenary session in Cape Town this week says no one should be restricted from participating in the economy on racial grounds.

It proposes the scrapping or amendment of all apartheid measures preventing blacks, coloureds and Asians achieving full "equivalence" with whites in business. If accepted by government and implemented, the report could mean an end to apartheid in business.

All business and industrial areas would be open to entrepreneurs of all races and they would be subject to the same standards and regulations.

The committee had been asked by President PW Botha to investigate a strategy for small business development and deregulation.

Apart from slamming apartheid, the committee also makes sweeping suggestions to cut red tape in the small and informal business sectors (see Business).

The report follows a call in September by the PC’s constitutional committee — later backed by the majority of the full council — to scrap influx control. The suggestion is being studied by government.

The economic affairs committee, under the chairmanship of Francois Jacobz, found that the Group Areas Act (GAA) as it affects the economic activities of Asian, black and coloured entrepreneurs "is in direct conflict with the objective of increasing the participation of economically less developed communities in the economy and of improving their perception of the merits of the free-market system."

Privileged access for white businessmen could not be reconciled with the nature of the market, which recognises only the ability to pay and the ability to supply, the committee said.

It recommends "that discriminating legislation applicable to businessmen of the Asian, black and coloured population groups be repealed or amended insofar as may be necessary to achieve a situation where all businessmen in South Africa operate their businesses in terms of procedures and subject to standards which are in all respects equivalent, providing that existing alternative standards which are less costly and more simple should be retained without distinction on the basis of race to take into account the needs of developing communities in South Africa."

The committee suggested the establishment of a technical committee with private-sector representation under the Department of Constitutional Development and Planning to urgently investigate apartheid laws affecting business.

It lists seven apartheid measures which it said should be immediately investigated. These are:

- The Black Administration Act,
- The Black (Urban) Areas Consolidation Act,
- The Group Areas Act,
- The Community Development Act,
- Influx control,
- Real rights for blacks to own land, and
- Land use and (black) township establishment.

The committee effectively urges government to open all business and industrial areas and not just CBDs to trading by all races. It also rejects the "local option" concept being applied at present to applications for open CBDs. "This local option, as it exists in practice, although not on the statute book, could work against the participation of Asian, black and coloured businesses in those towns and cities, where attitudes are not sympathetic to the accommodation in business of these communities," the report says.

It points out that in an economically integrated society, the economy is indivisible and group restrictions on access to business could hardly be regarded as being in the best interests of society as a whole and of the developing communities in particular.

It suggests that participants in the informal business sector (mainly in black communities), which provides employment for an estimated 2m people, be "nurtured" rather than "persecuted."

In particular, the committee recommended "that "pirate taxis" be encouraged as a valuable means of transport and that regulations be eased to make licences and permits more readily available to operators.

Black, coloured and Asian residential areas should also be more carefully planned to make provision for properly structured trading areas in the same way that white areas are structured according to strictly enforced town planning schemes.

Miners... rights reinforced

The right to strike

The Industrial Court has handed down the long-awaited reasons for its decision to order the reinstatement of several hundred miners dismissed from the Gencor-managed Marivele mine during the legal wage strike in September.

The judgment does not lay down any specific guidelines which employers should follow in the case of a lawful strike. But it strongly criticises a number of actions taken by Marivele management and gives some idea of the general view the court is likely to take in similar circumstances.

On the merits of the case, the judgment rejects Marivele’s argument that a reinstatement order would amount to giving employees a licence to strike. In fact, it contends that a reinstatement order may well convince other employees who may be planning to strike illegally to rather use the conciliation procedures in the Labour Relations Act.

In rejecting Marivele’s contention that the National Union of Mineworkers (NUM) had failed to exhaust conciliation procedures before striking, the court points to conciliation board minutes showing that the union supported mediation and arbitration, while employers — through the Chamber of Mines — rejected the idea.

The court also rejects Marivele’s allegation that the union had deliberately embarked on a process of confrontation "to show its members and the world it could bring the mining industry to its knees. " This is "unconvincing," says the court, given that the union used all available dispute-settling mechanisms. In addition, the union did not call a strike at mines where a wage settlement had been reached. "This can hardly be said to be reconcilable with bringing employ-
ers to their knees,” says the court.

Observing that “there appears to be an obligation on parties to a dispute to adopt a bona fide, objective and flexible attitude,” it describes Mararevle’s approach as “adamant, negative and uninspired.”

The court also accuses the mine of adopting a paternalistic attitude towards its employees by unilaterally implementing wage increases and notifying workers that they faced dismissal should they strike.

On the NUM’s decision to strike, the court says the union “must have realised that no other options were available to it (and) subsequently resorted to strike action.”

The judgment concludes by noting that:
- Mararevle paid little or no heed to the fairness of its actions,
- The company did not consider the wage increases it implemented unilaterally, despite the fact that other members of the chamber did and although it had the financial means to do so,
- Of the other Glover mines reinstated dismissed workers but Mararevle did not,
- Despite awareness of an agreement to the contrary between the union and other Glover mines, Mararevle continued evicting employees from its premises soon after the strike,
- The company breached the recognition agreement between the chamber and the NUM to which it is a party,
- The mine displayed an implacable attitude by its statement in court that no prospect for conciliation existed,
- Although the NUM branch chairman on the mine was on leave during the strike, he was dismissed, “a further show of unilateral high-handedness on the part of the company,” and
- The union conducted a ballot and issued rules prior to the strike. The strike was conducted in an orderly manner.

The judgment dismisses contentions made by Mararevle that the NUM had no locus standi to act on behalf of its members in the case. It also rules against Mararevle’s claim that the Industrial Court did not have jurisdiction over the case because the Supreme Court had previously decided the dismissals were lawful. The function of the Industrial Court, it says, is to consider matters on the basis of fairness and equity, and it is the only South African court able to do this. Mararevle has announced its plans to challenge this ruling in the Supreme Court.

MINISTERIAL SACKING

Boetie bites back

Ebrahim “Boetie” Abramjee, the sacked former Budget Minister in the Indian House of Delegates (HOD), is threatening to pull the whole house down, and with it the credibility and workings of the treasurary system itself, if he is not given satisfaction over his ministerial demuse.

He believes that if his National People’s Party (NPP), led by HoD leader and minister without portfolio Amichand Rajbansi, feels that he was right over his debacle with the State President, then it should, at the least, “prolong the HoD until a satisfactory response is received.”

Another tactic, he believes, is for the HoD to block all legislation or refuse to pass the Budget, thus bringing the system to a halt — if only temporarily, since the President is entitled to rule without the other Houses.

“This would be political suicide for the country’s image abroad if the State President is seen to have these arbitrary powers in a so-called democracy,” he explained.

If this does not happen, one option open to him, he tells the FM, is to switch his membership — and that of a handful of other NPP MPs who support him — to the opposition Solidarity Party led by Jayaram Reddy. This would immediately make Solidarity the majority party in the HoD and neatly shaft Rajbansi and the NPP out of office. According to Abramjee, Solidarity has already offered him the chairmanship (see) of the Indian Ministers’ Council (Rajbansi’s post) or “any post” he wants, if he joins them.

That would really place State President P W Botha in a quandary. Would the President then simply side-step the Indian House, as he is entitled to do? And if so, what would remain of the already battered credibility of the treasurary constitution?

Abramjee, who says there has been an “elaborate and orchestrated plot” against him, further tells the FM he plans to make certain “political dynamite” revelations about government workings whose “constitutional repercussions could leave the whole treasurary system in chaos.”

All this comes in the wake of Botha’s dismissal of Abramjee, apparently for breaching Cabinet confidentiality by prejudices against the go-ahead on the R3.5 billion Mossel Bay gas extraction scheme which was known to be on the cards for at least a year — and which is set to be a boon to the depressed eastern Cape.

The swiftness of Botha’s boot (he telephoned Abramjee at his Port Elizabeth hotel at 8.15 last Thursday to demand his resignation after Abramjee’s remarks had appeared in the EP Herald) surprised most people and reinforced the notion that the President was running for the munster. The punishment seemed out of all proportion to the crime, which Abramjee rejected having committed. He was fined on the basis of “conjecture and conclusions” made by journalists.

Rajbansi called it “a technical transgression rather than an act of dishonesty.” It is the first time an SA minister of whatever description has been accused of accepting a bribe. Journalists have pointed out that Cabinet ministers have in the past committed breaches of form at least as serious, without being fired.

Indeed, Abramjee, the controversial MP for Laudium who was elected on the strength of an uncommonly high percentage of so-called special votes in August 1984, tells the FM that Botha’s action shows a “double standard” at least — and perhaps even a racial one.

He asks why Information Minister Louis Nel, for example, was not sacked after his secret visit to Renamo bases in Mozambique.

Abramjee, who is determined to remain an MP, was due to meet with Rajbansi as the FM went to Pretoria in order to decide his future with the National People’s Party (NPP) which holds, only just, the majority in the HoD.

HOUSeS

Mixing it, slowly

A residential property development at the Strand (Cape), which will arise on white land re-proclaimed for coloured occupation, appears to be a significant softening of government’s attitude towards providing areas for coloured housing and could be an indirect step towards non-racial suburbs.

Although speculation that the development, to be called Southfork, would get the official go-ahead to be an “open” area has been disproved, it is understood that this is more because of the critical shortage of land in the area for coloured housing than due to political disapproval.

Southfork is the first land provided for coloured housing in the Strand area for at least 15 years.

The developer, Doug Harrowsmith of Cape Town, believes government’s willingness to re-proclaim white land for sale to other groups opens the way for similar moves in other, as yet undeveloped, white areas.

This would not only ease the shortage of largely coloured and Indian (and over black) housing, but also offer more wealthy people in those communities higher quality housing and a better environment than they have to put up with in many of the towns where they are now forced to live.

Perhaps significantly, the development is located within Constitutional Development and Planning Minister Chris Heunis’s Helenberg constituency. Heunis, probably the most reform-minded man in the Cabinet, has the odous task of administering the Group Areas Act (GAA), but he understood to be taking keen interest in its modification.

Coloured Local Government, Housing and Agriculture Minister, David Curry, is believed to be watching the development with equal interest.

Southfork provides for about 300 plots.

The development is aimed at buyers with R45 000 or more to spend. It is situated on the Gordons Bay side of the Strand and is intended to be a good position close to the beach, shops and transport.

The land is zoned a white group area.

Harrowsmith applied to sell to coloureds and
Namibian ban on foreign trade unions

WINDHOEK - Officials of the South African Union of Mineworkers (NUM) have said they are taking legal advice about the new Namibian legislation which effectively prevents foreign trade unions from operating in the territory.

The new law which was passed without objection or comment by the national assembly in Windhoek last week also bars non-residents of Namibia from becoming involved in trade union organizing in the territory.

Mr. Howard Gabriel, national safety officer of the NUM told the Namibian Observer in Windhoek that the NUM was in the process of negotiating to register inside Namibia.

DIAMONDS

Mr. Gabriel said union officials had held talks with management of Consolidated Diamond Mines (CDM), which operates the massive Kimberley diamond workings at Oran Park.

However, the NUM had been instructed this week by Windhoek's department of civil affairs and manpower to postpone its plans for the opening of a branch office.

The NUM has 236,000 members and 166,000 paid-up members, said Mr. Gabriel, noting that it would be an advantage for Namibian miners to be members of such an organization.

Mr. Gabriel said that legislation is a complete turnaround from the earlier standpoint of the authorities. It appears to NUM that the present interim government is going the route of all other occupations.
Cusa reject multi-racial federation

Dispatch Correspondent

DURBAN — The Council of Unions of South Africa (Cusa) is heading for a showdown with the proposed new superfederation of unions to be launched here this weekend.

The Natal coordinator of Cusa, Mr. Norman Middleton, said yesterday it would be contrary to "working class unity" to create new organisations where democratic worker-control unions had already been established.

Cusa and the Azanian Congress of Trade Unions (Azactu), have broken away from the superfederation because they want to retain their "all-black identity."

Mr. Middleton said in a statement on behalf of Cusa and Azactu:

"We believe in the principle of worker control based on anti-racism, non-racialism to build a non-exploitative democratic society based on the leadership of the black working class.

"Our belief of a new federation is a federation which would unite the majority of organised black workers in our country, expressing the true aspirations of black workers and not accommodating the aspirations of a minority leadership."

He added that they believed that any federation of the working class should identify with and participate in the national liberation struggle.
Mine strike ruling heralds new era

The strike had almost come of age as a legitimate worker response in reducing grievances, industrial relations consultant Mr Andrew Levy told delegates at a seminar yesterday.

"Mr Levy said he detected a "beginning of the type of thinking we seek to avoid" in the approach of the Minestrike to the case involving a strike by National Union of Mineworkers (NUM) members at Mounty Vale Consolidated Mines.

Employers had to accept that workers who went on strike after strictly adhering to legal channels were not being aggressors or committing a crime but were acting in a legitimate way," he said.

The cause of the strike was a refusal to pay reasonable wages. This demand was "legitimate and reasonable in that the existing wages in the industry, even after the increases negotiated by the company, are unacceptably low", the court decided.

Reference to the "peculiar purpose of the union in approaching the court, to bring the mining industry to its knees" were "far-fetched". The union would not have settled with the other mining houses, it found.

However, the court's decision did not entail a general prohibition on mining workers. The ruling applied to a specific case only and could not be interpreted as a sweeping precedent applicable to all strikes. Each case would be viewed individually to establish equity, Mr Levy said.

"In ruling the dismissals had been "found", the court said: "A negative, unintended and patently wrong approach in a strike, legitimate in the spirit of the Labour Relations Act and aggravates the labour relationship. There appears to be an obligation on parties to a dispute to adopt a bona fide, objective and equitable attitude in settlement negotiations," the court said.

It decided the union had acted in an "institutionalised way opposed to taking all considered and violent action".

The Rand Supreme Court ruling that the dismissal of the striking workers by the company was "lawful" under common law principles was rendered inadmissible by the Industrial Court's decision, Mr Johan Pienaar, an industrial relations consultant said.

The employer could be compelled by a criminal sanction to reinstate the workers and to compensate them for accommodation if it refused to allow them to live in the hostels.

This was because of differences between private and public law. In common law the right to strike does not exist. The Industrial Court, however, had to establish an equitable jurisdiction and in doing so would have to determine whether the employer acted fairly.

"The company had rejected the willingness revealed by the union to resort to arbitration or mediation to resolve the dispute, thereby rendering a pliable attitude. The result of this the union had no option available other than to strike," the court held.

The court has jurisdiction after there has been an attempt at negotiating between the parties. It is not a case of whether you have the right but whether you should," Mr Levy said.

The important lesson of the Minestrike case was that negotiation during a strike was more important than the result from a legal point of view, Mr Levy and Mr Pienaar concluded.

"Even if striking workers were dismissed, in the light of the Minestrike decision, employers could not regard them with disapproving indifference," the court said.

"While the factor of height in a strike was important, the amount of action was indeed enough to be fair," Mr Levy said.

Even accepting the Minestrike strike made difficult to future unions would ensure strike action was legal.

The union's strategy was to place long before the process got under way.

Rather than having outings, disputing parties should adopt a conciliatory approach. "The court is regarding the legislation in its broadest sense and will probably favour the party who has attempted to adopt these means," Mr Levy concluded.

The NUM in the first edition of its newspaper NUM News said mine management had to realise that workers did not solve their industrial relations problems. The unions were able to dispute with Continued: Gold Field and Anglo-American and were still involved in it.

We want serious negotiations on the removal of mining-related safety wages and improved health and safety."
Showdown looms in worker unity

OWN CORRESPONDENT

DURBAN — The Congress of South African Trade Unions (Casa) is heading for a showdown with the proposed new super union to be launched here this weekend.

Mr. Norman Middleton, co-ordinator of Casa, said yesterday that it would be contrary to the "working-class unit" to create new organizations where democratic worker-control unions had already been established.

Casa and the Azamu Congress of Trade Unions (Azactu) have broken away from the super-federation because they want to retain the "all-union" identity.

Mr. Middleton said in a statement on behalf of Casa and Azactu that the two groups believed in the principle of worker unity.

Our ideal of a new federation is a federation which would unite the members of organized black workers in our country expressing the true aspirations of black workers and not accommodating the aspirations of a minority faction.

Azactu and Casa remain committed to discussing the basis of a working-class unit with their trade union."Ours is an organization he said, adding that they believed in the federation of the working class unit's identity and participation in the national liberation struggle.

Azactu and Casa have called on all organizations of students, parents, civic and cultural workers to join them in establishing trade unions and regional solidarity committees.

They also called for the ending of the state of emergency in the country, the withdrawal of the alienation of unemployed workers, the protection of the formation of solidarity alliances in the community.
Trade union councils to promote solidarity

By Chris More

The Council of Unions of South Africa (Cusa) and the Azanian Council of Trade Unions (Azactu) yesterday announced a seven-point programme aimed at consolidating ties between worker and community organisations.

The councils have considered, among other strategies, calling a national strike if the state of emergency is not lifted by December 31.

At a Press conference in Johannesburg, the two councils also outlined their attitude towards the super-federation, the Congress of South African Trade Unions (Cosatu).

In a statement, the two unions acknowledged the formation of Cosatu and included the super-federation among worker organisations invited to participate in their programme of action.

LIBERATION STRUGGLE

The programme’s aim is to promote the ideal of worker leadership towards a goal of total liberation, the statement said.

“We believe any federation of the working class has to identify with and participate in the national liberation struggle.”

The seven points are:

- Establishing trade union regional solidarity committees
- Calling for a national strike if the state of emergency is not lifted by December 31
- A worker manifesto
- An unemployed workers’ project
- Creating solidarity alliances in the community
- Controlling service organisations through participation on management committees
- Establishing National May Day committees
Unions threat to call national strike

TWO major trade union federations have threatened to call for a national strike unless the state of emergency was lifted by the end of December and all apartheid laws are abolished in South Africa.

The unions — Council of Unions of South Africa (Cusa) and the Azanian Confederation of Trade Unions (Azactu) — have called on students, parents, community, civic, political and workers’ organisations, including the newly formed Congress of South African Trade Unions, to join.

This was announced jointly by Cusa’s general secretary, Mr Parshaw Camay, and Azactu’s general secretary, Mr Pandelani Nefolovhodwe, at a Press conference in Johannesburg this week.

Army

Addressing the conference, Mr Camay said black townships were virtually under siege because they have been invaded by the army.

Many people have died while others were harassed by these forces in the townships.

“We feel that this situation cannot be allowed to go on forever and the collective action by the unions will be to register our protest to the climate that has been created by the Government,” Mr Camay said.

The federations, representing over 250,000 workers throughout the country, also called for:

- Establishment of trade union regional solidarity committee,
- Development of a worker manifesto,
- Beginning an unemployed workers project,
- Forming solidarity alliance in the community,
- Controlling service organisations through participation on the management committees, and

SOWETAN Reporter

- Establishing a national May Day committee

Mr Nefolovhodwe refuted reports that both Cusa and Azactu have split from the newly formed Cosatu, adding: “We are still prepared to talk to them on the principles that made us different at an early stage.”

“We are not joining the federation. We are prepared to fight against the oppression of the majority and we need to galvanise ourselves on a broader political philosophy of self-reliance and self-determination,” Mr Nefolovhodwe said.

“Our belief is that a federation should unite the majority of organised blacks in our country, expressing the true aspirations of black workers and not accommodating the aspirations of a minority,” he added.

Azactu and Cusa were fully committed to the unity of the working class in this country, both secretaries said.

NEFOLOVHODWE

refuted reports of a split

CAMAY — Strike.
NUM leads federation

THE National Union of Mineworkers (NUM) was this week elected first president of the newly-formed Southern African Miners' Federation, after a four-day conference in Harare.

The federation, to be based in Harare, was the result of a host of resolutions taken at the conference attended by about 54 miners from Botswana, Lesotho, South Africa, Zimbabwe and Zambia.

NUM's secretary general, Cyril Ramaphosa led the '25-member delegation' — the largest — and included NUM's president, James Mlolatse.
Marievale dispute seesaw back to court

On October 31, an IC granted an order reinstating NUM members dismissed at Marievale during a legal strike. The IC order became operative on November 1 and workers were to report at the mines by today.

According to papers before the court, 232 former Marievale employees have returned to work, and the number is expected to increase substantially.

Marievale claims that the extra monthly wage bill for the reinstatement of the 389 former employees who are members of NUM would amount to R167 763.

If as many as 500 employees are reinstated, the additional wages would amount to R210 000 per month. Thereafter, the cost will be R42 600 per 100 employees.

“This in effect means that by complying with the court order, the applicant is forgoing a very substantial percentage of its profits”.

Marievale claims that because it had recruited other workers before the outcome of the IC case, it can only take back 350 former employees.

As soon as more employees have to be reinstated, it will be necessary for the applicant to reopen a hostel which has been in disuse for many years.

The cost of placing the hostel in an acceptable hygienic and habitable condition will amount to about R230 000, resulting in further loss in profits, Gencor claims.

The alternative would be to house the workers in the hostels that are in use, but this would lead to overcrowding, resulting in friction among the occupants, and faction fights may ensue, and injuries to persons and property may result.

Marievale also claims if more workers are taken on, then the production bonus would have to be shared among a larger team, thus causing a rift between the workers. This is also likely to lead to faction fights.

The applicants contend they were lawfully entitled to dismiss the workers and terminate their contracts. At all times during the wage dispute, Marievale says it made it clear to NUM that it would not pay higher wages and therefore contends that reinstatement would serve no purpose whatsoever.

It also submits that once the Supreme Court had decided that workers had been lawfully dismissed, it was not open to the IC to override that decision by reinstating such employees, even on an interim basis.

In an earlier hearing in the Rand Supreme Court more than a month ago it was ruled that Marievale had legally dismissed the workers.

The NUM then appealed to the IC, which ruled in the union's favour.
the Azanian Confederation of Trade Unions (Azactu) have outlined a seven-point programme which they have invited student parent, community, civic and political organisations and other trade unions — including the "superfederation" — to participate in. This consists of:

- Establishing trade union regional solidarity committees,
- Calling for a national strike if the State of Emergency is not lifted by December 31,
- Drawing up a workers' manifesto,
- Starting up an unemployed workers' project,
- Forming solidarity alliances in the black community,
- Controlling "service organisations" — such as the Technical Advice Group and similar organisations — through participation in their management committees, and
- Establishing national May Day committees.

Both Cusa and Azactu were involved in the talks aimed at forming the "superfederation." But they parted company with the other unions involved over the issue of black leadership of unions. Recently they announced plans to establish closer working links.

The Cusa-Azactu programme is clearly a challenge to the "superfederation" and amounts to an attempt to gain high political profile at a time of crisis. They have issued a thinly-veiled attack on the white "minority" leadership in the "superfederation."

A Cusa spokesman says it is unlikely that the two groups will form an alternative federation.
DUBBO. The general secretary of the National Union of Mineworkers, Mr Cyril Ramaphosa, told a gathering of more than 1000 worker representatives here last night any harassment or intimidation of workers by police would in future be met with retaliation.

"This is just the beginning," he said, announcing that some 25 delegates were held by police in the city offices of the National Federation of Workers. They were later allowed to leave for the meeting at the University of Natal.

Mr Ramaphosa said that if the delegates had been detained, others would have marched to demand their release.

The new federation was a victory for the working-class masses and would be in the forefront of the liberation struggle.

Escalating violence showed the government could not maintain control and therefore, the State President, Mr P W Botha, should resign, Mr Ramaphosa said. — Sapa
Mine told to reinstate dismissed workers

JOHANNESBURG — In one of its most significant rulings the Industrial Court today ordered Gencor’s Marivale Gold Mine to reinstate black miners dismissed during a legal strike at the mine last month.

Court president Dr Daan Ehlers said, in an order, that the mine must reinstate the miners and the number qualifying for reinstatement had to be agreed by the employers and the National Union of Mineworkers.

The union originally applied to the court for the reinstatement of about 1,000 miners. The mine claimed not all the workers were union members, not all had been fired and not all were originally employed by the mine but the company agreed to negotiate over numbers.

**OPERATIVE**

The mine indicated during the case that, if it lost, it would prefer to pay the miners involved rather than re-employ them. The mine had already filled vacant jobs with new recruits.

The industrial court order becomes operative on November 1 but workers have 21 days in which to report for duty.

Lawyers for the union said today the order would mean that at least 500 miners would be granted relief.

One lawyer said, “The court has not yet issued its reasons for the ruling and the full implications of the case will only become clear later. The implications are potentially far-reaching as far as the protection of workers on a legal strike is concerned.”
DURBAN — The Congress of South African Trade Unions (Cosatu) was formed after nearly five years of tough and sometimes acrimonious negotiations.

Although it was initially meant to include all of South Africa’s emergent trade unions, two major federations for black workers, the Azanian Confederation of Trade Unions (Azactu) and the Council of Unions of South Africa (Cusa), have remained outside.

The two split from the rest of the unions over the question of non-racialism. Cusa and Azactu follow the Black Consciousness policy of not allowing whites in leadership positions in the unions.

Cosatu, which boasts a membership of about 500,000, is based on principles including non-racialism and worker control.

The new federation has received support from various quarters. These include international union federations, church groups, the United Democratic Front and the Non-European Unity Movement.
Cusa spurns Pretoria talks offer

THE Council of Unions of South Africa (Cusa), one of the country's major union federations, has rejected an invitation to secret talks at the Union Buildings in Pretoria from Manpower Minister P. J. du Plessis.

A letter from Du Plessis invited Cusa's president and a 10-man delegation for discussions on manpower matters and lunch at the State Guest House last week.

Du Plessis said he also intended to invite Foreign Minister Pik Botha to attend the discussions "in view of the international importance of the South African labour matters".

"In the nature of things, no publicity will be given to the meeting from my side and the deliberations will be of a strictly confidential nature. Consequently no representative from the media will be present," he said.

Rejecting the invitation, Cusa general-secretary Pirowsh Camay said it was Cusa's policy not to hold talks with government while apartheid laws remained.

"We rejected the invitation because our policy as an organisation is not to have talks with the government which oppresses and dehumanises millions of people through its apartheid laws," he said.

"Apart from that, our organiser, Mahlomola Skhosana, has been in police detention since July.

"We therefore do not see ourselves talking and dining with government officials while scores of people are in prison and in exile while the whole apartheid structure still exists.

A spokesman for the Manpower Ministry confirmed that Cusa had rejected the invitation, but declined to comment further.
Enquiry today into death of ‘lost’ miners

By SEFAKO NYAKA

An enquiry into the death of two miners, both members of the National Union of Mineworkers (NUM), at the Rand Mines-owned Rietstpruit Opencast Mines near Witbank last week, will be held today.

Ivan Putshane of Colesberg in the Cape and Johannes Thoka of Tafelkop, near Groblersdal in the Eastern Transvaal, died during a blasting operation at the mines on Monday last week, but neither was missed for at least 24 hours.

Putshane had allegedly been sent to count the number of holes charged up, and the blast was set off before he returned.

Thoka was allegedly told to guard the area around the blasting point, in order to turn back vehicles and pedestrians from the area.

According to NUM, Thoka was reported missing a day after his wife enquired about his whereabouts when he failed to turn up at home.

A search at the clocking office at the mines revealed that he had clocked in on Monday but never clocked out.

The blast area was immediately searched and a body was discovered on Thursday.

When his wife was called in to identify the body she denied it was her husband’s.

It was later established the body was that of Putshane, who up to then had not been reported missing.

Search-dogs were brought in and Thoka’s body was found on Friday.

A Rand Mines representative confirmed the two deaths,

“The matter is still sub judice and I do not want to prejudice the findings of the enquiry.’

He said his company would conduct an independent enquiry, apart from the enquiry opened by the Inspector of Mines.”
INDUST. REL. WORKERS' ORG.
COUNCIL OF UNIONS

1986

JAN. - DEC.
'Gencor exploits anti-union labour laws, pays low wages'

NUM slams dismissals

By Mike Siluma

Black trade unions yesterday condemned the dismissal this week of 20,000 miners by the Gencor-controlled Impala Platinum Mine in Bophuthatswana, saying the company was exploiting the homeland's anti-union labour legislation.

The workers were dismissed after striking on January 1.

The National Union of Mine-workers (NUM) said what was at stake in the Impala dispute was not only wages and working conditions, but a denial to the workers to join a union of their choice.

It said Bophuthatswana's Industrial Conciliation Act prohibited the union from operating in the territory and excluded legal strikes — exposing workers to "atrocious" working conditions with little recourse to organised action.

Gencor has used this legislation effectively as a shield to limit the unionisation of the platinum miners and has exploited a legal situation which allows the payment of low wages.

"The decision to dismiss the workers is characteristic of Gencor's despicable manner of dealing with the workers' legitimate grievances," NUM's Press officer, Mr Marcel Golding, said.

He said the fact that the platinum mines were situated in Bophuthatswana where "South African" unions are prohibited has presented Gencor with a pretext to commit this atrocity with impunity.

The Impala workers' grievances were:

- Low wages
- Bad working conditions
- The refusal by management to allow the NUM to have recruiting facilities.
Now NUM gains 'significant victory'

By JOSHUA RABOROKO

THE National Union of Mineworkers regarded as “a major victory” the Supreme Court’s ruling which upheld a significant Industrial Court judgment ordering Gencor to temporarily reinstate more than 300 workers fired from Marievale mine after a strike last year.

Mr Justice Richard Goldstone this week ruled it was correct that legal dismissals should be tested in terms of both legality and fairness. He said the Industrial Court had been correct in ruling it could be an unfair practice to dismiss legally striking workers.

In a statement the NUM’s Press officer said the ruling was “a major victory for the labour movement. The ruling clearly indicated that the IC has the right to decide the issue of labour fairness.

“It is a clear indictment of Gencor’s verkrampete labour practices and attempts at union-bashing tactics. It is hoped that Gencor’s persistence in seeking sanctuary in the Supreme Court on the issue of lawfulness without considering the issue of fairness will now end,” NUM’s statement said.

Gencor had argued in the Supreme Court that NUM should not have represented dismissed workers in the Industrial Court. However, Mr Justice Goldstone supported the Industrial Court’s view that the union could represent its members in collective legal action.

More than 1 050 Marievale workers were dismissed in September after a wage strike.
The NUM called for support for its workers who were dismissed shortly after going on strike over wages and improved working conditions. The union's Press Secretary, Mr. Marcel Gogga, said the workers were dismissed due to pressure from international trade unions to put pressure on Gencor to improve working conditions, especially wages. The NUM had already attracted international attention for its stand against the company's policies. The South African Trade Union Congress (COSATU) had also appealed to its members to support the NUM's members in this situation.
Getting down to business

By TRINIDAD HART
THE United Workers Union has taken action to address issues like the recent strikes and the need for industrial peace. The union is calling for a no-strike agreement and is urging employers and workers to return to the bargaining table to resolve outstanding issues.

For the locals, the Union is calling for a no-strike agreement and is urging employers and workers to return to the bargaining table to resolve outstanding issues.

In the meantime, the union is calling for a no-strike agreement and is urging employers and workers to return to the bargaining table to resolve outstanding issues.

EL gets school units

By NELSON PHILLIPS
The School Board has announced that it will begin construction of new school units in several areas of the city. The board plans to build 30 new units to accommodate the growing population. The construction will begin in early February.

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Unions support Tutu's attack

BISHOP TUTU
Bishop Tutu has received widespread support from unions in the wake of his recent comments. The South African National Congress (ANC) has issued a statement in support of Tutu's stance on human rights and democracy.

The ANC statement reads: "We stand with Bishop Tutu in his call for a united front against apartheid. We believe in the principles of non-violence and democracy, and we support Tutu's efforts to promote these values."
Fired miners: NUM considers action

THE National Union of Mineworkers will consider all possibilities, including taking legal action, in an attempt to get hundreds of black mine workers dismissed by Randfontein Estate Gold Mine in Westonaria reinstated.

NUM's public relations officer, Mr Marcel Golding, condemned the dismissal of hundreds of mine workers and "the brutal assaults that accompanied these dismissals."

The dismissals follow a violent clash between police and about 500 miners near the mine last Tuesday.

Nine people, including two white policemen, were killed.

The police had gone to the scene where miners had a union meeting, which they claimed was illegal.

A spokesman of the Johannesburg Consolidated Investment (JCI), which owns the mine, has denied that its security personnel were involved in assaults, adding that the police were not involved in the dismissals.

The spokesman confirmed that a significant number of workers have been dismissed by management where there was clear evidence that they were involved either in the incident which resulted in the death of the two policemen or were those who intended to create further unrest close to or at the mine.
THE formation of another super trade union federation is in the pipeline.

The new federation, whose name still has to be decided on, will become a reality when two black consciousness-orientated trade union federations — the Council of Unions of South Africa (Cusa) and the Azanian Confederation of Trade Unions (Azactu) — merge soon.

The two federations met in Johannesburg at the weekend to examine common ground for a future working relationship. A sub-committee has been established to examine the future of the black working class in the country.

The meeting found common ground on the following issues:

- Black leadership,
- Acceptance of white involvement at grassroots level,
- Non-affiliation to political organisations;
- Agreement on financial accountability to members within unions,
- Independent action of unions within a federation,
- Methods of international financial assistance and
- Continued com-
Union denies letter to bus boycotters

The Secretary of the Transport and Allied Workers Union (Trau), Mr Maduku Rankholo, has denied the union wrote a letter to organisers of the Kagiso bus boycott arguing them to call off the boycott as it could lead to the closure of the company.

Said Mr Rankholo, "The letter does not come from the union if it was sent by some of our members, it was not authorised by the union. Our union knows nothing about it."

A letter purportedly written by employees of Greyhound Bus Lines was received by organisers of the bus boycott. In it the organisers were urged to call off the boycott as it could lead to the closure of the bus company in the area if it was prolonged.

The letter also called on the organisers to hold talks with the Greyhound management.
Strikers protest at arrests

More than 200 members of the Food, Beverages and Allied Workers Union (FBAWU) staged a protest strike at SA Breweries in Chamdor, Krugersdorp, yesterday following the arrest of at least eight unionists at the weekend.

The unionists were arrested on Sunday in Kagi so after the funeral of an unrest victim. The union said 11 people were arrested.

Police said yesterday that eight unionists were being held under Section 58 of the Criminal Procedures Act. In terms of that law they may be detained for 14 days.

A spokesman for SAB said management and shop stewards held talks yesterday.

"More than 200 workers went on strike requesting that the company try to get those that had been arrested, released," he said.

"As a matter of course the company approaches the police and inquires if any of its employees have been arrested.

"Our personnel department also immediately approaches the relatives of those arrested to ensure that they do not have any problems in this case, both procedures were followed."

Talks with the union are continuing.
CUSA gains yet another affiliate

MEMBERSHIP of the Council of Unions of South Africa increased at the weekend with the affiliation to the federation of the newly-formed National Union of Public Workers.

The new union with a national membership of 7,000 was launched in Johannesburg at the weekend and it immediately resolved to affiliate to CUSA. CUSA, with a membership of over 150,000, will now have 12 trade unions affiliated to it, a union spokesman said yesterday.

Mr S Radebe, who works in the CUSA organising unit, was elected general secretary, while Mr Steve Mohamme, formerly associated with the SA Black Municipal and Allied Workers Union, was elected national organiser.

The unions affiliated to CUSA are: the Building Construction and Allied Workers Union, the Food Beverage Workers Union, the SA Chemical Workers Union, the South African Laundry Dry Cleaning and Dyeing Workers Union, the Steel Engineering and Allied Workers Union, the Textile Workers Union (Transvaal), the Transport and Allied Workers Union, the United African Motor Workers Union, the Cleaners and Brushers, the National Union of Wine and Spirits, the Vukani Black Guards and Allied Workers Union and the NUPSW.
Black public servants' union born

A new national union to organise black public service workers has been formed and already claims about 7000 members.

The National Union of Public Service Workers was launched in Johannesburg last week and is affiliated to the Council of Unions of SA (Cusa).

"The union was established after a request by workers last year that Cusa assist them," Mr. Piroskaw Carnay, general secretary of Cusa.

Members of the union are employed by municipalities, city councils, community councils and the West Rand Administration Board. Talks are taking place with certain municipalities regarding recognition and other conditions of service.

R Dali has been elected president of the new union. He has a long association with the public service.

Mrs. Radebe was elected general secretary. She has worked in the an organising unit as well as the federation's legal unit.

Mohammed was elected general organiser.
War of words starts between Seifsa, unions

The battle of words has already started between trade unions in the metal industries and employers before the parties meet to discuss vital issues affecting the 300 000 workers in the industry.

**WORKERS' DIARY — By JOSHUA RAROROKO**

**NUM**

- A seminar on effective negotiation is to be held in Johannesburg starting on February 25. Speakers include National Union of Mineworkers (NUM)'s general secretary Mr Cyril Ramaphosa, University of South Africa's Professor Nic Wiehahn, City Press editor, Mr Percy Qoboza, African Bank's Mr Moses Maubane and experts on labour.

- The Minister of Manpower, Mr P T C du Plessis, is to talk at a ceremony where awards will be made to top 15 qualifying artisans of 1985. The occasion will be held at the Wanderers Club next Wednesday.

- About 90 employees who downed tools after the alleged assault on a worker by a supervisor at a factory in Jacobs have resumed work. The president of South African Allied Workers' Union, Mr Ashley Shisa, said the workers went back after management had met the workers' committee and promised a subsequent meeting with the workers soon.

- The Industrial Court judgment finding Natal Die Casting Company guilty of an unfair labour practice has been sent for review to the Supreme Court. A company spokesman said an application has been made and the company will not re sist the sacked 112 workers pending the Supreme Court's decision.

**Inquest**

- The inquest into the death of leading trade unionist, Mr. Andries Radebe, resumes in the Johannesburg Magistrate's Court next Monday.

- The strained relationship between retailers OK Bazaar and the Commercial Catering and Allied Workers' Union will be normalised soon.

The company applied for an urgent Supreme Court order restraining the union from organising a nationwide strike. In reply to the court action, the union denied that it intended to call a national strike.

- Members of the Black Health and Allied Workers' Union, who went on strike at E J Acock Pharmaceuticals company in Krugersdorp have returned to work after management agreed to reinstate their colleague.

- The African Miners and Allied Workers' Union is to join either the Cusa or Azactu, the union's general secretary, Mr Vuyani Madolo, announced this week.

Mr Madolo said this resolution was taken at a special meeting of the union. For a long time they felt they should affiliate to one of the two federations.

**CUSA**

- The Council of Unions of South Africa (Cusa) joint executive committee met at the weekend and made important decisions on the future of the federation. Cusa's president Mr James Mndaweni said they did not like to release details of the meeting at this stage.

- Cusa and the Azanian Confederation of Trade Unions (Azactu) meet again on Sunday, to discuss various issues including examining common ground for future co-operation.

- The Black Domestic Workers' Association held an important meeting in Soweto on Sunday BDWA's general secretary Mr Terrence Phiri says the meeting will cover matters such as exploitation of members by employers, possible legal action against some employers, and further relationships with other organisations.

**CUSA's president Mr James Mndaweni.**

**MANPOWER Minister, Mr P T C du Plessis to talk at ceremony.**
Cusa, Azactu uniting

An amalgamation between the Council of Unions of SA (Cusa) and the Azanian Confederation of Trade Unions (Azactu) is on the cards. This follows a decision by the organisations to establish a joint sub-committee to investigate the prospect after twice meeting last month.

Cusa, which leans towards the black consciousness ethic, and Azactu, which is more overtly so, announced plans for closer working links last November. This was after their decision not to join the Congress of South African Trade Unions (Cosatu) because of disagreements over the issue of black leadership of unions, a policy they favour.

Significantly, the Cusa-Azactu sub-committee is made up of executive members of both bodies. Says Cusa president James Mndaweni: "We are now taking things further by saying that we are looking at ways and means of amalgamating with Azactu and also at a possible merger between various unions."

According to Mndaweni, Cusa has 12 unions operating in 17 sectors while Azactu's eight unions also spread their activities over 17 sectors. He foresees the possibility of a merger between Cusa and Azactu in the metal, transport and motor sectors. Their other unions, he says, will continue to organise in their respective sectors. These issues are likely to be clarified late in April when the sub-committee is due to deliver a progress report.

The obvious inference from the Cusa-Azactu initiative is that it amounts to a challenge to Cosatu and its non-racial policy.
Firm dismisses 230
'sympathy' strikers

The Norstan group of pharmaceutical companies in Pretoria ye-
s
terday dismissed 230 workers who went on strike in solidarity with
60 workers fired earlier this week.

The 230 workers, who went on strike on Wednesday, represent the

entire wage-earning staff of the company.

The Norstan technical director, Dr Fritz Snyckers, said the 230

failed to respond to a management ultimatum to return to work by

9 am yesterday to attend grievance hearings. By noon, no-one had

arrived and the company decided to dismiss them.

The company said the 60

workers fired on Tuesday from

its packaging division were re-
sponsible for irregularities in

the labelling of medicine bot-
tles.

The SA Chemical Workers

Union (Sacwu) denied workers

were sabotaging production

lines and workers refused to

sign a company undertaking to
do their work properly.

A Sacwu spokesman, Mr Man-
eni Samela, said last night talks

were continuing with the com-
pany about the dismissals.

Dr Snyckers said Norstan re-
mained prepared to discuss the

possible re-employment of all

workers.

"In the meantime we have

taken the necessary steps to en-
sure that our products continue
to be manufactured to our qual-
ty standards and delivered un-
terruptedly to the market," he

said.
Union threat to employers over ‘snubs’

By Mike Sufuma

The Building, Construction and Allied Workers’ Union (BCAWU), has threatened legal action against building and construction industry employers who refuse to negotiate with it. This arises from the rejection last year of the union’s application for membership of the industry’s industrial council (IC).

A BCAWU spokesman claimed yesterday that the union’s application had been rejected because of resistance from a “racist” white union, which was a member of the council.

“Our option now is to approach individual employers at shop-floor level and those who refuse to talk to us will face Industrial Court action for unfair labour practice,” the spokesman said.

He added that many employers were refusing to talk to the union as a result of the IC’s decision, and this had created an industrial-relations vacuum in the industry.

“We see this as an attempt by employers to continue the exploitation of workers,” he added.

He claimed that widespread infringements of IC employment regulations existed in the industry.

Reacting to BCAWU’s allegations, the chairman of the IC for the building industry, Mr John Barrow, said he could not give reasons for the rejection of the union’s application because the matter was “confidential.”
THE Pretoria Supreme Court has set aside the sentence and conviction of a prominent unionist, Leonard "Shakes" Sikhakhane, who was previously found guilty of holding an illegal gathering near Pretoria last year.

Sikhakhane is general secretary of the 30 000-strong Food Beverage Workers' Union (FBWU). He appealed against the conviction, which came after he and 27 other FBWU members were arrested 18 months ago.

They had been charged under the Internal Security Act for allegedly holding the meeting.

Sikhakhane, founder and first secretary of the Sweet, Food and Allied Workers' Union (SFAWU), helped launch the Transport and Allied Workers' Union, the SA Laundry, Dry Cleaning and Dyeing Workers' Union and the Building Construction and Allied Workers' Union (BCAWU).
Plant merger strike continues

By Mike Siluma

The strike by nearly 390 employees of Appletiser in Malvern, Johannesburg, continued for the third day yesterday while management and the Food and Beverage Workers' Union (FBWU) held talks.

The workers are dissatisfied at the closure of the company's Malvern plant — the result of a merger of the marketing and production sections of Appletiser and Ceres Fruit Growers.

The dispute was sparked by disagreement between management and the union over the terms for the termination of the workers' service.

The company has offered a retrenchment deal which is being discussed with the union.

A company spokesman said the workers had, in the interim, engaged in actions which included refusing to work and occupying the plant's offices. The plant is due to close down on May 12.

RUMOURS

About 180 members of the Sweet, Food and Allied Workers Union (SFAWU) yesterday downed tools at Royal Burchut, near Kempton Park.

A SFAWU spokesman said rumours that management wanted to sack the shop steward, Mr Mike Madlala, had been denied by management.

The matter was referred to arbitration three weeks ago but talks broke down on Tuesday and the company went ahead and dismissed Mr Madlala the same day.

The company said Mr Madlala had been dismissed under the company's disciplinary procedures after he had broken the rules several times.
Prominent unionist's sentence is set aside

OWN CORRESPONDENT

Johannesburg.—The Pretoria Supreme Court has set aside the sentence and conviction of a prominent unionist, Mr. Leonard ("Skakes") Sikhakhane, who was previously found guilty of holding an illegal gathering near Potchefstroom last year.

Mr. Sikhakhane is general secretary of the 30,000-strong Food Beverage Workers' Union (FBWU). He appealed against a conviction which followed his arrest along with 27 other FBWU members 18 months ago.

They had been charged under the Internal Security Act for holding the alleged meeting.

The Council of Unions of South Africa (CUSA) describes Mr. Sikhakhane as a veteran unionist who started fighting for worker rights in 1960.

He was founder and first secretary of the Sweet Food and Allied Workers' Union (SFAWU). He was also instrumental in launching the Transport and Allied Workers' Union, the SA Laundry, Dry Cleaning and Dyeing Workers' Union and the Building Construction and Allied Workers' Union (BCAWU).
Cusa president held after demo claim

Dispatch Correspondent

JOHANNESBURG — The president of the Council of Unions of SA (Cusa), Mr James Mdwaweni, was allegedly detained yesterday following a demonstration to demand May Day as a paid holiday at a Unilever plant in Boksburg.

Cusa said police had arrived and arrested Mr Mdwaweni and seven shop stewards on charges of attending an illegal gathering.

This could not be confirmed with police last night.

A Unilever spokesman said police had intervened on their own initiative.

Meanwhile, in the Border area, a Fort Beaufort bakery delivery vehicle was ambushed while travelling through Ndaka Village, Healdtown, on Wednesday afternoon and set alight.

The driver of the vehicle, Mr Vuyace Hludzini, said yesterday the vehicle was surrounded by a group of people who ordered him to get out before setting it alight.

The attackers ran away.

The Ciskei Police liaison officer, Lieutenant Mavuso Ngwena, said damage to the vehicle was estimated at R4 000.

According to last night’s police unrest report, a post office vehicle and a municipal vehicle were damaged by stone throwers in Duncan Village, East London — DDR.
Arrest of
4 union
leaders
slammed

By Sheryl Rame
and Anna Louw

The Council of Unions of
SA (Cusa) has condemned
the arrest of its president
and three shop stewards
of the Food and Beverage
Workers Union (FBWU)
after a peaceful May Day
protest outside the Bell-
burg premises of the
British multinational Un-
lever yesterday.

The four were among
seven people police con-
formed were arrested for
attending an alleged illegal gathering.

About 150 workers, all
members of the FBWU, a
Cusa affiliate, staged a
demonstration at the
gates of Unlever, after
the firm refused to grant
a paid May Day holiday.

Cusa general secretary
Mr Pirokhaw Camay said
police arrested Cusa
president Mr James
Mdlaweni and FBWU
shop stewards Mr Ber-
nard Motau, Mr Tshwka
Malebye and Mr Man-
Joe Loppi. "They were
standing at least 10 m
apart from each other
and in no way constituted
a gathering," he said.
Top Cusa man said to be detained

CLAIRE PICKARD-CAMBRIDGE

PRESIDENT of the Council of Unions of SA (Cusa) James Mndaweni was allegedly detained yesterday after a demonstration at a Unilever plant in Boksburg to demand May Day as a paid holiday.

Cusa said police arrived and arrested Mndaweni and seven shop stewards on charges of attending an illegal gathering.

Cusa also said police had said they were being held at Boksburg police station.

No police confirmation could be obtained last night.

A Unilever spokesman said police had intervened on their own initiative. This followed Cusa's allegations that the company had acted irresponsibly by involving the police.

Unilever said it had been negotiating with the Food Bever- age Workers' Union (FBWU) for six weeks on the May Day issue and had offered several alternative arrangements — but to no avail.

Cusa said workers were now demanding that management contact Minister of Manpower Pietie du Plessis and major employer bodies to secure the release of Mndaweni and the shop stewards.

Workers were threatening to launch a boycott of Unilever products if the workers were not released shortly, it said.

Unilever could not be contacted for their reaction to the boycott threat.
Unionists out on R200 bail

THE president of the Council of Unions of South Africa and seven shop stewards of the Food and Beverage Workers Union were released on R200 bail each on Friday after they were arrested during a demonstration at Unilever on Thursday.

After their arrest hundreds of workers had a sleep-in and sit-in at the premises of Unilever. The workers were protesting at the arrest of Mr Mndaweni.

The demonstration at Unilever called for May 1 to be recognised as a paid public holiday. According to an official of the union the workers insist that May Day be a public holiday as in other countries of the world.

Meanwhile, the Chamber of Mines said yesterday it was given an undertaking by the National Union of Mineworkers (NUM) that it would not call for a strike prior to a Supreme Court hearing relating to the union’s demand for May 1 to be declared a paid holiday.

The undertaking — described by the chamber as acceptable — was subsequently recorded by a court, the employers’ body said in a statement.

This follows an urgent application by the chamber on April 17 seeking an interdict from the Supreme Court restraining the NUM from “instigating, calling for, supporting or organising” a strike over the May Day issue.

Meanwhile, the union has been given until April 22 to file an answering affidavit to the chamber’s application, which also seeks a Supreme Court order setting aside a conciliation board established by the Minister of Manpower to deal with the matter.

The chamber has objected to the terms of reference of the board on the basis that it does not correctly reflect the dispute between the parties.

The NUM undertaking will expire on April 24 when the chamber’s application will be heard by the Supreme Court.
Protesters sleep in buses

By Sheryl Raine

More than 400 workers from a Concor Construction site near Ellisras in the north-western Transvaal this week demanded that buses sent to repatriate them to the homelands take them to the company's head office in Industria, near Johannesburg.

The workers then spent a night sleeping in the buses outside the company's premises.

The Building, Construction and Allied Workers Union (BCAWU), alleged that trouble began at the construction site at Matimba power station last Friday when about 700 workers elected five shop stewards to represent them.

The shop stewards approached management on site demanding a R2 across-the-board pay increase. After negotiations, one of the shop stewards was allegedly summarily dismissed and workers stayed away from work on Saturday in protest.

A spokesman for the company said workers were told that it was not possible to increase the basic minimum wage of 97c an hour because workers were given a 7.7 percent rise in March.

The company spokesman said about 416 workers spent the night outside the company's head office. Discussions were held yesterday with a union representative. About 160 workers had returned to Matimba, certain workers returned to QwaQwa and others to Transkei. Several hundred workers had "disappeared." The company expected some of them to turn up for work at Matimba in a few days.
Union wants a say in R20m fund

THE Food Beverage Workers' Union (FBWU) has criticised the Coca-Cola company for not consulting it about a decision to give R20m to improving business, housing and educational opportunities for blacks.

This follows Coca-Cola's decision to establish an equal opportunity fund. Trustees of the fund include Nobel peace prize-winner the Rev Desmond Tutu, Archibishop-elect of Cape Town, and the Rev Allan Boesak.

Transvaal FBWU chairman George Nene said "Black workers at the company should have some say as to how the money is spent because they feel the company does not do enough to assist them with housing and the financing of their children's education".

Coca-Cola External Affairs Manager Henne Viljoen said the company had told James Mdlaweni, president of the Council of Unions of SA (Cusa), to which the FBWU is affiliated, on Monday that the company supported the principle of a trade unionist trustee.

He said he did not wish to comment on the union's allegations.
Union calls on PW to drop charges

By Sheryl Raine

The International Confederation of Free Trade Unions (ICFTU) has called on the South African Government to drop charges against Mr James Mndaweni, president of the Council of Union of SA (Cusa)

Mr Mndaweni and six other unionists were arrested last week outside the Boksburg premises of Unilever after a May Day demonstration. They were charged with attending an illegal meeting.

The demonstration took place after the company's refusal to make May 1 a paid holiday.

The ICFTU said in a telex to President Botha that the action constituted, "a violation of internationally-recognised labour standards that guarantee free exercise of trade union rights and freedom of movement".
May Day rallies banned

Own Correspondent

Johannesburg

Tension mounted in the Transvaal yesterday as a string of banning orders were placed on rallies which tens of thousands of workers were expected to attend to celebrate May Day.

Lawyers also rushed to the Supreme Court in Pretoria and Port Elizabeth last night in a last-minute attempt to have banning orders on Congress of South African Trade Unions (Cosatu) rallies lifted.

An attempt to have an order banning an Evander rally lifted was successful, although the meeting can go on only under certain restrictions.

Mr Piroshaw Camay of the Council of Unions of SA (Cusa) said three joint Cusa-Azanian Congress of Trade Unions (Azactu) rallies were banned yesterday, although permission to hold them had already been granted.

The two federations are planning to hold these rallies at alternative indoor venues.

Fears of a clash between Inkatha and Cosatu supporters are rife in Durban, where thousands of workers are expected to gather for opposing rallies.

Mrs Winnie Mandela will be the main speaker at the Cosatu rally, while Inkatha leader Chief Mangosuthu Buthelezi will open the United Workers' Union of SA (Uwusa) rally.

In the Western Cape, Cosatu will hold rallies at 130pm at the Bonteheuwel Civic Centre, the Bellville South Civic Centre and at the Zolani Centre in Nyanga East.
Strike and go-slow at Sentrachem, Grootvlei

Representatives of the South African Chemical Workers' Union (Sacwu) and Sentrachem are due to meet today to try to end a two-day wage strike by about 3,000 workers at seven of the company's subsidiaries.

Workers went on strike on Monday after wage talks with management ran into dispute in March. They are demanding an across-the-board monthly increase of R250 on top of the present minimum of R450, Sacwu general secretary Mr Mike Tshotetsi said.

Sentrachem managing director Mr Dave Marlow could not be reached for comment early this morning.

Mr Tshotetsi said workers at some of the affected factories were sitting in and the company had threatened legal action to remove them. At other firms strikers who left company premises were locked out.

The affected factories are Karbochem in Newcastle and Sasolburg, National Chemical Products in Germiston and Kempton Park, Fedmig in Sasolburg and Agriland in Pretoria.

About 6,000 mineworkers have been refusing to work full shifts at Gencor’s Grootvlei gold mine in Springs since Sunday in protest at the dismissal of two colleagues.

The National Union of Mineworkers (NUM) said the major reason for the short-shift strike was the handing over by mine security personnel of two workers to the police.

The workers were handed over for alleged intimidation of other workers following a total work stoppage at Grootvlei on May Day. The NUM knew that one worker had been charged with intimidation and fined R300.

A Gencor spokesman said negotiations with the NUM to solve the dispute were continuing.
**Swazis hold 17 ANC members after police raids**

MBABANE — Informed police sources in Manzini said this weekend that 17 illegal immigrants to Swaziland, all said to be members of the African National Congress (ANC), were being held at Matsapha Central Prison pending their deportation.

The 17 were in addition to 17 members of the African National Congress who had been flown out of the country to Zambia last week, according to Swaziland's Commissioner of Police, Mr Sandile Madumiso.

CORONATION

They were among scores of people arrested by security forces during a number of raids on townships in various areas in the country last month, prior to the coronation.

Residents living in the sprawling housing estate Matsapha Flats, near Manzini, said truckloads of heavily armed police carried out a raid on the flats on Friday afternoon.

An eyewitness said police were "obviously acting on a tip-off." He said a man appeared with his hands in the air and was driven off in a police vehicle.

Police also took away two South African-registered cars.

The Matsapha Flats estate has been the scene of a number of violent incidents, many of them involving the ANC, over the past two years.

Among the worst was the triple murder there three years ago of a Swazi pilot and two Swazi women by an intruder said to be a member of the ANC.

Another incident was the car-bombing which killed a leading member of the ANC and his wife at Matsapha about eight years ago as they were driving away from their flat — Sapa.
Steelmen back overtime ban

By Mike Siluma

The Steel, Engineering and Allied Workers' Union (Seawu) yesterday backed a ban on overtime in the metal industry, imposed by two unions last week.

The Metal and Allied Workers' Union and the Electrical and Allied Workers' Trade Union called for the ban after wage talks with the Steel Engineering Industries Federation (Seifisa) deadlocked.

The unions have more than 50,000 members.

Spokesmen said the ban would be in force until employers acceded to demands tabled by the unions during wage talks which began last month.
Emergency strains labour relations

The most severe confrontation on the

...
Union congress may discuss merger moves

By Mike Siluma

Moves to merge the Azanian Confederation of Trade Unions (Azactu) and the Council of Unions of SA (Cusa) are expected to be discussed at the weekend congress of the Black Allied Mining and Construction Workers' Union (Bamewu).

A Bamewu spokesman said yesterday delegates to the congress, to be held at the Lutheran Centre in Hillbrow, Johannesburg, were likely also to discuss unemployment and retrenchments.

The union estimates it has lost 3 000 members in the past two years due to the recession.

The spokesman said other items on the agenda might include the re-evaluation of the anti-asbestos campaign and the ratification of a new constitution and structure for the union.

Bamewu has spearheaded a campaign against asbestos for the past three years.

Merger talks between Azactu and Cusa began towards the end of last year and are believed to be at an advanced stage.
Unionists, students let out of detention

Staff Reporter

At least eight trade unionists, 20 students, two lawyers, one journalist and a social worker were released from detention this week.

The Council of Unions of South Africa (CUSA) announced yesterday that four union members had been released after 14 days in detention.

They are: Mr Piroschaw Camay, the union's secretary-general, Miss Dale Tiffin, CUSA's information officer, and Potchefstroom organisers Mr Tseko Maumakwe and Mr Solly Matthews.

Four other trade unionists released this week are Miss Adrian Bird, education officer for the Metal and Allied Workers Union, Miss Christene Bonner, branch secretary of the Chemical Workers Industrial Union, and Mr Basheer Vally and Mr Oscar Malgas of the Commercial Catering and Allied Workers Union.

Advocate Mr Anwar Mohammed Alberius and attorney Mr Trevor Vernon Gerald de Bruyn were released on Wednesday after being detained at the Worcester Court on June 19 while defending clients charged with public violence.

According to an affidavit by Mr P. P. Bunting, another member of the defence's legal team, the lawyers were detained after demanding to see their clients.

Twenty students who were arrested on June 12 were released on Wednesday and appeared in the Maritzburg Magistrate's Court on charges under the Internal Security Act.

The students are Mr Soloman Mathuloe, Mr Lazarus Moloa, Mr Sylvester John, Mr Jabulani Khumalo, Mr Malcolm Jacobs, Mr Sibuso Mdwalane, Mr Clive Malehebe, Mr Boniface Shaban, Mr Derrick Houton, Mr Stephen Dougherty, Mr Paul Mangope, Mr Trevor Mufweba, Mr Derek Harris, Mr Mandla Mswimi, Mr Gabriel Jama, Mr Alan Henriquez, Mr Jan Samson, Mr Mathius Badenhorst, Mr Brendon Proctor and Mr Japet Mtolo.

Priest deported

They were arrested while marching down Commercial Road in Maritzburg on their way to the Loop Street Police Station to demand the release of their lecturers.

The lecturers had been arrested under the emergency regulations. One of them, Father Theo Kornefeld, was later deported.

The case was postponed to July 25 and the students were released on R100 bail each.

A journalist with the Cape Times, Mr Andre Koopman, was released on Tuesday, the day an application for his release was launched in the Supreme Court.

Mr Koopman was detained with the congregation while reporting on a church service in Eisle's River on June 19. Most of the about 100 people detained there have been released.

Also released this week was Miss Maxine Hart, of the South African Council for Higher Education and the Johannesburg Democratic Action Committee.
1000 strikers quit tyre factory

MORE than 1000 striking employees at the Dunlop tyre factory in Durban left the plant yesterday after being asked to do so by the company.

The factory had been virtually under siege since last week as the entire black labour force staged sit-in protests in support of their demand for more pay.

Mr. Dobby Moro, branch secretary of the Metal and Allied Workers' Union, claimed the strikers were forcibly evicted from the factory premises after the company had obtained a Supreme Court interdict on Friday, although they were on a legal strike.

"The workers held another meeting on the premises yesterday after orders were served on them and they decided to continue their strike. At the meeting, speaker after speaker expressed anger at the company's use of the emergency regulations to break their legal strike," he said.

"It was clear that the company was aware that the 1000 workers would find it difficult to meet because of the emergency regulations," he added.

Mr. Glen Spotted, group industrial relations manager of BTR Dunlop Ltd, said the workers had agreed to leave the site after management had requested them to do so, and no force was used.

"The union's reference to the state of emergency is misleading and an attempt by the union to confuse the issue," he said.

He said the company had implemented the terms of a Supreme Court interdict granted on Friday to prevent any further acts of intimidation of black casual employees and damage to company property which included the smashing of tyres on a company vehicle to prevent it from making deliveries to customers."
Little support for unions

Labour Reporter

The Clothing Workers' Union (Clown) has failed in its bid for official recognition at Cape Underwear Manufacturers Ltd, despite scoring the majority of votes in last week's union ballot.

Only 13.7 percent of the 386 workers at the factory cast votes in the ballot which was held to establish whether Clown had enough support to threaten the closed shop agreement which its rival, the Garment Workers' Union of the Western Province (GWUWP), enjoys.

Clown gained 44 votes in the ballot compared with 33 for GWUWP.

The industrial relations executive for Cape Underwear, Mr Johan Baard, said both unions had obviously misread the situation at the factory.

Despite high-profile campaigning by both Clown and GWUWP, neither had succeeded in demonstrating any significant support among the workers.

GWUWP would, however, retain its position as the officially recognized union because, due to the closed-shop agreement, it had 100 percent membership at the factory.

Most of Clown's full-time office staff disappeared from their Woodstock office last week. The Seardel Group, owners of Cape Underwear, has tried to establish their whereabouts.
Mndaweni in court

COUNCIL of Unions of South Africa president Mr. James Mndaweni appeared briefly in the Boksburg Regional Court yesterday.

Mr. Mndaweni (63) of Vosloorus, Boksburg, is charged with six members of the Food and Beverage Workers Union — an affiliate of Cosatu — for allegedly contravening the Internal Security Act by attending an illegal meeting.

The six, appeared earlier, without Mr. Mndaweni, are Mr. Frans Khumalo (21) of Waterval-Boven, Mr. Amon Toka (24) of Tsakane, Brakpan, Mr. Tebogo Lobayi (21), Mr. Ben Molaung (26), Mr. Joseph Raboso (23), and Mr. Shadrack Malumane.

The case was postponed to August 11. Bail has been set at R200 for all seven.
Strike threat to supply of drugs

Own Correspondent

Johannesburg — The production of life-sustaining drugs has been threatened by strikes aimed against the detention of trade unionists, according to a warning issued to the government by 14 major pharmaceutical companies.

All 14 East Rand companies were hit by a two-day sit-in strike last week by members of the SA Chemical Workers' Union (Sacw) who demanded the release of a union leader and other members.

The personnel services manager for Roche Products, Mr Jan Smit, said four employer representatives last week met the Director-General of Manpower, Mr Piet van der Merwe, to discuss the matter.

"We told him of our concern over the effect of current detentions on labour relations in general, and the way it affected us in the workplace. Our basic concern is that most companies are pharmaceutical producers of life-sustaining drugs," Mr Smit said.

Several employers said a further danger posed by the strikes was that pharmaceutical companies could be closed down by the Medicines Control Council if they employed unskilled temporary labour.

The 14 companies include Twins Pharmaceutical Holdings, Roche Products, Beecham SA, Richardson-Vicks, Scherag Ltd, Wyeth Ltd and Smith, Kline and French.

Workers returned to work last Friday and a joint group of employers have met Sacw representatives to inform them of their meetings with the government.

Telex

Mr Smit said the meeting with Mr Van der Merwe had been "very constructive" and that Mr Van der Merwe would be acting as a go-between between employers and the Minister for Law and Order, Mr Louis le Grange.

The meeting had been arranged after the 14 employers telephoned the Minister of Manpower, Mr Piet du Plessis, the Minister of Health, Dr Wilie van Niekerk, and Mr Le Grange last Wednesday.

Kahn and Kahn Plastics in Isando, near Johannesburg, was also affected by a stoppage last week in which worker demands included the release of detained unionists.

About 250 workers have been on strike at Cheesebrough-Ponds in Wadeville, Germiston, since last Thursday. Management declined to disclose the cause of the strike. A comment by the Chemical Workers' Industrial Union (CWIU) cannot be quoted in terms of the emergency rules.

About 4 000 workers at seven Sentrachem plants in the Transvaal, Free State and Natal have entered their seventh week of strike over wages.
TEST OF STRENGTH

BY LEN MASEKO

Page 11
SCORES of former Tembisa Town Council employees — including an official of the South African Black Municipal and Allied Workers' Union — were detained yesterday morning.

The workers were taken outside the offices of the Tembisa Town Council shortly after 11.30am, according to a Sabmawu official. They are all members of the union. They were dismissed by the council on May 23 after a wage strike.

Sabmawu claimed its members were detained, but the Bureau for Information could neither confirm nor deny this.

Meanwhile, four former Tembisa Town Council workers were released from detention yesterday.

- The labour dispute at the Coca Cola plant at Clayville has spread to the multinational company's three other plants on the Reef. Workers at Devland, Wadeville and Vaal Coca Cola plants have joined the strike in protest against the dismissal of a worker in Clayville.
- Food and Allied Workers' Union (Fawu) officials were locked in negotiations with the company's Clayville management all day yesterday.
- About 90 workers at Mister Sweets in Wadeville are on strike demanding the reinstatement of three dismissed shop stewards.
- Members of Ccasusa were involved in a work stoppage at Woolworths' Eastgate branch yesterday.
Union challenges validity of ballot

By DICK USHER, Labour Reporter

THE recognition issue at Cape Underwear between two rival unions refuses to lie down and die.

The Clothing Workers' Union (Clowu) claimed it had majority membership and should be recognised as the bargaining unit instead of the Garment Workers' Union (GWU).

To decide the issue a ballot was held on June 27 in which 77 workers out of a workforce of 558 voted — 44 for Clowu and 33 for the GWU.

Clowu has written to the management claiming irregularities in the ballot, challenging its validity and demanding a fresh vote.

The GWU has a closed-shop agreement challenged by Clowu.
Strikes hit metal industry
Strikes hit metal industry

By LEN MASSENO

STRIKES HIT METAL INDUSTRY

The union representing workers at 600 manufacturing plants in the U.S. called a strike. The workers are members of the United Auto Workers Union, AFL-CIO. The strike was called to protest the company's firing of union members and to demand that the company recognize the union as the bargaining agent for the workers.

The strike began on September 1, 1976, and lasted for four days. Over 100,000 workers were involved in the strike, which affected plants in 15 states. The strike demanded that the company recognize the union as the bargaining agent for the workers and end the practice of firing union members.

The strike was successful in winning the union recognition for the workers at the companies involved. The union was able to negotiate a new contract that included increases in wages and benefits for the workers. The strike was a significant victory for the union and demonstrated the power of workers to negotiate and demand better working conditions.
Workers win 27 pc pay hike.

PRETORIA — Wage negotiations between the South African Breweries (SAB) and a Pretoria trade union ended cordially when the two parties settled for about a 27 per cent increase.

A Food and Beverages Workers' Union (FBWU) organiser, Mr Mojaleta Vinqi, said yesterday that besides the increase the SAB had also agreed to recognise May Day and June 16 as paid holidays.

The district manager of the SAB, Mr J A Steyn, said the company was happy to reach the agreement with the FBWU. It had always been the policy of the company to strive to satisfy its employees, he said.

Mr Vinqi said the agreement had been reached late last week.

The FBWU was preparing to negotiate for the same working conditions with the SAB plant in Nelspruit and was confident an agreement would be reached, he said — Sapa
"Labour Day" holiday move

By DICK USHER, Labour Reporter

ATLANTIS Diesel Engines is among the latest employers to support a paid "Labour Day" holiday.

A clause in its newest wages and conditions of employment agreement says the company supports the view of the Steel and Engineering Industry Federation (Seftsa) that there should be a paid public holiday called Labour Day and that if representations to the Government are unsuccessful Seftsa will negotiate with unions on the basis on which Labour Day 1987 will be a paid holiday in the industry.

It also favours a commission of inquiry into the Public Holidays Act but, as there are already enough public holidays, feels a new holiday should replace an existing one.

Public holidays should be more evenly distributed throughout the year and where possible should fall either on a Friday or a Monday.

The agreement gives a 10 percent increase in wages at the top of the scale and up to 15 percent for the lowest-paid workers.

The general secretary of the Industrial Engineering Workers' Union, Mr Leslie Davadoss, said the agreement was moving towards a concept they favoured — that other workers' wages should be established as a percentage of artisans' wages and that any negotiations should maintain that proportion.

The agreement also provides for re-employment where there is a suitable vacancy of a female employee who has left to have a baby if she applies within six months of leaving and even if the vacancy arises after the six-month period.

Where this is done the worker will be regarded as having unbroken service.
Crossroads man appeals against unfair dismissal

A man who left work at the height of the Crossroads violence and was dismissed when he returned is claiming unfair dismissal.

A mediation board appointed by the Industrial Council sits today to try to resolve the issue.

Mr M Jezile, a member of the Industrial Engineering Workers' Union, was telephoned at work on June 9 and told his Crossroads home was being burnt down.

"DANGEROUS"

According to a letter from the union to the Industrial Council, Mr Jezile was given permission to leave immediately.

He was away for five working days and was unable to get back to work because of the "extremely dangerous and hostile" situation.

His brother, who was employed by the same company and who left at the same time, went to work on June 11 and gave the employers a message that Mr Jezile could not come to work because he was protecting their home.

When he returned to work his foreman questioned him about his absence and the following day he was given a letter terminating his services.
Farm workers are stranded

By LEN MASEKO, Labour Reporter

The workers also attacked and assaulted their supervisor during the strike, Mr Smith claimed.

"I cannot tolerate this kind of behaviour because I was still negotiating with the workers' trade union leaders on their grievances," Mr Smith said.

He evicted them because they were no longer in his employment. The workers had made arrangements for their children to attend school elsewhere and that did not affect the company, he said.

Most of the workers claimed they earned a minimum of R40 a week and worked under deplorable conditions. They also want their union to be recognised.

"I am feeling very uncomfortable since I came to this place. I long for my children who cannot go to school because we have no accommodation on the farm anymore," one worker said.

Cusa's Vaal region official, Mrs Magdelene Mathlare, said they intended taking the matter to court.

- Members of the Food and Allied Workers' Union are on strike at Wynberg's Farm Fare.

A spokesman for Farm Fare, Mr Martin Fallon, said the dispute was an "internal matter." He would not comment further.

The dispute has resulted in the disruption of schooling for the workers' children, who attended school at the farm.

The manager of the company, Mr Bill Smith, said the workers were dismissed after a work stoppage during which the workers damaged thousands of rands worth of property. They were also evicted from a farm owned by the company on the outskirts of Meyerton.

About 90 Food Beverages workers' union members fired by Vaal-based National Poultry after a strike recently, were "boiled up" in the union's offices — homeless and out of work.

The workers were dismissed after they went on strike in protest against the dismissal of four fellow workers. They were also evicted from a farm owned by the company on the outskirts of Meyerton.
Workers on Sleep-in

BY LEN MASIXO

The company's black workforce...
Unionists are freed

MAY DAY protest charges against the president of the Council of Unions of South Africa, Mr James Mndaweni, and six other unionists, were withdrawn in the Boksburg Regional Court yesterday.

Mr Mndaweni and six members of the Food and Beverage Workers' Union — an affiliate of Cusa — were charged with breaking the Internal Security Act by attending an illegal meeting on May Day.

Bail

The six are Mr Frans Khumalo (21) of Waterville, Mr Amon Toka (24) of Tsakane, Brakpan, Mr Tebogo Lobayi (21), Mr Ben Motaung (26), Mr Joseph Ratlamo (23) and Mr Shadrack Malumane (no age given) of Vosloorus.

They were all out on R200 bail, except Mr Mndaweni, who is held under emergency regulations.

The seven have appeared three times without being asked to plead. Their last appearance was on July 30.

They were represented by Mr Rod Hoper instructed by Webber and Wentzel.
A SENIOR official of the Council of Unions of South Africa has been released from emergency detention after spending seven weeks in jail.

Mr Mahlomola Skhosana, Cusa's assistant general secretary, was released from detention on Tuesday without being charged.

Meanwhile a sixth Clothing Workers' Union member, Mr Mike Norton, was released from detention under emergency regulations on Monday this week.

A Supreme Court application for Mr Norton's release was to have been brought before court today. Five of the six people named in an application lodged in the Cape Town Supreme Court last Friday, were released later that night after 37 days in jail.
Construction workers threaten ‘action’

By Mike Shlama

The Building Construction and Allied Workers' Union (Beawu) has threatened nationwide solidarity action to force the reinstatement of members dismissed after industrial action at Gypsum Industries and Concor. Both companies were given until September 1 to comply with the demand.

About 290 Concor employees were fired from the company's Amalgam, Johannesburg and Westonaria plants for going on strike in May. They demanded a new minimum hourly wage of R2.30 (up from R1.56) plus a further 70c across-the-board rise.

About 250 workers were dismissed by Gypsum Industries in Pretoria last March following a wage dispute.
'Stop the buses – and stop orders!'  24/8/86

THE Transport and Allied Workers' Union has escalated a dispute with Putco over "irregular" stoporder facilties.

Tawu – a Council of Unions of SA affiliate – claims Putco has given a "sweetheart" union, Zakhem Transport Union, stoporder facilities.

Cusa said Tawu has seen its attorneys and is preparing papers for a conciliation board.

A complaint has also been made to the Manpower Department.

Cusa says Tawu also intends filing an interdict against Putco for stopping the lawful deductions of Tawu members who had signed stoporders.

A Putco spokesman declined to comment, saying "The dispute is under discussion and we would not like to comment while we are negotiating with the union." – Sapa
Maizeco men are still on strike

The strike by 400 Maizeco workers at the Waltham plant in Pretoria entered its fifth day yesterday.

The workers, members of the Food and Beverage Workers' Union, want the dismissal of the security chief, Mr. N. Wilson, and the exclusion of police from "internal" matters.

The union's regional secretary, Mr. Mojailefe Vindi, said, "Mr. Wilson has been given leave but the workers demand his dismissal."

The trouble started last Wednesday when four workers were taken by police for questioning in connection with alleged discrepancies discovered by Mr. Wilson. They were later released.

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Accord after union talks

Post Reporter

TWO months of negotiations between an Eastern Cape company and a trade union ended in the signing of a recognition agreement yesterday.

It recognises the Building Construction Allied Workers Union as the "newest stakeholder" in the company and is the first recognition agreement signed by Quarryman (East Cape), according to managing director, Mr Bernard Pakes.

He said talks had been amicable and no animosity had been evident.

The agreement deals with a statement of intent regarding relationships and communication, the role of shop stewards, productivity, health and safety, negotiating, disciplinary and grievance procedures.

A fundamental difference with this agreement is that all parties have recognised that productivity is one of the foundations of progress", Mr Pakes said.

It was a means of establishing better opportunities for all the parties involved, he said.

"Many companies are apprehensive about becoming involved with a union, which they perceive as a threat. However, we feel it is more appropriate to view the agreement as an opportunity for development than as a threat."

Mr Mpiwe Mtamzeli, Eastern Cape regional organiser of the union, said the agreement was an important document which provided both parties with some guidelines on how to solve problems procedurally.

"We view this as a step towards a meaningful, practical and existing relationship."

"We appeal to the parties involved to give attention to future plans for the short and long-term success and mutual benefit of the employees and the company," he said.
Cusa, Azactu to merge next month

Own Correspondent

Johannesburg — Another major trade union federation is on the verge of being formed and looks set to rival the 500,000-strong Congress of South African Trade Unions (Cosatu).

This was disclosed yesterday by union leaders who are involved in the formation of the federation, which will involve the merging of the Council of Unions of South Africa (Cusa) and the Azanian Confederation of Trade Unions (Azactu) which claim a joint membership in the region of 500,000.

According to sources within the working committee of the two labour groups, the new federation will be launched early next month.

"The major reason for this idea is largely based on the fact that ours are two of the biggest union organizations that for some time have shared a common outlook as far as the future of the working class is concerned," a senior unionist said.

"We uphold the same basic vision with respect to the vanguard role of the black working class," said a senior unionist.

After all has been finalized, the overall membership of the coming labour force will total close to 500,000, combining Cusa's claimed membership of more than 300,000 with Azactu's 150,000.

However, the priority task for Azactu and Cusa will be to make possible the disbanding of all affiliated general unions, as the working committee has agreed on industrial unions only.

The disbanded general unions will then join the affiliated existing industrial unions, the source said.

The unionists made it clear that they did not want to be compared to Cosatu.
Cosatu rival on way

A RIVAL to the 500,000-strong Congress of SA Trade Unions (Cosatu) was being formed, union leaders said yesterday.

They said that would be the result of merging the Council of Unions of SA (Cusa) and Azanian Confederation of Trade Unions (Azactu).

They claim a joint membership of about 500,000. The new federation is expected to be launched next month.

A senior unionist said: "The major reason is based on the fact that ours are two of the biggest union organisations that have shared a common outlook on the future of the working class."

Both groups boast large memberships in terms of individual union affiliates.

The priority task for Azactu and Cusa will be to make possible disbanding of affiliated general unions because a working committee has agreed on industrial unions only.

The disbanded unions will then join the affiliated existing industrial unions, the source said.

The unionists made it clear they did not want to be compared to Cosatu.

"We are not an alternative. Apart from that the whole idea of comparison is not in good worker spirit," the source said.
Merger of black unions approved

By Mike Sihlumulo

The Black Allied Mining and Construction Workers' Union (Bamcwu) has given its blessing to the proposed merger next month of two black union groupings.

At its weekend congress, Bamcwu said the proposed merger between the Council of Unions of SA (Cusa) and the Azanian Confederation of Trade Unions (Azactu) would serve the interests of the union's members.

Unity between Cusa and Azactu has been predicted since last year, when the two ceased to be party to talks which led to the formation of the biggest black union federation — the Congress of SA Trade Unions.

The Bamcwu congress condemned the Government's threat to repatriate black foreign miners, describing it as "politically naive." It also resolved to "intensify" Bamcwu's three-year-old anti-asbestos campaign.
A federation of the Council of SA and Azactu, the Congress of Trade Unions, will be launched in Johannesburg next month, says a senior trade union official.

The new federation will have a membership of 500,000.

The official stressed the new organisation would not be a rival to the Congress of South African Trade Unions.

"We have to co-operate with each other, which will eventually lead to one federation," he said.

A working committee has agreed on industrial unions only and the main task facing Cusa and Azactu is the disbanding of affiliated general unions. The disbanded unions will then join the affiliated existing industrial unions — Sapa.
Rumbles among union giants

Shifting alliances, declining memberships and new mergers are changing the power structures of South African labour, reports
MOIRA LEVY

in the country until Covatu was launched in December 1985, Tucsa
has experienced a serious decline in recent years. Membership has more
than halved since its heyday in 1983 when Tucsa had 57 affiliated unions
representing a total of 478,420 workers. In the past year, eight trade
unions have withdrawn from Tucsa; in August, its membership had
dropped to about 275,000.

The subject of the federation's decline in membership and support
was expected to be discussed at an emergency meeting of Tucsa's
national executive, scheduled this week to plan policy after the
cancellation of Tucsa's annual conference.

According to Botha, the conference was cancelled at the last minute
because affiliate unions could not afford to send full delegations, but
observers believe the move is indicative of the federation's growing
financial and organisational difficulties.

Tucsa is losing members from both ends of the political spectrum.
Rightwing unions have disaffiliated because they fear the federation is no
longer protecting white collar workers. Other unions are disillusioned with what they see as the federation's failure to state its opposition
to government policies clearly.

Botha is indignant about criticism of Tucsa's multiracial, as opposed to
nonracial, policy. "Some say we are not fighting the policy of apartheid.
Others say we are ineffective, notwithstanding all that Tucsa has
done over the past few years for labour, both nationally and internationally."

To some extent, he agrees Tucsa's declining fortunes are the product of

General secretary Cedric Peterson
said the question of GWUWP
disaffiliation has been on the cards
since May. The decision to temporarily shelve it gave acting
secretary Fred Roux a chance to
defer the federation's meeting. Roux
unexplained and sudden resignation
after only two months "reopened the
discussion", Peterson said.

Blaming Tucsa's decline on lack of
leadership, Peterson praised the
efforts of acting office bearers, Botha
and Ruth Imre "Hats off to them,
they have done a miracle keeping the
pieces together - but the federation
needs permanent staff in leadership
positions."

Like most of the unions that have
left Tucsa, the GWUWP will not join
another federation. "The workers we
represent live on the poverty line. I
think we need to look at the immediate
problems that affect them. It is far
more valuable and relevant to work
with local community organisations at
grassroots level instead of sitting
around a confederation table debating
national issues."

ORGANISER WANTED

UNIVERSITY OF CAPE TOWN
ADMISSION IN 1987
The closing date for applications for admission to
New federations order of the day

ONE federation fades and another is born

As the run of unions leaving the Trade Union Council of South Africa continues — with this weekend's annual meeting of the Garment Workers Union likely to ratify that union's withdrawal — another federation of "emergent" unions has been created, an alliance between the Council of Unions of South Africa (Cusa) and the Azanian Confederation of Trade Unions (Azactu).

Claiming a total membership of about 500 000, the two last year withdrew from the unity talks that led to the formation of the Congress of South African Trade Unions (Cosatu) over the issue of "anti-racism" against the Cosatu stand of "non-racialism."

The anti-racist position is basically a black consciousness one promoting black leadership, but is not anti-white.

Cusa was formed in 1980 and joined unions which had previously met as a loose co-ordinating committee.

The giant National Union of Mineworkers, now a Cosatu affiliate, was formed as a result of a decision by Cusa in 1982 to establish a union in the mining industry.

Azactu arose from a series of discussions started in February 1984 and its formation was announced in August of that year.

Although the unions are all formally independent of the Azanian Peoples Organisation (Azapo), some of them emerged from labour cliques set up by Azapo in the late 1970s.

Some form of alliance between the two had been anticipated since late last year.

At a meeting in November they found common ground on:

- Black leadership,
- Acceptance of white involvement at grassroots level,
- Non-affiliation to political organisations,
- Financial accountability to members within unions,
- Independent action of unions within a federation,
- Methods of international financial assistance, and
- Continued involvement.
Another super-union in the wings

AMALGAMATION of the black consciousness-inclined Council of Unions of South Africa (Cusa) and the Azanian Confederation of Trade Unions (Azactu) into a new super federation of unions is imminent.

Delegates from Cusa and Azactu meet in Johannesburg tomorrow to put what Azactu co-ordinator Pandelani Nefolovhodwe calls the "finishing touches" to their unity talks. He anticipates that amalgamation may be complete by the end of next month.

Tomorrow's unification meeting at Cusa's headquarters is scheduled to be followed by a special Cusa conference early next month, at which Cusa leaders will seek a mandate to go ahead with the amalgamation, adds Mahlomolo Sthsana of Cusa.

The new giant union will constitute an alternative bloc to the existing super union, the Congress of South African Trade Unions (Cosatu). Cusa and Azactu were party to the unity talks leading to the formation of Cosatu — whose 33 founder unions represent 450 000 paid-up members.

Cusa and Azactu withdrew or were excluded — each side offered its own version of what happened — from the discussions leading to the formation of Cosatu after differences of principle and emphasis.

Their new alternative super union will link 23 unions, 12 from Cusa and 11 from Azactu. They have a reported signed-up membership of nearly 350 000 members.

Nefolovhodwe says the new union will rest on four fundamental principles. They are: one union for each industry, worker democracy, financial accountability and black leadership.

Of these, black leadership is the most important because it is the salient distinction between the new federation and Cosatu. Nonracialism, rather than black leadership, underpins Cosatu.

But Nefolovhodwe says, insistence on black leadership should not be interpreted as crass anti-white racism. Leadership in the liberation struggle must come from the black working class as the "most oppressed class".

People who do not belong to the black working class — including black intellectuals — but who wish to participate in its fight for a new South Africa have to "commit class suicide" and identify completely with black workers.

Whether they are black intellectuals or white sympathisers, "they have to dance to the tune of the black working class". They have to understand black working class thinking viscerally as well as cerebrally.

In that way they can become acceptable to the black working class and help to "synthesise and galvanise" its ideas, if chosen to do so.

"If whites want to participate in the struggle, they must do so on the factory floor," Nefolovhodwe says. If they are then elected to leadership positions in the unions by fellow workers, they can do so without violating the principle of black leadership, he concludes.
JOHANNESBURG. — The Council of Unions of SA has expressed its "utter disgust" at multinational company Roche Products for refusing to pay the wages of an employee recently released from emergency detention.

Roche personnel services manager Mr Jan Smit said: "This is a question between Mr Andrew Morifi and ourselves. We have told Cusa that our policy is one of no work, no pay."

Reports by Staff Reporters, Own Correspondents and Sapa
New labour giant soon

A NEW labour giant will be launched this weekend with the merging of two black consciousness trade union federations.

Mr James Mndaweni, president of the Council of Unions of SA (Cusa) said that the long-awaited merger between his organisation and the Azanian Confederation of Trade Unions (Azactu) would go ahead this weekend.

He said the name of the new organisation would be announced at a launch on Saturday afternoon following Cusa’s conference at Broederstroom.

Talks
Talks between Azactu and Cusa have been under way for several months. Mr Mndaweni claimed the new federation would have a membership in the region of 350,000.

The Black Allied Mining and Construction Workers’ Union (Bamcuw) has given its blessing to the merger.

Unity between Cusa and Azactu has been predicted since last year, when the two ceased to be party to talks which led to the formation of the Congress of SA Trade Unions (Cosatu). Cosatu claims a membership of up to 600,000.
350 000 to merge into labour giant

By Sheryl Raine

A new labour giant and rival to the Congress of South African Trade Unions will be launched this weekend with the merging of two black consciousness union federations.

Mr James Mndaweni, president of the Council of Unions of South Africa (Cusa), said the long-awaited merger between his organisation and the Azanian Confederation of Trade Unions (Azactu) would go ahead this weekend.

The name of the new organisation would be announced on Saturday after Cusa's conference at Broederstroom.

Mr Mndaweni claimed the new federation would have a membership of about 350 000.

Unity between Cusa and Azactu has been predicted since last year when the two ceased to be parties to talks which led to the formation of Cosatu, which claims a membership of up to 600 000.
PAC flag hoisted at launch of new union

Own Correspondent

JOHANNESBURG. — The flag of the outlawed Pan Africanist Congress (PAC) was hoisted high and songs in praise of its late leader Robert Sobukwe echoed within the Alpha Centre hall as a new 350,000-strong union federation was formed at Broederstroom yesterday.

The federation, which at the time of going to press had not been named, is the result of a merger between the exclusively black Council of Unions of South Africa (Cusa) and the Azanian Confederation of Trade Unions (Azactu).

Dancing youths chanting political slogans and singing freedom songs momentarily turned the event into a PAC festival, to the delight of more than 1,000 delegates.

Cusa's general secretary, Mr Phiroshow Camay, said he had a message of fraternal greetings from the PAC and the African National Congress (ANC).
Giant new trade union federation is launched

A NEW CHAPTER OPENS

By LEN MASEKO

ANOTHER chapter was opened in the labour history when a new union federation was launched at the weekend.

The new giant, which claims a membership of 350 000, became a reality with the merging of the Azanian Confederation of Trade Unions (Azactu) and Council of Unions of SA (Cusa).

The name of the new federation had not been announced by late yesterday.

Talks

More than 500 delegates from all over the country converged on Alpha Training Centre in Broederstroom, to launch the federation.

Messages of support were read at the two-day congress from — among other organisations — Pan African Congress, African National Congress, International Confederation of Free Trade Unions and Britain's Trade Union Council.

The new federation symbolised workers' aspirations, through which the working class "will march towards total emancipation," Cusa president Mr James Mndaweni told the conference.

Delegates

Azactu-Cusa talks started after the two federations "were pushed out" of the unity talks which resulted in the formation of the Congress of SA Trade Unions, Mr Mndaweni said.

"The federation is a democratic organisation which will not impose ideology upon any of our members," the Cusa official said.
Black union federation is born

SIPHO NGCBO

THE flag of the outlawed Pan African Congress (PAC) was hoisted high and songs in praise of its late leader Robert Sobukwe echoed within the Alpha Centre hall as a new 360,000-strong union federation was formed at Broederstroom yesterday.

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Cusa's general secretary, Phro-

shaw Camay, said he had a message of fraternal greetings from the PAC and the African National Congress.

Other messages of solidarity came from the Trade Union Congress of Britain, the 2.2-million strong Canadian Labour Congress, the International Labour Organisation, the Labour wing of the United Nations, the Zimbabwes Congress of Trade Unions, the National Forum, the Azanian National Youth Unity and the 82-million member International Congress of Free Trade Unions.

Cusa president James Mdaweni said the federation would not force its members to adopt any particular political ideology.

He said: "We are a democratic organisation which will not impose any ideology upon any of our members. It is our members who will shape the direction of our federation and this they will achieve independently of any party politics."

Mdaweni said the principles of the federation included:

- Worker control,
- Industrial trade unionism,
- Independent trade unionism,
- Non-affiliation to political parties,
- Acceptance of whites at grassroots level,
- Continued community involvement.

...
UNITY THE GOAL, SAYS CUSA-AZACTU

THE newly formed labour federation, Cusa-Azactu, will strive to unite the majority of organised workers in the country.

The new Cusa-Azactu national executive council said in a statement yesterday that it believed in the principle of worker control based on non-racialism "to build a non-exploitative democratic society based on the leadership of the working class."

The executive members are Mr James Mda-
weni (president), Mr Stewart Moletsane (vice-
president), Mr Prashaw Camey (general secre-
tary), Mr Phandelana Nefolowhodwe (first assis-
tant general secretary), Mr Mahlomola Sthosana
(second assistant general secretary).
WHAT is the significance of this week's birth of another labour federation in South Africa?

The new federation, Cosatu-Azcucu, was launched almost a year to the day after the Congress of South African Trade Unions (Cosatu) was launched with a membership of 500,000 workers.

- That there are now two federations is a result of last year's collapse of talks to bring the entire trade union movement in South Africa under one umbrella.

- The two have so much in common that it is still not clear why they cannot agree to have one federation.

- Although affiliates of the two groups have an entirely black membership, both federations subscribe to the principle of non-racialism.

- Both agree to a one-man-one-vote election in a unitary state after which workers will take over political and economic control of the country.

On the question of ideology, which has been seen as the major bone of contention between them, the two groups are in fact singing the same tune:

Cosatu-Azcucu and Cosatu believe in retaining their autonomy by not affiliating to international confederations.

According to Cosatu-Azcucu's president, Mr. James Mdlaweni, Cosatu has been given a period within which to work out its commitments with international organisations such as the International Confederation of Free Trade Unions and the African American Labour Centre, to which it had been affiliated.

Condemn

The two agree that foreign investment grows up apartheid which ensures maximum exploitation of the working class.

- Both also agree on the need to research and develop an alternative system of education to replace the current one which they condemn as geared to serve the interests of the capitalist minority.

- There are only three issues on which the two federations disagree.

- Although they both accept that labour issues are inseparable from the overall political situation in the country, Cosatu-Azcucu does not believe in union affiliation to political organisations.

- Mr. Mdlaweni said this plan is trying to shape a country council that does not exist.

The thin divide between labour giants

By SAM MABE

"Our policy makes it very clear that we do not push any ideological line at all.

- We have within our ranks individuals who belong to the UDF, ANC, AZANU and so we believe in non-racialism, non-sexism, non-ageism and that is what we stand for.

- But it must be clear that the position we hold has been determined by our membership and change will also be determined by our membership.

Cosatu-Azcucu is an affiliate of the United Democratic Front.

Charter

The real question is another contentious subject.

Cosatu, which subscribes to the Freedom Charter is by implication supporting the Charter's preamble which states that 'South Africa belongs to all who live in it - black and white'.

Cosatu-Azcucu is another independent body established to deal with various matters affecting media reporting and comment.

For that reason, whites are not eligible for leadership positions within Cosatu-Azcucu.

Cuba-Azcucu, while subscribing to the principle of non-racialism, believes in black working-class leadership.

Worker

Whereas Cosatu believes that everybody who earns his living by selling his labour is a worker — irrespective of the colour of their skin — Cosatu-Azcucu believes that whites belong to a class that owns means of production and can therefore not be accepted as constituting part of the working-class.
A NEW black union federation — dubbed by the press a ‘labour giant’ — was born when the Azanian Confederation of Trade Unions (Azactu) and the Council of Unions of South Africa (Cusa) merged at Broederstroom at the weekend.

The key difference in principle between the new federation and the Congress of South African Trade Unions (Cosatu) is Cusa-Azactu’s insistence on “black working class leadership”, which excludes white intellectuals from occupying leadership positions.

Cusa-Azactu president James Mdaweni said that though Cosatu claimed to share his federation’s principle of “worker control”, he did not believe Cosatu had working class leadership “as such”.

Referring to white officials in Cosatu unions, Mdaweni said “Other people who are not workers come in as intellectuals in leadership positions”.

Mdaweni said this despite the fact that neither the new federation’s general secretary, Proshaw Camay, nor the assistant general secretary, Pandelani Nefolovhodwe, worked his way into trade unionism from the shop floor.

At a press conference this week the still-unnamed federation claimed 420,156 signed-up members and 248,010 paid-up members. If true, these figures would put Cusa-Azactu only about 100,000 behind Cosatu.

Though the new federation contains important Cusa unions such as the South African Chemical Workers’ Union (Saucwu) and the Food and Beverage Workers’ Union (FBWU), it is not in the same league as Cosatu.

Unions affiliated to Cosatu were responsible for 22 times more industrial action in the first seven months of this year than unions in the newly merged Azactu-Cusa federation.

According to figures compiled by management labour consultants Andrew Levy and Associates, Cosatu unions accounted for 128 strikes and at least half-a-million lost man-days between January and July this year.

This compares to 22 strikes and 22,000 lost man-days by Cusa unions and one strike and 2,000 man-days by Azactu unions.

These figures exclude stayaways and “political” strike action, such as those initiated by Cosatu unions in response to the State of Emergency or the NUM’s October 1 Day of Mourning.

Though strike action is not the only indicator of “union” strength, Cusa-Azactu lags far behind Cosatu in terms of worker mobilisation and organised campaigns.

According to Levy and Associates, the unions involved in the most industrial disputes between January and July were the National Union of Mineworkers, with 15 strikes; for 211,550 lost man-days, and the Metal and Allied Workers’ Union, whose 20 strikes lost 142,350 man-days.

Apart from this action, Maswu has been in the forefront of campaigning for higher wages and plant-level bargaining in the metal industry, led by the Engineering and Allied Workers’ Union of South Africa (Eawusa) — had a strike which cost 320 man-days.

Apart from its strike action, the NUM initiated the most successful industry-wide stayaway in South African labour history on October 1, in mourning for the fallen of the Knorr mining disaster, and in the still-deadlocked annual wage negotiations has so far managed to extract 22 percent increases from the Chamber of Mines.

By contrast, Cusa-Azactu’s representative on the mines, the Black Allied Mining and Construction Workers’ Union (Banwcu), had one strike involving 2,000 man-days.

Other Cosatu unions involved in a lot of strikes were the National Automobile and Allied Workers’ Union (Naawu), with 25 strikes and 29,100 man-days; the Chemical Workers’ Industrial Union (CWU) with 15 strikes and 40,135 man-days, and the Commercial, Catering and Allied Workers’ Union of South Africa (Ccawusa) with 14 strikes and 15,512 man-days.

The three Cusa-Azactu tattle were 12 strikes involving 10,304 man-days by Saawu, one strike involving 4,000 lost man-days by the Transport and Allied Workers’ Union (Tawa), and six strikes involving 7,860 lost man-days by the FBWU.

Meanwhile, the formation of Cusa-Azactu is unlikely to increase the chances of a merger with Cosatu to form one black opposition federation.

Mdaweni said on Monday that Cusa-Azactu would only be prepared to accept “principled unity” and not a “marriage of convenience”.

On most major issues — such as political action, sanctions, worker control and working class independence — the positions of the two federations are remarkably similar.

The major stumbling block to unity, which kept the Cusa and Azactu unions out of Cosatu in the first place, is the stress they lay on black working class leadership.

Cosatu, on the other hand, still has a policy decision not to share a platform with the other federations, and has said that if the Cusa-Azactu unions want unity they must join Cosatu.

However, the formation of Cusa-Azactu is unlikely to spark shop floor rivalry with Cosatu unions of the kind that has marked the emergence of Nkolosa’s United Workers’ Union of South Africa (Uwwsu) in Uwwsu’s industrial action tally is, incidentally, nil.
The third force

The exuberant support for sanctions displayed at the launch in Broederstroom of SA's second-largest trade union federation indicates that a significant proportion of organised black labour now backs foreign economic structures against SA.

The new federation combines the Council of Unions of SA (Cusa) and the Azanian Confederation of Trade Unions (Azactu). One of its first acts was to pass a resolution stating that it is "committed to a full sanctions programme for as long as the racist capitalist minority regime exists." The resolution also condemns foreign investment in SA, saying it represents "a further perpetuation of exploitation and oppression, and that its continued presence in our country is not in the interests of the working class.

The federation's position will no doubt fuel the controversy over the degree of black union member support for sanctions. The Congress of SA Trade Unions (Cosatu), the largest black union federation, officially supports sanctions as a lever for political change. But the Chamber of Mines has, for example, challenged the National Union of Mineworkers (NUM), a major Cosatu affiliate, to demonstrate that its members endorse its pro-sanctions stand.

In stark contrast to both, of course, is the Inkatha-backed United Workers' Union of SA (Uwusa), which opposes sanctions.

Called the Cusa-Azactu Federation until a new name is decided upon, the new black consciousness-leaning body is an amalgam of 23 unions with a paid-up membership of 248,000 and 420,000 signed-up members.

The negotiations which led to its formation commenced last April when it became apparent that neither Cusa nor Azactu would be joining in the talks that led to the formation of Cosatu, whose political sympathies tend towards the United Democratic Front.

The new federation believes in "the principle of worker control . . . to build a non-exploitative democratic society based on the leadership of the working class." It is also committed to "black working class leadership." This is its major difference with Cosatu, which has a number of whites in key positions. Other guiding principles are "anti-capitalism, anti-imperialism, anti-racism, and anti-sexism."

Former Cusa leaders occupy all the top leadership positions in the new federation - a reflection of the relative strengths of the two bodies before the merger. James Mndaweni and Phuoshaw Camay, Cusa president and general secretary, respectively, retained those positions in the new organisation. Pandelani Nefolokohwede, general secretary of the Black Allied Mining and Construction Workers' Union (Bancwcu) and the leading light in Azactu, is first assistant general secretary Stewart Moletsane, head of the Azactu's Insurance and Assurance Workers' Union of SA's shop stewards committee, is vice-president Camay's right-hand man in Cusa, Mahlomola Skhosana, is second assistant general secretary.

The leaders are adamant the federation will retain its autonomy and will not become an affiliate of any political organisation. It will also not affiliate to any of the international union bodies, although it will "reserve the right to relate to any of them." Cusa's present affiliation to the International Confederation of Free Trade Unions (ICFTU) is something which will have to be "put under review," says Mndaweni.

The federation's leaders reject suggestions that it is a black consciousness (BC) body. Yet the flag of the Pan Africanist Congress (PAC) was raised at the weekend meeting, and Azactu certainly was a BC organisation.

The new federation is committed to the idea of industry-based unions. For this reason, three general unions in the Azactu camp - the African and Allied Workers' Union, the Black General Workers' Union and the National Union of Workers of SA - were accorded only observer status at last weekend's meeting. According to Camay, they will now disband and their members will be accommodated in unions catering for the industries in which they work.

Some unions will also hand over sections of their membership to others. Construction workers in Bancwcu's ranks will, for example, be shifted to the Building and Construction and Allied Workers' Union, formerly a Cusa affiliate. Likewise, the Black Electrical and Electronics Workers' Union, the Engineering and Allied Workers' Union of SA, and the Steel, Engineering and Allied Workers' Union, are due to begin discussions on consolidating their memberships.
Plea to lift restrictions on unionists

The newly formed Cusa-Azactu federation will today ask the Pretoria Supreme Court to lift restrictions placed on two officials formerly held under the state of emergency, a spokesman said.

The two officials are Mr Manene Samela and Mrs Joyce Sedibe.

Restrictions placed on them include that they may not leave their respective magisterial districts without permission from the authorities and that they may not give Press interviews.

Several other former detainees, including union leaders, are also under restrictions.
Pullouts: Little praise

THE STRIKES of General Motors

NEWS FOCUS

ALAN FINE
Union to challenge sackings

The Insurance and Allied Workers Union of SA is to challenge the retrenchment of 23 union members at Trust Bank's Johannesburg branch.

Iawusa general secretary Mr Jow Rakgoadi said the union would seek legal advice with a view to fighting the retrenchments.

"The 23 union members were not given any warning nor were they consulted about the retrenchments, said to have been implemented as a result of the closure of a department at Trust Bank," Mr Rakgoadi said.

Iawusa is to meet Trust Bank management next Monday to discuss the matter.

- General Motors asked police to remove 500 striking workers at two of its Port Elizabeth plants on Wednesday night.
  The company said it asked police for assistance in removing 500 employees who had earlier been dismissed and refused to leave its plants in Kempston Road and Aloe.
  Yesterday the company was stopping many employees entering the factory.
  A meeting between management and union officials ended after only 15 minutes when General Motors rejected a key union demand outright and refused to discuss others until strikers returned to work.

- Production ground to a halt at South African Breweries' Rosslyn plant as a result of hundreds of workers staging a sit-in strike.

The strike started on Wednesday after the dismissal of a security guard on the grounds of "gross negligence." The case of the security guard revolves around the theft of R15 000 worth of beer in August. Two men have since been convicted.

- The Commercial Catering and Allied Workers Union of SA holds its annual congress in Durban this weekend.
  The conference starts today, and will be held at the Konoma Centre in Botha's Hill.
Union agreements

By DAN DHLAMINI

THE Building Construction and Allied Workers' Union signed recognition agreements with two companies during the past two months.

BCAWU regional organiser Adam Matela said they signed a recognition agreement with the Lichtenburg-based Anglo Alpha cement division in September.

He said on October 30 management agreed on a wage increase of a minimum of R90 across the board for all grades.

A recognition agreement was also signed with Klerksdorp-based Des Kuper construction on October 28.

Negotiations with Bla John Suppliers are continuing.
'Don't just talk business!'

The Council of Unions of SA has urged President PW Botha not to restrict himself to economics when he meets businessmen today.

"He must address the fundamental questions of human rights and political freedom," Cusa general secretary Pireshaw Camay said this week.

Camay was addressing the Federated Chamber of Industries - a forum for management personnel.

There will need to be a balance between political rights and participation in decision-making on the country's economic future while ensuring that social development and growth are not prejudiced," he said.

The UDF says the "summit" is going to be a sheer waste of time.

"It is quite clear from the agenda of the meeting that the dismantling of apartheid is not regarded as important," the UDF said.
LABOUR BEAT

THE Building Construction and Allied Workers Union has reached a wage agreement with Anglo Alpha’s Western Transvaal group.

In terms of the agreement, BCAWU members at the company will receive a R50 across-the-board wage increase. Other packages contained in the agreement include a 10-day educational leave, 24-hour insurance cover and a new arrangement for pension fund contributions.

BCAWU has also signed recognition agreements with two companies in the Western Transvaal.

The companies are Dee Kuter Construction and Bla john Building Supplies.

- More than 2,000 Standard Telephone Cable workers, who were involved in a work stoppage, have returned to work after the company improved its wage offer.

**Bonus package**

Management has agreed to a minimum rate of R3 an hour and improved service bonus package.

The improved service bonus package means that workers who have been with the company for between one and 10 years will receive increases ranging from R16 to R35 a month.

The package follows negotiations between management and the Electrical and Allied Workers Trade Union of SA, Metal and Allied Workers Union and Engineering and Allied Workers Union.

However, the unions are dissatisfied with the package.

BKCWA general secretary, Mr. Toby Oliphant, told the Sowetan his union was not satisfied with management’s final offer.

- The fate of 122 Metal and Allied Workers Union workers, dismissed after a work stoppage at Benoni’s Raylight Batteries, will be known next Tuesday.

The 122 workers were dismissed last month after they downed tools over the demand that management rescind its decision to suspend four workers. The four had allegedly been accused by management of intimidation.

The union is to challenge the dismissals at a hearing next week.

- The Municipal and General Workers Union of SA has elected a new Transvaal executive committee.

The executive members are Miss Dorothy Motumatsi (president), Mr. Wilson Mpalso (vice-president), Mr. M S M Mokolo (assistant secretary), Mr. Joshua Borns (treasurer), and Mr. Baxter Mbuyana (regional organiser).

The union, formed in 1980, is an affiliate of the Congress of SA Trade Unions.
THE dismissal of nine workers from the Renza Kitchen factory has sparked off a row between management and the Council of Unions of SA-affiliated Building, Construction and Allied Workers' Union.

The nine workers, mostly coloured men from Promosa township, were allegedly fired from the Potchefstroom-based company for joining the BCAWU.

According to Cusa's Western Transvaal spokesman Tseko Maumako, Renza Kitchen originally fired 11 workers, whose stop-order forms were brought to the attention of the management Maumako said two of the workers, Boy Speelman and Isaac de Bruyn, were re-employed.

The workers who were dismissed are Alfred Watson, Samuel Armse, Abel van der Linde, Siabasteen Petersen, Marinus Louw, Jeffrey Makawas, Uraanje Refulito, William Stevens and Piet van Koller.

Maumako said the BCAWU represented more than 50% of the workers at Renza Kitchen before the dismissals.

He said Cusa viewed management's action as "pure victimisation" and the failure of Renza Kitchen manager Leeuw Smith to give reasons for the dismissals proved beyond doubt that he was a "uncaring"

Smith confirmed that nine workers had been fired.

However, he denied that they were fired because they joined the BCAWU.

"These workers were dismissed on merit and it is part of the retrenchment system," he said.

Leeuw said he did not know of BCAWU's existence in his factory.

He said he was only aware of the Renza union of which all the workers automatically became members.

"I am challenging BCAWU to provide facts which would prove that it was of any advantage to my employees." He said most of the BCAWU members in his factory had denounced their membership and had not been active in the union's activities.
AS THE Putco bus boycott entered its fourth week this week, commuters yesterday said they would continue using other means of transport until the company lowers its fares.

The Soweto Bus Boycott Committee, which claims to have met senior Putco officials before the boycott, said it was determined to pressure the company to resolve the dispute.

It also said that it wanted Putco to refrain from retrenching about 270 workers in Soweto because of the bus boycott.

A spokesman for the Transport and Allied Workers Union (Tawu), which is organising Putco workers, said they had been informed about the proposed retrenchment of their members.

“Our executive committee is to meet soon to discuss the matter with members who will decide what line of action to take,” the spokesman said.

A Putco spokeswoman said they have held talks with the Azanian People’s Organisation and the United Democratic Front and exchanged views on a number of issues, including fare hikes.

“Our doors are open to everybody who wishes to come and discuss with us. We are inviting the boycott committee to talk to us about their problems, including the proposed retrenchment of workers,” the spokesman said.

She said there was nothing the company could do to reduce the fares.

Welcome

“We will welcome anybody to meet us, but I hope in as much as we will be sympathetic towards their views they will also understand our problems,” she added.

A spokesman for the boycott committee has appealed to private car and taxi owners to reduce their tariffs in the wake of the bus boycott.
EDUCATING THE WORKERS

Mr. Mndaweni, who returned to South Africa this week after leading a 17-man delegation to a week-long education workshop in Harare, said the federation had fulfilled its congress wishes to establish an educational desire which will inform and educate all their members.

The workshop dealt with various aspects involving trade unions and their day-to-day dealings with management. Speakers at the conference shared varying views, Mr. Mndaweni said.

Mr. Mndaweni said what they had learnt would be based on providing a broad political philosophy of self-reliance and self-determination which will be worker controlled.

“We must have an education that will assist us in our struggle against oppression and exploitation,” he said.

Armed with these, he said "We can manage to achieve total emancipation and mental independence with our members."

Mr. JAMES Mndaweni... led delegation to Harare.

The conference has formulated educational recommendations for the federation.

The federation will hold its national council meeting at Lekton House, Johannesburg, on Sunday.
Union to meet after workers’ death fall

MEMBERS of the Building Construction and Allied Workers Union are to meet at the weekend to formulate what action to take following the death of a shop steward who fell from the roof of a building while on duty on the East Rand.

The worker whose name has not been released because the next of kin has not been informed, fell to his death while employed by Management Services Company in Kempton Park this week.

A union organiser, Mr Janus Moloto, confirmed the death and said another employee has been admitted to Boksburg Hospital where his condition has been described to be serious after he also fell from the roof of the same building.

He said their attempts to meet management have been at a blank because the company was “a union buster” as it had refused to negotiate with them earlier.

Workers will meet at Leket House, Johannesburg, tomorrow to discuss strategies.

- The Metal and Allied Workers Union (Mawu) has applied for mediation to resolve their dispute with Graylight Batteries in Benoni following the dismissal of 129 of their members.

The workers were sacked after going on strike over the dismissal of five of their colleagues by management.

The company’s managing director, Mr Sanders, confirmed that the union has applied for mediation to resolve the issue.

- About 140 workers at Skaal Transport in Brakpan are still on strike over demands for a pay rise, improved working conditions and the recognition of their union (the African Miners and Allied Workers Union).

The Sowetan could not contact the company’s manager, a Mr Sayman, as he was said to be out of town.

- Members of the Chemical Workers Industrial Union (CWIU) in the Transvaal yesterday protested against the continued detention of their organiser, Mr Vusi Mavuso. He has been in detention for five months.

- About 2000 miners workers who went on strike at Gencor’s Matla Colliery were locked out this week, according to a spokesman for the National Union of Mineworkers.
A chemical reaction

The wage strike at seven Sentracem plants by some 3,000 members of the SA Chemical Workers' Union (Sacwu) seems set to become a long and bitter fight.

The strike started on May 12 after conciliation meetings failed to break a deadlock over Sacwu's demand for minimum increases ranging from R200 to R250 a month.

More than three weeks on, there is no sign of a weakening of resolve on either side.

Management claims production has been maintained - and even improved - with the help of casual labour; and, stating firmly that it has no intention of dismissing the strikers, shows every indication of holding out for as long as is necessary to break the strike. The union, on the other hand, says the workers are prepared for a drawn-out power struggle.

Sentracem subsidiaries affected by the strike are Agrihold in Silverton, the Sasolburg and Newcastle plants of Karbochem, Fedmis and Safripol in Sasolburg, and National Chemical Products (NCP) plants in Germiston and Kempton Park.

The wage negotiations that gave rise to the strike are the third to be held between Sentracem and Sacwu since the union was first granted recognition by the group in 1984. In that time, according to Sacwu national organiser Manene Samela, one of the union's major aims has been to move towards closing the gap between wages paid by the group's various subsidiaries. This is much the same tactic it adopted and succeeded with at several AECI plants where it is recognised.

In contrast to its openness with the press on its financial affairs, Sentracem is saying very little about the strike. MD Dave Marlow is not prepared to divulge what the group's final offer was, nor to discuss whether some older, more established unions with mainly white members, to pay heavy duty drivers R980 a month and that black workers in the equivalent Peromnes category are now being offered only R850 a month. Aside from stating that the group's policy is to pay the rate for the job, no matter what a workers' background is, Marlow refuses to comment.

This is not the first time that a union has alleged that Sentracem practices discrimination. Last year a dispute arose at the Karbochem plant in Newcastle when Sacwu claimed 87 workers had been retrenched for racial reasons. Dispute procedures came to an abrupt halt when the Minister of Manpower refused to appoint a conciliation board. But the Natal Provincial Division of the Supreme Court recently reviewed that decision and ruled that a board should be convened. Marlow will not comment on the matter.

The strike continues.
LET LON MASIKO

A GRO UN OF STRIKING SENTINEL WORKERS TAKES TO THE STREETS
Stalemate in Sacwu talks

WAGE negotiations between the South African Chemical Workers' Union and management at seven Sentrachem subsidiaries, whose 3,000 workers are on strike, reached deadlock yesterday.

The striking Sacwu members went on strike on Monday this week, demanding an across-the-board wage increase of R250.

Sentrachem divisions affected by the strike are NCP (Germiston), NCP (Kempton Park), Safripol (Sasolburg), Fedms (Sasolburg), Aghnold (PRETORIATA), Karbochem (Newcastle) and Karbochem (Sasolburg).

Sacwu general secretary, Mr Mike Tlototsa, said negotiations between the union and Sentrachem management had reached a stalemate.

- The black workforce at Central Brass and Iron Foundry near Roodepoort were involved in a work stoppage yesterday, protesting the dismissal of a colleague.

The company's managing director, Mr Alfred Duro, declined to comment and said "the whole thing is an internal matter."

The Steel, Engineering and Allied Workers' Union of South Africa has sought a meeting with management at the Roodepoort firm in a bid to resolve the dispute.

The striking workers are demanding the reinstatement of a colleague and wage increases.

- The Women's Association of the South African Black Municipal and Allied Workers' Union (SABMAWU) yesterday threatened to call out its members at Soweto City Council if the municipality continued to pull down shacks at "Mshenguville."

The council should provide shack dwellers at "Mshenguville" with alternative accommodation before demolishing their structures, the association said in a statement.

"The problem is that our members are made to do the council's dirty work of demolishing shacks," the Sabmawu wmg said.

- Pick 'n Pay, fresh from a labour dispute involving 6,500 workers at the company's stores, yesterday placed a newspaper advertisement thanking its customers for their "loyal support."
Workers' threat to Final

THE South African Chemical Workers' Union has threatened to call on the community to boycott the forthcoming National Panasonic Champions of Champions final between Iwasa Kaiser Chiefs and Fasens, which will be played at Ellis Park on Saturday.

The boycott was called because National Panasonic's public relations officer Mr. A. Bellaswai said the company had not done anything to meet its members' demands.

About 500 members of the union at the East Rand employer have been demanding wage increases and improved working conditions. The strike is in its second day.

The workers have held consultations with the National Soccer League. The Azanian People's Organisation (AFO) and the Congress of South African Trade Unions (Cosatu) have called on their members to support the workers.

"We have nothing to do with Adcock's problems," the union said.

The workers have also called on the South African Management Association (SAMSA) to take action against Adcock.
MORE THAN 200 workers at two Epping paint and ink factories have downed tools in support of more than 400 Plascon workers in the Transvaal who were fired last week after striking over the dismissal of two colleagues.

About 150 workers at Plascon in Epping downed tools on Thursday in support of colleagues in Johannesburg and yesterday 63 workers at the Inmont printing factory in Epping joined in.

The SA Chemical Workers' Union (Sacwu) said the industrial actions were in sympathy with more than 400 workers at Plascon in Lupaardsville, Krugersdorp, and Polycell in Alberton, who were fired last week.
Union condemns dismissal of strikers at AECI plant

By Sheryl Raine

The South African Chemical Workers Union (Sacwa) has condemned yesterday's dismissal of 270 striking workers by AECI's Alrode plant.

The workers failed to meet a company ultimatum to return to work yesterday morning.

Sacwa general secretary Mr Mike Tsotetsi said the workers went on strike last Friday in protest against the dismissal of a shop steward and another worker.

Mr Tsotetsi said the workers had been told to report to the plant today to collect their pay. The company had also requested another meeting with the union to discuss the matter.

An AECI spokesman, Mr Bokkie Botha, said the shop steward had appealed against his dismissal and appeal procedures were in progress when the workers decided to strike.

"On Monday afternoon workers were given an ultimatum to return to work yesterday morning or face dismissal. They continued to strike and have been dismissed.

"However, discussions are still taking place with union representatives," he said.

Work at the Nampak Paper factory in Bellville stopped yesterday after a breakdown in wage negotiations.

More than 150 workers downed tools while a Conciliation Board met union officials, management and representatives of the Department of Manpower.

A spokesman for the Paper, Wood and Allied Workers' Union said workers had not had an increase since October last year and had asked for a 50c increase on their wages of R2,18 an hour.

The management had offered 30c now and a further 8c to lower-paid workers in July which was not acceptable to the workers.
Plascon Parthenon strikers return to work

WORKERS on sympathy strikes at four Plascon Parthenon or related factories in the Western Cape and Transvaal returned to work yesterday after management at the company's factory in Epping, Cape Town, undertook to resume talks. The legal strike at Plascon Parthenon in Epping began last week bringing separate actions against the Lord Chancellor, but both actions Britain for his appearance before the court after a deadlock in wage negotiations. SA Chemical Workers' Union members at four other Plascon-related factories joined the strike on Thursday in sympathy with the Epping workers' demands.

A Ralf Jonhansen said the company yesterday withdrew its ultimatum to striking Epping workers.

Police hurt in shoot-outs

Two policemen were injured in separate contacts with men armed with grenades—one had an AK47 rifle—in Port Elizabeth black townships yesterday. Two men were killed and two arrested.

Captain J P du Plessis, of the CID, was wounded four times in his left leg after being fired on by a man in New Brighton with an AK47.

Constable A Strydom received shrapnel wounds in his legs and arms in a follow-up contact in Port Elizabeth's Soweto district.

Both men are in hospital in satisfactory conditions.

Police Commissioner General P J Coetsee said that early yesterday a man was arrested in Zwane in possession of a hand-grenade and revolver.

In a follow-up action police went to a hut in New Brighton where they were fired upon by a man with an AK47.

The police party returned fire. A man was killed and a second arrested. Du Plessis was injured in this contact.

In another incident in Soweto yesterday, a hand-grenade was thrown at a party of policemen who went to a shack.

Strydom received shrapnel wounds. The police opened fire, killing a man.

Meanwhile calm returned to Atteridgeville, Pretoria, early yesterday after a weekend of tear-gassing, tyre-burning and sjambokking.

The township was hit by a three-day stayaway called to protest at the presence of white policemen and soldiers in Atteridgeville. — Sapa.
Chemical workers return to work

JOHANNESBURG — Workers on sympathy strikes at four Plascon Parthenon or related factories in the Western Cape and Transvaal returned to work yesterday after management at the company's factory in Epping, Cape Town, undertook to resume negotiations.

The legal strike at Plascon Parthenon in Epping began last week after a deadlock in wage negotiations.

South African Chemical Workers' Union (Sacwu) members at four other Plascon-related factories joined the strike last Thursday in support of the Epping workers' demands.

The managing director for Plascon Parthenon, Cape, Mr Rolf Johansen, said the company had withdrawn its ultimatum yesterday to striking Epping workers to return to work or face dismissal.

Meanwhile, talks were resumed yesterday between the Paper, Wood and Allied Workers Union (Pwwu) and Printpak in Industria, Johannesburg, after nearly 90 workers had started a wage strike last Thursday.

The strike follows a deadlock in wage talks and a failure to reach agreement after mediation.
5 Plascon factories hit by wage strikes

ABOUT 450 workers at five Plascon Parthenon Paint Company factories in the Transvaal and Western Cape went on strike yesterday over a wage dispute.

A company spokesman said the strike followed protracted wage negotiations, during which successive company offers on wages and improved conditions of employment had been rejected by the SA Chemical Workers' Union (Sacwu).

He said the only legal strike was the one at Plascon's Epping plant, Cape Town. Plascon paid amongst the highest wages in the paint industry and the union's demands were unrealistic, he said.

The union and company have been having intensive negotiations and talks will continue today.

SAPA reports that Sacwu members at Plascon plants in the Transvaal
downed tools in sympathy with strikers at the Plascon plant in Epping.

Meanwhile, Sacwu workers at another Epping paint factory, Inmont, downed tools in sympathy yesterday with the Plascon workers.

Sacwu branch secretary in the Cape Patricie Dalilee said no further offers had been received from Plascon management on an across-the-board increase of R5.2 per month, which was rejected on Friday.

Workers were demanding an increment of R150 a month.

Reacting to claims that their demands were "unreasonable", Dalilee said: "Their attitude is that our demands are bad for the industry. But our union has said that we do not negotiate for an industry, but rather we negotiate according to the needs of our workers."

CLAIRE PICKARD-CAMBRIDGE

10% State pay rises expected

THE Cabinet has decided on moderate pay increases for public sector workers from April, informed Pretoria sources believe.

Current faith in the economy's ability to climb out of recession this year - Reserve Bank governor Gerhard de Kock claims indications of recovery have already surfaced - has created a climate for increases of 10%, they say.

The restoration of the 30% service bonus cut is also likely, they say. Finance Minister Barend du Plessis has, however, warned against unrealistic salary increase expectations.

Economists point out at least R1bn will be needed if central government and provincial workers, as well as Railways and Post Office staff, are to get 10% increases.

It was also pointed out that, no matter the state of the economy, Cabinet would have had no choice but to adjust salaries after a two-year freeze, with earning levels running at least 20% behind the consumer price index level.

First indication of whether increases will be given is expected tomorrow when Transport Minister Hendrik Schoeman meets the Federal Council of SA Transport Services trade unions in Cape Town.

Economists say if increases are to be given, Schoeman must make provision in his Budget, due to be tabled in the Assembly on Wednesday.

Standard expects budget boost

"The Standard Bank predicts a stimulatory Budget next month which will be characterised by increased social spending."

In the latest issue of the Standard Bank Review it says the recent initiative announced by President P W Botha to provide equal education for all will cost more than the country can readily afford right now.

With increased defence needs, Standard is forecasting State expen-

Business Day Reporter
Support for paint workers' strike

Staff Reporter

SOUTH African Chemical Worker Union members at Plascon Parthenon plants in the Transvaal downed tools yesterday in sympathy with striking workers at the company's plant in Epping.

Sawu workers downed tools at the Epping plant on Friday, following a breakdown in negotiations and a failure to convene a conciliatory board. This was confirmed by an Inmont spokesman.

Sawu branch secretary at Plascon, Ms Patricia Dallice, said that no further offers had been received from management on an across-the-board increase of R52 per month, which was rejected on Friday.

Workers are demanding R150 more per month. According to a Plascon statement released in Johannesburg, workers at five plants in the Transvaal and the Western Cape are on strike.

Only the strike at Plascon in Epping is legal.
Wages: Paint workers down tools

According to both Sacwu and management, a dispute had arisen following the rejection of an offer of an increase of R50 a month in favour of an "across-the-board" increment of R150 a month.

Since the strike, an offer of an increase of R52 a month was made by management, but this was rejected by the union.

In a telex to the Cape Times, a spokesman for the company, Mr R P Johannsen, said "Negotiations ceased with the company offering a minimum increase of R50 per month per employee and the union demanding an 'across-the-board' increment of R150 per month."

"Currently, the Plascon minimum wage is the highest in the paint manufacturing industry in South Africa - even before the R50 offer."

Mr Johannsen said the appointment of a conciliation board had been requested and the outcome of this application was awaited.

"To date, the negotiations have been conducted in a cordial and businesslike manner and the behaviour of the strikers has been reasonable."

He said 141 employees out of 300 participated in the strike ballot. Of these, 128 were striking, with the remainder having returned to work.
WE WILL SUPPORT BROTHERS

SA Chemical Workers' Union members picket at Plascon's Inmont ink plant yesterday.

'Sympathy' pickets in Epping

Labour Reporter

WORKERS at two Epping factories belonging to the Plascon group joined a half-hour nationwide picket yesterday to support the wage demands of Plascon workers in George and Klerksdorp.

Workers at the George depot and Klerksdorp factory have refused to accept management's offer of an R20 a month wage increase — about R30 less than the increase given to Plascon workers countrywide.

The South African Chemical Workers' Union (Sacwa), which is recognized at most Plascon plants in South Africa, called for the picket, but could not say yesterday how many of its members had responded.

Management at both Inmont ink and the Plascon paint plants at Epping in statements yesterday said they had successfully concluded wage negotiations at their own factories and operated independently of other Plascon-owned companies.
Strike ends at AECI plant

The dispute began on February 16 when 300 workers in one department went on strike in protest against management's refusal to dismiss a supervisor accused of using abusive language. AECI says the charge against him could not be proved.

On Wednesday, another 5200 joined them in sympathy, and the company was granted a temporary interdict in the Rand Supreme Court ordering the unlawful strikers to return to work.

AECI spokesman Murray Joubert says yesterday's agreement provides for the establishment of a joint management-union committee that will investigate the root cause of the incident and the unhappiness it caused.

About 80 morning and day workers — members of the Paper, Wood and Allied Workers' Union (PWAWU) — went on strike at Nampak Paper in Bellville yesterday morning, demanding the back-dating of a wage increase.

And a wage strike involving 300 PWAWU members at two Brandy plants in Elgin and Stellenbosch entered its fourth day. A union spokesman says the company has offered increases of 31c an hour.
Workers strike

ABOUT 250 members of the Chemical and Industrial Workers' Union at a Springs chemical plant yesterday embarked on a work-stoppage in protest against management's "refusal to meet our demands on wages and working conditions."

The workers are employed by a multinational chemical company, Gillette SA at New Era, Springs.

A CIWU spokesman said workers were protesting against management's refusal to meet their demand of R140 a month increase.

A management spokesman said negotiations were continuing with "both parties showing good faith", and he was confident that agreement would be reached at the bargaining table.
MEMBERS of the Chemical Workers’ Industrial Union (CWIU) at eight eastern Cape plants went on strike yesterday, a spokesman for the union’s regional branch said.

He said they were protesting at the recent lock-out and subsequent dismissal of 88 CWIU members at Associated Glass Works (AGW), a Philips subsidiary.

Companies affected, according to the union, are Pilkington Shutter-prufe and Plascon Paints (two plants each), Electric Lamp Manufacturers of SA, Allied Colloids, Shell and Mobil.