INDUSTRIAL REL. STRIKES

1987

NOV. — DEC
300 go on new strike

By SIMPWE NGWANA

MORE than 300 Dobsonville Town Council workers again went out on strike this week.

A month ago the same workers were on strike over a pay dispute.

This week they again went out on strike when they discovered that there were "deductions in their wages".

This is in spite of the fact that the workers' initial demands have not been met.

South African Workers Municipality Union official, Sphiwe Thusi said: "When we met with the Dobsonville councillors, they promised that the workers will be fully paid, irrespective of the seven days they were on strike.

In a meeting held at Kopenong Hall in Dobsonville, the workers resolved not to resume their duties until they get their money back or get a satisfactory explanation from the councillors.

The councillors on Wednesday held their own meeting to discuss the "deductions issue".

Council officials were not available to comment on the latest strike.
Strike hits two Vaal hospitals

By STAN MHLONGO

MORE than 700 workers, who were on a go-slow strike at two Vaal hospitals this week, downed tools following the sacking of eight of their colleagues.

The strike dramatically entered its fourth week with porters, cleaners and cooks downing tools on Tuesday morning following the sacking of four of their colleagues on Monday, bringing the total number of sacked workers to eight.

According to the National Union of Public Service Workers, which represents most of the workers at the affected hospitals – Sebokeng and Vereeniging – the demands of the workers are:

• That the hospital authorities recognise the NUPSW.
• A minimum wage increase of R216.
• That promotion at the two hospitals be on merit.
• That the quality of food given to workers be improved.
• An end to a pay deduction for the purpose of building a hall.

The superintendant in charge of both the Sebokeng and Vereeniging hospitals, Dr J van der Vyver, confirmed that 300 workers stopped work on Tuesday morning.

The strike was still on, said the NUPSW.
Numsa calls off strike at Uitenhage car plant

CP Correspondent

Production at Volkswagen in Uitenhage returned to normal on Tuesday after a four-day strike by 4,000 workers was called off.

The dispute was similar to an incident which closed the plant two years ago.

The strike was sparked off last Wednesday with the dismissal of a worker who allegedly assaulted a foreman.

The workers, who are members of the National Union of Metalworkers of South Africa, demanded that the foreman also be suspended while the case was settled through arbitration. — Pen.
The beer strike is over. South African Breweries’ beer division said brewery workers were returning to work and beer supplies would be back to normal to satisfy peak demand at Christmas.

SAB and the Food and Allied Workers’ Union reached an agreement on wages at R4,02 an hour and on various conditions of employment, including allowances, bonuses and paid holidays.

An SAB statement said the question of continuous operation at Roslyn Brewery remained unresolved but would be a matter for joint mediation.

More than 1,000 workers had been on strike for almost three weeks.

The agreement, which came after four months of protracted negotiations, expires at the end of June 1988.

SAB said that since August 20 it offered a national minimum wage of R4 an hour – representing an average increase of 32 percent – while Fawu had sought a 45 percent increase.

SAB’s industrial relations manager, Rob Childs, said, “We are satisfied with the agreement and believe it is a fair settlement.”

He added that it was unfortunate that negotiations had been hampered by non-procedural and unlawful action by workers.

Fawu dismissed allegations of intimidation as “a smear campaign.”

“The agreement on wages is proof that collective-bargaining procedures remain the most viable method for the resolution of industrial conflict even in the complex South African situation,” said Childs.

“Now that the wage agreement has been finalized, we hope to return to joint mediation on the question of Roslyn’s continuous operation and are optimistic it can be resolved.”

Childs said work should be back to normal in a matter of days at all plants affected by the strike.”
It's no wonder the land is in turmoil!

By DICK USHER, Labour Reporter

BAKERY workers strike, miners strike railwaymen strike, postal workers strike, food workers strike, car workers strike.

Strikes have achieved an extremely high profile this year, there have been several involving large numbers of workers, some have lasted for extended periods, several in the public sector were technically illegal and smaller stoppages are becoming so commonplace that they hardly make news.

Opinions on what is going on range from the wild-eyed conservatives who think that before every one-day stoppage the union phones ANC headquarters for instructions, to less sensational analysts who see it all in terms of a growing maturity in industrial relations and indications of greater confidence by workers and their unions.

But, whatever the explanation, South African industrial relations are in greater turmoil than they have been for years.

This turmoil would appear to be walking on four legs - a quadrupled with political feet.

The first element lies in the aims and nature of the movement itself overtly socialist, it aims at worker control of the means of production.

Its methodology is to enable people to take control of the most accessible portion of their lives - in the workplace - so that they will one day be able to take control of the rest.

Its slogan is 'Organise the Unorganised' and its most visible manifestation has been the extended public sector strikes among Post Office and railway workers.

As the unions expand their areas of organisation, they are continually coming up against fresh employers who appear determined to repeat the mistakes of others, who require their workers to labour under unacceptable conditions, who resist unionisation by various means and find themselves - early in the relationship - with a strike on their hands.

The strike is, in all probability, technically illegal, but many unions do not willingly recognise the distinction between legal and illegal strikes.

First shock

What is material is that the employers are forced to realise that they are not immune to collective action, and the workers lose their 'strike virginity'. They become aware of the possibilities of their collective strength.

Many of the unions, however, have been round long enough to have developed established relationships with employers.

Those employers have recovered from the first shock of having to deal on an equal basis with the new wave of employee organisations and have settled down to a working relationship - of varying degrees of comfort - with one of the unions.

In the past year these relationships have been buffeted by the emergence of the Congress of South African Trade Unions' (Cosatu) living wage campaign which, in addition to its demand for higher wages, also seeks a 40-hour week, and an end to overtime - steps towards opening up job opportunities for the unemployed, maternity benefits for women, paid holidays on May 1, June 16 and March 21, no tax deductions, the end of the hostel system and the right to 'decent education'.

All these are part of what one researcher sees as the emergence of 'macro' demands in the negotiating arena, matters extraneous to the workplace, but relevant to the greater aspirations of the people working there - usually overtly political demands.

Relationship

This is the second leg. The third leg is related to people taking control of their own lives.

Here the unions have been entering relationships with groups in the community. Members are encouraged to work within these organisations and use their skills and influence to help direct them towards worker-oriented goals. At the same time the organisations, most of which have accepted working class leadership of the 'liberation struggle', come in to support battles in the workplace.

In the recent bakery workers strike, a meeting under the auspices of Cosatu was attended by about 100 delegates from affiliated unions, the NUF, Cape Youth Congress, Western Cape Students' Congress, the Unemployed Workers' Movement, South African National Students' Congress, the Western Cape Traders Association and others.

In concrete terms their pledges of solidarity and support for the strikers realised very little, they went back to work before much organisation could take place.

The real significance was that the meeting took place and who was at it - a demonstration of the developing relationship.

According to Newton, all actions have an equal and opposite reaction.

If the first three legs are seen as action, the fourth is that of reaction.

On the Government level the unions see this as measures attempting to curb them - various restrictions in labour legislation and those proposed in the Labour Relations Amendment Bill, the threat to gains posed by the Temporary Removal of Restriction on Economic Activities Act, emergency regulations and detentions of unionists, and bannings and restrictions on newspapers.

From somewhere

From somewhere come the physical attacks on buildings - the bombing of Cosatu House in Johannesburg, Community House in Cape Town and numerous others round the country - the mysterious and divisive pamphlets, the violent attacks on unionists.

And then there is the employers' resistance to movement - lockouts and mass dismissals, court interdicts.

Is there any wonder there is turmoil in the land?
WAGE TALKS HAVE FAILED

WAGE negotiations between the Commercial Catering and Allied Workers' Union of South Africa and Ellerines have collapsed, setting the stage for a legal strike by the company's 6,500 employees countrywide.

Talks between the two parties ended in a stalemate last Thursday, after they failed to reach agreement on wage increases and other union demands.

The strike, however, hinges on the appointment of a conciliation board to settle the dispute.

If the Minister of sales staff, and a R340 minimum wage for "external" sales employees and R464 for "internal" sales employees.

Eena official Mr Jackie Masuku said there were indications that a conciliation board would be appointed soon to avert a strike. He said his union, however, would go ahead with plans to conduct strike ballots.

Ellerines stores likely to be affected by the industrial action include Furniture City, Rhein- gold, and Town Talk.

Eena is to hold a rally in Johannesburg on November 15 where the Ellerine dispute will be discussed.

By LEN MASEKO

Manpower fails to appoint a conciliation board within a stipulated 30-day period, which expires within the next few days. Eena may go ahead with their strike plans.

Eena members demand, among other things:

- An across-the-board R200-a-month increase;
- A minimum wage of R550 a month for all employees; and
- Management's sales targets to be lowered.

Management has offered a R94 across-the-board increase to non-salary employees.
Wage agreement as Cadac strike ends

THE month-long wage strike by 400 Cadac workers in Johannesurg ended on Wednesday with agreement on a R5.50 an hour minimum wage and a 45c an hour productivity-linked allowance, according to the parties involved.
Numsa and the SA Boilermakers' Society said the agreement, reached at mediation, also included a 5c an hour across-the-board increase backdated to July 30, and paid leave on May 1 and June 16.

Cadac personnel director B D Compton said the linking of pay increases to productivity represented a significant step.

23 OK workers get three-year terms

By Bruce Anderson

Twenty-three OK Bazaars workers were sentenced to three years' imprisonment each yesterday after being convicted in the Johannesburg Magistrate's Court on a charge of public violence for an incident which took place at the time of the OK Bazaars strike earlier this year.

 Bail for the workers was fixed at R1,000 each, pending an appeal against the verdict and sentence.

The defendants argued that none of them had been armed, no one had been injured and there had been no damage to property as a result of the incident.

Four of the workers were also convicted on a charge of intimidation. On this charge, three of them were sentenced to four years' imprisonment, two of whom were suspended.

The fourth worker was sentenced to three years' imprisonment, two of whom were suspended.

Union demands appointment of conciliation board

Ellerine faces strike threat by Ccawusa

THE Commercial, Catering and Allied Workers Union (Ccawusa) has threatened a national stoppage by 6,500 of the 9,000 Ellerine Holdings workers if a conciliation board is not appointed within the next few days to resolve their pay dispute.

Ccawusa officials told a Press conference in Johannesburg on Friday that the union had declared a dispute after the last of a series of eight meetings ended with union and management deadlocked.

The union demands a R200 across-the-board wage increase, with a minimum wage of R550 a month for all staff, a sales target of R2 500 a month

for outside sales staff and a 10% commission for all beyond the target.

Other demands are a job guarantee and full pay for workers detained under the state of emergency and four weeks annual leave for workers with more than five years' service.

Ccawusa official Jackie Masuku said management's original offer was R422 and an increase of R45.

Both the minimum and increase did not apply to sales staff

Ccawusa responded by demanding a R350 across-the-board increase and a minimum of R650 a month for all workers, without these being linked to sales staff performances.

He said Ellerines had stipulated that if an employee received a salary of R300 a month, he was expected to bring in sales of not less than R5,000 a month. A worker was given R150 as an advance on his commission and was expected to bring in sales of more than R1,500, with commission paid after he had achieved more than R5,000.

The last offer from Ellerines was a R94 across-the-board increase and a minimum of R300 a month for non-sales staff.
WORKERS RETURN

The agreement follows a two-day lockout and police stopped workers
returning to work today. The lockout, which lasted a day and a
half, was called by the Wood and Allied workers' Union after
management refused to accept the workers' demands for a
wage increase. The workers threatened to return to work
without a settlement, but the management decided to make
permutations and return to work.
Cadac, Numsa in a bid to resolve dispute

Both parties have agreed to mediation in the month-long wage dispute between Shell-owned Cadac and the National Union of Metalworkers and Boilermakers' Society of SA.

Cadac and Num SA spokesmen both confirmed that they were trying to get a date for mediation to resolve the wage strike by about 370 workers.

Numsa has demanded R3.95 an hour guaranteed, while the company offered R3.50 an hour plus a production allowance of 65 cents an hour.

Numsa's Mr Alastair Smith said yesterday that Cadac wanted the union to agree to specified levels of production on a monthly basis, failing which all members would be penalised and not receive the 65 cents increase.

Other worker demands include:
- Maternity leave, two weeks leave over and above unemployment fund insurance and sick pay leave;
- Long service 1 cent an hour increase for every year of service paid out from 3rd year of service;
- June 16 and Mayday as paid holidays.

Mr Smith said Num SA had contacted Cadac's holding company, Shell SA (Pty) Ltd, to attempt to discuss the strike. Shell refused to meet with the union, Mr Smith said.

Numsa also approached Shell about union organisation of petrol attendants working at Shell petrol stations, but Shell also refused to meet Num SA on this. Mr Smith said — Sapa
120 store workers strike

About 120 staff members at four Checkers stores were yesterday on strike over the dismissal of a Ceawusa worker at the chain's Emmerentia, Johannesburg, shop. Staff at three other outlets — in Hyde Park, Rosebank and Sandton — had joined the 12-day strike in sympathy with workers at the Emmerentia store, Mr Serge Martinengo, Checkers' financial director, said.

Those at the Emmerentia store refused to work after the worker — a Ceawusa shop steward — committed theft and the company took the normal course of action and dismissed her, he said.

The manager had a relationship that should be used, he added.

"I think that what workers were saying was against the involvement of the police," he said.

Sensitive

"Workers are very sensitive to the involvement of the police. It is something that worries workers."

Checkers was discussing the Emmerentia dismissal with workers at other stores, Mr Martinengo said.

Checkers regarded the sympathy action as illegal, he added — Sapa
Workers reinstated
MORE than 200 Edilcon workers returned to work yesterday after their two colleagues, laid off because of "lack of work," were reinstated, a union spokesman said.

A Building Construction and Allied Workers Union spokesman said the union would also resume negotiations with management for a better package deal for 24 workers retrenched by the company recently.
Mwusa strike over

THE strike by more than 500 Municipal Workers' Union of SA members at the Dobsonville Town Council is over, a union spokesman said yesterday.

A Mwusa spokesman said the striking workers had resolved to return to work yesterday pending further negotiations between the union and the council. The union and the council are due to meet tomorrow.

He said both parties had, in the meantime, agreed on a 20 percent wage increase for all the workers to be backdated to July 1 and money deducted from their pay as a result of a previous strike will be paid to them.
Subsequent investigations led to the arrest of two others. They will appear in court soon.

120 stop work in pay row with electrical firm
Labour Reporter 3/11/87
SPRINGBOK Electric employees stopped work today in support of demands for higher wages.

They are members of the Electrical and Allied Workers' Trades Union which opened wage negotiations with the company after a short stoppage last month.

A union spokesman said about 120 workers were involved at the company's store and its factory in the city centre.

Shop stewards said most workers were paid about R1,50 an hour, with other wages ranging up to R700 a month.

They claimed the company was delaying wage talks by introducing other elements into the discussions.

Management spokesmen were said to be "not available for comment on anything".
The right to strike

BY BRIAN BYBAY

HOW WOULD SA’S labour relations change if management agreed that strikers would never be dismissed? This was the subject of a thought-provoking talk heard during the traditional labour relations seminar season, in which we are now in the midst.

Cape Town-based labour lawyer Clive Thompson urged that the time had come for a new social contract between management and labour — where the two would acknowledge new rights and obligations. This would lay the ground for a more modern system, even in the context of the adversarial labour-management relationship which has developed in SA.

Specifically, he argued that in the “second generation recognition agreement”, employers must recognise the right (as opposed to the freedom) to strike.

**Picketing**

The key would be that the weapon of mass dismissals of strikers should be recognised as illegitimate. “It should be the mutual expectation of both parties that the individual employment relationships and the collective bargaining relationship will survive any economic dispute,” he said.

Attached to this would be the right to legitimate forms of picketing, which would obviously have to be designed so not as to contravene the legal obstacles to freedom of assembly.

“By the same token, the unions have to accept that these rights can only apply when strike action occurs after the exhaustion of agreed dispute procedures, and they depend on acceptable behaviour by strikers during their action.”

Of course, one is tempted to respond. Thompson’s ideas represent the height of naivety — 1987 has seen industrial relations trends going in precisely the other direction. Intimidation is on the increase and mass dismissals seem to have become the norm of the day, even in the most liberal sectors of business.

Furthermore, the Labour Relations Amendment Act (LRAA) — designed to clamp down on strike activity and enforce the State’s notions of good behaviour — is waiting in the wings.

Yet there are whispers that a few selected companies are about to reach such agreements with their union counterparts. Their success could well help determine the future direction of SA’s industrial relations system — which is, in many ways, at a crucial crossroad.

Thompson, in his talk, said he was addressing these ideas to those employers committed to democratic principles.

But any chance of a breakthrough depended on unions abandoning their “simplistic and hidebound ideological positions”. They had to develop more sophisticated strategies which recognised that, while some employers left them little choice but to use confrontational tactics, others were open to the development of more mature relationships.

Convincing unions and management in today’s polarised atmosphere takes more than an appeal to good nature and a commitment to lofty principles. But there are also reasons why it may be a matter of self-interest. From the unions’ point of view, the advantages of a non-dismissal clause are apparent. Furthermore, with the LRAA about to tilt the present balance of power further against them, the prospects of negotiating a more acceptable set of strike rules — and even an independent set of unfair labour practice and unfair dismissal definitions — would seem inviting.

Persuading employers to jettison their valued, if partly conditional, right to dismiss strikers would be more difficult.

But a new “fair play” regime would bring its own benefits. There would be a stronger and more active union commitment against intimidation.

**Unease**

And unions are increasingly questioning the value of playing by the present (and more so the future) legislative strike rules which do not appear to bring any benefits. As things stand, “fair play” strike action seems bound to increase unless there is some concrete motivation to avoid it.

Some employer groups have already expressed their unease with the more drastic provisions of the LRAA, and in the interests of good labour relations would in any event be unwilling to use them.

In conclusion, as Thompson argued, the issue extends beyond the shopfloor to society as a whole. As prospects for a democratic SA continue to recede, “belen-gured democrats need their bridgeheads, and collective bargaining is one of them... there are common denominators for liberal democrats and social democrats. Perhaps they need to be asserted.”
Hospitals recruit

SEBOKENG and Vereeniging hospitals began recruiting new staff yesterday after 400 workers at both hospitals were dismissed a week ago for going on strike for nearly a week.

SABC radio news reported the superintendent of both hospitals, Dr J van der Vyver, as saying they began filling about 459 vacated jobs yesterday.
Wildcat strike at Bokkiepak

Labour Reporter

ABOUT 100 workers began a wildcat strike at Springbok Electrical and its Bokkiepak division in the city yesterday over wage and conditions of service grievances.

The electrical wholesalers and distributors have continued trading in spite of the strike.

The national assistant general secretary of the Electrical and Allied Workers' Trades Union (EAWTU), Mr Brian Williams, said workers downed tools yesterday morning and would not go back to work unless they had a commitment that wages would be increased.

Most workers earned R300 a month, he said.

The managing director of Springbok Electrical, Mr Elki Rashkin, said the company had agreed to discuss wages and working conditions on November 9, provided a grievance procedure had been hammered out.
VW strike off

From EDYTH BULBRING South Oct 29 - Nov 4 '87

PORT ELIZABETH. - Production at Volkswagen in Uitenhage returned to normal this week after a four day strike by 4 000 was called off.

The trouble came at a time when the company secured a R55-million, 300-car order from Avis for next year.

The dispute cost the company about 700 vehicles in lost production.

The strike followed the dismissal of a worker who allegedly assaulted a foreman. The workers, members of the National Union of Metalworkers of South Africa, (Numsa) demanded that the foreman also be suspended while the case was settled through arbitration.

Volkswagen refused to do this because the foreman was not believed to be guilty of any misconduct.

On Monday, shop stewards of Numsa agreed to accept a management offer of paid leave for the foreman.

However, the status of the dismissed worker had not altered.

Matt Genrich, communications manager for VW, said there would be no difficulty making up most of the vehicles lost in production. This could be done by working overtime.

Before the strike, Volkswagen had been working nine-hour, five day shifts, and sometimes on Saturdays to make up for general shortages of Volkswagen products.

Last month, Volkswagen's Golf-Jetta range was the biggest individual model seller in South Africa with sales of 3 218. Overall, the company was the third largest wholesaler of vehicles in September. - PEN
Scabs for hire!

EAST LONDON - Scabs for hire - that's the deal apparently being offered by an employment agency during the eight South African Breweries strike.

Independent personnel consultants recently placed an advertisement in the local Daily Dispatch offering temporary work to fit, unemployed males.

Inquiries by job seekers revealed the jobs on offer to be those of striking workers.

A Black Sash worker said she phoned the agency to try to find jobs for several unemployed men who had come to her organisation for help.

"She said they needed guys for factories on strike," said the Sash worker, adding that the agency had told her they had to "help" the owners of factories hit by strikes.

She said the men had not been offered jobs because they did not have matric.

An unemployed man, who did not wish to be named, said he was offered a job at the East London depot of the South African Breweries when he contacted the agency.

Workers at the breweries were on strike at the time.

Take anything

"I went to this independent agency to look for a job I told them I would take anything."

He was told he would be contacted as soon as a job had been found; and a week later he was asked to return to the office.

"The woman asked me if I wanted a job working for the brewery. She said a wildcat strike was expected on Monday."

He had already found another job as a packer, but was told that the new job would be the same type of work, but at better pay. He was earning R110 a week at the time.

He was also told that several "springboks" would also be working at the brewery.

"Not having a clue what a wildcat strike was, I said 'yes, fine!'," he said.

The agency told him to contact them on the Monday, but he then realised he would be scabbing.

The agency however has refused to explain the job on offer.

A spokesperson for the agency called the job "confidential", at the same time claiming that "the job in a way didn't exist".

She said that the agency was "trying to find unemployed people who are immediately available for job offers", but refused to say what these jobs were. - Ebenezer
across-the-board.

Management has offered a $4.20 across-the-board increase. The union wants a minimum wage of $4.50 a month and a $1.20 across-the-board increase.

The union said its members have agreed to mediate union-management talks this week at the firm's facilities. Union leaders are discussing the possibility of mediation with the company.

Mr. Haskins, a director of the union, said the talks have been productive and that the union is prepared to accept the company's offer.

The strike by employees in two divisions of a city-owned electrical company continued today. A national strike of electrical engineers ended last week.

Labour reporter

106 Elec. Cal. Works on Strike
Weil: Strike not spreading

JOHANNESBURG. — Checkers managing director Mr Clive Weil has denied that the strike by Checkers employees spread to another 10 branches in the Transvaal yesterday, as claimed by CCAWUSA (Commercial, Catering and Allied Workers' Union).

The strike action started 12 days ago when workers at the Emmerentia branch downed tools following the dismissal of a CCAWUSA shop steward and colleague accused of theft.

CCAWUSA spokesman Mr Salim Vally said more than 600 workers at 10 Checkers branches also downed tools yesterday. Mr Weil described the comments as "absolutely untrue." — Sapa
THE strike by Checkers' Emmarentia outlets spread to the company's Highveld stores yesterday, a union spokesman said.

A spokesman for the Commercial Catering and Allied Workers' Union of SA (Ceawusa) said Highveld stores affected by the strike included Witbank, Ermelo, Middelburg and Lydenburg.

Ceawusa members at the Emmarentia branch stopped work 12 days ago, demanding the reinstatement of a shop steward dismissed after an alleged theft.

The union was seeking a meeting with management yesterday, the union spokesman said.

Meanwhile, Ellerines/Ceawusa dispute remained unresolved yesterday. He said it was "a matter of days" before 6,500 Ceawusa members went on strike at the company's 300 stores countrywide.

By yesterday the Minister of Manpower had not set up a conciliation board to settle the dispute. According to Ceawusa, the deadline for him to appoint the board expired yesterday.

The dispute between the two parties revolves around the union's demand for a minimum wage of R550 a month, against management's offer of R340 plus a R94 increase to non-sales staff.
MORE THAN 100 workers yesterday marched through the city centre singing freedom songs as they returned to work at Springbok Electrical after ending a two-day wildcat strike.

The workers, who had been on strike since Tuesday, walked from Atlantic House, in Corporation Street, to their place of employment in District Six.

They had decided to strike because they had been paid "despicable wages", a worker said yesterday.

A spokesman for the Electrical and Allied Workers' Union, Mr Brian Williams, said the workers had decided to return to work after management had "given a commitment that they will negotiate in good faith on wage increases and conditions of employment".

Mr Eli Raskin, a director of the company, said management had refused to negotiate till the workers returned.
Beer strike ends, but non-stop shifts go on

ALTHOUGH the Food and Allied Workers' Union strike which threatened to disrupt beer supplies over Christmas is over, conflict over the system of continuous production at the giant South African Breweries's plant has still not been resolved.

And the SAB intends appealing against an earlier Rand Supreme Court decision on the status of overtime bans.

The decision was handed down after the company sought an interdict preventing workers from encouraging a ban on overtime.

However the company said it was not seeking the appeal to use against the union, but such a decision would clarify uncertainty surrounding overtime bans and be in the interest of industrial relations in South Africa.

The continuous shift system, which Fawu opposed, is expected to go to joint mediation soon. The union agreed it was a local issue confined to the Rosslyn plant.

Early this week Fawu and the SAB reached agreement on a number of issues including a minimum wage of R4.02 an hour — an increase of 33 percent. The union had demanded a 43 percent increase.

The parties also agreed on improved conditions of employment including bonuses, paid holidays and allowances.

The strike, which involved over 1,000 workers, was sparked off by the dismissal of six workers at the Isando brewery near Kempton Park.

It soon spread to SAB operations in the Free State, Southern Transvaal, East London and Pretoria.

All workers dismissed during the strike, including the six Isando workers, have been reinstated, according to SAB representative Rob Childs.

It was the second strike to hit the beer industry in five months. In June workers at 10 plants and depots in the Transvaal and the Cape stopped work in sympathy with dismissed Rosslyn workers who opposed the continuous shift system.

Childs said his company was satisfied with the agreement and believed it is a fair settlement.

"The agreement on wages is proof that collective bargaining procedures remain the most viable method for the resolution of industrial conflict."

Fawu assistant general secretary Mike Mdhlala said the wage agreement was a step forward towards a "living wage."

He stressed that the agreement was for the basic wage rate.
Randburg's strike move alarms PFP

By Dan Side

The leader of the opposition Progressive Federal Party in the Randburg Town Council has called for an emergency meeting to discuss the dismissal of striking municipal workers.

After teargas was used yesterday to disperse 100 to 150 striking Randburg municipal employees locked out of the local authority's vehicle testing ground, while white workers carried out emergency services, PFP leader Mr. Andre Jacobs demanded an explanation why the full council was not consulted before an ultimatum was given to the strikers.

Said PFP Member of Parliament Mr. Rupert Lorimer today: "I find the whole situation alarming and wrong, first because there was no prior consultation of council and second because the reaction seems to be extreme."

Town Clerk Mr. Bart van der Vyver said about 750 workers had been fired after the expiry of the council's ultimatum to workers to end their illegal strike by 7 am yesterday. The workers were told that their jobs were an essential service and that they should return to work, he added. "They refused to go back to work, thus dismissing themselves."

---

The Current View

Effects of Leverage

---

19
Strikers chased

JOHANNESBURG. — Nine hundred strikers employed by Randburg Town Council were yesterday morning dispersed by police with teargas after failing to heed an ultimatum to return to work.

A union spokesman said the workers, who had been on strike since Monday and were demanding the recognition of the National Union of Public Service Workers, were locked out by management of the council's workshop. — Sapa
Strikes? We have the solution

By LOUISE FLANAGAN,
East London

EMPLOYMENT agencies are discovering that strikes make good business. East London agencies are offering replacement labour for strike-hit factories.

Of nine East London employment agencies contacted, four said they had provided casual labour to take over jobs of striking workers. Two of these subsequently denied their involvement in the practice.

However, SA Personnel named six agencies they had used to obtain replacement labour during the recent three-week legal strike, including the two agencies.

Both agencies — Efficiency Personnel and BCL — are members of the Association of Personnel Services Organisations (Apso), a voluntary organisation whose code of ethics forbids members to take part in providing replacement personnel for their clients during strikes without prior arrangement with both the union and the company.

The personnel manager at the SAB's East London branch, Joe Tsune, confirmed the company had used both agencies and four others to provide replacement personnel during the strike.
Randburg staff fired

ABOUT 900 Randburg Town Council employees who failed to heed an ultimatum to call off their work stoppage and return to work have been dismissed.

Town clerk, Mr B J van der Vyver, told the Sowetan the strikers were dismissed yesterday.

The council employees, all members of the National Union of Public Service Workers (NUPSW), downed tools this week and demanded recognition of their union.

A NUPSW spokesman said the strikers attending a report-back meeting were dispersed by police with teargas yesterday morning. The NUPSW officials had called the meeting to report back to workers about talks between the union and the council.

The NUPSW spokesman said it had become apparent during talks between the two parties that the council was applying "delaying tactics".

The town clerk said management had undertaken to reopen negotiations on the recognition on Friday.

Police confirmed they used tearsmoke to disperse an illegal gathering.
Kids highlight smoking dangers...
Talks end Cadac strike

The five-week wage strike at Cadac's Johannesburg plant ended yesterday after a successful mediation meeting between management and the two unions involved.

In separate statements, Cadac, the SA Boilermakers' Society and the National Union of Metalworkers said agreement was reached with the help of a mediator.

Workers are to receive an across-the-board, 75c-an-hour increase, retrospective to July 20, plus a 45c-an-hour productivity allowance. This is in addition to a new minimum rate of R3.50 an hour.
No fizz in Pepsi finances

Supreme Court Reporter

Things are not going better with Pepsi Cola, managing director Mr Graeme Wynne told the Supreme Court this week.

In an affidavit filed in support of an application for an order restraining workers from illegal strikes or go-slows, Mr Wynne said Pepsi Cola had been trading unprofitably for years and had serious cash-flow problems because it could not raise any further loans.

A temporary interdict was granted with a return date of November 11.
Cadac strike ends after five weeks

The five-week-old strike at Cadac, a Shell subsidiary, was resolved yesterday. An agreement was reached through mediation between the National Union of Metalworkers of South Africa and the SA Boilermakers' Society and the company. The two unions have been locked in battle with the company over the union's demand for a R4 an hour wage. A settlement was reached when the company agreed to pay workers a guaranteed hourly minimum of R3.50 plus a production allowance of 45c an hour.

The allowance will be paid out to workers if standard production levels are met. This would effectively mean that workers would earn R3.95 an hour minimum.

The company has further granted a 75c across-the-board increase backdated to July 20.

The company also undertook to recognise June 16 and May Day as paid holidays.

Although the R4 demand had not been met the unions viewed the strike as a victory for workers:
1. For the first time in the history of the metal industry, two rival unions have acted together and placed the basic interests of workers above union differences.
2. The strike has welded workers at Cadac into a strong and unified force.
Cape workers start wildcat strike

ABOUT 100 workers began a wildcat strike at Springbok Electrical and its Bokkepak division in Cape Town this week over grievances regarding wages and conditions of service.

The electrical wholesalers and distributors have continued trading in spite of the strike.

The national assistant general-secretary of the Electrical and Allied Workers' Trade Union, Brian Williams, said workers downed tools and would not go back to work unless they had a commitment from Springbok that wages would be increased.

Workers were demanding a minimum wage of R600 a month, a R200 across-the-board increase, an annual 13th cheque, overtime pay, canteen facilities and an end to racial discrimination regarding wages and promotion prospects, he said.

The managing director of Springbok Electrical, Elki Rashkin, said the company had agreed to discuss wages and working conditions on November 9, provided a dispute, disciplinary and grievance procedures had been hammered out.

"There is no stalling on our side, but we feel we need a dispute procedure," said Rashkin.

Williams said workers had downed tools in frustration at the slow progress of the negotiations — Sapa
SCORES of Building Construction and Allied Workers' Union members were locked out of LE Maintenance premises yesterday, a BCAWU spokesman said.

The union spokesman said the lockout was an attempt to discourage company employees from joining a union.

A manager of the Johannesburg company was not available for comment yesterday.
Plessey workers down tools

Labour Reporter

About 650 workers downed tools at the electronics manufacturing company Plessey S.A. Ltd. in Retreat yesterday following the dismissal of an engineer who had returned to South Africa after attending a Trades Union Council course in Britain.

An Electrical and Allied Workers Trade Union (EAWTU) spokesman said about 120 workers from Renak, a subsidiary of Plessey, began a work stoppage in solidarity with Mr Kevin Honey, who had been employed by the company for 14 years.

Mr Brian Williams, of EAWTU, said that talks with management would take place today.
Union stages strike at Border Ellerines

Daily Dispatch Reporter

EAST LONDON — The Border branch of the Commercial Catering and Allied Workers Union of South Africa (CCAWUSA) has embarked on a sit-in strike, a spokesman for the union, Mr M Nkonkobe, said yesterday.

CCAWUSA is involved in the furniture and related industries.

The present CCAWUSA strike is directed against Ellerines Holdings.

There are six Ellerines retail outlets in the Border: Ellerines, Town Talk, Royal, Rheingold, Oxford and Jackie.

There are four shops in East London, five in King William's Town, three in Queenstown, one in Alice, two in Port Beaufort and one in Grahamstown.

Mr Nkonkobe said the union demanded better working conditions.

He said the legal strike had been decided upon after talks with management had failed.

The general manager of human resources, Mr P de Villiers, confirmed yesterday that the strike was legal.

He said all shops in East London and two of the five King William's Town shops were affected by the strike.

Conditions at other Border area shops were normal, he said.

Mr De Villiers said management was still waiting for the union to come back to resume negotiations.

He said this had been communicated to the union.

When the conciliation talks broke down, management suggested mediation, but this was turned down by the union, he said.

Asked to comment on the union's statement that it would continue the strike until the demands were met, Mr De Villiers replied that that was "not easy.

Mr Nkonkobe said workers were demanding a R200 across-the-board salary increase, a minimum salary of R550 a month irrespective of job category, a sales target of R2 500, a 10 percent commission, four weeks annual leave for those with more than five years service and two days a month off.

Mr Nkonkobe said the talks with management had been going on since September last year and no agreement had been reached between the two parties.

The workers had decided to stage a sit-in strike in the company premises as from Wednesday, he said.

He said the strike was national and had started on Tuesday in Johannesburg, but the Border branch had only joined the strike on Wednesday.

The workers had decided to stay on strike until their demands had been met, Mr Nkonkobe said.

Yesterday, the workers in all the four East London shops sat inside the shops and sang songs.
Dispute results in work stoppages at 143 stores

Daily Dispatch Reporter

EAST LONDON — The dispute between Ellerines Holdings and members of the Commercial Catering and Allied Workers’ Union of South Africa (Ccawusa) resulted in work stoppages at 143 of the company’s 291 branches yesterday.

Ellerines’ general manager of human resources, Mr Pierre de Villiers, said 2,444 workers out of a total of 6,567 Ccawusa members were participating in the legal strike action.

The union’s East London branch secretary, Mr Bone Shulu, said no resumption of negotiations had been arranged and participating workers were picketing outside the stores involved in the strike.

There are 20 Cape stores involved, including all four stores in East London, three in King William’s Town and one in Queenstown Alice, Fort Beaufort and Grahamstown have not been affected by the action.

The workers embarked on a sit-in strike four days ago after conciliation talks broke down and a suggestion of mediation was rejected by the union.

The workers are demanding better working conditions, including a R200 across-the-board increase, a minimum salary of R550 irrespective of job category, a 10 per cent commission, four weeks annual leave for those with more than five years’ service and two days a month off.

Mr De Villiers said his group had indicated its willingness to resume negotiations with the union and was waiting for a response.
New strike threatens retailer's festive sales

Workers' Union...They are demanding a minimum wage of R550 a month and a R200 across-the-board increase.

Management offered a R94 increase, which has been rejected by the union and the workers.

At a Press conference held in Johannesburg on Wednesday, the union's general-secretary, Vivian Mothoa, said that the move was unanimously adopted by workers and the union after the Conciliation Board failed to settle the dispute.

The number of strikers is expected to swell before the weekend as workers at various stores in the Ellerines group have pledged their solidarity.

Mothoa said workers in Swaziland have also identified themselves with Cawusa's move to strike.

Mothoa condemned the attempts by some managers to intimidate workers on legal strike.

"Management is embarking on an attempt to resolve the strike by focusing on the dispute with Cawusa," he said. He added that after the first day of the strike, the union had recorded four instances involving the police.

"Three workers in Nelspruit are being held in custody at Malelane Prison and are to be charged with intimidation on Monday.

"There are also two workers being held at Claremont, while the KwaNdebele police are holding 30 workers," said Masuku.

However, Cawusa's report on the number of stores and workers involved in the strike was disputed by Ellerines.

In a statement, Pierre de Villiers, general manager of Ellerines' human resources department, said reports from stores had shown that a total of 127 stores throughout the country had been affected by strike action.

Of these, 101 were in the Transvaal, 13 in the OFS and 13 in the Cape.

"From a total work force of 6667, 2153 are participating in the strike action," said the statement.

By SELLO SERIPE

SOUTH Africa may witness another big strike in the retail industry following the legal strike by Ellerines workers which started this week.

The strike by workers at Ellerines stores comes during the same period as the OK strike, which began last December and ended at the end of January this year.

More than 4800 Ellerines workers, from 177 branches in the Free State, Northern Cape, Transvaal and Western Cape were involved in the strike when it started on Tuesday.

The strikers are members of the Commercial, Catering and Allied Workers' Union.

Motho said workers in Swaziland have also identified themselves with Cawusa's move to strike.

Motho condemned the attempts by some managers to intimidate workers on legal strike.

"Management is embarking on an attempt to resolve the strike by focusing on the dispute with Cawusa," he said. He added that after the first day of the strike, the union had recorded four instances involving the police.

"Three workers in Nelspruit are being held in custody at Malelane Prison and are to be charged with intimidation on Monday.

"There are also two workers being held at Claremont, while the KwaNdebele police are holding 30 workers," said Masuku.

However, Cawusa's report on the number of stores and workers involved in the strike was disputed by Ellerines.

In a statement, Pierre de Villiers, general manager of Ellerines' human resources department, said reports from stores had shown that a total of 127 stores throughout the country had been affected by strike action.

Of these, 101 were in the Transvaal, 13 in the OFS and 13 in the Cape.

"From a total work force of 6667, 2153 are participating in the strike action, said the statement.
Jubant Sobekong hospital workers chalked, sang and danced after they were told by their lawyer they could return to work unconditionally.
WORKERS REINSTATED

BORIS MURPHY

The workers were discharged on the grounds of incompetence to perform their duties sufficiently to maintain their position. The workers were accused of absconding from work, leaving their equipment unattended, and generally disregarding the rules of the mill.

The workers appealed to the management, stating that they were not given sufficient time to adjust to their new roles. They also claimed that the equipment was not properly maintained, making it difficult to work efficiently.

The management argued that the workers had been given ample training and had failed to meet the required standards. They also cited instances of sabotage and poor work quality.

A hearing was held, and the arbitrator ruled in favor of the workers, stating that they had been treated unfairly and that their jobs were essential to the mill's operations.

The workers were reinstated with back pay and compensation for lost wages. The arbitrator also ordered the mill to provide additional training to the workers to ensure their continued success.

The workers were grateful for the outcome and vowed to work harder to prove their competence.

TRAFFIC INCIDENT

The rainstorm caused a traffic jam on Route 5, leading to delays and frustration for drivers.

One worker, John Smith, was caught in the downpour without an umbrella. He managed to make it to work on time despite the wet conditions.

Another worker, Jane Doe, was driving home when she lost control of her car on the slippery roads. However, she managed to avoid any accidents.

Despite the challenges, the workers remained determined and continued their work.

The mill management praised the workers for their resilience and hard work, despite the external factors.
Half of chain's outlets on strike

JOHANNESBURG, June 14.—The Ellerines strike has spread further, with management now putting the number of strike-hit outlets at almost half the furniture chain's stores.

The human resources manager of Ellerines, Mr. Pierre de Villiers, said yesterday 147 stores out of 291 were affected.

Almost 2,500 of the 6,367 workers represented by the Commercial, Catering and Allied Workers Union (CCAWU) were on strike.

The last available union figures were at least 3,600 workers at 180 stores.

It was not known yesterday when talks to settle the wage dispute would begin — DDC
**Dismissed workers rehired**

LEN Mercedes Benz workers dismissed after a strike at the company’s East London plant have been reinstated.

They were among 280 National Union of Metalworkers of South Africa (Numsa) who took part in a strike at Mercedes Benz last year.

A Numsa spokesman said the matter was referred to an arbitrator who ruled that:

- Six of the dismissed workers should be reinstated immediately on the merits. They should be paid from a date six months earlier than the date of the award.
- Four of the workers should be reinstated on the basis of a finding that there was "selective re-

employment or dismissal"; and
- The remaining two workers "have been unsuccessful".

The arbitrator made the ruling on November 23.

The Numsa spokesman said "The fact that this arbitration took place 14 months after the date of the dismissals clearly indicates the intransigence of this company to consider representations made to it for the reinstatement of these workers."
Management intervenes after three striking workers held

Daily Dispatch Reporter

EAST LONDON—Three striking Ellerines workers belonging to the striking Commercial, Catering and Allied Workers Union (Ccauusa) were questioned by police here yesterday.

They were then released after the company's management intervened on their behalf.

A Ccauusa spokesman, Mr Joe Putye, said the three were from different shops in East London.

Police in Pretoria yesterday denied victimising strikers or interfering in the Ellerines strike.

The general manager of Ellerines Holdings, Mr F. de Villiers, confirmed that the company had intervened when three employees were taken in for questioning by the police here.

Mr Putye also claimed that their union offices in Termius Street were raided by the police on Saturday.

Mr De Villiers said that of the company's 291 shops throughout the country, 149 were affected by the strike.

There were 110 shops affected in Transvaal, 15 in the Orange Free State, 24 in the Cape Province and none in Natal.

There were 2,470 striking workers and these were from all job categories, Mr De Villiers said.

The striking workers are demanding a R200 monthly increase, a 10 percent commission, a target of R2,500 a month, a minimum salary of R560 and a two-days off in a month.

The workers said they would continue with the strike until their demands were met.

The management had replied that it was open to negotiation and was awaiting the workers' response.

The workers had said that they had exhausted all possible means of communication and had thus embarked on a legal strike.

The management had suggested mediation after conciliation talks broke down, but this was turned down by the workers.

In Pretoria, police responded to allegations that they were working closely with Ellerines management to disrupt the strike, and claims that some 20 workers had been arrested.

In a statement the police added 'Should any person wish to lay a criminal charge with the police or lodge a complaint against any member of the force, such person should do so through the existing recognised channels.'

"Such charges/complaints will be thoroughly investigated".

The police statement denied that they "victimise" people because they belong to a specific organisation.

"We also reject claims of police "interference" in the dispute or that police are "working closely with management".

"The settlement of the dispute is a matter between management and employees.

"Action is only taken if there are reasonable grounds for believing that such person(s) has/have contravened the law — DDR-Sapa"
Johannesburg — Police yesterday denied that they were victimizing striking Ellerine workers.

The furniture chain's workers have been on strike for six days, demanding higher wages.

The police also denied interfering in the strike or "working closely with management."

The Commercial Catering and Allied Workers Union of South Africa, which represents the striking workers, said 5,674 workers were on strike at 202 stores throughout the country. Ellerine management claims only 2,470 workers at 149 stores are on strike.

Union demands include a R550 per month minimum wage across the board. Management is offering a R425 to R589 minimum to five levels of salesmen. — Sapa
THE legal wage strike by Ellerines Holdings employees in many parts of the country entered its fourth day today with 41 more stores in the Vaal taking action.

The Orange-Vaal branch of the Commercial Catering and Allied Workers Union (Ccwuas) said four organisations representing thousands of Vaal residents in six townships have pledged to give support to the workers fighting for a living wage.

Earlier this week Ccwusa strike co-ordinator Mr Jackie Masuku told a Press conference that residents throughout the country supported the strike.

He said about 5000 workers at 177 stores in the Transvaal, Free State and Cape were on strike in support of a R350 a month minimum demand and R200 across-the-board.

Offer

The company has offered a minimum increase of R94 to all employees and between R425 and R689 a month minimum to non-sales staff.

The store group has, however, denied 177 stores were affected and said the stores involved were 127.

With the Natal region still to decide whether to take action Ccwusa said 41 stores were involved in the Free State and Cape, 132 in the Transvaal and four in the Western Cape.

The stores affected are Ellerines, Iown Talk, Oxford Furnishers, Rhengold, Royal, Volks and Jake which have a predominantly black clientele.
Sea Harvest workers go back

SALDANHA BAY — A settlement has been reached between the Food and Allied Workers Union (Fawu) and the management of Sea Harvest more than three months after workers went on strike.

More than 200 workers downed tools in solidarity with about 250 workers who were fired after they went on strike in protest against management's refusal to allow a report back meeting.

Proposals

Fawu official Mr Gert Koennana said workers had accepted management's latest proposals. "More than 100 workers went back to work last week. A further 70 workers returned to work on Monday," said Koennana.

Another 100 workers were expected to resume work before the end of the year.

The union is, however, concerned about 120 workers whose jobs have been taken by scab labourers.

Koennana said management had promised these workers would be reinstated as soon as there were vacancies.

Workers at a report-back meeting before the settlement

Sea Harvest management was not available for comment. Fawu had earlier approached the International Union of Foodworkers (IUF), to which the union is affiliated, to intervene.

A Spanish-based union had also taken up the matter with the Pescanova Fishing Company in Spain, which owns 50 percent of Sea Harvest.

Ellerines workers demand living wage

ABOUT 100 workers at four branches of Ellerines in the Peninsula last week went on strike in support of a living wage.

The stoppage forms part of a nationwide strike involving thousands of Ellerines workers.

All members of the Commercial and Catering Allied Workers Union of South Africa, the workers are demanding an across the board minimum salary of R550 a month.

Management has offered a minimum of R425.

The Peninsula branches affected by the strike are one branch in Elsies River, and three in Claremont.

Workers had been picketing at the company's branches since they went on strike, according to the acting branch secretary of Cawu, Mr Ben Petersen.

Mr Pierre de Villiers, general manager human resources of Ellerines, confirmed workers at the four branches went on strike.
Lekoa police
mutineers freed

JOHANNESBURG. —
The 19 Lekoa town coun-
dil "policemen," arrested
last week after an armed
mutiny in Sebokeng
township, have been re-
leased, a Pretoria police
spokesman said yester-
day. It was not yet known
when the 19 alleged mu-
tineers would appear in
court.

"All I can say at this
stage is that they have
all been released pend-
ing further investiga-
tion. The whole matter is
now sub judice," he said.

Charges being investi-
gated in connection with
the incident include at-
temptsed murder, mutiny
and malicious damage to
property. — Sapa
Work stops over hotel bonus dispute

EMPLOYEES at the Capetonian Hotel stopped work for about five hours yesterday before a dispute about bonus packages was resolved.

A spokesman for the Liquor and Catering Trades Employees' Union said about 70 workers at the hotel had stopped work at about 10am after two night shift workers received pay packages in which their salary and their annual bonus were paid. He said workers had asked management to pay their wages and bonuses separately.

Workers held a sit-in in the foyer of the hotel for about an hour before successful negotiations were held with representatives from the hotel's head office and the staff went back to work.

A spokesman for the hotel's management said there had been no disruption of hotel services, adding that the hotel was happy that the dispute was over.
WP textile industry set for first legal strike

Labour Report

7/12/87

LAST-ditch attempts to prevent the first legal strike in the Western Province cotton textile industry have failed.

A legal deadlock between employers and labour has been declared and the Amalgamated Clothing and Textile Workers Union (Actwusa) will ballot its 5,000 members in the industry to decide on further action.

Both parties agreed to mediation after a dispute was declared, but this failed to achieve a resolution and the industrial council declared a legal deadlock.

"During mediation, concessions were offered by both parties. These concessions were, however, not acceptable to both parties in the final analysis and were subsequently withdrawn," the Textile Manufacturers Association said.

"The basis for the dispute is primarily on hours of work, leave, public holidays, shift allowances and wage levels. The union, in accordance with its legal entitlement, has given notice of its intention to hold a strike ballot."

If members vote in favour of a strike, it is expected to start early next year as textile factories close tomorrow for their annual holiday.
Inflation

Only Pretoria can cure it

When the State President's Economic Advisory Council last month revealed its plan for fighting inflation, it discussed everything from trade unions to oil to population growth to competition. But it failed to come up with an acceptable plan to end inflation, because it did not make the crucial distinction between monetary inflation and price inflation. As long as this is ignored, the inflation debate will continue to be muddled.

Monetary inflation is an increase in the money supply. Price inflation is a rise in the prices of goods, services and labour. Monetary inflation causes price inflation, but it is not the other way around. Indeed, price inflation can be sustained only with an increase in the money supply.

In an economy with a frozen money supply, prices would change—only to send signals from consumers to manufacturers.

If a good becomes scarcer or demand for it rises, the price will go up. But there's no point in trying to stop it with price controls. Says University of Fort Hare economist Carl Bauer: "It's like pouring seed water on a thermometer. It's just treating the symptom.

The most damaging effect of inflation is that it leads to malinvestments, recessions and unemployment. It is the biggest economic obstacle to renewed growth.

A policy that keeps interest rates low by increasing money supply faster than production of goods and services, as in SA, encourages the misuse of capital.

Says Michael O'Dowd, chairman of the Free Market Foundation and an Anglo American director: "You encourage people to make investments that are not viable because they depend on a distortion of prices. Sooner or later the interest rate will necessarily rise, and some of those who invested will go bankrupt." People lose jobs, and investors have to begin anew to find what they should be producing.

Monetary inflation hurts the economy in other ways as well.

- Persons who live off savings or fixed incomes—retirees, the unemployed—see their purchasing power collapse. Even 15% annual monetary inflation is devastating. Today's R24,500 car would cost R99,110 10 years from now.
- The rand depreciates against other currencies. Many believe the fall in the rand causes inflation, but they've got it reversed. Rand Merchant Bank economist

There is no quick fix for inflation. But some practical ways of checking it—only if government had the political will.

Rudolf Gouws has calculated what the dollar/rand exchange rate should be, based on the difference between the South African and US inflation rates. The actual rate is very close to that.

"In the long term, the exchange rate will move broadly in line with the inflation differential," says Gouws.

- Monetary inflation, coupled with negative real interest rates, transfers wealth from net creditors to net debtors. Anyone who borrows at a fixed rate of interest pays back in cheap rands. Says Free Market Foundation executive director Leon Louw: "Higher-than-expected inflation is a tax on the creditor and the investor and a bounty for the debtor. The thrifty are punished, and the debtors get an unaearned discount." On the contrary, we need to reward savers.

- It distorts relative prices. Not all prices go up at the same rate, so manufacturers get a distorted picture of what consumers really want. Says Wits business economist Richard Grant: "It's like censorship. It prevents the proper signals from coming through".

- It makes it easier for Pretoria to tax us. In two ways: When wages rise to keep up with rising prices, we aren't any better off. But it looks so on paper and Pretoria hits us harder through progressive income tax. This fiscal drag—what Americans call bracket creep—allows government to boost income taxes without putting it to a vote.

Secondly, inflation itself is a tax. The government prints money and pays its bills with it. We then pay more for everything. Says Wits economist Frank Vorhees: "It devalues taxpayers into thinking the State is efficient. They can see the services the State provides and the buildings it builds, but they don't recognize that they pay for those things through inflation as well as through taxes.

- It promotes dissatisfaction and unrest. Louw argues that nominal increases in prices promote labour unrest, rent boycotts, and bus stonings. "Even at low levels, inflation is politising and conflict-provoking. I'd go as far as to say that if we had not had inflation, we'd have seen nothing like the unrest we've had. Inflation is bad economics. It's even worse politics." As Lenin demonstrated, one way to bring a country to its knees is to debauch the currency.

There is one—and only one—infallible, automatic, theoretical way to stop inflation—freeze the money supply.

In an economy with a frozen money supply, there can be a general price rise—as measured, say, by an increase in CPI—only if the supply of goods shrinks. The same amount of money will chase fewer goods, so overall prices go up. And that happens seldom even in recession-hit SA, production volumes have continued to rise but the money supply has risen faster.

But while freezing the monetary base would stop inflation, it's not practical either economically or politically. It's not even clear that growth in money supply can be stopped dead. Our own earlier experience with bank lending controls showed that even with tight quantitative controls the market has ways of expanding the effective supply of credit, at the cost of ghostly neologisms like "disintermediation."

What measure do you control, anyway? UK experience was that selection of any indicator (M1, M3, or even route 66) for monetary targeting inevitably destroys its statistical validity as the market works around it. In a world of ever-more complex credit instruments, control is not as easy as it was when money consisted basically of banknotes bearing the words "I promise to pay the bearer on demand" as a guarantee of real intrinsic value.

Even if this problem could be overcome, there would be too much interminable dislocation. In the short term, recession would be heightened as past errors in investment are revealed and bad projects scrapped.

In our current state we could not afford this transition. We must make the shift to a productive economy as painless as possible. Fortunately, there are other measures that can be taken to check inflation in addition to keeping

Inflation's

Prices after 6 years and 10 years

<table>
<thead>
<tr>
<th></th>
<th>1997</th>
<th>1992</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dinner for two</td>
<td>R222.51</td>
<td>R110.62</td>
</tr>
<tr>
<td>Monthly salary</td>
<td>R14,756</td>
<td>R7,350</td>
</tr>
<tr>
<td>Monthly salary</td>
<td>R7,350</td>
<td>R3,500</td>
</tr>
</tbody>
</table>

Inflation is real, and it's here to stay.
the growth in the money supply within reasonable bounds.

There are two key general steps Pretoria can take roll back government spending and implement the deregulation/privatisation twins. Both would make the economy more efficient. People thrown out of work could more quickly find other work. And it would be easier for those who have invested in the wrong thing to find out what consumers really want. "You've got to make it easy for investors, workers and entrepreneurs to become productive," says Vorhes.

All those (vital) sums spent on black education and training will be wasted if skilled or semi-skilled blacks cannot find jobs.

As Milton Friedman has pointed out, you cannot balance budgets by raising taxes. That only encourages further profligacy. The overall size of government spending matters more than how it is financed.

Pretoria claims that most civil servants are functional teachers, nurses, security forces and the like, not push-pullers. Its arithmetic is suspect. But in any event, our whole crazy patchwork constitutional system is a major cost burden that an economy this size simply cannot afford, as even members of government have admitted in unguarded moments.

It is absurd spending millions on black teachers' training colleges while the (white) Johannesburg College of Education is half-empty. There are many examples of such wasteful duplication.

But even many functional services can be subjected to market disciplines. As British local authorities have shown, many services can be contracted out and done more cheaply. It is often argued that standards will suffer if we do this route.

There are two answers to that:

1. Our problem is often not inadequate statutory standards, but inadequate enforcement of existing standards. Recent rows in the tax industry are a good example of this.

price tag

of 15% annual price inflation

| Can of cola | 1997: R3.03 | 1992: R1.51 |

Debasing the currency

During times of shortage (which is fair) but also in times of surplus, because stocks have to be carried or exported at a "loss"—which is invariably borne by local consumers.

But agriculture is not the only culprit. Too many public-sector unions insist on a cost-plus basis. They determine the level of capacity and costs and set prices accordingly. If this threatens to kill the coal export industry in the process, tant pis.

This is economic nonsense. No private-sector body can do this: they have to accept the market discipline and a price set by the interaction of demand and supply. It can even be self-defeating, high prices cure consumption, which pushes up unit costs, which means higher prices and so on ad nauseam.

In passing, let it be noted that there is no particular merit in a public utility managing to raise prices by less than the inflation rate assuming a normal distribution, half of all price increases are likely to be at or below the inflation rate anyway. The new management of Eskom may have moderated the rate of price rises—but it's still not enough.

Public utilities must be privatized and subjected to competition. It has been shown around the world that virtually no utility cannot be adequately provided by private enterprise. We cannot privatize everything overnight, but as with deregulation, progress in implementing what we supposed to have for years been accepted policy has been painfully slow Again, we could take a leaf out of Margaret Thatcher's book.

Then there are a host of special interest groups who are cossed by special concessions that distort the workings of the market and are effectively an unjustifiable cost burden to the rest of the community. Ironically, two of the largest groups whose political loyalty the Nats have tried to buy in this way, farmers and civil servants, are in the forefront of those who have now deserted the party in favour of the CP.)

Government must accept that privatization and deregulation will hit public-sector employment. Indeed, the obvious attempt to privatise while retaining present manning levels and service benefits are pointless.

Similarly, farmers must suffer. But then, our present system of agricultural support has neither ensured agricultural prosperity nor checked rural white depopulation. So it hasn't worked, either. Again, in the long run, only an agricultural sector that can compete in the marketplace can survive.

Inflation— as with low economic growth— Pretoria likes to give the impression that it has done all that can be expected of it, that it is now going to be left to the private sector to "do its bit." In fact, the reverse is the truth.

Only Pretoria can stop inflation. Trouble is, it is unwilling to take the political risks of the tough measures.
can be realised for cash and the new loan tap can be turned off if necessary. In addition, the banks have the actual base of a well diversified balance sheet, on both sides, to accommodate the cash flow implications. Building societies, in contrast, still have a relatively monolithic asset structure calling for a higher weighted average of longer-term funding.

As regards interest mismatching, something of the same principle applies. Building societies, with their semi-monolithic asset book, do require a closer match, it is up to them to advise their customers on the rate replacement characteristics applicable to products on both sides of their balance sheet. Banks, again, have a more diversified asset base of risk, but let us accept for the time being that their funding is the more rate-sensitive. The extent to which this carries through into making their home loan book more rate-sensitive (upwards when the cycle turns up) will depend in future on balance sheet management and competitive forces. Let us reaffirm, however, that the home loan book is not fixed rate, so nothing inherently imprudent is going on.

What about socially despicable conduct? Historically the home loans rate pattern has been more volatile in banks, but overall the borrowers from either source have done about the same over the swings and roundabouts of the last five years. Borrowers have done a good deal better with the banks during the past couple of years than with the building societies, if fortune swings the other way during the next two or more years the banks' home loan customers are cushioned by their up to 2% rate advantage, for a start.

A 30-year projection, replete with interest rate cycles, would give no prospective home buyer convincing reason to choose a building society over a bank per se, or vice versa, on rate considerations alone. Building society spokesmen who warn the public against possible interest rate volatility in the banks are actually taking the short view, not the long view as they claim.

Temporary discrepancies of 1% or 2% either way in borrowing rates between building societies and banks cause adverse public comment. At the peak in 1984-1985, my bank (then called Barclays) was the supposed villain of the piece, at one time around, if there is one, it will be the banking system as a whole in the firing line. The interest rate seesaw between banks and building societies is a function of:

- The imbalance of the evolutionary situation, coupled with the growth in demand,
- The authorities turning their face away from publicly subsidised home financing:
- The liquidity-preference of depositors in a volatile, gold price dependent and inflationridden "free market" scenario, which renders it impossible for home financing to be funded in toto by term deposits (it is also a misconception, however, to suppose that banks would need to match their funding as closely as building societies).

The present asymmetry is a problem for government and society as a whole, not merely a matter of good guys/bad guys, building societies vs banks, according to your choice in the media. Much the same may be said about the so-called "incredible package of goodies" with which banks are new, wooing home loan borrowers. These promotional free-market gambits only seem "incredible" viewed from the confines of the building society regime. Building societies would match them if allowed, and the ones with banking subsidiaries are, in fact, free to do so.

Whether now? That community and its regulator must decide whether the prescriptive, privileged and somewhat high-minded specialised role of the building societies is to be perpetuated in the public interest, or whether we are going all the way down the path to convergence with the banking system. The weight of evidence seems to be tiling towards the latter view.

It appears that building societies will have their scope for short-term funding enhanced from 5%-10% of liabilities during the next legislative session — and, indeed, this allowance could probably go a good deal higher without undue trading risk. There is, of course, an increased interest rate volatility and thereby concern from those sections of the community that see housing finance as a public service requiring subsidy rather than the stimulus of market forces. If the target is convergence and a "level playing field," the building societies would have to diversify their asset base of risks as fast as regulation and their own developing capabilities will allow.

US-SOVET NUCLEAR TREATY

Gorbachev takes Washington

President Ronald Reagan says he has come away from his three-day summit "with a sense of accomplishment." Soviet leader Mikhail Gorbachev said that "a good deal has been accomplished" by the Washington meetings.

And so, shaking hands one more time in a drizzling December rain, the US President and the Secretary General of the Soviet Union parted from yet another search for lasting world peace.

Much was accomplished, if only the signing of the treaty to reduce the arsenal of short to medium range (up to 4,800 km) missiles capable of carrying nuclear warheads which both sides maintain in Europe.

The Soviets did not agree to leave Afghanistan, as had been hinted. But Gorbachev did offer to bargain over the prospect of a 12-month timetable for withdrawal. This is something he wants to do anyway, but he wants a reward for doing so. Reagan was right in not giving it.

The Soviets also relaxed on their previous frozen position that further talks could be held unless the Americans foresaw any further work on the Strategic Defence Initiative (SDI), the so-called 'Star Wars' space weapons system. Indeed, at one time, the Russians had said that even the intermediate missile reduction was in jeopardy if Star Wars continued.
Workers reinstated

MATTHEW Rustenburg Refiners, a platinum refinery in Germiston, this week, reinstated 200 workers it locked out and dismissed over the company's decision to relocate to Bophuthatswana.

The Chemical Workers' Industrial Union (CWIU), which represents the workers, said MMR reinstated the workers with all their previous benefits. They were reinstated on Monday.

The workers were locked out and dismissed two weeks ago after 18 months of fruitless talks between the union and management.

The CWIU said the company's decision did not necessarily mean victory for the union because MMR had not rescinded its decision to relocate to the homeland.

A spokesman for MMR, Mr J E Forbes, was not available for comment yesterday.
THE wage strike by
more than 2,000
workers at Ellerines
furniture stores con-
tinued yesterday
with 144 branches
affected. Ellerines
spokesman Pierre
de Villiers said.

He reported some trading in
the strike-hit stores but said it was too
early to determine the extent of dis-
ruption caused by the strike.

The stoppage, over demands for a
uniform R550 wage increase and re-
lated issues, has badly affected Trans-
vaal operations, disrupting operations
at 110 stores in the province.

Natal has so far not been affected.

De Villiers said the company was
prepared to negotiate on condition the
issue of sales targets was dropped
from the agenda.

The strikers are members of the
Commercial, Catering and Allied
Workers' Union (Ccaswa).

In a statement released yesterday
afternoon, Ccaswa reiterated a de-
mand that Ellerines should re-open
negotiations without conditions "to-
wards a sincere attempt to the resolu-
tion of the dispute".

The statement added Renolda Mat-
shabe, a worker and union member
from a store in the Pretoria area, was
missing.

Ccaswa quoted police as saying
Matshabe had not been picked up and
appealed to anybody with informa-
tion about her to contact the union at
(011) 402-1840.

The statement also claimed work-
ers at Ellerines stores in Natal would
"take action" from today.

This decision was taken on Wednes-
day "at a large meeting of our Natal
shop stewards". — Sapa.
Sun coming out on hotel staff dispute

THE Sun hotel group was considering a minimum wage demand of R500 a month and was confident that a settlement would be reached soon, the group personnel director, Mr Peter Cumberlege, said yesterday.

Meetings unions negotiating on the workers' behalf were being held in Cape Town and Durban. The company was confident that a settlement would be reached because of progress at meetings this week.

The dispute was being mediated by industrial councils on the Witwatersrand and Pretoria.

The trade union alliance demanded a minimum wage of R500 per month was being considered and "movement" had been made by both parties on most of the 20 demands made by workers and management, Mr Cumberlege said.
Strike interdict on Ccawusa in 14 store dispute

SUSAN RUSSELL

THE Commercial, Catering and Allied Workers Union was temporarily interdicted on Friday from instigating or inciting employees at Pick 'n Pay stores to take part in or continue an unlawful strike.

The interim order was granted by Mr Justice G Leveson after an urgent application by Pick 'n Pay.

An industrial relations manager for Pick 'n Pay, Khotso Ntseare, said in court papers that workers at 14 branches went on strike on December 15 after the detention of a colleague, a Mr Kali, by Ciskei police on November 19.

Ccawusa and some of its members had alleged Pick 'n Pay was responsible for Kali's detention, Ntseare said. He said Pick 'n Pay was not responsible for Kali's detention and had offered to pay a lawyer to try to procure his release.

Ntseare said at a meeting between Pick 'n Pay and Ccawusa shop stewards on December 14 the company was told the company was not responsible for Kali's detention.

The union agreed there would be no strike action, he said, and would stop it if it did occur. However the next day employees struck at 14 branches in the Transvaal and Natal.

Workers returned to work on December 17 but the same day employees at the Birchleigh, Benmore, Boksburg Hypermarket, Ormande and Rosebank branches struck illegally to help Kali's release.

Ntseare said despite their undertaking, the union and its shop stewards did nothing to stop the strike but rather had encouraged it.

He said the Ciskei authorities informed Pick 'n Pay on December 17 that Kali was to be released. The strikers were told this but they had not returned to work.

Ntseare said the strike was contrary to the recognition agreement between Pick 'n Pay and the union and was also a contravention of the Labour Relations Act that the subject matter giving rise to the strike had not been the cause of an application for the establishment of a conciliation board.

He said the strike was causing a serious disruption of Pick 'n Pay's Christmas period business and the company would suffer irreparable loss. The return date of the application is February 9.

IMF team to visit Angola

Buthe...
Union produces rights agenda for working parents

In spite of the serious split in its ranks, the Commercial, Catering and Allied Workers' Union (CCAWUSA) has managed to mount a fairly solid strike against Ellermere.

Apart from the issues over which the strike was called, the two parties are also arguing about the numbers involved.

Stores in Natal have not yet joined the strike, but the union claimed earlier this week that 292 stores and about 5,600 workers were on strike in other centres.

Ellermere, however, claimed that only 2,470 workers at 149 outlets were on strike.

Stores in Natal were due to join the strike yesterday but by early afternoon the company said there had been no action, CCAWUSA said.

The union claims the union has achieved an average R10 per hour increase on the minimum wage for members this year - 98 percent at Jazz Supermarkets, 95 percent at Checkers, 66 percent at OK Bazaars, 68 percent at Saphr and 53 percent at the Squires group.

Women workers comprise a significant element of its membership, so it was not surprising that the union has laid strong emphasis on negotiating maternity rights.

But recently it has started to broaden this campaign and is conducting a research pro-

ject into parental rights.

"The idea of parental rights is to look at the whole family and their needs," said a statement on the subject in the latest South African Labour Bulletin.

"The aim is to provide for the welfare and rights of working parents and their families. An important aspect of these negotiations is to address the problem of gender discrimination, the socially constructed differences between women and men that result in the oppression of women in our society.

"The union's proposals are geared towards stopping the 'double shift' that women have to work and promoting the thinking that the responsibility of childcare and looking after the family must be shared by both parents."

The union says the main principles involved in parental rights agreements are:

- The elimination of discrimination based on gender,
- Working parents must be able to exercise fully their parental responsibilities,
- Men and women have the right to hold a job, lead a normal family life, work under safe and healthy conditions and to give their children the necessary care and attention,
- Women and men must have equal opportunity to combine gain-
Company says strikers hinder EL customers

Daily Dispatch Reporter

EAST LONDON — Ellerines Holdings is planning to get a Supreme Court order to evict striking employees from its East London outlets on the grounds that the strikers are stopping customers from shopping.

In a circular letter to the striking workers, the company’s East London regional management warned them it would not tolerate workers preventing customers shopping at its outlets.

The general manager of Ellerines, Mr P de Villiers, said yesterday the company had accepted the workers onto the company’s premises but the situation had become volatile and the company had thus decided to forbid striking workers from coming onto the premises as from December 16.

The company’s lawyers were working on a Supreme Court action to be instituted against the workers.

A spokesman for the Commercial, Catering and Allied Workers Union of South Africa (CCAWUSA), Mr Joe Putye, said the workers were surprised by the latest management move.

He denied that workers had prevented shoppers from shopping at East London outlets and said workers regarded management’s plan to shut them out from shop premises as intimidatory tactics.

The workers’ demands include an across-the-board pay increase of R200 a month, a 10 per cent commission, a minimum basic salary of R550 for all job categories and two days off in a month.

They said they had exhausted all possible legal means of communication with the management and had gone on a legal strike.
Work force gets the chop

By ALI MPHAKI

THE Commercial, Catering and Allied Workers Union yesterday claimed that more than 200 workers at Shareworld were on strike in solidarity with 100 colleagues who were dismissed last Friday.

But management at Shareworld dismissed allegations of the strike, adding however that there were differences between management and the workers.

Managing director Mr Reuel Khoza said the 100 workers were retrenched in order to streamline the workforce for the company to make a profit.

Cawusa claimed yesterday that the workers were dismissed without notice or consultation with their union, "leaving their families without income just before Christmas."

The union further claimed that they had asked management to reinstate the workers, but management had refused to discuss the issue.

Pamphlet

Cawusa said in a pamphlet that the average worker at the multi-million rand round-the-clock education and entertainment centre was being paid R80 a-week (R320 a month), while the poverty datum line was R420 a month.

But, Mr Khoza said Shareworld had a new concept in employment, with each worker being paid hourly.

"In fact all our staff are on probation at the moment. We explained to them when they joined the company how they would be paid. We anticipated bigger support from the public when we started, and employed 818 workers. But for the company to remain economically viable and make a profit we had to do away with about 200. This was explained to them and they were paid accordingly," Mr Khoza said.

He denied that they refused, to speak to Cawusa, adding that it would be foolhardy for anyone to be against unionism.
200 jobs on the line

THE Commercial Catering and Allied Workers' Union of South Africa (Cawusa) met late yesterday with Shareworld management to resolve a dispute involving more than 200 employees at the entertainment complex.

Cawusa reported this week that its members at the complex went on strike in protest against the dismissal of 100 colleagues.

Shareworld management said that the 100 workers were retrenched to streamline the workforce.

- The Steel Engineering and Allied Workers' Union (Seawu), recently resolved a strike by union members at Medical and Surgical in Johannesburg, over the dismissal of four workers.

Stoppage

A Seawu official, Mr Sam Maropola said the strike had been resolved and the Johannesburg company's workforce returned to work.

- The National Union of Farmworkers recently signed a recognition agreement with the Springs-based Newmark Fresh Produce Market.

A spokesman for the union said the agreement would allow the union to negotiate collectively for its members at the plant.

- About 500 workers of the National Union of Wine and Spirits Workers yesterday returned to work after a three-hour stoppage over the dismissal of a worker at the Distillers Corporation in Wadville, Germiston.

Nuwsw president, Mr November Nkosil, said the workers returned to their posts after management suspended the dismissal and undertook to investigate the circumstances surrounding the action.
Ellerines get order against strikers

EAST LONDON — Ellerines Holdings has been granted an interim Supreme Court order against its striking employees in East London and King William’s Town.

The general manager of the company, Mr P de Villiers, said today the order prevented the strikers from entering shops owned by the company and restrained them from interfering with customers in the four East London and King William’s Town outlets.

Last week, the East London management warned striking workers in a letter not to interfere with customers.

The strikers denied they had obstructed people going into stores.

Mr De Villiers said the application was brought before the Grahamstown Supreme Court and the order was served on the Commercial, Catering and Allied Workers’ Union and 140 employees. — Sapa.
Company granted court order as union opts for mediation

(Cawusa) union have agreed to take their dispute to mediation.

The two parties are expected to meet early next week, a union spokesman said.

Last week the East London management wrote a letter to striking workers warning them not to interfere with customers.

A subsequent letter barred them from company premises.

The strikers denied that they had obstructed people going into the stores.

Mr De Villiers said the application was brought before the Grahamstown Supreme Court and the order was served on Cawusa and 140 employees.

The return date for the action is February 4.

The union's branch organiser, Mr Bones Skulu, said yesterday the union would contest the order.

The union had been taken by surprise by the management action.

Mr Skulu denied the management's allegations that the workers were preventing customers from coming into the shops.

He said what had happened was that some customers who had learnt of the strike from salesmen outside the shops had decided of their own accord, and out of sympathy to the strikers, not to enter the shops.

He said what the striking workers were concerned about was the fulfilment of their demands and not the sales of the shops.

The workers had clearly stated their demands, which included promotion of consumer boycott of Ellerines stores, Mr Skulu said.

The Cawusa's Johannesburg spokesman urged the company to remove any conditions on negotiations.

Ellerines insists that sales targets be dropped from the agenda if any meaningful talks are to take place.

"Sales targets are negotiable," the union spokesman said.

They "must be put to the table and be justified."

"Cawusa is aware that the issue of targets is not a bread and butter issue like wage increase."

But he also said "soon or later the parties must conclude", an agreement. For that purpose a meeting is necessary.
Negotiation to continue at Ellerines

ROBYN CHALMERS

"ELLERINES and the Commercial, Catering and Allied Workers' Union (CCawusa) yesterday agreed to re-open negotiations after reaching a "deadlock" on negotiations three weeks ago.

Ellerines GM of Human Resources, Pierre de Villiers, said he received a telex from CCawusa spokesman Jackie Masuku on Friday asking for mediation on all issues.

"The wage strike has been running for more than 10 days. De Villiers said he confirmed Ellerines was willing to resume negotiations on all issues through mediation. But Ellerines had not changed its attitude on commission targets.

He said Ellerines would stick to its decision not to pay Christmas bonuses to strikers. Masuku described this as an "unfair labour practice", as workers on a legal strike should not be "victimized" simply for participating in it.

The strike, which has spread to stores in three provinces excluding Natal, would "obviously" have detrimental effects on Christmas sales, said de Villiers, but it has not yet been estimated how badly stores will be hit.

"De Villiers said 2 417 workers were on strike, a figure disputed by CCawusa. Masuku said the last available union figures were more than 5 000 workers in 202 stores."
Strikers are like cattle - manager

STRIKING Ellerines workers employed at the Dendros Store near Petersburg, are locked in the storeroom daily and guarded with rifles, members of the Commercial and Catering and Allied Workers Union of South Africa have alleged.

The workers also alleged that the white manager of the store frequently invited local white farmers into the store "to look at strikers and pass derogatory remarks."

Both the store manager, Mr. Eager, and managing director (Human resources), Mr. P. F. R de Villiers, deny the allegation. Mr. Eager said the workers were "free to come as they want. In fact they are getting fat from over-eating and no work they are like cattle," he said.

The workers said the manager locked the strikers in every morning. "Two rifles are placed at the door and the door is only opened at lunch and knock-off time. It is a very humiliating and intimidating tactic and we condemn this very strongly," the workers said. Dendron is situated in the heart of the Northern Transvaal farming area about 60 km west of Petersburg.

Meanwhile, strikers at Ellerines in Petersburg had their names taken down by the manager yesterday morning for wearing the union's T-shirts, shop stewards disclosed. The action followed the resolution by the striking Cawusa members to wear the T-shirts despite an alleged ban by management.

Mr. de Villiers denied on Tuesday that T-shirts were banned or that disciplinary action would be taken against strikers who wore T-shirts in the stores. The strikers are part of over 5,000 Cawusa members in the Transvaal who went on strike on December 8 to demand higher salaries and better working conditions.

A Cawusa official confirmed yesterday that both parties had agreed to take the dispute to mediation. "What is left is to agree on the mediators and dates," the official said.

The affected stores are Turnbury, Lake Vishuis, Rheingold, Volk, Oxford, and Town Talk. The workers are demanding (management's offer):

- R200 across the board increase (R94),
- R550 minimum wage for all (R425),
- Sales targets of R2,500 for outdoor sales staff (R3,400),
- Ten percent commission for sales beyond the target (seven percent for R600 up to R1,000, nine percent for R1,001 up to R9,999 and 10 percent for R10,000 upwards),
- A job guarantee and full pay for workers detained under the state of emergency (three months at half salary with no guarantee),
- Four weeks annual leave for workers with more than five years service (three weeks), and
- Two days' time off for all per month (one day)

---

ACTION BATTLES TRICITY DEPT

Christmas have been tremendously delayed. The meat which was in the fridge has rotted and each time we phone we are told to be patient," Mr. Mavuso added.

Chief electrical engineer, said he was not aware of Shap's problem but promised to investigate.

"Workers at the centre repair calculators, Kodak cameras, manufacture protective clothes for the mines, manufacture underground lighting cables, notebook pouches and tablecloths."

---

Somethin' 24/12/87
The two-week strike of Ellerines Stores has slipped into a wrangle between the company and the union over mediation proposals.

A spokesman for the Commercial, Catering and Allied Workers' Union (CCWUSA) says Ellerines has accepted a proposal that the dispute go to mediation, but on condition that sales targets are not negotiable, that workers unconditionally offer their services and drop their demands, and mediation would be on the company's wage offers only.

The CCWUSA spokesman said these conditions were not acceptable.

"We question the company's willingness to settle the dispute through mediation," he said.

"We find this attitude high-handed and arrogant which will further prolong settlement of the dispute."

Ellerines claims that 2417 employees are on strike out of a total workforce of 6,567.

CCWUSA disputes and claims at least 4,500 employees are on strike.

Stores in the Cape, Transvaal and Free State are affected.

Natal workers have not joined the strike.
The arena of strike moves from Township streets to factory floor

The government has made a firm decision to bring the strike to an end. It has been a long and difficult struggle, but we have finally reached the point where we can no longer afford to delay. The strike has brought us to the brink of collapse, and we must now take decisive action.

In 1987, there were still more strikes in the goldfields than in the mining. The figures were: 5,000 workers in the goldfields and 30,000 workers in the mining. The government has decided to bring an end to the strike.

The government has decided to bring an end to the strike. The strike has lasted for over a year, and we have been forced to take drastic measures to bring it to an end. The government has decided to bring an end to the strike.

In 1987, there were still more strikes in the goldfields than in the mining. The figures were: 5,000 workers in the goldfields and 30,000 workers in the mining. The government has decided to bring an end to the strike.

The government has decided to bring an end to the strike. The strike has lasted for over a year, and we have been forced to take drastic measures to bring it to an end. The government has decided to bring an end to the strike.

In 1987, there were still more strikes in the goldfields than in the mining. The figures were: 5,000 workers in the goldfields and 30,000 workers in the mining. The government has decided to bring an end to the strike.

The government has decided to bring an end to the strike. The strike has lasted for over a year, and we have been forced to take drastic measures to bring it to an end. The government has decided to bring an end to the strike.

In 1987, there were still more strikes in the goldfields than in the mining. The figures were: 5,000 workers in the goldfields and 30,000 workers in the mining. The government has decided to bring an end to the strike.

The government has decided to bring an end to the strike. The strike has lasted for over a year, and we have been forced to take drastic measures to bring it to an end. The government has decided to bring an end to the strike.

In 1987, there were still more strikes in the goldfields than in the mining. The figures were: 5,000 workers in the goldfields and 30,000 workers in the mining. The government has decided to bring an end to the strike.

The government has decided to bring an end to the strike. The strike has lasted for over a year, and we have been forced to take drastic measures to bring it to an end. The government has decided to bring an end to the strike.

In 1987, there were still more strikes in the goldfields than in the mining. The figures were: 5,000 workers in the goldfields and 30,000 workers in the mining. The government has decided to bring an end to the strike.

The government has decided to bring an end to the strike. The strike has lasted for over a year, and we have been forced to take drastic measures to bring it to an end. The government has decided to bring an end to the strike.
ration and terrorify surprised even union officials.

But down in the aisles a serious group of critics was analysing the unfolding drama — with a view to rewriting the script.

During the miners' strike, Minister of Manpower Piet du Plessis assured businessmen major changes to existing labour laws would be introduced to "redress the present imbalance in favour of unions".

Although the result of the strike, a defeat for the miners, led to an affirmation of the "adequacy" of existing labour laws by the Chamber of Mines and the Department of Manpower, it was followed by the Labour Relations Amendment Bill which proposes far-reaching amendments designed to roll back the inroads made by the unions in the past decade.

In terms of the Bill, sympathy and secondary strikes will become illegal even if all conciliation procedures have been followed. Unions are no longer indemnified from claims for damages arising out of lost production during an illegal strike. Boycotts are defined as unfair labour practices for which employers will be able to claim damages.

Other notions of an unfair labour practice adopted by the industrial court have been excluded and some restrictions on the retrenchment and dismissal of workers have been removed. Functions of the industrial court have been streamlined, and its right to grant interim relief to unions or management in a dispute removed.

Conciliation board procedures have been altered, restricting the ability of unions to mount legal strikes. Unions must take a dispute to a conciliation board within 21 days or lose the right to strike legally. Conciliation boards also no longer have to resolve a dispute within 30 days and no time limit is placed on its proceedings — making it possible to delay a legal strike indefinitely.

Cosatu General Secretary Jay Naidoo has warned the Bill will become a major source of conflict and some Cosatu affiliates are considering calling special union congresses to discuss how to oppose it.
T-SHIRTS ARE NOT FORBIDDEN

Ellerines gives strikers an assurance

STRIKING Ellerines employees were free to wear their union’s T-shirts, a spokesman for the furniture group said.

Ellerines human resources manager, Mr Pierre de Villiers, said there were no restrictions on the wearing of T-shirts or on the movement of employees currently on strike at Ellerines furniture stores countrywide.

He was reacting to reports from strikers at Ellerines’ Dendron store near Potsburg that they were being locked in the storeroom daily and guarded with rifles.

Mr de Villiers denied that there was a management ban on T-shirts printed by the Commercial Catering and Allied Workers Union of South Africa (Cawsa).

About 2,400 Ellerines employees were involved in the current wage strike at 144 shops in the Transvaal, Free State and the Cape, the Ellerines manager said.

Cawsa demands an across-the-board wage increase of R200 a month and a minimum wage of R550 a month. In response, management has offered R94 to non-sales staff, a R340-a-month minimum wage for "external" sales employees and R464 for the "internal" sales force.

The dispute between the two parties has been referred to a mediator, who is expected to resume proceedings this week. A conciliation board set up by the Minister of Manpower failed to resolve the wage dispute.
Ellerines begins mediations over Ccawusa strike

ELLERINES Holdings and the Commercial Catering and Allied Workers' Union (Ccawusa) began mediation proceedings yesterday in an attempt to resolve the three week old wage strike.

Mediation was progressing with management motivating its reasons for remaining set on precluding sales targets from negotiations, said Ellerines human resources GM Pierre De Villers.

Ccawusa representatives said they would put management's motivation on the issue to a general meeting of workers on January 3. The two parties will then meet on January 4 for further negotiations.

Ccawusa maintains the strike by more than 6000 out of a total of 6567 workers at 202 out of 291 stores will continue until the dispute is resolved.

These figures have been disputed by Ellerines management.

Discussions previously broke down when Ellerines management refused to allow sales targets onto the bargaining agenda.
Ellerines mediation stalls on sales

MEDIATION between the Ellerines holdings and the Commercial Catering and Allied Worker's Union (Ccawusa) broke down on Monday when management continued to refuse to negotiate sales targets, union spokesman Jackie Masuku said yesterday.

The mechanism of sales targets demands that workers either generate sales worth ten times their basic wages or face dismissal. Ccawusa said that next to nothing had been achieved in the wage negotiations.

This was disputed by Ellerines, who said the fact that neither party walked away from mediation, together with the setting of further discussions was indicative of commitment to negotiations.

B/day 30/12/87
THE wage strike at Ellerines Holdings stores nationwide entered its fourth week yesterday with the workers' union saying mediation talks broke down this week as attacks on members escalated.

Strike co-ordinator for the Commercial Catering and Allied Workers Union (Cawusa), Mr Jackie Masuku said mediation talks held on Monday broke down after Ellerines refused to negotiate the lowering of sales targets - a burning issue in the dispute.

Mr De Villiers said he had personally investigated the allegations which proved to be untrue.

He said that mediation talks broke down on Monday and said talks would resume.

Mr De Villiers said he had personally investigated the allegations which proved to be untrue.

Mr Masuku said the union would hold a general meeting on Sunday in Burgersfort to seek a mandate and discuss management's attitude.

Mr De Villiers said he had personally investigated the allegations which proved to be untrue.

Mr Masuku said the union holds a general meeting on Sunday in Burgersfort to seek a mandate and discuss management's attitude.
Earnings per share climb 32%.

Cheers for SAB's profits.

From LINDA ENSOR

JOHANNESBURG — Cheering results from SA Breweries (SAB) have become almost a norm, and those for the six months to September are no exception.

Earnings per share climbed 32% to 40c (30,3c) and an interim dividend of 16c — a 26% increase on the previous period's 12,5c — was declared.

Turnover rose 19,4% to R3,3 billion (R3,2 billion) which Group MD Meyer Kahn regards as a remarkable achievement, given the fact that the beer price increases lagged inflation by about 30%.

"I am very pleased with the results," Kahn said yesterday.

"Every division did well relative to the industry in which they operate, and we achieved our objectives both in terms of the management of earnings as well as of assets. Generally, there was not one weak link — and that includes Southern Sun.

In the past six months SAB was struck by a series of labour disputes which Kahn said "certainly impacted on our bottom-line performance."

However, he added, the impact was "manageable."

Margins improved on higher volumes and increased productivity from 6,4% to 7,3%, which on the rise in turnover translated into a 36% increase in trading profit to R279,4m (R205,5m).

An 11% decline in finance costs to R57,7m due to low interest rates and the reduction in borrowings from R301m to R189m was offset by the significant hike of 16,4% in the tax rate — imposed so funds could be transferred into a tax equalisation reserve.

This conservative accounting policy has been adopted since 1985 to maintain an even flow of earnings when the company, SA Breweries, becomes liable for tax in about 12 months time.

Compared to the 36% rise in trading profit, after-tax income excluding outside contributions, rose by 22,6% to R119,7m (R97,6m).

A strong performance by associated companies such as Cape Wine and Distillers, Rematex and Sun International, meant a 60,8% rise in dividend income and equity accounted earnings to R39,4m (R24,6m).

This lifted attributable income by 32,6% to R155,5m (R110,4m) after the deduction of a hefty R11m (R16,5m) for additional replacement cost depreciation (based on the revaluation of assets).

Beer volumes rose about 12% and the division's contribution to attributable earnings rose 30% to R60,3m (R45,3m) and the other interests' contribution was up by 38% to R36m (R26,1m).

The balance sheet is sound with gearing down to 35% (56%), due both to a reduction in borrowings and the R85,2m increase in shareholders' funds, which resulted from the acquisition of Lion Match Net asset value currently stands at 642,5c (507,4c).
Labour Update

Sacwu man is shot dead

A South African Chemical Workers' Union member, Mr Sizabazana Ngita, was shot dead by unknown men in Sasolburg on Tuesday night.

Mr Ngita was among the more than 1,300 Sasol workers dismissed after participating in a strike last month, a Sacwu spokesman said.

According to Sacwu, other Sacwu members were attacked by a group armed with pangas and knobkerries last weekend. Their homes were also attacked.

"During the same weekend, there was an attempt to burn down a local church used by the dismissed Sasol workers to convene meetings," the Sacwu spokesman said.

A priest in charge of the church, Mr M. L. Mokgutu, later found half-filled petrol containers in the churchyard, the union said.

The Sacwu members have reported the matter to the police.
UNION'S INTERNAL POWER STRUGGLE HOLDS UP PEACE TALKS ON STRIKES

By CAS ST LEBER 8/11/85

A POWER struggle within the Commercial, Catering and Allied Workers' Union (Cawusa) has played a major role in the latest round of countrywide wildcat strikes and labour disputes.

So says Vincent Brett, manpower secretary of the Association of Chambers of Commerce (Assocom).

"One of the problems at the moment is certainly the Cawusa split. Both factions claim to be the true union, which is creating much confusion for management. Communication is another problem. With the present Cawusa split, it is difficult to know who one should be talking to."

"I would appear that local shop stewards are sometimes acting without reference to the union, as well as workers acting without reference to the shop stewards," Mr Brett said.

The union, with a claimed membership of 35,000 and the third-largest affiliate of Cosatu — South Africa's largest trade union federation — has featured in several recent actions, including:

- The Checkers strike, involving about 800 Cawusa members after an alleged unfair dismissal, now resolved.
- Ellermine Holdings' wage dispute, now set for a conciliation board hearing and affecting a potential 6,500 employees, of whom 2,704 are Cawusa members.
- 150 striking employees of Benny Goldberg's liquor store in Wynberg; a wage deadlock.

Takeover

60 strikers dismissed by Honda Holiday Resort, following claims by Cawusa members that they were asked to work Saturdays and Sundays with no overtime pay.

Cosatu is to discuss the five-month-long Cawusa dispute — culminating in one branch of the faction forcibly taking over the union's Cape Town office on Monday — at a central executive committee meeting this week.

One group, under general secretary Mr Vivian Mtwane, has the support of the Witwatersrand; the other is apparently aligned to the Durban and Orange-Vaal union branches and is supported by Cosatu general secretary Mr Jay Naidoo.

The result to the employer has been a list of conflicting demands and communications' breakdowns, resulting in "unnecessary" strikes.

It took just 10 minutes on Wednesday to settle the illegal five-day strike of about 800 Checkers employees, said managing director Mr Clive Well.

Workers stayed out at various outlets across the Reef after a woman shop steward of the Cawusa working at the Emmarentia branch of Checkers was dismissed for an alleged "irregularity.

Rondalla Holdings was taken to court by Cawusa in Pretoria on Wednesday, with the union alleging that its 90 members at the Buffelsport resort had been ordered to work weekends without overtime pay.

Faulty

The company was ordered by the Pretoria Supreme Court to reinstate the strikers — but in an urgent application on Friday the claims of the union were found to be faulty, according to a Rondalla spokesman, and the dismissals were upheld.

Cawusa is asking Ellermine for a R200 across-the-board increase and minimum monthly pay of R690, bringing the effective minimum to R783. In order to avert strikes at its 352 outlets, management asked for a conciliation board.

Asked if the increases were at all likely to be granted, Ellermine general manager (human resources) Mr Pierre de Villiers said: "Quite frankly, we would be contracting bankruptcy at those figures."

On Tuesday, a 'telex was received from Minister of Manpower Mr Piette du Plessis confirming approval of the board.

Available dates will be submitted by union and management tomorrow.

The minister told a business luncheon earlier this week that 25.3 percent of the country's total workforce — or two million workers — now belonged to trade unions, leading to a need for more sophisticated and rational labour relations.
Cosatu or Nactu — which will Mwasa members choose?

By MARTIN NTSELENGOE

The Media Workers' Association of South Africa has an important decision to make at its annual congress in Durban this weekend when it is to choose whether to affiliate to one of the two giant union federations.

The union is to choose whether to affiliate to the Congress of South African Trade Unions or the National Congress of Trade Unions.

A spokesperson for Mwasa said since the beginning of the year, the union has invited officials belonging to both federations to its regional conferences to address its members to prepare them for the decision.

He added that Mwasa believed in democracy and that for the decision to affiliate to either federation to be taken, it was of paramount importance for its members to be well prepared for such a decision.

"We believe that it is important for our members to know the policies of both the federations so that when they vote they should not be swayed by extraneous forces. Our members must decide on the basis of what federation would accommodate the aims and objectives of the union," said the spokesperson.

He also stressed that Mwasa members must know both federations, their policies, history, and their relationship with the liberation struggle in the community.

The Southern Transvaal region of Mwasa has already made a recommendation to the national executive to affiliate to Nactu.

Dunlop strike goes on

CP Correspondent

conciliation

Board negotiations on the wage dispute between Numsa and Dunlop BTR have broken down for the third time.

The union has accused the company of "union bashing".

The board was set up on October 29 after about 1,200 workers voted to strike when management refused to reinstate long-service bonuses.

The workers objected to a disciplinary clause in the payment of annual bonuses — Concord.

Beauty and the Country

BY BONGANI HLATSHWAYO

Kaizer Chiefs will be holding the national finals of its beauty contest tomorrow after the team's needle match against Orlando Pirates at Ellis Park.

The judging will take place at Club 2000 in Johannesburg from 7pm. There are 32 finalists drawn from throughout the country.

The club will host a function attended by top girls. The entertainment will be provided by Yvonne Williams and the...
STAFF GETS ULTIMATUM

MORE than 800 National Union of Public Service Workers members who stopped work at the Randburg Town Council, have been given until today to return to work.

NUPSW general secretary, Mr Sipho Radebe, said the council had also threatened to evict the strikers from a council-owned hostel if they failed to heed the ultimatum.

Town clerk Mr J Cronje was not available for comment.

The union was scheduled to meet the council late yesterday, to discuss workers' grievances.

NUPSW members demand unconditional reinstatement of a dismissed colleague and recognition of their union.

According to the union, the dismissed worker was accused of intimidating a colleague.
Workers down tools at Highveld

WITBANK Highveld Steel workers downed tools for six hours yesterday after three union members were dismissed by management for their activities during the recent month-long lock-out.

A National Union of Metalworkers of South Africa (Numsa) spokesman said the dismissed men were the first of 180 Highveld workers facing disciplinary hearings.

Workers had returned unconditionally two weeks ago after management took a hard line on Numsa’s refusal to accept the 1987/88 wage offer.

There was no comment from Highveld Steel. — Highveld Bureau.
Grahamstown's 'greenflies' told...

GO HOME!

CP Correspondent
MOST of Grahamstown's municipal policemen have been dismissed and sent home after participating in an illegal strike last week.

One of the local "greenflies" at the township police station is known, said that about 70 of the policemen had decided to stop work on Tuesday in an attempt to secure a pay increase.

He had not joined the stoppage.

He said, "I earn only R219 a month and some earn less than that.

He said municipal policemen in other areas earned more.

The policeman, who asked not to be named said the commanding officer had told them that they were not allowed to stop work.

"He said that we must follow the forms for losing our complaints. All those who stopped working were dismissed," he said.

"My grievances are the same as the other policemen but because I was born and bred in Grahamstown and have nowhere else to go, I did not stop working."

Most of those dismissed came from Zululand and were sent back by bus. Less than 25 municipal policemen remain in Grahamstown.

The station commander of the municipal police, W/O T. Merrington, said under the emergency regulations, the municipal police were under the control of the SAP and he could not comment.

The district commandant, Major H. Hendricks, said only the police liaison officer for the Eastern Cape Capt. Pet Grobler could comment.

Grobler said the municipal police were not the control of the city council and he could only comment about unreal incidents.

The mayor, C. Bren said that Merrington or the town clerk, K. Cilliers were in a position to make a comment.

Cilliers refused to comment.

Chiefs

A management has requested a meeting.

The prizes galore for the three.

The contest is sponsored by the Daily, Sales House, Puma and

The concert for the evening will be by Yvonne Chaka Chaka and the Young Five.

Yvonne Chaka Chaka
Bid to get union 3 freed

The Vukani Guards and Allied Workers' Union has instructed its lawyer to secure the release of three union members detained after a work stoppage at Isando Security Guards, a union spokesman said yesterday.

But a manager of the company, Mr. Marcus Baartman, yesterday denied that his employees were on strike saying only six security guards had not reported for duty on Wednesday. "It happens now and then that they stay away from work," he said.

He said he was not aware that three guards had been detained.

A Vukani Guards spokesman said several union members downed tools at the company in support of four dismissed colleagues.
MORE than 300 Con Roux employees were dismissed because they participated in the fourth illegal strike at the company this year, a company spokesman said yesterday.

A director of the company, Mr. John Roux, said the main reasons for the work stoppages were the employees' demand for recognition of their union.

He said the union, the Black Allied Mining and Construction Workers' Union, had failed to provide management with more information about its membership.

Mr. Roux said Bamewu members had intimidated other employees belonging to the Building Construction and Allied Workers' Union to join Monday's stoppages. BCAWU members refused to join the strike, he said.

Bamewu members were fired on Monday after they failed to heed an ultimatum to return to work.

The general secretary, Mr. Motsumi Mokhine, said union members downed tools demanding the reinstatement of 21 workers dismissed by the company over the past two months.

He said attempts to meet management to discuss the matter this week had failed.

Mr. Mokhine said management was trying to "play our union against the BCAWU." He said his union would seek legal advice in a bid to force management to agree to a meeting.

Bamewu and BCAWU are affiliates of the National Council of Trade Unions.
Strikers want excessive rises, says Ellerines

By SEFAKO NYAKA

THE wage demand by the Commercial Catering and Allied Workers Union in the current round of negotiations with the Gencor-controlled Ellerine Holdings will increase the company’s wage bill by 125 percent, according to the group’s human resources manager, Pierre de Villiers.

But according to Cawusa’s representative, Jackie Masuku, the company has no excuse not to grant the proposed increases because its after tax profits last year amounted to over R15-million.

“For a long time Ellerines have underpaid its workers. They have paid many workers even below the government’s minimum wage,” he said.

And this week over 6 000 workers staged a six-hour work stoppage at 300 stores in “demonstrate to management the urgency of committing itself to conciliation board proceedings,” according to Masuku.

The company has hundreds of furnisher retail stores countrywide and in Lesotho, Botswana, Swaziland and the “homelands” and trades under Ellerines, Volks, Town Talk, Royal, Oxford, Rheingold, Furncojy, Jako and Fishers furniture.

The union has accused the company of being reluctant to go for conciliation. A conciliation board was appointed by the minister of manpower last week after the union declared a dispute with the company.

De Villiers said both parties had earlier agreed to refer the wage dispute to voluntary mediation.

De Villiers said that of the more than 6 000 employees at the 252 stores in the country, only 2 704 are Cawusa members.

Negotiations between the two parties started in June but broke down three months later after agreement could not be reached on wages, sales target, sales commission, annual leave and time off.
strikes sweeps the public sector

The recent wave of strikes in the public sector highlights employee frustration with a labor relations system which offers them far less than workers employed by industry.

In the past six months alone the public sector has been hit by more than 30 strikes involving over 33,000 workers.

In all the strikes workers were demanding permanent employment status, improved working conditions and parity with their white counterparts.

Most of the workers in this sector are not covered by the Labour Relations Act and are still regarded as "non-classified" staff employed on a "temporary basis" despite length of service.

This means that even a worker with 20 years service can be summarily dismissed on a day's notice.

Industrial action in this sector has involved strikes, go-slow, work-to-rule and a boycott of amenities.

The majority of strikes were in the municipal and "quasimunicipal" sector where 13,030 workers at 14 different local authorities engaged in industrial action.

Two months ago more than 5,000 "municipal" workers in Soweto went on strike demanding wage increases, improved working conditions and the recognition of their union.

A few months earlier over 2,000 workers at the Diepsloot council in Soweto went on strike protesting against the transfer of 12 meter-readers to a private company.

The demands later included improved working conditions and increased wages.

The council agreed to restate the meter-readers and open negotiations on the outstanding issues.

Other municipal strikes in the past six months include:

- 200 workers at the East London municipality went on strike in May in protest over the transfer of a supervisor.
- 120 workers at the Durban Electricity Department began a work-to-rule in June, demanding a 20 percent increase.
- 700 workers at the Alberton council struck in July. They were demanding a R600 monthly minimum wage and an end to discriminatory practices.
- 600 workers at the Vereeniging council went on strike in July, demanding a R350 minimum wage and the recognition of their union.
- 200 refuse removal workers at the Cape Town council began a work-to-rule when they demanded a R30 a week across the board.
- 350 workers at the Ekurhuleni council, near Randfontein, downed tools in August over the government's 12.5 percent wage increase.
- The workers were demanding an 80 percent increase which they later reduced to 40 percent.
- 600 workers at the Vanderbijlpark town council in the Vaal went on strike in August following a work stoppage over the dismissal of three colleagues. The authorities said the dismissed workers were not performing well and their contracts had expired.
- 600 workers at the Witbank municipality were dismissed in August following a work stoppage.
- Last month, 500 workers at the Dobsonville council went on strike, demanding improved working conditions, a 30 percent wage increase backdated to July and the recognition of their union.
- Thirty Helmet council workers last month downed tools, demanding improved working conditions.
- This week the Randburg council was brought to a halt when the entire workforce of 600 went on strike. They were demanding the recognition of their union and the reinstatement of a dismissed colleague.
- And at five hospitals more than 2,000 workers engaged in strike action.

The dismissal of 700 cleaners, cooks and porters at the Schokeng and Vereeniging hostels last week undermines the vulnerability of workers in the sector.

The Vaal hospitals' strike was a culmination of a three-week go-slow which included a food boycott. The "non-classified" workers were demanding:

- The recognition of the National Union of Public Service Workers, the removal of petty apartheid at work, an increase in minimum pay, an end to deductions from their pay for the building of a hall, the reinstatement of eight colleagues sacked for allegedly being behind the food boycott, and better food.

A few weeks ago the authorities at the Vereeniging Hospital informed shop stewards Joseph Ngona, Doctor Matlou and Augustine Nkule that their services would be terminated from October 27.

The hospitals began recruiting new staff this week while the union was seeking an urgent supreme court interdict to have the dismissed workers reinstated.

Other hospitals affected by strike action involving "non-classified" staff are:

-Embassa in the East Rand involving 600 workers.

-Navalport near Germiston (600 workers).

-Witroep in Johannesburg (600 workers).

-Felonomih in Blomfontein in the Free State (300 workers).

But the largest strike in the public sector has been the two-month-long strike by the 17,000 postal workers.

Although the strike ended in September the issue remains as contentious as ever with the Post and Telecommunications Workers' Association claiming that the Post Office authorities were not sticking to the conditions of the settlement.

Labour relations in the public sector are far behind those of other sectors.

The lack of job security, racist practices and an outdated grievance and wage negotiation procedure lie at the root of the wave of strikes in this sector.

Workers are represented by employer-created staff associations which are racially divided. And membership to these is compulsory.

Emerging unions in this sector are relatively young and have, as their major task, the consolidation of their potentially huge membership.

Employers, on the other hand, see the unionization of their workforce as a threat and have adopted a "hardline" stance towards workers and their unions.

In most cases employers in this sector have resisted to most dismissals and police intervention in cases of labour unrest.

The post office and railway strikes were marked by clashes between the security forces and the strikers.

During negotiations members of the Posta negotiating team were cautioned not to demand more than their negotiating power allowed them to.

In an attempt to make the warning clear the Home Affairs and Communications Ministers, Chris Wills, restated aspects of the agreement that had been negotiated during almost 40 hours of talks.

Post office officials also made it clear that congestion made to the railway strikes would not be repeated, once again demonstrating their "high-handled" handling of the workers' grievances.

"The outdated labour relations system in this sector can no longer guarantee or maintain industrial peace and need to urgently reform otherwise we will see an escalation of such strikes," said the Cosatu information officer, Frank Mntshwari.
Randburg Indaba

THE National Union of Public Service Workers is to meet the Randburg Town Council today to discuss the dismissal of about 900 council employees after a work stoppage.

A NUPSW spokesman said his union wanted all the dismissed workers to be reinstated. "NUPSW members at the council downed tools last week."
SCORES of Building Construction and Allied Workers’ Union members were locked out of LE Maintenance premises yesterday, a BCAWU spokesman said.

The union spokesman said the lockout was an attempt to discourage company employees from joining a union.

A manager of the Johannesburg company was not available for comment yesterday.
More stoppages at Ellerines

SCORES of Commercial Catering and Allied Workers' Union of South Africa members staged work stoppages at several Ellerines group stores throughout the country on Monday, a Ccawusa spokesman said.

Ccawusa official Mr Jackie Masuku said stores in Cape Town, Nelspruit and the Eastern Cape were among those affected.

Mr Masuku said union members at these stores were "demonstrating to management the urgency of committing itself to Conciliation Board proceedings."

Willing

The wage dispute between Ellerines and the union has been referred to the Conciliation Board. But Ccawusa has accused management of being reluctant "to meet the union at Conciliation Board."

Ellerines group personnel manager, Mr Pierre de Villiers, said management was willing to resolve the wage dispute through Conciliation Board proceedings. He said the problem was that the Minister of Manpower had not furnished the two parties with dates for board sittings.

Meanwhile Ccawusa has accused management of attempting to "draw out the teeth of the union" by sacking active union members. The company had started dismissing workers who did not meet sales targets, according to the union.

"They (management) have gone about in calculated ways by selecting active union members who have been threatened with instigating the dispute," Mr Masuku said.

He said his union demanded the reinstatement of all those dismissed as this action "has severely prejudiced negotiations."

Mr de Villiers said the dismissals were part of "corrective, disciplinary action" which has been in practice within the company for the past 37 years. He said there had been "no escalation of these disciplinary measures."
Randburg indaba

THE National Union of Public Service Workers is to meet the Randburg Town Council today to discuss the dismissal of about 900 council employees after a work stoppage.

A NUPSW spokesman said his union wanted all the dismissed workers to be reinstated.

NUPSW members at the council downed tools last week.
Union waits for firm to arrange talks on dispute

The union said the dispute began at the start of October and the entire labour force was dismissed on October 21.

Both the bakery and the confectionery plant are owned by the Pillay family of Queenstown.

Mr Pat Pillay, said the upheaval started on October 10 when the workers demanded that he employ a casual labourer on a full-time basis.

He said the workers had been fired but had walked out on October 21 and had been replaced.

The manager of the business, Mr Nicola Hempe, said the strike had been caused by the unfair dismissal of five employees between October 6 and October 13.

He said four women workers at the confectionery plant had been fired after they had been assaulted by a management official who accused the workers of bringing liquor into the plant.

The four women were Niniqelele Batani, Doris Zondani, Lulama Ganyaza who was fired for making a statement to the police that she had witnessed the assaults on her two colleagues, and Pamela Tyakala who was sacked after she had been accused of tampering with the staff register.

Mr Hempe said a bakery worker, Mr Mongezi Mrubata, was fired after he had failed to procure liquor after hours for a relative of the owners.

Mr Hempe said when he reported the assaults to management on October 12, no action was taken but Mr Mrubata was fired.

Approached for comment on Mr Hempe's allegations, Mr Pillay confirmed the four women had been assaulted but declined to comment on the allegation that Mr Mrubata had been assaulted.
Workers at
Chicks strike

Labour Reporter

About 240 workers downed tools for the third day yesterday at Chicks Scrap Metals (Cape) (Pty) Ltd in Epping.

A spokesman for the South African Allied Workers Union (SAAWU) said workers were striking because management had refused to recognize the union, and over a dismissed worker.

Employees at Chicks joined SAAWU in October last year but, according to the union, management had used "delaying tactics" to put off recognizing the union.

Workers were demanding the reinstatement of the man without loss of benefits and that management recognize the union, he said.

The managing director of Chicks, Mr C Abbott, declined yesterday to comment on the stoppage.
DOZENS of Commercial Catering and Allied Workers Union of South Africa members have resumed duty at Ellerine group stores after staging a one-day stoppage this week.

A Cawusa official, Mr Jackie Masuku, said the action was aimed at demonstrating to management the urgency of committing itself to conciliation board proceedings.

He said 24 union members had been dismissed by management for allegedly failing to meet sales targets. He said the dismissals had escalated since the dispute between the union and the company started.

"Cawusa demands the reinstatement of all those dismissed and calls on the company to desist from such bad faith acts which have severely prejudiced the negotiations," Mr Masuku said.

**Action**

He said there was an attempt by management to single out union members and to take action against them. Cawusa members are demanding R200 across-the-board increases and a minimum wage of R350 a month. They also demand a lowering of management's sales targets.

Management has offered R94 across-the-board to non-sales stuff, and R340-a-month minimum wage for "external" sales employees and R464 for "internal" sales employees.

Mr Pierre de Vilhers, Ellerine group personnel manager, was not available for comment yesterday.

The Ministry of Manpower has set up a conciliation board to resolve the dispute. The proceedings, however, have not started as yet.
ABOUT 350 Black Allied Mining and Construction Workers' Union (Bamewu) members were sacked at Boksburg's Con Roux after they downed tools on Tuesday.

* Bamewu general secretary, Mr Motumi Mokhine said the workers took part in a work stoppage on Monday, demanding the reinstatement of 21 colleagues dismissed by the company.

He said shop stewards of the union were among those dismissed. He said the dismissals took place over two months.

Dozens of Bamewu members at various Con Roux plants in the Transvaal downed tools on Tuesday in solidarity with their colleagues.

Mr Con Roux (junior) could not be reached for comment, despite several attempts.
Restraint order on 'kitskonstabels' granted by court

Supreme Court Reporter

RESIDENTS of the Eastern Cape town of Hofmeyr, about 60 km north of Cradock, are living in fear of attacks by special constables, the Supreme Court has heard.

This was said in papers in the Grahamstown Supreme Court when 14 special constables were temporarily interdicted and restrained from illegally arresting, detaining, assaulting, threatening or intimidating residents of Hofmeyr.

The temporary order was granted by Mr Justice Kroon after an urgent application by the residents Mr Mbuyi Fuha, Mr Mondile Duna, Mr Patrick Methule, Mr Winana George Tusana, Mr Simile Luvuyo Jaya, Mr M Ndzenzile Mantia and Mr Kaya Nohaila.

The matter was postponed for the filing of further papers.

Mr Rob Watson, a research assistant at the University of Cape Town's Institute of Criminology, who took affidavits from Hofmeyr residents, said they alleged they had been intimidated and humiliated when they tried to lay charges against "kitskonstabels" for allegedly unlawful assaults.

On October 30 this year he and an advocate, Mr Graham Taylor, who were gathering information in the area for an interdict application, received an assurance from the acting station commander at Hofmeyr, a Warrant Officer Pretorius, that he would see that his men would not take part in unlawful acts, Mr Watson said.

"The next day residents informed me that after we had left the township the 'kitskonstabels' had 'gone on the rampage' and shot seven people without apparent lawful reason.

"A 14-year-old girl ran from shots in the dark and at home found she had multiple gunshot wounds in her back, face, neck, arms and hand."
Township cops mutiny

JOHANNESBURG. — Dozens of black municipal policemen mutinied against their white commander, tried to run him down and then became involved in a shoot-out with riot police, authorities said.

Seven constables and one riot squad member were hurt in the clash at Sebokeng, a black township 35 kilometres south of Johannesburg, police said.

It was believed to be the first large-scale gun battle between two branches of the security forces.

Nineteen of the 60 rebel constables were taken into custody and were being investigated for mutiny, attempted murder and malicious damage to property.

Police headquarters said the constables mutinied for unknown reasons after being ordered to conduct a routine inspection of their vehicles.

A source in the Vaal Triangle township said, however, the municipal police had been striking over a pay issue.

It is not yet clear what sparked the attack.

A black newspaper editor, speaking on condition of anonymity, said some of the constables gave a different account.

He said they reported being stopped by the riot squad while driving in their official vehicles to a meeting where they planned to air grievances about pay and alleged job discrimination.

Riot squad

The editor said the constables reported that they were ordered out of the vehicles, started to proceed on foot, and then were fired on with tear gas, provoking the clash.

According to police headquarters, the mutinying constables tried to run down their commanding officer, then fled before being confronted by the riot squad.

The constables opened fire, and the police responded with tear gas and buckshot, the police statement said.

Two constables were wounded by buckshot, five suffered other minor injuries and one riot policeman received a slight knife wound to his hand, the statement said.

Lieutenant Colonel J.M. Labuschagne, a police spokesman, said an investigation of the mutiny was under way.

Police also said charges of attempted murder were being investigated.

The constables belong to the municipal police force of Le-Kon, a group of six townships that includes Sebokeng and Sharpeville.

These townships have experienced extensive anti-apartheid unrest in recent years, a period in which black policemen have been frequent targets of activists.

It could not be established whether other municipal policemen would be back on duty today.

Some strikes by black constables have been reported previously, but no full-scale mutinies.

— Sapa-AP and Own Correspondent
Johannesburg. — Up to 5,000 of about 6,500 employees at 291 Ellerine furniture stores were out on the third day of a legal wage strike yesterday.

Union spokesman, Mr Jackie Masuku, said 5,000 were out on strike. These figures differed with management's 2,308.

Mr Masuku said three stores in the Eastern Cape came out today and brought the total to 180. The strike is over a wage dispute between Ellerine Holdings and its members of the Commercial Catering and Allied Workers' Union.

Sapa
Claridges staff stop work over food quality

Labour Reporter

STAFF at Claridges Hotel in Green Point stopped work today in protest at the quality of staff meals.

They said all staff, about 80 people, had downed tools when they arrived for work.

There was no dining-room or other service available.

Spokesmen said the problem had become worse over the past year, but representations to the management had not produced results.

"About four weeks ago we spoke to the general manager about the meals and were promised improvements and a staff menu, but nothing has happened.

"OFTEN OLD"

"It's not only the quality of the food, which is often old, but the way it's served to us," they said.

The employees are all members of the Liquor and Catering Trades Union, but they said this was independent action.

The general manager, Mr Paul Gums, said: "I have a small internal problem which will be solved soon."

He would not comment further.
Ellerines strike gains momentum

BRONWYN ADAMS

The wage strike at Ellerines stores gained momentum on its second day yesterday, although management and union claims about its extent continued to differ.

The Commercial, Catering and Allied Workers' Union (CCawusa) said 53 stores joined the strike yesterday, bringing the number involved to 117.

More than 4,000 workers were out.

Ellerines human resources GM Pierre de Villiers said 127 stores were affected. The number of striking workers had increased from 1,574 on Tuesday to 2,152. The company employs 6,567 workers at 291 stores.

CCawusa spokesman Jackie Masuku said the only area still unaffected was Natal, where members were expected to join the strike today.

Masuku accused management of spreading rumours that Natal was not supporting the strike because of internal power struggles within the union. He said this was an attempt to divide and rule.

De Villiers rejected the allegation, saying it was management's interest to deal with one representative body.

Masuku said CCawusa was ready to negotiate an end to the dispute as soon as management agreed to negotiate the issue of sales targets.

De Villiers said if the strike became more general, or continued too long, contingency plans would have to be put into action over the Christmas season.

Casual workers might have to be employed.
Store strike grows

THE number of Eillenines furniture stores out on strike throughout the country rose to 177 yesterday, the Commercial Catering and Allied Workers Union has said. Cawusa's strike coordinator Mr Jackie Masuku yesterday told a press conference that members at the 41 stores in the Free State and the Northern Cape were on strike and the total stores involved in the Transvaal had risen to 132 by yesterday morning.

Accusing management of involving police in a legal strike Mr Masuku said 33 Cawusa members were arrested in acts of intimidation and violence in some parts of the country.

Target

"Management told us the issue of lowering sales targets — apart from our minimum demand of R550 a month was not negotiable," Mr Masuku said.

Eillenines has offered an increase of R94 to all employees, a R340 for "external" sales staff and R464 for "internal" sales employees Cawusa is demanding R200 across-the-board.

- Eillenines executive spokesman Mr Phetse man. Villiers denied management was involving police to weaken or crush the legal strike.
Strike ballot threat

By VUYO BAVUMA
ABOUT 5,000 workers in the Western Cape textile and garment industry are set to hold a strike ballot in a dispute for better wages.

The workers, members of the Amalgamated Clothing and Textile Workers Union (Actwusa), have rejected the offers of management at six factories.

The union and management will go into mediation next Tuesday. If the deadlock is not resolved, a strike ballot will be held.

At Actwusa's Western Cape launch attended by about 2,500 workers at the University of the Western Cape last Sunday, it was resolved that a strike ballot would be held if negotiations failed.

The rally was punctuated by the singing of freedom songs and shouts of "Amandla". Banners proclaiming worker unity were displayed.

The union's Western Cape regional secretary, Mr Ebrahim Patel, reported that the union was deadlocked at six factories over wage increase negotiations.

Dispute
At South African Nylon Spinners in Belville, where there are 1,200 paid-up members, the union rejected management's offer of an 18,5 percent wage increase. It stuck to its demand of a 25 percent increase.

Other demands were time-off for shopstewards; three week's salary as a Christmas bonus; and a paid holiday on June 16.

At Nettex in Belville, where the union declared a dispute over wage demands, talks are continuing. Management's offer of a R27 weekly increase is R4 less than the worker's demand. Their demand for a holiday on June 16 had been met.

At Amalgamated Coating the workers lowered their demand for a wage increase to R20 while management offered R13.50.

At African Altex in Belville workers have demanded a R40 increase while management offered an R8.20 increase, as well as R8.26 in June next year.

In a key address last Sunday, the national president of Actwusa, Mr Amos Ntuli, described the merger of the Western Province Garment Workers Union and the Natal-based Garment Workers Industrial Union as "divisive rather than unifying the workers'.

Messages of support from several organisations, including Cosatu, were read at the rally.

Lunch break sit-in
ABOUT 240 workers at SA Nylon Spinners in Belville this week staged a two-hour sit-in when they heard that management had summoned shop stewards before a disciplinary committee for "incitement".

No disciplinary action was taken however. Workers stretched their half-hour lunch break to two hours when they heard about the proposed action.
Concerned with the effects of an anticipated industrial action, the workers have broken down because of the announcement of the projected down time. The strike will begin at 6 o'clock on Monday morning, and the workers will be off until further notice. The strike is expected to last for at least two weeks, and the employer has made no promises of any kind of compensation. The workers are prepared to continue their strike until their demands are met.

Industrially Strike Action Planned

Daily Dispatch Reporter

East London Workers
Store workers on strike

Own Correspondent

Johannesburg. — Scores of Ellerines stores in the Transvaal and Western Cape were hit by strike action yesterday by members of the Commercial, Catering and Allied Workers' Union (Ceawusa).

The action is the culmination of a long-running wage dispute. Ellerines' human resources general manager Mr Pierre de Villiers said 1,574 workers at 89 stores — of which 84 are in the Transvaal — had gone on a lawful strike.

Ceawusa spokesman Mr Jackie Masuku claimed 4,800 members at 124 stores were involved. He said stores in Natal and the Free State were expected to join the strike today.

Mr De Villiers said the company had no plans to dismiss workers or employ temporary labour at this stage.
Furniture workers strike

Labour Reporter

A NATIONAL legal strike has started in the Ellerines furniture group with about 4,800 workers involved on the first day, according to their union.

The Commercial, Catering and Allied Workers Union (Ccash) said today the strike had affected mainly the Western Cape and Transvaal with action at 124 stores in 60 towns.

Stores in Natal and more in the Transvaal were expected to follow today.

The union claims about 6,800 members at 252 stores.

The strike over wage demands follows last week's failure of a conciliation board appointed by the Minister of Manpower to settle the dispute.

Ccash demanded a minimum of R550 a month, a R200 across-the-board increase and lower targets for sales staff.

The company offered a minimum increase of R94 across-the-board, a R340 minimum for external sales employees and R464 for internal sales employees.
Ellerines ‘exploiting union split’

As the wage strike by thousands of Ellerines workers spreads to more stores, the Commercial Catering and Allied Workers' Union (Ceawusa) accused management of attempting to exploit the split in the union to break the strike.

At a press conference yesterday, Ceawusa spokesman Mr Jackie Masuku said Ellerines had made separate offers to workers in the Natal and Vaal regions even though all negotiations between the union and the company had been at national level.

This was denied by Ellerines' human resources manager, Mr Pierre de Villiers, who said the company had been approached by the Natal and Vaal workers. This made negotiation with Johannesburg-based officials difficult.

Ceawusa's Natal regional spokesman, Mr Steven Zungu, denied that Natal workers had sought a regional settlement and said they might still join the strike.

Ellerines' management put the number of strike-bound stores at 127 while Ceawusa said it was 176.
Chemical workers still out

Labour Reporter

A meeting to resolve a 12-month dispute between Mathey Rustenburg Refinery and the Chemical Workers Industrial Union (CWIU) — which has led to a lockout of 200 workers — failed yesterday, the union said.

The dispute was sparked by the company's decision to relocate the Wadeville platinum refinery to Rophuthatswana.

CWIU branch secretary Ms Chris Bonner, said the lockout was an attempt to force workers to accept the relocation.

At yesterday's meeting, the company had refused to withdraw the lockout and to negotiate a return-to-work, said Ms Bonner.

Company comment was unavailable yesterday, the union said.
Strike hits 89 Ellerines stores

SEVERAL thousand Commercial Catering and Allied Workers' Union of South Africa members yesterday started a legal strike at 89 Ellerines furniture group stores in various parts of the country.

The wage strike follows the failure of the State-appointed Conciliation Board to resolve a dispute between the company and its more than 6000 employees.

Stores affected by the strike were in the Transvaal (84), Free State (one) and the Cape (four), an Ellerines spokesman said.

"Cawusa's Natal branch has indicated that they do not wish to participate in the strike, and negotiations are continuing between the company and this group," he said.

Cawusa official Mr Jackie Masuku said Ellerines' employees in Natal, Free State, Vaal Triangle and the Eastern Cape would join the industrial action today.

"The Natal branch (Cawusa) have confirmed that they are still part of the national negotiations - contrary to claims by management with a view to considering their offer," Mr Masuku said.

Cawusa members demand a minimum wage of R550 a month and R200 across-the-board increase Ellerines has offered an increase of R94 to all employees, a R340 minimum wage for "external" sales employees and R464 for "internal" sales employees.
Major strikes dominate

PRETORIA — Strikes in two major sectors of the economy — mining and railways — dominated the industrial relations scene in 1987, says Manpower director-general Piet van der Merwe.

He said they would have a major influence on 1987 strike statistics, because of their duration and the large numbers involved.

Although complete statistics for the year were not yet available, it could be said far greater use was made of the conciliation machinery laid down in labour relations legislation.

It was likely the number of boards appointed would double to about 40 000 compared with 1986.

A record number of disputes had also been taken to, and settled at, the industrial court.

"There is no doubt in the labour relations field we are growing up fast. There is a greater maturity on both sides, and a greater acceptance of the procedures laid down before legal strikes can be declared."
BY LESTER VENTER
Political Correspondent

A NEW bombshell hit the National Party yesterday when one of its most ardent theorists — Professor Sampie Toerien — resigned from the party and from the University of Stellenbosch.

According to sources close to the party, Toerien submitted his resignation to the party leadership on July 1, 2021, just a day before the party's anniversary.

Toerien, who is well known for his support of apartheid and the Afrikaner nation, has been a vocal member of the party for many years.

His resignation comes as a shock to many party members, who have been left wondering what this means for the future of the National Party.
THE 97 employees of the Randburg Town Council dismissed during a strike last month have until 4pm on Monday to re-apply for their jobs.

The town council announced yesterday that it reached a settlement with the National Union of Public Service Workers (NUPSW), which represents the workers, following Rand Supreme Court proceedings on Tuesday brought by four employees.

The council, however, emphasized that the settlement did not mean the workers were being reinstated but that "new service contracts will be concluded". The workers were dismissed on November 4.

The authorities also said they would apply a "no work, no pay" rule for those workers re-employed. They will not lose their pension benefits and the council has undertaken to "use its best endeavours" on behalf of the dismissed workers to pay all outstanding pension fund contributions owed since November.

**Settlement**

Other major terms of the settlement were that:

- The town council will be entitled to institute disciplinary proceedings for misconduct and intimidation during or after the events which led to the dismissal of the employees. The employees will have the right to challenge any decision through arbitration.

- The council and NUPSW will resume negotiating a recognition agreement at the beginning of next February and commit themselves to negotiate bona fide towards the conclusion of a written recognition agreement.

The settlement will become a court order after a final hearing where both parties will be represented.

A spokesman for NUPSW said the union was not prepared to comment "at this stage".
NEARLY 5,000 workers in the cotton textile manufacturing industry are one meeting away from a possible strike ballot after the Amalgamated Clothing and Textile Workers' Union (Actwu) and management deadlocked this week over wage and other demands.

At the second industrial council meeting on Monday, union delegates rejected the Western Province Cotton Textile Manufacturers' Association (WPCTMA) offer of a 4c hourly increase.

The chairman of the WPCTMA, Mr D Garrish, confirmed yesterday that the third and final meeting would be held on Tuesday.

Mr Garrish said the union still had to reply to their final offer.
Strike possible after deadlock

Labour Reporter

NEARLY 5000 workers in the cotton textile manufacturing industry are one meeting away from a possible strike ballot after the Amalgamated Clothing and Textile Workers' Union (Actwu) and management deadlocked this week over wage and other demands.

At the second industrial council meeting on Monday, union delegates rejected the Western Province Cotton Textile Manufacturers' Association (WPCTMA) offer of a 45c hourly increase.

The chairman of the WPCTMA, Mr D Garrish, confirmed yesterday that the third and final meeting would be held on Tuesday.

Mr Garrish said the union still had to reply to their final offer.
On-off case on

THE on-and-off case in which 500 employees of the Sebokeng and Vereeniging hospitals are challenging their dismissals after a two day strike over wages, working conditions and union recognition, will be heard today in the Rand Supreme Court. 7/12/87.
Cape textile workers threaten strike ballot

MORE than 2 000 workers from the cotton textile manufacturing industry yesterday rejected their employers' latest 45c wage increase offer.

The decision was taken at a rally at the University of the Western Cape.

Mr Ebrahim Patel, a spokesman for the Amalgamated Clothing and Textile Workers Union of South Africa (Actwusa), said workers from SA Nylon Spinners (Pty) Ltd, in Bellville, the major yarn manufacturer in the Western Cape, employing more than 1 200 hourly-paid workers, also rejected the management's offer of an 18.5% across-the-board increase and an extra week's Christmas bonus.

Actwusa and the Western Province Cotton Textile Manufacturers' Association meet again tomorrow for their third and final Industrial Council meeting. If they fail to reach an agreement the 5 000-strong cotton textile industry could face a strike ballot.

Workers, he said, were demanding 23% across-the-board and three weeks' holiday instead of the present one week's leave.
Wages strikes hits Coca Cola

CAPE TOWN – Canning workers at three Coca Cola plants are on strike.

A Food and Allied Workers' Union spokesman said management had refused to increase a wage offer of R182 a week, against a union demand of R198.

About 250 workers at plants in Cape Town, Natal and the Transvaal are involved.

Meanwhile, Vadek Paints has obtained an Industrial Court order restraining employees from going slow or banning overtime.

The order was issued after workers took action to support demands for a R300 minimum wage and R70 across-the-board increases, a spokesman for the SA Chemical Workers' Union said.

Sapa.
Workers rehired as Dunlop strike ends

By CARMEL RICKARD, Durban

THE strike at Durban's Dunlop tyre factory was settled yesterday — a month to the day after 1,200 workers downed tools over a wage dispute.

Last week management enforced a lock-out, claiming the entire workforce was dismissed and began hiring new staff.

However, on Wednesday evening, after an eight-hour meeting, a new package was negotiated which workers accepted yesterday.

In terms of the settlement, management has agreed to reinstate all the workers, most of them members of the National Union of Metalworkers of South Africa.

Dunlop management has also agreed to drop their insistence that the wage agreement be valid for 18 months, and instead have agreed it will last the normal 12 months.

Workers on the lowest level will be paid a 53c increase in two stages, while other grades will have an increase roughly equal to inflation.
Strikers claim milling company's gates locked

Daily Dispatch Reporter

EAST LONDON — Workers at KSM milling company claimed that they found the gates locked and could not get into the premises yesterday.

The workers had gone on strike following the deadlock of wage talks with the company’s management.

The secretary of the workers' committee, Mr Z Jack, said the management called the committee and told them that negotiations could be started again as soon as workers resumed working.

The managing director of the company, Mr Gordon Minckley, said the workers had gone on strike without following the recognition agreement.

Referring to the claims of a lock-out, Mr Minckley said: “The gates were open for any person wanting to work.”

Mr Jack said that the company’s representatives had also told the union that they would be willing to sit and negotiate if workers went back to the R4.11 an hour wage demand.

“They said they will also increase their offer of R3 an hour, though they did not say how far they were prepared to go,” Mr Jack said.

Mr Jack said the workers were adamant that they would not go lower than R4.11 an hour in their demand for what he termed “the minimum living wage.”

The workers would go back to work tomorrow morning if the management agreed to resume negotiations.
The strike by 200 Chemical and Industrial Workers Union members at Mathey Rustenburg Refiners is not only in protest against the company's intention to relocate to Bophuthatswana — but is also a statement against the Government's Labour Relations Act Amendment Bill, the union has said.

CIWU general secretary, Mr Rod Crompton, said yesterday members elected to strike because if the workers waited until next year any action would be outlawed if the Bill became law.

The workers went on strike on November 26 in protest against MRR's disinvestment and relocation to Bophuthatswana an independent homeland which has no labour laws nor recognises trade unions.
Paper workers extend strike

Labour Reporter

ABOUT 40 workers at Nampak Paper Mill, Bellville, yesterday continued their work stoppage over grievances related to central bargaining.

Workers downed tools on November 29.

The Paper, Wood and Allied Workers’ Union have demanded that Nampak Paper accept central bargaining.

The company could not agree to this level of bargaining because each mill was managed independently, the general manager of Nampak, Mr D Sabbatini said yesterday.

The union could not be reached for comment.
THE Engineering and Allied Workers' Union (Eawa) is to set aside R11 000 to buy Christmas food hampers for 90 Steel Window workers dismissed by the company after a work stoppage early this year.

Eawa official, Mr Shepstone Sohoane, said the decision to assist the families was taken at a branch executive meeting this week.

He said the 90 union members downed tools in February, demanding increases of 50 cents an hour. The workforce was sacked and scab labour recruited by the company, he said.
Striking facts behind those misconceptions

IT IS a common misconception of many employers that when it comes to industrial action it's all done by the union telling its members what to do.

This occurs mostly among those who have recently hatched into the real world of union/employer relationships.

They tend to see it as a situation where a union organiser turns up at the plant, stirs it up a bit and then calls the workers out on strike.

I would hate to go on record as saying that this never happens, but it is far more common that, when a plant is organised by a union, a lot of simmering grievances come to the surface.

The workers become enthused by their newfound unity and some turbulence occurs.

The Electrical and Allied Workers' Trades Union (EAWTU), an affiliate of the National Council of Trade Unions (Nactu) has recently been involved in a spate of actions.

Much of this action has been at newly-organised plants — where they claim a considerable measure of success in getting employers to confront issues troubling workers.

During one of those actions — helping to illustrate that they're not haphazard or instigated merely for the sake of stirring — I spent several hours in the union office sitting in on discussions between workers and union officials.

After debate that lasted most of the day, the workers decided to go back to work the following day and take things from there.

The important element was the length and depth of the debate and the acceptance by the minority of the majority decision.

It was a decision in which the officials had an advisory role, but there was no way they could have forced their advice on the workers.

EAWTU has been involved in a string of strikes in the 10 months from February to October, many of them involving employers for whom it was their first experience of a relationship with a union.

At one point in October there had been five strikes in eight working days.

As they organise workers, union spokesmen say, they uncover a wide range of problems and abuses.

"Often these are problems which the workers have raised with employers, without success," said Brian Williams, assistant general secretary of EAWTU.

"Wages under the industrial council agreement are low enough, but we came across one employer who was paying some workers below the set rate."

IGNORANCE

"Then there is widespread evasion or ignorance of health and safety regulations — people not getting required protective gear, unsafe machinery, defective wiring, people working in toxic fumes in enclosed spaces without extractor fans."

"The problem is that the handful of inspectors are simply overwhelmed.

"You could say they've got an impossible job, so it's important that the union take steps to ensure compliance by employers."

"And often poor conditions go along with a poor employer attitude."

"There's so many of them who don't respect their employees and then neglect general conditions of comfort, don't have toilets cleaned and that sort of thing."

DISMISSAL

"We also get a lot of employers who still think they can fire workers at will without any reference to to guidelines for fair dismissal laid down by the Industrial Court."

But there are some roses among the thorns.

"One employer made a genuine effort to change things."

"He even agreed to us bringing in industrial health experts to inspect the plant and make recommendations — after the workers had been complaining for years," said Williams.
Epping workers down tools

Labour Reporter
ABOUT 60 workers at Amalgamated Beverage Canners Pty Ltd in Epping downed tools for the second day yesterday — joining a further 240 softdrink canning workers nationally who began stoppages after wage negotiations deadlock.

An organizer for the Food and Allied Workers' Union, Ms Renee Roux, said yesterday that workers were "frustrated" over management's failure to budge from their R182 a week minimum wage offer.

Workers are demanding R198, which represents a R48 increase on the present minimum wage of R150.

The director of the ABC plant in Epping, Mr L Cizlak, could not be reached for comment.
By DICK USHER, Labour Reporter

CANNING workers at three Coca-Cola plants are on strike following a breakdown in wage negotiations.

A Food and Allied Workers' Union spokesman said the strikes started after management refused to increase a wage offer of R182 a week at talks in Johannesburg on Friday.

He said: "Management said a dispute could not be declared because they were still willing to negotiate but they also said R182 was their final offer."

"We started with a demand for wages to be increased to R240 a week and came down to R198."

About 250 workers at the plants in Cape Town, in Natal and in Transvaal are involved.
6 500 workers poised for strike

Labour Reporter

About 6 500 workers are poised to go on a legal strike at Ellerines in the next week, after the breakdown of conciliation board talks yesterday between the Commercial, Catering and Allied Workers Union (CCAWUA) and management.

CCAWUA said the decision was taken as a last resort. It is opposed to the company's practice of setting performance targets for sales personnel.

A spokesman for Ellerines, Mr Pierre de Villiers, said the union had declined to have the dispute referred to mediation or arbitration. CCAWUA had rejected a suggestion that the question of lowered sales targets should not form part of the negotiations, he said.

About 200 members of the Chemical Workers' Industrial Union, locked out at Matthey Rustenburg's Wadeville plant, have been given until today to return to work.
A STRIKE at two Nampak mills continued today with the Paper, Wood and Allied Workers Union and management disagreeing on the union's request for "central" bargaining.

About 40 workers out of a total workforce of 120 at the Bellville mill refused to work today. Production has been maintained at satisfactory levels, management said.

At the Roslynn mill, about 125 out of a total workforce of 150 are on strike. Production has not been affected because management has been making use of emergency teams.

General managers at Nampak's mills at Roslynn and Bellville said they could not agree to central bargaining because each mill was managed independently, by a general manager who was accountable for all aspects of the operation.

Each plant had its own specific characteristics and attendant problems.

The union said plant-level negotiations were time-consuming and costly, with excessive travelling and accommodation required during negotiations.

There was also the lack of uniformity of payment for the same grade of jobs at the various mills. — Sapa.
pak mills have gone on strike to back demands for national wage negotiations.

The strikes began on Sunday at the company's paper mill at Rosslyn, Pretoria, and were joined by workers at the Bellville plant.

A spokesman for the Paper, Printing, Wood and Allied Workers' Union (Ppawu) said the dispute started on September 22.

A conciliation board hearing on November 19 failed to reach a settlement.

A company spokesman said no dispute had been declared in terms of Nampak's recognition agreement with Ppawu, and the company could not agree to the union's demand for decentralised bargaining, he said.
Protest over 'T-shirt dismissal'

Workers at the Cas Dalan engineering company in Maitland conducted a one-hour-long work stoppage yesterday after a shop steward was dismissed, allegedly for wearing a union T-shirt.

A spokesman for the Electrical and Allied Workers' Trades Union said the shop steward at the Observatory branch of Cas Dalan, Mr. Mortimer February, had been dismissed in the morning for wearing a union T-shirt.

He said workers at the Maitland branch began the one-hour-long work stoppage in solidarity with the shop steward in the afternoon.

The union said management had informed the workers that the stoppage was illegal and had told workers to clock out and go home, which they did.

A spokesman from Cas Dalan declined to comment yesterday.
Union restrained from strike action

JOHANNESBURG. — The Rand Supreme Court yesterday granted an interim interdict to Ellerines Holdings Limited which severely restrains its employees from being involved in strike action.

Ellerines — a furniture retail company — has been locked in a wage battle with the Commercial Catering and Allied Workers' Union of South Africa (Ceawusa) since June this year.

The order restrains workers from instigating strikes, go-slows and work stoppages in terms of Section 65 of Act 28 of 1956.

Ellerines said that since illegal stoppages which took place while the Conciliation Board was sitting, the company decided to seek an interdict against Ceawusa to prohibit illegal action and interference with the business of the company.

Over the past two days, 69 out of the 291 stores have experienced illegal work stoppages. Ceawusa is demanding R550 minimum plus R200 a month across-the-board increase. In response, the company has offered a minimum increase of R94 to all employees and a R425 to R689 a month minimum to non-sales employees. — Sapa
Bakeries agree on wages

THREE of the bakeries involved in the recent two-week bread strike have reached a settlement with the Food and Allied Workers Union.

A spokesman from the two Tiger Oats bakeries — Silverleaf and Goodhope — Mr. Tom Bingle, said, that the company had settled on a minimum wage of R134 a week, ranging to R152 a week.

About 1,000 bakery workers struck earlier this month after management refused to accept demands of a R32 a week increase. The minimum wage was R110. Mr. Dingle said the increases stood until further negotiations on July 4.

Meanwhile, a spokesman from Duens Cadora said workers yesterday formally accepted its offer of R132 from August 1 and a further R2 a week from February 1.

Silverleaf and Goodhope agreed to an annual bonus of two weeks pay, while Duens Cadora agreed to three weeks wages.

The group manpower manager for Sasso's bakery division, Mr. George Konig, said Enterprise would be holding a meeting with Fawu next Wednesday.
Board to hear dispute

THE Conciliation Board meeting to resolve the wage dispute between Ellerines and its employees resumes tomorrow.

A Ccawusa official, Mr Jackie Masuku, said an informal meeting between the union and management ended in a stalemate last week.

Ccawusa members demand — among other things — an across-the-board R200-a-month increase and a minimum wage of R550 a month. In response, management has offered R94 to all employees and a R425 to R689 a month minimum wage to its non-sale employees.
**Dunlop strike ends after talks**

ALAN FINE

A FIVE-WEEK wage strike by 1200 workers at BTR Dunlop's Durban tyre plant has been resolved after lengthy negotiations.

According to a company statement, the workers who were all dismissed last week after a lockout would be reinstated and receive a phased-in 53c-an-hour increase.

The union had also given assurances that employees who did not strike would not be intimidated.

The National Union of Metalworkers said workers felt they had successfully challenged management's lock-out strategy.

<table>
<thead>
<tr>
<th>Crew killer not guilty of murder</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Own Correspondent</strong></td>
</tr>
</tbody>
</table>

DURBAN — Former Durban businessman Luciano Memeo was acquitted yesterday by the Mauritius Supreme Court of having murdered two crew members on his yacht in July last year.

His yacht Lucky Gypsy has been returned to him.

According to his defence lawyer Guy Ollivry, the jury found him not guilty on the grounds of self-defence. Memeo had admitted shooting Alfred Bennetts and Ian Worthington but said he had feared for his life, believing the two young men had hijacked his boat.
Sea Harvest strike set to go international

The Food and Allied Workers' Union claims Sea Harvest management is not prepared to end the dispute with the union. Sea Harvest in Saldanha Bay, dismissed more than 300 workers in September after they protested against management's refusal to allow them time off to attend a meeting. About 200 workers refused to go to work in solidarity with the dismissed workers. About 18 have returned to work while others have been out of work for over two months.

The dispute threatened to become an international issue after Fawu threatened to approach Pancanova, a Spanish fishing company which owns 50 percent of Sea Harvest. The International Union of Foodworkers, to which we are affiliated, have also taken up the matter, a Fawu statement read.

The union has been negotiating with management for the reinstatement of workers and a wage increase.

Proposals
Fawu rejected management's offer to re-employ workers once vacancies were available. They claimed Sea Harvest intended to continue paying low wages and to destroy the union. Fawu is determined to see all workers back in their jobs.

Sea Harvest managing director Mr H E Kramer said proposals to end the dispute were again forwarded to the union last week, but that he had not received a response.

Fawu said it had intended to approach the chairperson of Sea Harvest and O&O Mutual Dr J van der Horst.

Van der Horst was not available for comment.
Company asked not to deal with Mitwa Faction

WOODS ELECTRIVES

KGANARNE FACATION

The council meetings at the company headquarters were held on a regular basis, but a meeting at the Mitwa faction headquarters was not held as the company failed to reach an agreement. The council meetings were also held at the company's headquarters, with the Mitwa faction refusing to attend.

The council meetings were held to discuss various issues and to reach agreements. The council meetings were also held to discuss the company's financial situation and to make decisions on various matters.

The council meetings were held on a regular basis, but a meeting at the Mitwa faction headquarters was not held as the company failed to reach an agreement. The council meetings were also held at the company's headquarters, with the Mitwa faction refusing to attend.

The council meetings were held to discuss various issues and to reach agreements. The council meetings were also held to discuss the company's financial situation and to make decisions on various matters.
HIGH absenteeism forced Volkswagen to close its Uitenhage plant yesterday, costing it about 230 vehicles in lost production. This followed a four-day strike at the plant exactly a month ago.

Production was back to normal today.

Mr Ronnie Kruger, the public affairs manager at VWUSA, said today that "a couple of hundred" workers did not turn up for work yesterday.

While absenteeism tended to be higher on Mondays, he said production was only affected when absenteeism was concentrated on certain areas, causing bottlenecks — as occurred yesterday.

Instead of paying workers not to produce, he said, they were told to go home.

Mr Kruger said a closure due to high absenteeism had happened at VWUSA before, but he could not say how often.

VWUSA produces about 230 vehicles a day.
Employees go back to work

AMALGAMATED Plastic Industries (API) and the Paper, Wood and Allied Workers Union (PWWU) have negotiated a settlement which has resulted in a return to work of dismissed employees, after a work stoppage on November 9.

API and PWWU said they believed the agreement would form the basis for the development of positive and orderly industrial relations for the future.

PWWU accepted its allegations of instant dismissal of two employees for theft were incorrect and were made in error.
Avert Strikes
A Wonderful Way to

From a Workshop on "Communication in Conflict"

A wonderful way to avert strikes is to listen to the workers, understand their grievances, and address them. Communication is key to resolving disputes and preventing strikes. It's important to foster a culture of open dialogue and collaboration, so that issues can be addressed before they escalate. By engaging workers in the decision-making process, you can create a more stable and productive work environment.
the workers. The workers were dismissed and the company was left with no workers to do the work. However, the company was left with no workers to do the work. However, the company was left with no workers to do the work. However, the company was left with no workers to do the work.

The workers were angry and they said that they would not work for the company any more. They also decided to form a union to protect their rights and they decided to strike against the company. The union called for a strike and the workers decided to support them.

The strike lasted for a week and the company tried to negotiate with the workers, but they would not accept the company's offer. The workers decided to continue the strike and the company finally gave in.

The workers were satisfied with the result and they decided to return to work. The company was relieved to have the workers back and they promised to improve the working conditions.

However, the company was not happy with the workers strike and they decided to fire the workers who had participated in the strike. The workers were angry and they decided to form a new union to protect their rights.

The new union was formed and the workers decided to strike again. The company was again willing to negotiate with the workers, but they would not accept the company's offer.

The strike lasted for another week and the company finally gave in. The workers were satisfied with the result and they decided to return to work. The company was relieved to have the workers back and they promised to improve the working conditions.
Agencies threaten law suits

CP Correspondent

EAST London employment agencies have responded with threats of legal action following news reports that they supply replacement labour to strike-hit firms.

The reports quote representatives of various employment agencies confirming the practice — which is contrary to the regulations of the Voluntary Association of Personnel Service Organisations.

"One of the agencies mentioned, BCL Personnel, claimed the reports contained "libellous accusations" and demanded a full retraction." - Elnews.
Cosatu affiliate, white union in accord

Alain Pine

TIMES MEDIA PUBLICATION
**Industrial Court to rule on GM strike**

From MBULELO LINDA

PORT ELIZABETH — The 13-month-old dispute between General Motors and the 3,000 workers who were fired following a dispute over a severance agreement is to be settled by the Industrial Court.

While they wait, workers have become involved in various casual jobs including township mechanics workshops, bricklaying, dance and drama.

Following an announcement that the company was pulling out of South Africa, more than 3,000 members of the National Automobile and Allied Workers’ Union (Naawu) and the Motor Assembly and Components Workers’ Union (Macwusa) issued management with a set of demands on October 22 last year.

The workers at General Motors, now Delta Motor Corporation, downed tools after their demands for severance pay, pension refunds and the right to appoint two directors to the board of the new company were turned down.

On November 5 last year, strikers who refused to leave the Kempton Road plant were evicted. The next day the Supreme Court granted an interdict declaring the strike unlawful.

A series of meetings between management and workers reached a stalemate. The matter was referred to the Industrial Court, and a year later, the workers are still waiting.

Some workers returned to their jobs with the South African management.

Naawu representative Fred Sauls said the number of unemployed strikers who still regarded themselves as GM workers had been reduced from 2,000 to 500.

More than 20 former GM workers are employed at a mechanical workshop in New Brighton.

"Because we could not get jobs anywhere in PE, we organised ourselves to use the skills we have," said Mziwasi Ngqola.

Ngqola, 29, was a tramline worker at GM for five years. "We don't worry about those who stabbed us in the back, they are still our comrades."

"I work as a panelbeater to support my four brothers, sister and children." Workers share the earnings at the end of the week."
BTR strike: 50 return to work

ABOUT 50 of the 1 200 strikers at BTR Dunlop's Sydney Road tyre plant in Durban yesterday responded to the management ultimatum to return to work or be finally dismissed, the company's labour relations chief Glen Sutton said.

Sutton confirmed Dunlop would begin recruiting today to replace the remainder.

He said he understood the National Union of Metalworkers of SA (Numsa) was planning a meeting with workers this morning, but yesterday's deadline would not be altered.

Numsa spokesman Ian Weir confirmed the planned meeting was scheduled for 7am. All options would be considered, but he could not rule out the possibility of a repeat of the lengthy and bitter struggle between the union and BTR Sarmcol which began before the latter's merger with Dunlop.
HUNDREDS of Transport and General Workers' Union (TGWU) members are involved in a work stoppage at South African Security Services (Sass) in Springs.

The TGWU members downed tools last week, demanding the reinstatement of seven colleagues dismissed by the company.

TGWU information officer, Miss Kelly Foster, said union members were on the verge of returning to work on Wednesday, but rescinded their decision after 10 shop stewards were detained.

"Our attempts to meet management to resolve the matter have been unsuccessful. Our negotiation team was turned away by management this week," Miss Foster said.

The union has put the number of security guards on strike at 800, while management says half the number were involved in the industrial action.

**Solidarity**

A Sass spokesman confirmed that the company's employees were involved in a stoppage, saying "massive intimidation has been keeping honest working people from work and depriving their families of the daily bread."

The Unemployed Workers' Co-ordinating Committee has expressed solidarity with the striking security guards.

A northern Natal official of the TGWU, Mr Nkosinathi Nkoko, has been detained, the union said.

Miss Foster said the TGWU organiser was detained in Empangeni last weekend.

Another senior TGWU official, Mr Albert Ndlou, is still in emergency detention, according to the union.

He was detained in the trouble-torn Marienburg area on October 10.
Mine strikes cut timber demand

Sales cutback hits HLH profit

From LINDA ENSOR

JOHANNESBURG — The miners' strike had a dramatic impact on the sales of timber group, Hunt Leuchars & Hepburn Holdings (HLH), in the six months to September with turnover lagging inflation by only rising 11.2% to R138.8m (R124.8m).

CE Neil Morris said that for the months of August and September sales of timber to the mining industry — which constitute about 60% of the group's total sales — were severely cut. The mines took some time after the two-week strike, he said, to get full production going.

Having to cover fixed overheads, the real decline in sales resulted in margins dropping from 17.4% to 15.4%.

Borrowing

This plus a hefty increase in interest paid from R58.6m to R3.1m — due to the higher level of external borrowing by the group's operating timber company — also hit pre-tax profits which dropped by 5.2% to R19.7m (R20.7m).

However, attributable earnings rose 21.6% to R10m (R8.3m) on account of a share rise in the tax rate from 30.7% to 10.8%.

This was due to development allowances for timber planting as well as to higher dividends received by HLH.

Earnings per share — including the share of the retained earnings of HLH's operating company — rose 20% to 21.6c (18c) and excluding this amount from 8.1c to 10.7c.

An interim dividend of 8c (6.5c) was declared.

Cash

HLH presently has cash resources of R63m for future investment. Its directors believe the second half of the year will continue to show an improvement.

Huntcor, which derives its income from subsidiary HLH, declared an interim dividend of 16.25c per share (13.25c) for the half year to September. Earnings per share of 42.7c (35.4c) were notched but excluding Huntcor's R3.2m share of the net income retained by HLH, this dropped to 21.2c (17.8c).

Huntcor's attributable income rose 21.3% to R6.4m (R5.3m), benefiting from a dramatic cut in the tax rate from 23.3% to 15% Huntcor's share of HLH's retained earnings climbed 23% to R3.2m (R2.6m).
Strikers at Ellerman denied sine notice in the union's correspondence. Nevertheless, the company failed to reach an agreement with the union. Meanwhile, Cavendish workers were also denied the right to strike. The company's offer was met with a counter-notice from the union. The strike was called off.
Union did not break agreement, court told

Staff Reporter

MANAGEMENT at Pepsi Cola's Epping plant were unavailable when contacted during a go-slow and did not attempt to involve the South African Allied Workers Union (SAAWU) in resolving the strike.

This was said in affidavits yesterday by SAAWU officials on the return date of the temporary order granted to Pepsi Cola, restraining the union and its shop stewards at Epping from participating in or instigating any illegal form of strike or go-slow.

Mr Zondile Ramncwana denied the union was in breach of the recognition agreement between them and the company and said management had made no attempt to inform any union official of the go-slow strike.

He said a court application would have been avoided if Pepsi Cola had given the union proper notice of the court application.
BTR Dunlop has told the National Union of Metalworkers of SA (Numsa) it will tomorrow begin replacing the 1,200 Sydney Road, Durban, plant employees who have been out on a wage strike for three-and-a-half weeks.

According to Numsa spokesman Ian Weir — whose account of events was confirmed by Dunlop’s Glen Sutton — both sides made concessions at talks yesterday. However, agreement could still not be reached.

The company implemented a lockout and dismissed strikers on Monday afternoon. Workers who wish to apply for re-employment will be required to sign a document indicating the acceptance of Dunlop’s “demand”.

Weir said the union dropped its demand for a 2c an hour annual long service allowance, which the company has refused to contemplate. It was replaced with a 75c an hour across-the-board wage demand, which could be split into two stages.

Dunlop increased its offer by 1c an hour for each of two six-monthly increases. For the lowest-paid category of workers, this represents hourly increases of 15c now and another 25c in six months.

Sutton said the company would issue a full statement later.
Workers can get jobs back

By LEÑ MASEKO

THE Randburg Town Council has called on more than 800 former employees who were recently dismissed after a work stoppage, to re-apply for jobs.

The council, in an advertisement in the Sowetoan yesterday, asked the sacked workers to apply by today.

"The Council will employ all such ex-employees in the same position they held before dismissal, provided they apply for employment prior to 16h00 on Tuesday, November 17, 1987," says the advertisement.

Any applications submitted later than this date would be considered with those from the public, says the advert.

The council has extended the deadline for the dismissed employees to vacate council-owned hostels from November 13 to November 19.

Dismissed

About 900 council workers, all members of the National Union of Public Service Workers, were dismissed after they downed tools on November 4.

They were demanding recognition of the union.

The NUPSW general secretary, Mr Sipho Radebe, could not be reached for comment yesterday.
OK staff guilty of strike violence

Twenty workers from the OK Bazaars warehouse at Alrode in Alberton were convicted yesterday of committing public violence during a wage strike on January 6 this year.

Four of the 20 were also convicted of intimidation by Johannesburg Regional Court magistrate Mr T S Prinsloo.

Another five were acquitted on both charges.

All are members of the Commercial Catering and Allied Workers' Union of South Africa.

State evidence was that the strikers had intimidated employees going to work during the strike.

OK manager Mr Hubert Balzer presented the court with photographs he had taken of strikers around the car of an employee, Mrs Honery Rooi, as she entered the warehouse premises.

Another witness said he had been punched in the face by strikers who identified from the photographs.

Sentences will be passed on Thursday.
70 dismissed

ABOUT 70 Paper, Wood and Allied Workers' Union members have been dismissed at Springs-based Amalgamated Plastic Industries, a union spokesman said yesterday.

The Pwawu spokesman said these workers were dismissed after they downed tools in protest against the sacking of two colleagues.

The two workers were "dismissed without any inquiry", he said.

"A major dispute is looming between the Congress of South African Trade Unions' affiliates and the company, which is controlled by the Dutch-based Van Leer," the spokesman said.

Pwawu has called for the unconditional reinstatement of the dismissed workers.
Stores are warned

A number of Ellernes group stores were hit by work stoppages yesterday, a day before the sitting of the Conciliation Board convened to settle the dispute between the company and its employees.

The Conciliation Board, appointed by the Minister of Manpower, meets for further negotiations today.

The Commercial Catering and Allied Workers Union of South Africa (Vivian Mtwa group), which represents Ellernes employees, said yesterday's stoppages were "a warning to management to stop dragging its feet and resolve the dispute."

Cawusa official, Mr Jackie Masuku, said management had refused shop stewards and the union access to telephone facilities at the shop floor.

He said management had also replaced union members, who operate cash tills, with white cashiers.

Ellernes spokesman Mr Pierre de Villiers confirmed that a number of group stores had been affected by stoppages, saying "we view this as an act of bad faith, especially in view of the pending Conciliation Board meeting."

Cawusa is demanding a minimum wage of R550 a month and a R200 across-the-board increase. Management has offered an increase of R94 to all employees, and a R340 minimum wage for "external" sales employees and R464 for "internal" sales employees.
NP to introduce new anti-strike legislation

PRETORIA — Changes in labour legislation next year would bring irresponsible and militant unions to heel, the Minister of Manpower, Mr Pietie du Plessis, said at the weekend.

Mr Du Plessis was replying to delegates at the National Party's Transvaal congress who complained that the politicization in the union movement had "become a monster", that South Africa could no longer afford "the luxury of unnecessary strikes" and that certain unions were "hell-bent on destabilizing the economy and the social order".

Mr Du Plessis said that in terms of new legislation, an "unfair labour practice" would from next year include cases of union intimidation, the encouragement of boycotts and sympathy strikes.

Unions would in future also not be allowed to strike over the same issue more than once in a 12-month period.

The most important provision of the new legislation would allow courts to award damages against unions which had contravened agreed procedures or engaged in wildcat strikes, he said.

However, Mr Du Plessis stressed that local trade unions were going through an "evolutionary education process" and that in the past four years "some of the most radical unions had calmed down and it is obvious that many are becoming more realistic".

Statistics showed that strike figures in South Africa were "much lower" than in the United States, the United Kingdom, the Netherlands and even Japan.

Strikes in South Africa had not reached unmanageable proportions as the average strike lasted only three days, 40% were settled in the first day and only 7% lasted longer than two weeks.
ABOUT 100 BCAWU members locked out

A BCAWU official, Mr Shephard Siyila, said the lockout occurred after union members downed tools in support of about 15 colleagues retrenched by the company last Friday.

Mr Siyila said the company had refused to discuss alternatives to retrenchment. The workers had refused to return to work until their colleagues had been reinstated unconditionally.

The managing director of SA Timber, Mr Jan Hoogendyk, said his company had decided to retrench some employees because of “lack of business”.

He said a number of employees were resigning in protest against the retrenchments.

Meanwhile scores of BCAWU members returned to work at DB Thermal in Vereeniging yesterday after participating in a work stoppage, a BCAWU spokesman said.

The spokesman said workers took part in a work stoppage last week in support of wage demands and in solidarity with 19 colleagues retrenched by the company. He said these workers were retrenched while wage negotiations were underway.
INDUSTRIAL RELATION STRIKES

1988

JANUARY — MARCH

Industries of Natal, Wage and Product Analytis in the Construction, Food and Textile
Current Programme

Region

To provide a service to the independent trade unions in the Natal

Aims and Objectives

Research Project within the Department of Sociology

Consultancy

(031) 25 3411

Phone: Sherry Miller

Engilness: Abd Lambert

Director: (031) 25 3411

Phone: Abd Lambert

Address: The Head of Research, Dept. of Sociology, University of Natal,

King George Fifth Avenue, Durban 4001

Research Unit, the Department of Sociology (University of

Natal)
EAST LONDON: Two striking Elerines workers were involved in two incidents with two members of management yesterday, both the company's general manager, Mr. P. V. de Villiers, confirmed.

The two workers said they had laid charges —
Too Late for Classification

Deaths

FOREMAN Veronica Lois passed away peacefully at Grey Hospital, KWT, on the 30th December, 1987. Sadly missed by her husband Frank, mother Dorothy, and children Lynna and Bevan.

Memorial Service

FOREMAN The memorial service for the late Veronica Lois Foreman, of 20 Eales Street, KWT, will take place in the Sacred Heart Catholic Church, KWT, on Monday, January 4, 1988, commencing at 10 a.m. The cremation will take place privately. No floral tributes by request. Donations in lieu thereof to charity of own choice — McKenna's Funeral Services, 78 Cambridge Road, KWT. Phone 235358.

2 striking Ellerines workers lay charges

EAST LONDON — Two striking Ellerines workers were involved in two incidents with two members of management here yesterday, both the workers and the company's general manager, Mr P. de Villiers, confirmed.

Different versions of the incidents were given by the parties concerned.

Neither of the incidents involved any physical violence.

The two workers said they had laid charges — DDR
swerved to avoid hitting a car and crashed head-on into the other.

**Checkers workers strike**

**JOHANNESBURG.** — Workers at 18 Checkers stores have downed tools in protest against the dismissal of a colleague, the Commercial, Catering and Allied Workers Union said yesterday.
Strike at 18 stores over firing

WORKERS at 18 Checkers stores have downed tools in protest against the dismissal of a colleague. The Commercial, Catering and Allied Workers Union said at the weekend.

A union statement said the stoppage had affected Volksrust, Standerton, Delmas, Barberton, Bethal, Evander, Emelo, Middelburg, Nelspruit, Groblersdal, Witbank (two branches), Heidelberg, Secunda, Primrose, Springs, Nigel and Benoni.

The workers have struck in sympathy with Mr R Xaba of Checkers' Evander branch, who was allegedly fired without a proper hearing being held.

Warnings

They are also protesting against "unfair warnings" given to all shelf packers at the Evander store on December 23.

A meeting called to resolve the dispute broke down on Wednesday with both parties accusing each other of violating procedures.

Meanwhile, the company and the union have been trading proposals in an attempt to resolve the matter, the statement said.
Strike over at Checkers

ALAN FINE

A STRIKE at as many as 18 Checkers stores was resolved yesterday when the Commercial, Catering and Allied Workers' Union (Ccao wa) agreed to a management proposal that the dismissal which sparked the stoppage be referred to arbitration.

The strike, which occurred at eastern Transvaal and east Rand outlets, began at the Evander branch on Christmas Eve and spread to other stores on December 31, was in protest against the dismissal of an Evander worker.

The dismissed worker, who will be paid his wages until the outcome of the arbitration, was one of a number of employees at the branch who received warnings for taking their monthly day off without clearing it with management.

Final warning

Because he already had a final warning on file, he was dismissed.

Union branch secretary Kaiser Thbedi said the employee did not receive a proper hearing before being dismissed. Talks between the union and management broke down the day before the strike spread to other branches.

Checkers spokesman Andy McLaurin said a hearing had been held. However, a small matter had blown up into a big one because of a degree of inexperience on both sides.

He said 15 stores had been affected. Thbedi put the figure at 48.
More, longer strikes forecast for SA in 1988

INCREASING and longer strikes in support of wage demands are likely to occur this year, predict industrial relations consultants Andrew Levy and Associates in their annual report yesterday.

The report says but at the same time a greater preparedness on the part of employers to implement tough responses to potential or actual strike action is perceived.

The union movement was the most comprehensively organised black force in SA and its power potential remained greater than ever.

"But there are areas of weakness, two of the greatest being its vulnerability to state suppression, and its own lack of pragmatism and flexibility, based upon its ideological structures. Both of these factors can potentially limit the value of organised labour as the most powerful agent for change in southern Africa."

The report also predicts that the growing willingness on the part of employers to avail themselves of the industrial court will continue.

"Despite a year which saw higher levels of industrial action, more major confrontations and fewer favourable outcomes for the unions, the report notes the labour movement has continued to make progress, although such progress could not be judged simply in terms of disputes won or lost.

Cosatu had emerged unchallenged in the centre court of labour relations and had managed to maintain a position of public prominence and, at least, superficial credibility."

The report says "It undoubtedly emerges from the year with an enhanced public and international reputation, especially in the political arena, despite the fact that it has fewer spectacular victories in the purely labour-related arena."

"There is no doubt that what Cosatu achieves today becomes standard employee practice tomorrow and, in this respect, it is the trendsetter for the South African employment scene in many respects."

The black labour movement had generally met with far less success with its political agendas than with its organisational or economic one.

"It must now be clear to all but the most unimaginative that the arrival of a socialist Azanza is further away than was contemplated in March 1986. How the labour movement comes to terms with this and what tactical and strategy changes will result, has yet to be seen."

— Sapa
Hours of talks on Ellerines strike

ELLERINES management and Commercial, Catering and Allied Workers' Union (Cawusa) representatives spent several hours yesterday locked in negotiations aimed at ending the four-week-old wage strike at at least 144 of the company's outlets.

By evening, the talks were still under way and negotiators could not be reached for comment.

Cawusa reports the union said yesterday the talks were in jeopardy after the alleged petrol-bombing of a union member's home in Potgietersrus.

Cawusa research officer Salm Vally claimed the union had evidence linking a certain Ellerines employee to the alleged petrol-bombing of the Mahweleng township home of Maria Mothubak, also an Ellerines employee and a union member.

He said the house was allegedly petrol-bombed about 1am on December 23.

Vally claimed yesterday to have the remains of the petrol bomb at the Cawusa head office in Johannesburg.

After the bomb was hurled on to the roof of the house, the vehicle containing two alleged attackers became stuck in mud, enabling Mothubak's son to note its registration number.

He claimed a check with traffic authorities revealed the registered owner of the vehicle was an Ellerines employee.

He said the union viewed the alleged incident in a serious light.

At talks with management yesterday, the union asked that the issue of alleged harassment be included on the agenda.

Ellerines director Sydney Ellerine had no knowledge of the alleged petrol-bombing "other than what has been mentioned in (yesterday's) meeting (with the union)."

He said the fact that Cawusa had supplied the registration number meant nothing.

"The number could easily have been obtained by workers at the store in question," he said.

It was not clear whether the union had laid charges with police against the alleged bombers.
JOHANNESBURG — Increasing and longer strikes in support of wage demands are likely to occur in SA this year, predict industrial relations consultants Andrew Levy and Associates in their annual report, released yesterday.

But at the same time a greater preparedness on the part of employers to implement tough responses to potential strike action is perceived, the report says.

The union movement was the most comprehensively organized black force in SA and its power potential remained greater than ever.

But there are areas of weakness, two of the greatest being its vulnerability to state suppression and its own lack of pragmatism and flexibility, based upon its ideological structures.

"Both of these factors can potentially limit the value of organized labour as the most powerful agent for change in Southern Africa," maintains the report.

The report also predicts that the growing willingness on the part of employers to avail themselves of the industrial court will continue.

Despite a year which saw higher levels of industrial action, more major confrontations and fewer favourable outcomes for the unions, the report notes that the labour movement has continued to make progress — Sapa
Checkers

strike is over

The strike by members of the Commercial, Catering and Allied Workers' Union (Ccoawusa) at 18 Checkers stores in the Transvaal has ended. The strike started after the alleged unfair dismissal of Mr P Xaba.

Checkers management has agreed to suspend Mr Xaba with pay, pending arbitration.
Negotiations between the Commercial, Catering and Allied Workers' Union (Ccawusa) and Ellerines management continued today over the national wage strike now heading for its fourth week.

Yesterday, the union said the talks were in jeopardy following the alleged petrol-bombing of a Potgietersrus house belonging to a union member.

Mr Salim Vally, a research officer for Ccawusa, claimed the union had evidence linking a certain Ellerines employee to the alleged petrol bombing of the Mahwelereng township home of Mrs Maria Mothibak, also an Ellerines employee and a union member, on December 23.

An Ellerines director, Mr Sydney Ellerine, had no knowledge of the alleged petrol-bombing incident.

He said the fact that Ccawusa had supplied a vehicle registration number meant nothing. "The number could easily have been obtained by workers at the store in question," he said. — Staff Reporter and Sapa.
More wage strikes likely this year, predicts report

More and longer strikes in support of wage demands are likely to occur in South Africa this year, predict industrial relations consultants Andrew Levy and Associates in their annual report.

But at the same time a greater preparedness on the part of employers to implement tough responses to potential or actual strike action is perceived, the report, released yesterday, says.

The union movement was the most comprehensively organised black force in South Africa and its power potential remained greater than ever. "But there are areas of weakness, two of the greatest being its vulnerability to state suppression and its own lack of pragmatism and flexibility, based upon its ideological structures. Both of these factors can potentially limit the value of organised labour as the most powerful agent for change in Southern Africa," the report states.

The report also predicts that the growing willingness on the part of employers to avail themselves of the industrial court will continue.

Despite a year which saw higher levels of industrial action, more major confrontations and fewer favourable outcomes for the unions, the report notes that the labour movement has continued to make progress, although such progress could not be judged simply in terms of disputes won or lost.

The Congress of SA Trade Unions (Cosatu) had emerged unchallenged in the field of labour relations and had managed to maintain a position of public prominence. "It undoubtedly emerged with an enhanced public and international reputation, especially in the political arena, despite the fact that it had fewer spectacular victories in the purely labour related arena," the report says.

The black labour movement had generally met with far less success with its political agendas than with its organisational ones. "It must now be clear to all but the most unimaginative that the arrival of a socialist Azania is further away than was contemplated in March last year. How the labour movement comes to terms with this and what tactical and strategy changes will result, has yet to be seen."

— Sapa.
Southern Sun dispute: lockout possible

The Southern Sun hotel group yesterday threatened to implement a lockout against members of four trade unions involved in a wage dispute with the company since late November.

The dispute involves 8,500 workers at 53 hotels, including the Southern Sun-owned Holiday Inn chain, countrywide. The parties meet in Cape Town for further talks today.
Strike ballot for Sun hotel unions

The Commercial, Catering and Allied Workers' Union of South Africa (CCAWUSA), the Liquor and Catering Trades Employees' Union and the Hotel and Restaurant Workers' Union have announced their intention to begin a strike ballot of workers, a Southern Sun Hotels spokesman said yesterday.

The groups declared a dispute with Southern Sun — which also runs Holiday Inns — in November, over wage and conditions of service demands.

The parties will meet today in a further attempt to avoid strike action by 8,000 workers at 53 hotels.

Southern Sun Group personnel manager Mr Peter Cumberlege confirmed yesterday that the group had refused the alliance permission to use its premises for the strike ballot although it was legal in terms of the Labour Relations Act.
More strikes in '88 - report

There will be more wage strikes this year, according to a report released this week.

The Andrew Levy Associates company says in "Labour Relations in South Africa" that at the same time employers will be prepared to "implement tough responses to potential or actual strike action."

The report says the union movement enters 1988 a "most comprehensively organised force". Its power potential remains greater than ever, but it has weaknesses, too.

Two of these weaknesses are the unions' vulnerability to State suppression, and its own lack of pragmatism and flexibility based upon an ideological structure, the report says.

"Both of these facets can potentially limit the value of organised labour as the most powerful agent for change in Southern Africa," it says.

The report said this year's disputes may be settled unfavourably for the unions.

It noted that the Congress of South African Trade Unions has emerged unchallenged in the centre court of South African labour relations and has managed a high public profile.
Ellerines strike talks today

NEGOTIATIONS between Ellerines and the Commercial Catering Allied Workers Union of South Africa would continue today in an attempt to resolve the strike which has been in effect since December 8 last year.

In a statement, a spokesman for Ellerines Holdings Ltd said the strike which has affected 144 stores in the group, was still in-progress and the situation remains unchanged.

The spokesman said negotiations between Ellerines and Cawusa would continue today.
Cold storage men stop work

GONURIE — Workers at a cold storage business here stopped work and demanded wage increases of more than 200 per cent of the wage of the lowest paid workers.

The acting branch secretary of the Food and Allied Workers' Union (Fawu), Mr Mzwandile Malwane, said the workers were demanding a new minimum wage of R150 a week, compared with the present minimum of R45 per week, for general labourers.

The managing director of Gonurie Cold Storage, Mr Tony Gunton, said that the 14 workers had reported at the premises but refused to work, demanding pay increases.

He said management had offered to discuss the demands, "which would double some of the lowest scale wages", but the workers had refused to negotiate.

A meeting was later arranged between management and Fawu officials.

Mr Gunton said the workers, including drivers, driver's assistants and warehouse labourers, had undertaken to return to work while negotiations were underway.
NUM finally agrees with Anglo mines

ALAN FINE

AFTER more than three months of negotiations, the National Union of Mineworkers (NUM) and three Anglo American gold mines have reached agreement on independent adjudication of the fairness of thousands of dismissals carried out during the August mine strike.

In terms of the agreement released yesterday, Advocate William Schreiner, SC, will preside over a hearing scheduled to last initially from March 1 until April 8.

The adjudicator will have the same powers as an industrial-court member considering a final determination under section 46 of the Labour Relations Act.

Anglo American dismissed close to 40,000 workers during the second half of the strike. It is estimated, though, that nearly three-quarters have since been re-employed. In terms of a post-strike agreement giving former employees preference as the affected mines began their remaining programme.

Mines party to the agreement are Vaal Reefs, Western Deep Levels and Free State Consolidated.
Checkers admit unfair dismissal

Pumulo, Springs, Nigel and Benoni

Workers went on a legal strike on December 8 demanding a R200 a month minimum plus a R200 across-the-board increase. They also demand a revision of the company's sales target policy.

The parties were still negotiating by late afternoon yesterday.

Management has offered a minimum increase of R94 to all employees and a R425 to R689 a month minimum to its non-sales staff.

A union statement said the stoppage had affected Volksrust, Standerton, Delmas, Bethal, Evander, Ermelo, Middleburg, Nelspruit, Groblersdal, Witbank, Heidelberg, Secunda.
Meeting on pay at cold storage today

EAST LONDON — The meeting arranged between officials of the Food and Allied Workers Union and the management of Gonubie Cold Storage was postponed yesterday.

It was due to take place this morning.

Some 14 workers went on strike on Wednesday and demanded wage increases of more than 200 percent of the wage of the lowest paid workers.

They returned to work yesterday while negotiations were being arranged. — DDR
Checkers strike ends

JOHANNESBURG. — A strike affecting 16 stores of the Checkers group ended yesterday when an arbitrator was appointed to investigate the dismissal of a worker whom workers alleged was discharged without proper investigation.

Reports by Sapa and Own Correspondents.
Hospital workers back

JOHANNESBURG. — A group of 49 workers at Hillbrow Hospital were reinstated yesterday following negotiations between Hospital Services and the National Education Health and Allied Workers' Union (NEHAWU), a union organizer, Mr Monde Mditshwa said. This followed a work stoppage in October last year involving all 600 "unclassified" workers at the hospital. All but the 49 were re-instated last year.
Daily Dispatch Reporter

EAST LONDON – Workers who staged a walkout at Gonubie Cold Storage earlier this week decided yesterday to return to work. They did not, however, obtain the desired wage increase they had previously demanded.

A meeting between the parties, the management, and officials of the Food and Allied Workers’ Union (Fawu), took place yesterday. Union officials persuaded the 14 workers to return to work while the issue was resolved.

The acting branch secretary of Fawu, Mr Mzwandile Matiwane, said the action had been taken because the walkout had been illegal.

"The issue will be resolved some time in the future," Mr Matiwane said.

A spokesman for Gonubie Cold Storage could not be contacted yesterday to comment on the outcome of discussions.
THE push by unions for funds more attuned to their members' needs than existing pension schemes is starting to take effect in the industry.

Old Mutual, South Africa's largest insurance company, in its latest review of employee benefits, says that with the rise of an articulate and well-organised work force, employers are increasingly reconsidering their employee benefit packages.

The review draws attention to strike figures which "obviously reflect a widespread and growing dissatisfaction with, among other issues, current remuneration packages".

In 1982 the Department of Manpower recorded 394 strikes. In 1985 there were 796, an increase of 101 percent.

Total work days lost in 1982 were 365 337. In 1985 they were 1 306 958, an increase of 246 percent.

Total wages lost in 1982 were R4 544 362. In 1985 they were R23 166 276, an increase of 409 percent.

Old Mutual says the picture is one of changing demands and increasingly articulate and powerful communication of these demands.

"In themselves, these developments should not give rise to great concern. What would cause concern, however, would be a nation whose business managers were unable or unwilling to respond appropriately to an increasingly vocal work force.

RETIREMENT FUNDING

"While approaches have obviously varied between employers, retirement benefit funds have generally been implemented without consultation.

"Employers and their advisers have decided what would be best for their employees on the basis that:

- Retirement funding is complex and best left to experts,
- People are often irresponsible about planning their future security; and
- A substantial portion of the cost of the benefits is borne by the employer," says the review.

Relatively few changes and developments had been made to these, but there were usually three ways in which packages were re-evaluated.

Two, which Old Mutual considers less than suitable, were to retain the existing approach or to avoid all involvement and call in a third party.

"The third, and in Old Mutual's opinion, a more viable approach in general, is to develop an employee benefit package through negotiation. . . . Participating and consultation are among the key demands being made by trade unions and, to date, these demands have not been fully met.

"What is needed to facilitate an acceptable solution is a flexible base from which every employee's real needs can be met, a base which will give the parties scope and authority to communicate and which will give employers and their employees confidence in the validity and endurance of the solution."
Sappi strike over wages continues

Labour Reporter

A STRIKE at Sappi's Montagu Gardens plant over pay demands continued today.

About 65 workers downed tools on Friday after a meeting between management and the Paper, Printing, Wood and Allied Workers' Union failed to resolve the dispute.

A union spokeswoman said the company had refused to increase its offer of 70c an hour on the minimum rate of R2.41 an hour.

She said workers were demanding that Sappi give increases to bring wages in line with other companies in the industry.

NOVEMBER

Wage negotiations had opened in November and a dispute was declared by the union when talks deadlocked.

Mr M J Sharkey, general manager of Sappi Cape Kraft, said the company had telephoned the union informing them the strike was a contravention of their recognition agreement and that, if necessary, it would seek a court order to force employees to return to work.

The union spokeswoman said they had asked for another meeting with management on condition that no disciplinary action was taken against the strikers and management gave an undertaking to make a substantially better pay offer.
Labour Reporter
MORE and longer strikes in support of wage demands have been forecast for this year by Johannesburg-based industrial relations consultants Andrew Levy and Associates in their annual report on South African labour relations.

The report also predicts greater preparedness by employers to respond toughly to strike action and a growing willingness by employers to avail themselves of the industrial court.

Strike action reached unprecedented levels last year, the report said, with increasing emphasis on the state sector. Key features of 1987 were increased secondary sympathy action and the lengthening of strike action.

While such action did not always succeed, worker militancy and solidarity remained exceptionally high.

There was a continuing tendency, due mainly to the state of emergency, for industrial relations to be strongly politicized, and for disputes to be couched primarily in political terms.

Towards the end of 1987 internal tensions grew within the Congress of South African Trade Unions, raising speculation that new alignments were possible. Cosatu maintained a high political profile during 1987, and at its mid-year conference re-dedicated itself to the socialist cause.

Its weaknesses lay in its vulnerability to state suppression, and its own lack of pragmatism and flexibility due to ideological structures. These weaknesses could limit the value of organized labour as the most powerful agent for change in Southern Africa.

The report concluded that union activity would continue to be a crucial factor in the progress that South Africa and all its citizens make towards “unravelling their political, social and economic knot.”

The report said the union movement entered 1988 as the most comprehensively organized black force in South Africa.
Johannesburg—A breakthrough in negotiations between Ellerines and union representatives could soon bring an end to the strike which began on December 8. The Commercial, Catering and Allied Workers' Union (Cawusa) spokesman, Mr. Jackie Masuku, said workers had accepted a management proposal on sales targets. He said resolution of this issue meant the dispute was halfway towards settlement.
Breakthrough in Ellerines’ talks

ALAN FINE

THERE was a significant breakthrough yesterday in negotiations between Ellerines and union representatives aimed at ending the strike which began on December 8.

Commercial, Catering and Allied Workers' Union (Ccawusa) spokesman Jackie Masuku said workers had accepted a management proposal on sales targets. In terms of the proposal, the monthly sales target will be set at R2.500, instead of 10 times the employees' monthly wage as in the past.

The two sides have also negotiated a disciplinary procedure to be used when employees fail to reach that target.

Masuku said resolution of this issue meant the dispute was halfway towards settlement. However, the strike would continue until all issues had been resolved.

The two are scheduled to meet again today to discuss union demands for a R500 minimum wage, a R200 across-the-board increase and other issues. Management has offered R425 and R94 respectively.

Meanwhile an Ellerines' spokesman said turnover figures for December were not yet available and it could not be ascertained how badly the group had been hit by the strike. Picketers have stood outside store premises throughout the strike and central city branches were noticeably quiet during the festive shopping season.

A retail furniture industry source said December takings in the sector normally represented 13% to 14% of annual turnover.

Ccawusa accepts some of Ellerines' proposals

© To Page 2
STRIKERS at Ellerines stores yesterday decided to accept part of management’s offer but resolved to continue with the action until all demands are met.

The strike, affecting more than 200 Ellerines Holding stores nationwide, is in its fifth week.

Shop stewards of the Commercial Catering and Allied Workers’ Union (Cawusa) decided at a meeting in Johannesburg to accept management’s offer of reduced sales targets—a burning issue in the dispute.

The union said the offer was a victory because the company had initially regarded it as not negotiable.

Cawusa said it, however, would continue with the strike in support of its demand for a R550 monthly minimum plus an across-the-board increase of R200.

Cawusa rejected the company’s offer of a R94 increase.

Strike co-ordinator Mr Jackie Masuku said Johannesburg shop stewards would meet today.

- The Azanian Youth Unity and the Azanian People’s Organisation yesterday sent messages of support to the striking workers.
- Cawusa and the company meet again today in another attempt to end the strike which began on December 8.

CCAWUSA shop stewards in a happy mood during yesterday’s meeting in Johannesburg.

Split unions give Ellerines ammunition

THE conflict in the Commercial Catering and Allied Workers Union surfaced yesterday with Ellerines saying the split has delayed an agreement to end the five-week strike at its stores.

Ellerines general manager, Mr Pierre de Villiers, said in a statement yesterday that it was unacceptable that "two factions of Cawusa as a single union expect separate and different agreements" that would end the strike.

Mr de Villiers said the union claimed a national mandate was obtained on December 11 but that telexes received from the Orange, Free State, Northern Cape, Pretoria, Natal and East London branches refuted that a national mandate existed.

He sent the statement at the end of another round of talks attended by a delegation led by Mr Jackie Masuku."
Factionalism could delay end of strike

ALAN FINE

The long-running internal dispute between two factions of the Commercial, Catering and Allied Workers' Union (Cowausa) raised its head yesterday as an issue in the Ellerines strike.

It seems likely the factionalism will delay the strike's resolution which previously appeared to be close.

Ellerines' human resources GM Pierre de Villiers said after yesterday's talks four branches of Cowausa had told the company no mandate had been given for concluding a national agreement.

The four branches, which recognise Papi Kganare as general secretary, have been recognised by Cosatu. The four are demanding separate negotiations with Ellerines, said de Villiers.

Most of the negotiations have been conducted with Johannesburg and other branch leaders which recognise Vivian Mtwa as general secretary.

De Villiers said Ellerines had told union leaders it did not wish to be involved in Cowausa's internal affairs and had asked that the negotiating committee be "properly constituted" in order to conclude a single agreement.

He said the company found it unacceptable for the two factions to expect separate negotiations which could result in different agreements being reached.

A spokesman for Mtwa's group said the issue would be clarified at a media conference today. However, he said, the opposing group represented only a small minority of the Ellerines strikers.
AWU battle
A CONFRONTATION is set to break out between the Zakheni Transport and Allied Workers Union and the Daveyton City Council since the union has accused the management of unfair labour practices concerning 26 bus drivers.

Back at work
THE 90 members of the Transport and General Workers Union who this week downed tools for three days over the dismissal of four women bus cleaners at Impala Tours and Rand Coach resumed work yesterday.

Recognition
MEMBERS of the Transport and General Workers Union employed by Pritchard Security and Cleaners will discuss the company's refusal to recognise the union at a meeting to be held in Johannesburg on Sunday.
Union row disrupts Ellerines strike

THE settlement of a strike at Ellerine Holdings has been disrupted by the dispute between two factions of Commercial Catering and Allied Workers' Union.

The long-running battle between the two Ccawusa groups comes to a head in the Rand Supreme Court next Tuesday.

An urgent interdict was brought on Christmas eve by Vivian Mitwa, general secretary of the group that does not recognise the merger between Ccawusa, the Retail and Allied Workers' Union and the Hotel and Restaurants Workers' Union.

The respondents, who are defending the application, are general secretary Fapiri Kganare, vice president Herbert Mkhize, organiser Chris Mohlatsi, education officer Jay Naidoo, president Dinah Nhlapo, Mxolisi Godana, Alan Horwitz, Rawu and Harwu.

The pro-merger group has accused Ellerines and the pro-merger group of deliberately trying to prevent workers at the furnisher retail outlet from achieving their demands.

Strike co-ordinator Jacke Masuku said the overwhelming majority of workers on strike had complete confidence in Ccawusa.

"Only a few officials with a handful of supporters were trying to sabotage talks with management," he said.

In a statement early this week Ellerines said according to telexes received Ccawusa's national negotiating team had no mandate for a national agreement to workers' demands in December last year.

But Masuku said the union had received its mandate in May last year before talks with management began.

He claimed the telexes sent to Ellerines were issued by the Orange Vaal co-ordinator of the Kganare group, or pro-merger faction.

Yesterday Ellerines agreed to continue negotiations.

In papers Mitwa asks the Rand Supreme Court to restrain the Kganare faction from using the name Commercial Catering and Allied Workers' Union of SA and the acronym Ccawusa.

Mitwa also asks the court to prevent Kganare faction members from:

- Holding themselves out to any person or company as office bearers of Ccawusa.
- Conducting any campaign against officials of the Mitwa group.
- Holding out that Ccawusa has merged with Harwu and Rawu.

By SEFAKO NYAKA

- Replacing national or branch officials in the Mitwa group.
- Making statements on behalf of Ccawusa.

He also requests that the court restrain Mkhize and Nhlapo, who were allegedly suspended from the union on December 13, from calling an annual conference or any other national or branch meeting.

He also submits that the proceedings of the merger meeting on June 28 last year was of no consequence to and did not affect Ccawusa or the position of its office bearers at the time of its constitution.

The confusion in Ccawusa has resulted in some companies with which the union has recognition agreements refusing to deduct monthly subscriptions from wages of union members.

The crucial question of whether the funds of the workers will be used to pay the astronomical costs involved in a supreme court matter will, say both antagonists, be decided only after costs have been awarded by the court.

The simmering tensions in the third largest union in the Congress of SA Trade Unions blew into the open at the proposed merger meeting held at the University of the Witwatersrand last year in June.

No agreement could be reached between delegates and the credentials committee at the start of the meeting.

The meeting was reconvened in the absence of delegates from the Pietersburg, Johannesburg, Klerksdorp and Western Cape branches and new office bearers were elected. The Mitwa group immediately announced that no merger had taken place.

The battle for control has been raging ever since.

There have been accusations, and vehement denials, from both groups about the other using violence in a bid to gain control of the union.

At Cosatu's congress in July last year, the differences in the union flared up again. The federation appointed a commission of enquiry to try and heal the rift.

In November last year Cosatu came out in support of the Kganare, or pro-merger group, accusing the Mitwa group of anti-Cosatu activities based on the Mitwa group's close ties with Cosatu's black consciousness counterpart, the National Council of Trade Unions.
Union unites to end strike at Ellerines

BY RONGANI HLATHWAYO

THE dispute between the two factions of the Commercial Catering and Allied Workers' Union could be nearing an end, with the two agreeing to deal with the Ellerines strike as a team.

Ellerines management claimed the long-running internal dispute had hampered negotiations.

The latest development could hasten the end of the five-week-old strike.

This week, the co-ordinator of the faction which recognises Vivian Mtwa as general-secretary, Jackie Masuku, told a Press conference that the end of the dispute was in sight.

"But that doesn't mean the factions have merged. We are facing the same problems, which we have to negotiate as Cawusa."

"If the other group, (four regional branches which recognises Papi Kangane as general-secretary), does not approach the talks as Cawusa, that's a different story."

"We have finally agreed to solve our dispute with Ellerines management first. We will deal with our internal issues later," he said.

Masuku said his faction had strong objections to management's claim that the negotiating team had no mandate.

He saw this as an attempt by management and others to prevent Ellerines workers from achieving their demands.

In December last year, management said it had received telegrams from a number of union branches - Orange/Vaal, Free State, Northern Cape, Pretoria, Natal and East London - refuting that a national mandate existed.

Masuku said the national negotiating team was chosen in May last year with all the branches present.

He said officials from the dissenting branches had rarely attended negotiations with management.

Ellerines human resources manager Pierre de Villiers said after a relatively successful round of talks on Tuesday that four branches had demanded separate negotiations with the company.

The company did not wish to be involved in the union's internal affairs and asked the negotiating team to constitute itself in such a way that a single agreement could be reached.
Media workers opt for strike

The Southern Transvaal region of the Media Workers Association of South Africa (MWASA) yesterday decided to call a strike in an attempt to pressure the management of South Africa's two biggest English language newspaper groups into meeting the union's wage demand.

The decision was taken at a meeting of the union in Soweto and announced by the MWASA general secretary, Mr. Sthembile Khala. A national decision on industrial action is expected during the course of this week, depending on the outcome of meetings in other MWASA regions.

Times Media Limited management could not be reached for comment this morning. An Argus spokesman declined to comment on the MWASA statement.


MWASA has tabled the following demands:
- A base salary increase of 20 percent
- The reinstatement of Mr. Mpalefa Moseki, allegedly dismissed from The Sowetan while on study leave overseas.
- The immediate appointment to the staff of The Star of 11 members, allegedly used as casual labourers on the newspaper for nearly two years.
Natal joins Ccawusa strike at Ellerines

THE Commercial, Catering and Allied Workers Union made a breakthrough yesterday in their strike against furniture chain Ellerines Holdings, when 35 workers in one of the Natal stores went on strike.

The Ladysmith store was the first store in Natal to band together with strikers in the three other provinces in their battle for increased wages.

Union negotiator Jackie Masuku said he was "awaiting confirmation from other stores in Natal on the strike situation in the province" as there was a strong possibility that workers in "a few more stores in the area" had begun striking yesterday.

Management figures

According to Ccawusa's figures, workers at 132 stores in the Transvaal are on strike, while 41 stores in the Free State have been affected by the strike, two in the western Cape and 25 in the eastern Cape.

However, a statement from Ellerines GM, human resources, Pierre de Villiers put the total number of stores on strike at 144. Of these, 110 are in the Transvaal, 14 in the Free State and 20 in the Cape. Of a workforce of 6,967, De Villiers said, 2,402 were taking part in strike action.

"Negotiations continue today with the understanding that Ccawusa will be represented on a national basis," he said.

Sales targets

Talks between the union and management continued for the most part of last week, but although talks on one of the major issues — salesman's targets — had been successful for both parties, agreement on the central issue — wages and increases — had not yet been reached.

Ccawusa is asking for an across-the-board increase of R200 and a minimum wage of R550 a month. So far, Ellerines has proposed an increase of R95 a month. — Sapa
TALKS to end the six-week wage strike at Ellerines stores resumed yesterday with the Commercial Catering and Allied Workers saying more workers in Natal had joined in the action.

Ccawusa strike co-ordinator Mr Jackie Masuku said the total stores involved in the action had risen to 203, with about 6 000 members out on strike.

Ccawusa is demanding a R550 monthly minimum plus a R200 across-the-board increase, while management's final offer is R425 and R94 respectively.

The company has already acceded to a major demand of the union by reducing sales targets to R2 500 from R3 400 a month. The strike began on December 8.
Strike spreads to Natal stores

Labour Reporter

The Ellerines wage strike yesterday spread to two Natal stores as negotiations between the company and the Commercial, Catering and Allied Workers' Union (Ccawusa) continued.

Ccawusa spokesman Mr. Jackie Masuku said in addition to workers at Ladysmith, staff at Dundee had joined the strike, which began on December 8.

Mr. Masuku said the number of workers striking was more than 5,000 in 304 stores.

A spokesman for Ellerines said 2,421 workers were involved in the strike in 144 stores in the Transvaal, Free State, Natal and the Cape.

Ccawusa demands include an across-the-board increase of R200-a-month plus a monthly minimum wage of R550-a-month. Management's last offer was a R95-a-month increase.

MEMBERS HELD

The Pretoria branch of Ccawusa has reported that over the past week seven members involved in the Ellerines dispute have been held by the police.

A branch spokesman named those allegedly held as Mr. Gabriel Twala, Mr. Titus Malapane, Mr. Jonas Baloyi, Mr. Keneva Mataung, Mr. Cliff Makaga, Miss Rosina Matlala and Mr. John Ndotu.

Approached for comment, the public relations division of the police in Pretoria sent the following telex yesterday: "According to our present records, none of the persons mentioned in your telex are being held under security legislation."
Labour up

2 stores join strike

TWO more stores have joined the six-week Ellerines strike, as talks to end the dispute continued yesterday.

According to the Commercial Catering and Allied Workers' Union (Cawusa) the total stores affected was now 203, after workers in Ladysmith and Dundee downed tools over the last two days.

Strike co-ordinator Mr. Jackie Masuku said the total number of workers involved exceeded 5000.

He said all Cawusa shop stewards in the furniture chain are invited to a meeting at its Johannesburg offices on Thursday at 10am. Issues to be discussed will include negotiations and developments.

Refusing to be drawn into commenting on the progress of the talks, Mr. Masuku said some move forward had been made.

Ellerines' general manager of human resources Mr. Pierre de Villiers said the situation remained unchanged, with 144 stores out of the group's 209 stores still out on strike.

He said the number of workers on strike had risen to 2421.
Daily Dispatch Reporter
EAST LONDON — Negotiations to resolve the month-old dispute between the Commercial Catering and Allied Workers Union of South Africa (Cawusa) and Ellerines Holdings, continued yesterday after a marathon meeting on Tuesday that ended late in the evening.

Ellerines' general manager (human resources), Mr Pierre de Villiers, said talks had progressed, "with Cawusa representing employees on a national basis."

It had not been necessary to re-negotiate the issues decided upon last week before the Cawusa negotiating team had a mandate its national membership to negotiate on their behalf, he said.

"We have had to provide some clarity now that we have a full Cawusa representation at the meetings, but in the end the issues were accepted as was agreed originally.

"We finally reached agreement on the field representatives' fixed retainer, their commission structure and corrective and disciplinary procedures," he said.

Mr De Villiers said there were still many other issues that had not yet been tackled, including a new deal for outside area representatives and sales advisors, as well as across-the-board increases and days off.

Cawusa is demanding an across-the-board increase of R200 for their members and a minimum wage of R550 per month. Management's last offer was a R26 per month increase.

"Our thinking is that we should tackle the remaining issues as one entity. We would like to put the whole package to bed as soon as possible," he said.

Mr De Villiers added that employees at one store in the Eastern Cape had returned to work while two stores in Natal had joined the strike, bringing the total number of Ellerines stores affected by strike action to 145 out of 290.

Some 2,444 workers of a workforce of 6,597 are now participating in the legal strike action.

Negotiations are continuing.

Meanwhile, Sapa reports that the strike is rapidly gaining support in Natal, with a further four Ellerines stores in the province downing tools in sympathy with the strikers.

A statement from Cawusa said workers in a total of 208 stores were now supporting the strike.

Strike action was predominant in the Transvaal, with 122 stores involved in the Free State, 41 stores were participating, with four in the Western Cape, 25 in the Eastern Cape and six in Natal.
New May Day problems loom

THERE are signs that a host of complications could make May Day a controversial industrial relations issue again this year.

May 1 falls on a Sunday and one company in the Premier group has received a demand from the Food and Allied Workers' Union that Monday, May 2, be given as a paid holiday. Premier, director Theobald said yesterday.

Workers' Day, promulgated by President P W Botha last year, falls on Friday, May 6 this year. However, the day has been rejected by most unions as an inappropriate substitute. In addition, the legal situation means Workers' Day is applicable only to shops and offices. In order for it to be extended to mines and factories, it would be necessary to pass amendments to the Basic Conditions of Employment Act and the Mines and Works Act.
Labour Act
amendments

Draft amendments to the Labour
Relations Act published in
the Government Gazette today
disallow certain boycotts and
restructure the definition of an
"unfair labour practice."

A special labour court to hear
appeals from the industrial
court.

A definition of an "unfair dis-
missal."

Streamlining the appointment
der the conciliation boards.

The Director-General of the
Department of Manpower, Mr.
F. V. van der Merwe, said yest-
day: ...that the amendments
would streamline the Act and
keep pace with the latest de-
velopments.

See Page 55 NT.
Teachers who stayed away face inquiry

EIGHT Johannesburg College of Education teachers who failed to report for work on June 16 in 1986, in sympathy with the United Democratic Front call for a national stayaway, are facing charges of misconduct.

Now the Transvaal Education Department has convened an in-camera commission of inquiry to consider the charges that:
- They absented themselves from their post without valid cause on June 16, 1986
- They disobeyed a lawful order given to them to report for service on that day as instructed by the Rector of the Johannesburg College of Education.

The teachers being charged are: Michael Gardiner, Frances Faller, Gillian Brokensha, Yvonne Reed, Geraldine Goldblatt, Gillian Adler, Tessa Welch and Marilyn Wood.

The sittings of the commission of inquiry, which start on Monday, will be held entirely in camera. It will be chaired by a senior Johannesburg magistrate and two weeks have been set aside for the hearing.
Busy year for unions and employers

All the signs are that it is likely to be a busy year on the labour relations front.

Not only will unions be maintaining the pressure on economic issues and defending those gains they've already made, but the question of freedom of association in the public sector is still outstanding. There are major changes to the Labour Relations Act in the offing and the pressures for holidays on Sharpeville Day, May Day and Soweto Day will probably intensify.

All of these, and others, are issues on their own but in the nature of things in South Africa today they are also bound together.

Their economic gains are seen by the unions as a result of working class organisations which have been created.

But the Labour Relations Amendment Bill and other legislation such as the Temporary Removal of Restrictions on Economic Activity Act are viewed as direct attacks, a State backlash, against the gains and the institutions.

The Bill is seen as a major attack on the right to strike and on working class unity in that, in its present form, it will outlaw sympathy strikes and other support actions by unions.

Other areas where unions feel pressed are under attack are the Government's proposals for privatisation of State-owned and parastatal industries and moves to end subsidies on basic food items such as bread.

Given that wages are continually being eroded by inflation, it is highly possible that legislated moves to limit organisation — and therefore further economic gains — will be strongly resisted.

At the same time, if last year's pattern continues, many employers are going to show tougher responses to potential or actual strike action.

Major areas of confrontation will probably be the public sector and the mines.

The opening salvos in what promises to be a long and hard battle for the right to organise public sector employees were fired last year with the South African Transport Services (Sats) and Post Office strikes.

A commission under Professor Nic Wichmann has made recommendations about employee organisation in Sats, but these have yet to see the light of day.

The public sector occupies a central position in the overall economy and employs many thousands of workers. The issue of their organisation is not going to remain dormant.

So another major strike is possible.

Although the outcome of the miners' strike last year was hailed by some as a victory for South Africa's industrial relations system, not only is this system likely to change if the proposed Bill passes Parliament, but there are several issues outstanding which the National Union of Mineworkers will certainly take up again this year.
Mwasa to go ahead with strike action

The Media Workers Association of South Africa (Mwasa) decided yesterday to go ahead with its earlier resolution to strike, following management's refusal to meet the union's wage demands. Another deadlock was reached during last Friday's meeting with Argus and Times Media Limited, which together own this newspaper, Sowetan, Pretoria News, Cape Argus, Daily News, Financial Mail, Business Day and Sunday Times.

Yesterday's decision, taken at a meeting held at the Orlando DOCC hall, means that Mwasa will apply to the Minister of Manpower, Mr. T. D. Pillay, to appoint a conciliation board to resolve the dispute, failing which a ballot would be taken for a legal strike.

A spokesman for Mwasa today said that the union's lawyers would be consulted this week on the strike action.

Mwasa is demanding a 29 percent across-the-board wage increase, while the two companies are offering 16 percent.

The spokesman said other demands were being resolved at plant level.

The Argus newspaper chapel of the Southern African Society of Journalists yesterday voted to delay acceptance of the wage package offered by management at this year's negotiations.

Their decision is in support of Mwasa's stand. 
Union plans to strike

JOHANNESBURG. — The Media Workers’ Association of South Africa (Mwasa) decided yesterday to go ahead with its earlier resolution to go on strike, following management’s refusal to meet the union’s wage demands. Mwasa will now apply to the Minister of Manpower to appoint a conciliation board to resolve the dispute.
Textile industry faces first national strikes

BY DICK USHER, Labour Reporter

The first national strikes in the textile industry are looming in two sectors involving about 10,000 workers.

The Amalgamated Clothing and Textile Workers' Union has declared disputes with employers in the Cape-based cotton textile industry and the Natal-based textile manufacturing industry.

In the cotton textile industry a dispute was declared late last year after wage negotiations for the industry deadlocked.

The union gave notice of its intention to hold strike ballots and last weekend held meetings to inform members about the negotiations and the implications of a strike.

In the textile manufacturing industry strike ballots among the 9,500 workers covered by the industrial council will be held in the next few days, according to union general secretary Mr. John Copelyn.

" Ridiculously low."

He said the employers' wage offer was "ridiculously low" and workers would be forced to accept increases as low as R3.75 a week.

"These increases are totally out of line with the general trend of wage increases negotiated by our union.

"This is the lowest final offer we have been confronted with in all our negotiations recently," he said.

The biggest employer is the Frame Group, employing about 3,800 of the industry's workers.

Mr. Copelyn said other employers, wary of impending strikes, had agreed to plant-level negotiations.

"In all these negotiations the settlements have been way in excess of what the Frame Group is offering," he said.
Unionist free after 33-day protest fast

The Argus Correspondent.

JOHANNESBURG — Mr Thozamile Taai, the trade unionist who went on a 33-day hunger strike to back his demand that he be charged or released from detention, walked free from hospital after the State withdrew charges it had brought against him 10 days earlier.

The charges of participating in and inciting an illegal strike were formally withdrawn before a Johannesburg magistrate yesterday. Mr Taai, a shop steward in the South African Railways and Harbour Workers' Union, was not in court.

HOSPITAL

He had been charged 10 days before in a court convened around his hospital bed. By then Mr Taai, a 44-year-old diabetic, had been refusing to take food for 33 days.

Immediately after he was charged he resumed eating and within a week had regained about 5 kg of the 17 kg lost during his protest fast, he said.
Ellerines strike is 'near end'

A SETTLEMENT to end the seven-week wage strike at Ellerines stores could be reached today, both management and the Commercial Catering and Allied Workers Union indicated yesterday.

Ccawusa strike negotiator and leader of the union's negotiating team, Mr Jackie Masuku, could only say progress had been made and that a settlement could be reached today.
Textile workers start voting on strike today

By DICK USHER, Labour Reporter

THE first ballots about a possible strike in the cotton textile industry were to be held in factories today.

A spokesman for the Amalgamated Clothing and Textile Workers' Union (Actwusa), representing the industry's 5,500 workers, said ballots would be held at Tygerberg Spinners, Svensum and Romax, Home Textiles.

Ballots at other factories will be held in the next few days.

Second dispute

The ballots are part of the required procedures for a strike and follow a deadlock in the industrial council over wage negotiations.

In a second dispute involving Actwusa, workers in the textile manufacturing industry have voted for a strike.

Mr Peter Richardson, vice-chairman of the Textile Manufacturers' Association, said today the union had agreed to a meeting on February 5 to attempt a resolution of the deadlock.

He rebutted a statement by Actwusa that employers had offered an increase of R13,75 a week at the lower grades.

"The association made two proposals to the union, one of which was for a wage increase and another which also included a long-service allowance.

"The second proposal did offer a basic wage increase in line with that mentioned, but taking the long-service allowance into account it represented a significant benefit to employees -- at considerable cost to employers.

Present negotiations were for a six-month period, he said.

"Realistic" offer

On an annual basis the employers' offer represented a 15 percent increase which he described as "realistic, given the state of the industry, compared with other industries in different circumstances."

Union allegations about management action since 1998 at the Frame Group, of which he is human resources director, were unfair and unfounded.

The group employs about 3,000 of the industry's workers.

"Since then there have been considerable improvements to wages and other conditions of employment of which the union is well aware. I am satisfied Frame's record speaks for itself," said Mr Richardson.
Wage dispute ended after 7-week strike

The Argus Correspondent

JOHANNESBURG. — The Ellerines wage dispute has been resolved, ending a seven-week strike by members of the Commercial, Catering and Allied Workers' Union (Cawusa).

The agreement, reached last night after intensive negotiations over the past two weeks, was announced today by Ellerines spokesman Mr. Pierre de Villiers.

According to Mr. de Villiers, workers had to resume duties by Monday, but those wishing to return from today were free to do so.

He said further details of the agreement would be announced in a later statement.

Cawusa comment was unavailable.

The strike, which began on December 1, centred on workers' demands for higher wages and a review of the company's sales target policy.

Between 2,000 and 5,000 workers took part in the national strike.
TWO unions in the food industry have undertaken not to poach each other's members at the Premier Milling Company plant in Newtown, Johannesburg.

They are the Food Beverage Workers Union and the Food and Allied Workers Union.

The agreement was signed at the company's headquarters in Johannesburg on January 19.

**Problem**

The FBWU team was led by Mr. Chris Dlamini while Fawu was represented by Mr. Longway Kwelemtini and Mr. Leonard Sikakhane.

Premier joint managing director Mr. Wille Wolthers said the two unions agreed that their members would refrain from intimidating and harassing each other into resigning from or joining either union.

They agreed that any worker had the right to join a union of his choice and that any problem that arose between the two would be discussed.

**Threats**

Mr. Wolthers said the agreement followed a series of threats and intimidation of workers on both sides regarding allegiance to each union.

He said that although there had been no incidents of violence at the plant itself the undertaking would guarantee freedom of association to which Premier adhered.

FBWU has majority membership at the plant and is recognised by the company.

FBWU is affiliated to the National Council of Trade Unions and Fawu to the Congress of South African Trade Unions.

**Wrangle ends**

A YEAR-LONG wrangle between building society employers and their employees' union has ended with employers agreeing that for the first time in 40 years salaries should be negotiated.

The Building Society Officials' Association (BSOA), which represents about 16,000 officials, declared a dispute in July when employers opposed the association's request to negotiate salaries at the industrial council.

The dispute was the first in 40 years of negotiation between employers and employees.

Previously salary levels were set unilaterally by employers.

**By TEMBA MOLEFE**
1400 locked out on strike poll

ABOJUT—1,400 Berg River Textiles employees in Paarl were locked out by management yesterday when they began a stoppage after a dispute over arrangements for a strike ballot.

Balloted members of the Amalgamated Clothing and Textile Workers Union of South Africa (Actwusa) in various factories, including Tygerberg Spinners, Svenmill, and Romatex Home Textiles, this week indicated that 95% were in favour of a strike, spokesman Mr Ebrahim Patel said.
Still has muscle in spite of split
Elections strike shows union
Polio epidemic claims Natal boy

No injections are involved. The anti-polio medicine is merely dropped onto the tongue. A spokesman for the Department of National Health and Welfare said that apart from Inanda, where an immunisation campaign would be conducted today, no other areas had yet been pinpointed as polio danger areas.

Places at which immunisation will be done in Inanda include the Amooh bus rank, the Amatikwe Clinic and the Inanda Social Centre.

The unidentified Marrianhill boy died in hospital on Tuesday after being admitted on Monday.

It has been confirmed that a child in the Eszewe Hospital has polio, while five others in the same ward are suspected of having the disease.

The 13 children admitted to Durban's King Edward VIII Hospital since Christmas have since been transferred to Clarendon Hospital. According to the doctors treating them, they were still paralysed, but their breathing was not affected and their condition was considered satisfactory.

The fourth patient at KEHI was still on a respirator and his condition was described as stable.

Ellerines strike agreement

The seven-week-old Ellerines strike is over — to the relief of both workers and management.

The Commercial Catering and Allied Workers' Union and Ellerines agreed on a R110 across-the-board increase plus a minimum wage of R441 a month.

It was also agreed that sales targets be reduced from R3,400 to R2,750 a month.

The increases will be paid retrospectively from July 1, when the dispute started.

It was also agreed that workers who were detained during the strike would have their jobs guaranteed for 13 weeks or until they were released or charged.

Another victory for the union was that May 1 and June 16 would be recognised as paid holidays.

Workers throughout the country returned to work on Monday.

More than 4,000 workers belonging to Cawuss went down tools before Christmas after initial wage negotiations fell through.

Workers had demanded a R200 across-the-board increase, a minimum wage of R350 a month and the lowering of sales targets.

Negotiations on Tuesday lasted 13 hours and agreement was finally reached late on Wednesday.

On Wednesday, Cawuss secretary-general Vivian Mwasa said the union and management were still busy ironing out the final differences, though he declined to elaborate.
Wilgespruit workers strike

The entire workforce at the Wilgespruit Fellowship Centre in Roodepoort was still on strike yesterday after downing tools last Friday over the dismissal of a colleague and labour expert Mr Mandla Seleane.

The workers also want the directors of the centre to allow them to form an independent staff association and formulate a grievance procedure and code of conduct.

According to the ‘Sunday Star’, a seminar of the Baptist Church scheduled for the weekend was cancelled because of the strike.

The workers also threw food prepared by senior staff at the centre into rubbish bins.

The centre’s curator, the Reverend Dale White, tore posters which alleged intimidation by management and which referred to certain workers as sellouts.

The newspaper quotes Mr White as saying the posters were put up without permission.

Mr Seleane was dismissed two weeks ago after the directors said he was insubordinate. Mr Seleane had refused to explain his travel expenditure claim for 1987 as requested by management.

Mr Seleane, who is also in the labour secretariat of the Azanian People’s Organisation, has appealed against his dismissal.

The 27 workers on strike said in a statement yesterday that their action was a painful decision on their part. It showed the absence of a grievance procedure and code of conduct at the centre, they said.

Members of the board of directors could not be reached for comment yesterday.

The Wilgespruit Fellowship Centre is owned by the Anglican Church.

The directors included Mr White, his wife, Mrs Lestria White; Mr Griffiths Zabala, Mr Ishmael Mkhabela and Miss Lindi Myeza.

Church
Strike is over
THE strike by Wilge-
spruit Fellowship Centre
employees — which lasted
a week — ended on
Sunday and the workers
have returned to their
posts, a centre spokesman
said yesterday.
The spokesman said,
the board of directors
will meet representatives
of the 32 workers at the
centre today.
Work stoppages disrupt MBSA

Daily Dispatch Reporter

EAST LONDON — Sporadic work stoppages have caused temporary disruptions on production lines at the Mercedes-Benz of South Africa (MBSA) plant here for the past week.

The Eastern Cape regional secretary of the National Union of Metalworkers of South Africa (Numsa), Mr Les Kettleus, said the issues that had caused the stoppages involved dissatisfaction on the part of workers with the way in which disciplinary procedures were conducted at MBSA.

He said the problems were "addressed and resolved as they occurred", and there had been no incidents at the plant yesterday.

A spokesman for the company said although vehicle production had been maintained "despite hiccups along the line", a few units had been lost as a result of work stoppages in different sections of the plant.

She said the reasons for the disruptions ranged from challenges of disciplinary action taken by management against workers to issues currently under negotiation with Numsa.

A wage agreement which increased the minimum wage of MBSA workers on the lowest grade from R3.70 an hour to R4.50 an hour was signed in October last year after a two-month strike, and is valid until the end of this year.

Mr Kettleus said the current negotiations, which began at the end of last year and were resumed in January, concerned a recognition agreement and procedures of employment, including the grading of staff according to job categories.

He said the union regarded the grading of staff as a matter of priority as it believed that certain workers were incorrectly graded and that the system of grading needed revision.

Negotiations to conclude a substantive agreement between Numsa and MBSA continue today.
Unless arbitrators or a conciliation board manage to resolve a two-week-old wage dispute, it seems likely that a strike by black media workers (Mwasa) against Argus and Times Media Ltd (TML), owners of the FMJ, is certain.

The parties reached deadlock on Monday over Mwasa's demand for a 20% increase across-the-board. TML has offered a 17% increase across-the-board. TML has offered a 17% increase to weekly paid staff and 16% to salaried employees, which includes journalists. The 16% comprises 8% across-the-board and 8% determined on merit. Argus's split is 12% to all and 4% on merit.

TML's Barrie Harris says Mwasa haven't justified their demand, bearing in mind the inflation rate, the level of increases granted by the market generally, the company's 'higher-than-average bonus' and the improved housing subsidy, which has doubled to R6 per R1 000 with a maximum of R240 and which now applies to those with three years' service (if was five).

Mwasa's Sam Mabo, a news editor on The Star, replies: "In the previous year, when the company claimed to be performing badly, it offered 15%; now, when it says it is doing far better, they are offering 16." He also says the union wants to improve its members' quality of life and keep pace with inflation, which is not enough. Bonuses, he believes, are deserved by his members since "we worked for it." According to Mabo, only a handful of members, the journalists, of which there are around 170 in Mwasa, could benefit from the housing subsidy, few among the rest, some 4500 media workers countrywide, can afford houses, he says.

There are various other issues Mwasa is contesting with the Argus company, such as an alleged unfair dismissal and harassment at the Sowetan; alleged forced membership of the SA Typographical Union, and the status of 11 casual employees of The Newspaper Printing Company. But "to avoid clouding the main issue," Mabo says these should be dealt with at plant level. Argus reserved its position on this point.

Harris says TML believes its offer is fair and reasonable. Mabo says his members are prepared to strike over the issue. A strike ballot may well be Mwasa's next step.

Nearly all the employees, Cawusa members, who began a legal strike at 142 of Ellerine's 290 stores last December 8, returned to work on Monday. From a workforce of 6 567, some 2 418 took part in the seven-week action.

In terms of the settlement signed on January 27, the company agreed to a R110 a month across-the-board wage increase starting February.

This takes Ellerine's minimum in its five job grades to R441, R511, R534, R545, and R705 — somewhat less than the union's opening demand last May of R550 minimum plus R200 across-the-board.

Cawusa general secretary Vvian Mtwa says the strike "resulted in a national agreement, marking a major breakthrough in the struggle of Ellerine workers for a living wage and better working conditions"

Most of the rest of the conditions had been agreed to by last September, when Cawusa declared a dispute (Current Affairs, November 6 1987).

The package includes paid holidays on June 16 and "a day in May" — whether May 1, or the first Friday in May, is to be decided; regional pay differentials for the same job are eliminated; a sliding scale of commissions for sales staff, a lump sum R770 payment to non-sales staff in lieu of retrospective pay; less interim payments already granted; field and outside area sales reps become permanent employees with certain backdated benefits.

Employees detained under emergency or security laws will be guaranteed their jobs back and 50% of their wages for a period stipulated in the agreement.

The company committed itself to concluding a recognition and procedural agreement with Cawusa within 6 months. Negotiations will continue regarding maternity provisions, compassionate leave and assistance for housing.

Ellerine's human resources manager Pierre de Villiers describes the company's first brush with organised labour as "a very tough round of negotiations and both sides played by the rules."

Their next round of wage talks starts in April, for the period July 1 to June 1989.
Maitland strike

Staff Reporter

WORKERS at the Jungle Oats mill in Maitland yesterday downed tools and picketed for a R40 weekly wage increase.

While a Food and Allied Workers' Union (Fawu) spokesman said that 120 of its members at the factory were on strike, deputy managing director Mr M Paddick put the number at 70"out of a complement of 230.

The Fawu spokesman said the strike followed a strike ballot on Monday night.

Workers were demanding an across-the-board increase of R40 on their current minimum wage of R115,75 while the management offer was R30, he said.

"A dispute was declared after mediation deadlocked and the union applied for a conciliation board. The strike is legal," the spokesman said.
Centre strikers stay out

THE central figure in the Witwatersrand Fellowship Centre dispute, Mr Mändla Seleane, has returned the institute’s vehicle while workers calling for his reinstatement continued with their strike yesterday.

The workers, who downed tools on January 29, over Mr Seleane’s dismissal, said yesterday that they were prepared to return to work but insisted that their colleague should be reinstated unconditionally.

They also said that their demand for an independent staff association still stood, as well as the establishment of a grievance procedure and code of conduct.

Management has denied that the majority of workers had downed tools demanding Mr Seleane’s unconditional reinstatement and the formation of an independent staff association.

The directorate said about 45 workers, who constituted the majority of staff at the centre, were back at work, while 18 were on strike.

Of the 45, six are domestic and ground staff, 38 are programme staff and seven are members of the directorate.

Ten of the striking workers are domestic workers and ground staff, and the rest are programme staff.

Meanwhile, negotiations between the directors and the 18 striking workers continued yesterday following the directorate’s ultimatum that they return to work or be suspended.

Chairman of the executive council, Father David Nkwe, could not be reached yesterday. Mr Seleane was also not available.
Anglo Farm Strike

By George Hill

The three dismissed farm workers, from left, front, Tockehla, Gama, and Lishali, humble themselves in front of the workers outside the farm. The workers were seeking for their rights to be fully respected. The strike was supported by the farm workers' union. The workers were demanding better wages and working conditions. The strike was ongoing since the dismissal of the workers. The workers were determined to fight for their rights.
Shops' interdict is withdrawn

ELLERINES management in East London has withdrawn an application for a court interdict against striking workers, clearing the way for their return to work.

A shop steward for the Commercial, Catering and Allied Workers Union, Joe Putye, said Ellerines East London management had applied for an interdict preventing the workers from entering shops' premises after they were accused of intimidating customers.

The interdict application remained an obstacle to settling the dispute in East London, even after the national strike was called off. However, Putye said management had last week agreed to drop the court action. - Elnews
Strikes in textile industry averted

Daily Dispatch Reporter

EAST LONDON — The possibility of a national strike in the textile industry was averted this week when workers accepted the Textile Manufacturers Association (TMA) final offer on wage increases and conditions of employment.

The agreement applies to some 3,800 employees of the Frame Group, including those in East London, among others in the industry.

The package includes three basic wage increases over an 18 month period, revised night shifts, increased long service bonuses, annual bonuses and agreement on shift patterns.

In terms of the new agreement, workers on grade one will receive an immediate R8 per week increase, R8 per week in July and a further R8.28 per week in January 1989.

In addition, a long service allowance of 50c per week, per year of service, is to be introduced immediately.

The industrial council minimum wage at the lowest grade was R75.85 per week in peri-urban areas such as East London, although employers such as Frame have historically paid more than the minimum rate.

The vice-chairman of the TMA, Mr Peter Richardson, said the employers had only increased their offer on the basis that the union agreed to extend the wage agreement to cover an 18 month period.

"The TMA is pleased to have averted a strike which would have been costly to both workers and employers," he said.

The general secretary of the Amalgamated Clothing and Textile Workers Union of South Africa (Actwusa), Mr John Copelyn, said he was "very pleased with the package."

"We believe that this is a fair and successful compromise."

Three unions previously competed in the textile industry, until two of them merged last year to form Actwusa, and the third was expelled from the industrial council.

The wage dispute arose out of a deadlock between Actwusa and the TMA at industrial council negotiations in October last year.

The union instituted an overtime ban and work-to-rule. The issue remained unresolved after a ten-hour meeting held on February 5.

Mr Copelyn said the threat of a national strike had been "a very real possibility" until a final offer by management on February 9, when the TMA "agreed to all the union's demands tabled at the meeting on February 5."
Cosatu warns employers against Bill

The Argus Correspondent

JOHANNESBURG. — The Congress of Trade Unions (Cosatu) has warned it would take "the strongest action" against employers if they did not "satisfactorily" oppose the Labour Relations Amendment Bill.

This was one of the resolutions taken by the federation's central executive committee at the weekend, and announced by Cosatu general secretary Mr Jay Naidoo yesterday.

The Bill, expected to be tabled in Parliament this year, would, among other things, render unions liable to be sued for damages in the event of illegal strikes and outlaw sympathy strikes and consumer boycotts against employers in dispute with unions.

MASS CAMPAIGN

Mr Naidoo said the Bill was discussed by all affiliates of the federation, resulting in a "mass campaign" to pressure the Government not to pass it.

Mr Naidoo said: "Cosatu will be approaching managements and if we are not satisfied with their response, we will call a special central executive committee meeting to discuss the strongest actions at our disposal to bring home to them our total rejection of this Bill."
JOHANNESBURG — Eighteen men accused of kidnapping, assault, robbery, murder, attempted murder and intimidation appeared briefly in the Rand Supreme Court.

Mr Johannes Joja Ngcobo, 24, of Highpoint, Johannesburg, was the secretary of the regional committee of the South African Railways and Harbours Workers' Union and the other men were employed by South African Transport Services during the Sats strike last year.

It is alleged that on April 28 last year they kidnapped five Sats employees who were not taking part in the strike, took them to Cosatu House where two of them were robbed, then took all five into the veld near Protecon where four of them were assaulted and murdered.

Mr Albert Phulwa escaped.

The bodies of Mr Vudlam Joseph Mulaudzi, Mr Cau John Sebopela, Mr Mulatelo Petrus Morelame and Mr Jerry Rudolph Goodman were found later that night.

SET ALIGHT

They had been stabbed, but on the head with a heavy stone, doused with petrol and set alight.

The other accused are: Mr Bongani Sibusi, 33, Mr Wilson Matshik, 35, Mr David Dzovhe, 30, Mr Jacob Tshapelo Mchaka, 32, Mr Patrick Molefe, 27, Mr Phoena Mletsungulwane, 25, Mr Takalani David Mnemphasi, 25, Mr Mafamane William Rikhotso, 33, Mr George Maungedzo, 36, Mr Daniel Condiruwe Nikolokotho, 36, Mr Freddy Mohisi, 30, Mr Isaac Mogoroni, 30, Mr Jacob Mamatla, 33, Mr Wilson Musheziko, 33, Mr Johnson Mogesi, 36, Mr Simon Mulumeni, 42, and Mr Michael Ikaneng, 38.

By agreement between the State and the defence, the hearing was postponed to April 11.

The accused, who are all in custody, were not asked to plead — Sapa.
Workers refuse overtime in wage protest

Daily Dispatch Reporter

EAST LONDON — Workers at Candy Tops (Pty) Ltd claimed yesterday that they had been threatened with dismissal after they refused to work overtime in protest against the company's refusal to give them a 50c an hour across-the-board increase.

The branch secretary of the Food and Allied Workers' Union (Fawu), Miss Debra Komose, said the company had told them their action constituted an unfair labour practice.

"However, the workers know that under basic conditions of employment, overtime is not compulsory," she said.

Candy Tops (Pty) Ltd is presently under the judicial management of Paterson Trustees and the judicial manager, Mr Ken Paterson, said he had no comment as he considered the matter "confidential".

Miss Komose said the demand was "very fair" because the inflation rate in the East London area was 15.1 per cent and the supplementary living level offered by judicial management here was R118.31 a week.

She said that presently the minimum amount earned in the company was R1.29 an hour.

Miss Komose said that the company offered to give workers different amounts of increases, but the workers saw this as a method of dividing them.

She said that dating back to February 8 workers decided to stop working overtime until their demand of a 50c an hour increase had been met.

Last week nightshift workers were "banned" from talking while working and workers took this as provocation from the employers. They said it would force them to take industrial action.

Miss Komose said that the workers did not want to take such action because Fawu had already proposed mediation to settle the dispute.

She said that it seemed as if the judicial manager of the company did not want to settle the matter because Fawu had not yet received any response from him.

The union condemned management's attitude.

The whole 55-member workforce of the company had stopped working overtime.
Legal battle

A LEGAL battle is set between Wilgespruit Fellowship Centre and dismissed worker, Mr. MandlaSeleke, as his attorneys prepare to challenge the institute in the Rand Supreme Court.

"Mr. Seleke," said yesterday, his lawyers would file answering papers with the court before March 8, the return date following the centre's successful interdict against him on February 5.

The Wilgespruit Directorate obtained the court order which stipulated that Mr. Seleke return the centre's vehicle and keep off its property following a dispute over allegations of insubordination against Mr. Seleke.0
THREE hundred Chem-Workers Industrial Union members at the Kohler Xactica plastics plant in Benoni downed tools after the company failed to resolve a series of grievances by the workers.

In a statement yesterday, CWIU said the company, instead of attempting to resolve the dispute, issued dismissal notices. Later, the company called in police with dogs and teargas.

Workers left the premises.

"The grievances relate to the employment of a group of trained white machine setters, who workers fear are there to replace the current machine setters. Workers are demanding their dismissal, and that internal promotions be made to fill the jobs."

"The CWIU condemns the heavy-handed way in which the dispute is being handled and in particular the calling in of police to intervene in industrial disputes," the CWIU said.

***
THE National Union of Metalworkers of SA (Numsa) is to challenge the industrial court's decision to dismiss an application for the reinstatement of about 1000 workers formerly employed by BTR Sarmcol.

Numsa is to launch an urgent Supreme Court application next week asking for a review of the industrial court's decision, a union spokesman said yesterday.

The industrial court judgment was handed down in September last year.

The workers were dismissed in April 1985 after going on strike, demanding that the company recognise Numsa (then known as the Metal and Allied Workers' Union).

The company, in a statement issued last week, acknowledged receiving notification from the union's lawyers about the move.
Stayaway protest over evictions

Own Correspondent

JOHANNESBURG — Hundreds of residents in White City Jabavu, Soweto, stayed away from work yesterday in protest against renewed security force evictions of families who have not been paying rent.

At least 25 families were evicted in the area when a combined force of SAP and Soweto Council police moved into the area on Tuesday and yesterday morning and raided the homes of the families.

The evictions were the first major action against rent boycotters in White City Jabavu since August 1986 when about 21 people were killed in clashes with security forces.

Yesterday riot police used teargas and sjamboks to disperse a group of youths who threw stones while the evictions were being carried out.

The police also ordered two gatherings at the White City administration offices to disperse after warning residents the meetings were illegal.

Residents said they were woken about 7am by council police who went from house to house demanding payment of rent arrears and evicting those who allegedly owed large amounts.

Soweto town clerk Mr Nico Malan this week said residents owed the council R200m in rent arrears.

Evicted residents yesterday claimed that some of their household goods had been loaded on to trucks and driven away by police and only goods of less value were left strewn around the yards.

They said their television sets, refrigerators, radios, lounge suites and kitchen units — most bought under hire-purchase contracts — had been taken away by council police.

A spokesman for a law firm yesterday said “it is illegal to confiscate goods bought under HP contracts if they have not been paid off.”

The UDF condemned the evictions and said they would definitely not solve the country’s housing shortage.

Police in Pretoria said later yesterday that no shots had been fired by police and no one had been injured.

“Incidents which occurred in White City today (Wednesday) will be considered for inclusion in our daily unrest report of tomorrow. As you know, it is not our policy to issue interim unrest reports unless the seriousness of the incident warrants it”
Handicapped replace workers, claims union

Staff Reporter

FIFTY-three workers have been dismissed after a strike at an electrical appliances factory, amid allegations that workers are being replaced by handicapped people at much lower wages.

According to a spokesman for the Electrical and Allied Workers Trade Union, workers at the Illumina factory, Eppling, went on strike after 10 colleagues were retrenched and 15 put on short time after management contracted work out to the handicapped.

Mr Brian Williams, the union's assistant general secretary, said the handicapped workers were paid far below normal rates and were jeopardising the livelihood of full-time workers.

Mr Williams said the minimum weekly wage at the factory was R117.45 before deductions, while the handicapped workers were paid about R40 a month.

Approached for comment, Illumina director Mr Abe Newman said: "I have no comment. I have been in the business for many years and know how to deal fairly with my staff."

The 53 workers struck on Wednesday and were dismissed on Friday. Management had refused to reinstate them, although they had agreed to return unconditionally, Mr Williams said.

The union is taking legal action against the company for alleged "unfair dismissals and retrenchments".
BEHIND THE OK STRIKE

BY LEN MASUKO

The workers of the OK Multiplex, located in the heart of the city, have been on strike for over a week. The workers, who are employed in various departments including maintenance, security, and management, are demanding better working conditions, higher wages, and an end to the frequent layoffs and layoffs in the company. The strike has been met with a strong response from the management, who have offered to negotiate with the workers to resolve the issues.

The workers, who have been unionized for several years, say that they are fed up with the management's lack of responsiveness to their concerns. They also say that the strike is not just about wages, but about the overall working conditions and the management's respect for their rights.

The strike has caused a significant disruption to the operations of the OK Multiplex, with many services being affected. The management has appealed to the workers to return to work, promising to address their concerns in a timely manner.

The strike continues to draw attention from the media, with reports of confrontations between the workers and the management. Despite this, the workers remain determined to fight for a better working environment.

For more information on the strike, please visit the OK Multiplex's official website or contact the union representative.
300-strike to get whites dismissed

Labour Reporter

About 300 members of the Chemical Workers' Industrial Union (CWIU) have downed tools at Kohler Xactus Plastics, Benoni, following a dispute over the employment of white trance machine setters, the union said.

In a statement the CWIU said workers had stopped work on Tuesday to back a demand that an undisclosed number of white workers employed recently be dismissed, and that staff promotions take place internally.

Instead of resolving the dispute, the company had issued dismissal notices to the strikers, said the union.

TEARGAS

Later management had called police. Workers were then "forced off the premises with tear-gas and dogs."

"The CWIU condemns the heavy-handed way in which the dispute is being handled and in particular the calling in of police to intervene in industrial disputes," the CWIU said.

The chief executive of Kohler Limited, Mr Ian Willis, said both the morning and afternoon shifts at the Benoni plant had gone on an illegal strike on Tuesday, which resulted in the dismissal of 135 employees. Negotiations with the union, aimed at resolving the dispute, were in progress, he said.

A spokesman for the police, confirming that police were called to the firm, denied that police had used dogs. "When bottles were hurled at the police by workers who were told to leave the premises, members of the police used tear gas canisters to disperse the men."

The Congress of SA Trade Unions (Cosatu) has condemned the raid yesterday morning on the East Rand home of its vice-president Mr Chris Dlamini.

Four armed white men allegedly raided Mr Dlamini's home, demanding to know his whereabouts, and his reasons for visiting Cape Town recently. During the incident, one person staying in Mr Dlamini's house was allegedly assaulted and an attempt was made to kidnap Mr Dlamini's daughter, according to Cosatu.

Mr Dlamini, together with other Cosatu office bearers, has been involved in attempts to resolve the conflict in the KTC squatter settlement near Cape Town, and was briefly detained while visiting Cape Town last week.
Witnesses tell of assaults at work

Mr Draghoender has pleaded not guilty to five counts of intimidation.

Mr De Kock testified that while he was working on a fork lift in one of the stores on October 5, 1987, about six men led by Mr Draghoender, came up behind him shouting and swearing.

"One of them said I should also stop working and when I carried on, I was hit on the back of my head with what I thought was a plank," he said.

He fell onto the floor of the store and the men then went away.

He said he was in hospital for ten days, suffering from concussion, epileptic fits and loss of use of one of his legs for two days.

He testified that he could see his assailant clearly but did not know who he was at that stage.

When Mr De Kock returned to work on October 19, he went from plant to plant to try to find his assailant but it was only on October 26 that he saw the accused again.

"He ran away when he saw me but I chased after him and caught him," Mr De Kock said.

He identified the accused by "his eyes, complexion and his short rough beard."

He said he had received threatening letters saying he should not identify the person otherwise his and his family's lives would be in danger.

When counsel for the defence, Mr A. N. Jappie, asked him if he saw the blow to his head come, he said no.

Mr De Kock testified that Mr Draghoender said in English "If we stop work, you whites must also stop work."

Mr Jappie said the accused could not speak English to which Mr De Kock replied "He was my assailant."

Another worker at MBASA, Mr Jedsh Bhuka, also testified that he had been intimidated and assaulted.

Mr Bhuka said he was pulled from his office, dragged along the floor, hit and knocked down and then taken to the canteen where all the workers had gathered and told to stand on a bench.

However, he could not say who had assaulted him.

Mr Sidney Kosten, who also said he was intimidated, claimed that the accused had told him he was going to get hurt because he was working.

Mr Kosten said he had been going to work on the back of a truck one day during the strike and when he got off, Mr Draghoender hit him three times at the back of his head.

Another worker and friend of Mr Draghoender, Mr Mark Langeweld, said he was assaulted because he went back to work while the strike continued.

The accused denied this but said he knew of no reason why Mr Langeweld should lie about him.

Mr Draghoender admitted that he did take part in the strike but denied that he had assaulted or intimidated anyone.

He testified that the first time he saw Mr De Kock was in court yesterday.

He did know Mr Kosten but denied that he had hit him.

He only asked him why he was working but did not hit or threaten him.

The prosecutor, Mr H. Hanan, asked Mr Draghoender to repeat some English words after him, which he did.

"So you can speak English quite well," he asked, to which the accused replied "Only when the words are put in my mouth."

The case continues today.

Mr I. C. Kitching presided. Mr H. Hanan prosecuted and Mr A. N. Jappie appeared for the defence.
WFC WORKERS CLAIM 2 FIRED

By THEMBA MOLEFE

The strike by about 20 workers at Wilgespruit Fellowship Centre in Roodepoort is in its 19th day today with the strikers claiming two workers had been dismissed.

A member of the centre's directorate, Mr Ishmael Mkhabela, could yesterday not comment on the workers' claims and referred enquiries to the curator, the Rev Dale White. Mr Mkhabela said Mr White was not available.

The striking workers said in a statement that, following attempts by the Interdenominational Churches for Workers Industrial Mission, failed on February 3.

They said the Wilgespruit directorate insisted that a general staff meeting be held instead of negotiating the dispute.

"Instead, the directorate issued letters dated February 8 to staff members to report for duty and that failure to do so by 11 am on February 10 warranted suspension without pay," the statement said.

"The workers on strike have since not returned to work and in terms of these letters this means suspension," the statement said.

"For the rest of the staff (on strike) it is not clear what the directorate means by suspension until further notice," the statement said.

THREE of the 10 members of the Wilgespruit Fellowship Centre directorate (from left) Mr Sipho Nkosi, Mr Sipho Mashinini, and curator, the Rev Dale White.

MR MANDLA Seleone — taking his dismissal to court.

The dispute is over the dismissal of education officer, Mr Mandla Seleone, whose services were terminated on allegations of misbehavior.

The directorate earlier said about 45 workers, who constituted the majority of staff, were not affected by the strike and were back at their posts.

Mr Seleone, who was interdicted by the directorate from entering Wilgespruit and ordered by the Rand Supreme Court to return its car, is to challenge his dismissal in the court on March 8.
Wage strike at textile factory ends

Staff Reporter

A FIVE-DAY wage strike at the Berg River Textile Factory, in Paarl, ended yesterday with workers winning a R25.20 weekly increase.

The managing director of the factory, Mr J N Redelinghuys, confirmed the agreement yesterday between the company and the Amalgamated Clothing and Textile Workers Union of South Africa (Actwusa).

Mr Redelinghuys said in a statement that the company had offered the workers a R25.20 increase before the strike had started.

"The union advised management that their members rejected this offer, but it appears that large numbers of workers were not aware of the company's offer, and therefore unnecessarily lost a week's wages."

But an Actwusa spokesman disputed this, saying that the company had based its offer on the erosion of workers' Christmas bonuses and extending the wage period by two months.
Workers drop strike plan

CP Reporter

THE possibility of a legal strike by more than 8,000 workers from the textile manufacturing industry in Durban has been averted due to the employers agreeing last week to workers' demands.

The workers, members of the Amalgamated Clothing and Textile Workers Union, last month voted in favour of a legal strike should the employers in the textile industry refuse to meet their demands.

The agreement between Actwusa and the industry includes provisions for three wage increases over an 18-month period, increased night shift allowances, increased long service bonuses, annual bonuses, agreement on shift patterns and a special provision to cater for boiler attendants.
After Boesak's Gift

Peace. Sunday. 2/18/78

Toward a stake fund outside the Foundation for Peace and Justice

E. M. Williams (left), Assistant General Secretary of the

Demos...
Demo a misunderstanding — Boesak

Staff Reporter

DISMISSED members of the Electrical and Allied Workers Union have demonstrated outside the Bellville South office of the Foundation for Peace and Justice.

Dr Allan Boesak, who heads the foundation, said yesterday's demonstration was the result of a "misunderstanding", which had been sorted out. About 40 workers demonstrated over a cash gift towards a strike fund, which the workers said was inadequate.

The workers, who had been dismissed from a factory in Epping after a strike, were angry after being given only R300 by the foundation.

They picketed the office yesterday with placards reading: "Sies Boesak, skaam jou" (Sir, Boesak, you should be ashamed), "R300 an insult to our struggle", "We are the victims of apartheid" and "Why, Boesak why?"

They were met by Dr Boesak and later Mr Brian Williams, assistant general secretary of the union, said the matter had been settled.

He would not say whether the workers had been promised additional aid.

Dr Boesak said after the meeting that the "misunderstanding" had been settled.

"The foundation would have helped them in any case," he said.

Fifty-three workers were dismissed from the factory, Illumina, two weeks ago amid allegations that workers were being replaced by handicapped people at lower wages.

The union said 10 people were retrenched and 15 put on short time after management contracted out work to the handicapped.
THE African Mining and Allied Workers' Union has asked union members dismissed by Concor after a strike in Welkom last year to report at its offices before Monday next week.

Amawu is to challenge the dismissals in the Industrial Court next week.
WFC Dispute Hots Up

BY LEN MASERO AND THEMBA MOLEFE

Azapo Enters the fray
Crippled worker to take action against police

DURBAN - A farm worker has been crippled and may lose his leg after he was allegedly shot by police who were called in to evict workers from a Natal farm.

Management had called police to the farm to load workers onto buses which had been arranged to take all contract workers back to the Transkei.

The 23-year-old Mbangiswa Lugogo is unable to walk without a walking stick after the incident on the Crookes Bros Farm, near Stanger, on December 18 last year.

The entire labour force of 360 workers had been dismissed after a work stoppage on December 16 in protest against the detention of the Natal farm worker organiser, Mr. Richard Gumede, and a shop steward.

Gumede and the shop steward had been trying to negotiate a wage increase when management complained to police that they were intimidating and harassing workers.

Lugogo said that on the day of the incident, he and another worker had gone to the shop when they heard that the workers had been instructed to get their belongings together and board the buses. They returned to the farm where police allegedly opened fire on him with birdshot.

He said he was shot at without warning and for no reason, as he was walking back to get his belongings.

He said the police then took him to the local hospital where he received no medical treatment. He was given pain killers and ointment to rub on his leg and discharged after two days.

He then went to Durban's King Edward VIII hospital where he was told they would not be able to remove the bullets, as there were too many of them and they may have to cut his leg off.

The personnel department of Crookes Bros have denied any knowledge of the incident.

Lugogo, a Transkei contract worker who had worked on the farm for three months, said he was worried as he did not know whether he would be able to work again.

He is living in a squatting shack now and is unable to go home as he has not been paid out. He worked nearly 12 hours a day as a sugar cane cutter, but earned only R100 a month.

Lugogo said he will be taking legal action against the police. Stanger police declined to comment.

Concorde
WIDESPREAD strike action in the furniture trade's traditionally stonger second half severely impaired Ellermes performance for the year to December.

Attributable income at R16.6m was up a mere 5.3% after benefiting from an 11% lighter tax bill.

Earnings a share at 241c showed a modest growth over the 228c of the previous year, resulting in a disappointing total dividend payment of 60c (57c).

Denied any benefits from the Christmas surge in consumer spending, turnover showed little real growth, rags 8.2% as operating profits dropped 3.8% to R30.1m. Significantly lower financing costs, which were 20% down, failed to arrest the drop and pre-tax profits fell 1.5% to R27m.
EAST LONDON. — About 2,600 employees, the entire black workforce of Daimler-Benz AG's South African subsidiary, have staged a strike in protest against the government's detention of a trade union leader, the National Union of Metalworkers said.

It was the first protest strike since the government on Wednesday virtually outlawed 17 apartheid groups and issued orders restricting political activists and trade unionists.

Workers downed tools soon after Cosatu official Mr Msiteli Nonyukela was detained. — Reuter
**Workers back at MBSA plant**

EAST LONDON — Production returned to normal at the Mercedes-Benz of South Africa (MBSA) plant yesterday, after sporadic stoppages on Thursday.

Workers in some sections of the plant had downed tools in sympathy with the alleged detention of a shop steward at union offices.

The regional organiser of the National Union of Metalworkers of South Africa (Numsa), Mr Viwe Xiarisa, said the workers returned to the shop floor yesterday morning, after hearing that the chairman of the shop stewards committee in East London, Mr Mateli Nonyukela, had been released.

Mr Xiarisa declined to comment on the brief detention.

He said union members who had been present at the offices when Mr Nonyukela was taken away by police had said that the premises had been searched.

A spokesman for MBSA in Pretoria confirmed that production was back to normal.

The company expressed its concern over the recent emergency restrictions imposed upon the Congress of South African Trade Unions — the umbrella body under which Numsa falls — in a statement issued after Mr Nonyukela’s release.

The spokesman said management had made “representations to secure his release from detention”.

“The company believes that these developments will hinder the efforts for better industrial relations,” the spokesman added.
IN A KEY judgment, the Industrial Court has ruled that racial wage discrimination is an unfair labour practice and has given the offending company six months to eliminate it.

And, in ordering the reinstatement of several hundred workers, the court also appears to have potentially strengthened the right to protection from dismissal for workers involved in a "legitimate" strike.

The case of Nactu's SA Chemical Workers' Union (Sacwu) v Senetrachem, presided over by Dr D C John, arose out of a nine week wage strike by 3 000 workers between May and July 1985, at seven of the chemical giant's plants. Management had issued dismissal notices on July 7, with an offer of re-employment to those who returned by July 15.

About 400 to 500 workers were not taken back — most because management said a restructuring of operations meant they were redundant. Alleged disciplinary offences during the strike led to 17 not being rehired.

Six months of negotiations and the implementation of conciliation procedures failed to resolve the wage dispute in which — at the time of the strike — the union was demanding a R250 increase on the minimum R400 monthly wage, while management was offering a R450 a month minimum.

Sacwu also demanded the elimination of racial wage discrimination, which it said was prevalent in the company.

庭裁断: 拒绝种族偏见

法官的裁决否定了种族偏见在薪酬中的存在，并给予公司六个月的时间来消除这种现象。

此外，法院还判决了数百名工人的重新雇佣，这似乎强化了工人对保护自己免于被解雇的权利。

此案涉及Nactu的SA化学工人联盟（Sacwu）v Senetrachem，由Dr D C John主持。此案起源于1985年5月至7月为期九周的罢工，涉及3000名工人在七家工厂。管理方在7月7日发出了解雇通知，但表示将对那些重新回来的工人提供重新雇佣的机会。

大约400到500名工人没有被重新雇佣，大多数是因为管理方认为他们的存在是多余的。他们被指控在罢工期间违反了纪律。

六个月的谈判和调解程序未能解决工资纠纷。当时，工会要求增加250兰特，而管理方仅愿意提供450兰特的最低工资。

Sacwu还要求消除种族工资歧视，称其在公司中普遍存在。
Key judgment on discrimination

Own Correspondent

JOHANNESBURG. — In a key judgment the Industrial Court has ruled that racial wage discrimination is an unfair labour practice and has given the offending company six months to eliminate it.

And, in ordering the reinstatement of several hundred workers, the court also appears to have significantly strengthened the right to protection from dismissal for workers involved in a "legitimate" strike.

The case of the SA Chemical Workers' Union (Sacwu) v Sentrachem, presided over by Dr D G John, arose out of a nine-week strike by 3 600 workers between May and July 1986 at seven of the chemical giant's plants. Management had issued dismissal notices on July 7, with an offer of re-employment to those who returned by July 15.

About 400 to 500 were not taken back — most because management said a restructuring of operations meant they were redundant. Seventeen were not rehired because of alleged disciplinary offences during the strike.

Six months of negotiations, and the implementation of conciliation procedures, failed to resolve the wage dispute in which — at the time of the strike — the union was demanding a R250 increase on the minimum R400 monthly wage while management was offering a R470 a month minimum.

Sacwu also demanded the elimination of racial wage discrimination.

R1.5m first step

While there was some disagreement between Sacwu and Sentrachem on their definitions of the concept, evidence led by the company during the hearing was that it would cost R4 million to eliminate discrimination fully.

During negotiations Sentrachem had agreed to set aside an immediate R1.5 million for that purpose as a first step towards eliminating wage discrimination over a period of time.

The court noted that Sentrachem representatives had acknowledged discrimination existed and was morally indefensible.

It said there should have been greater efforts by the company to remove it.

The court also ordered the reinstatement of 400 to 500 workers and payment of them of eight weeks' backpay.

The most important and far-reaching reason given was that since the law grants unions and lawful strikers immunity from penal and civil sanctions "it would be anomalous if workers were nevertheless penalized by dismissal for striking."
Sentrachem rejects court race ruling

ALAN FINE

SENTRACHEM is considering taking last week's industrial court judgment — which ordered the company to eliminate wage discrimination and reinstate several hundred workers dismissed after a strike — on review to the Supreme Court.

The case was brought by the SA Chemical Workers' Union (Sacwu).

Sentrachem MD Dave Marlow said yesterday the company unreservedly rejected racial discrimination in any aspect of its operations.

Hence it rejected the court's finding that it had implemented any such practice, as well as the court's criteria for legal strike action and fair dismissal of striking employees. Marlow said these findings were cause for serious concern to the company.

A decision on review proceedings would be taken soon, he said.

Nactu, to which Sacwu is affiliated, described the judgment as a victory for unionism and a vindication of the Sentrachem workers' struggle.
The Ministry of MANPOWER

The Ministry of MANPOWER is responsible for the enforcement of labor laws, the development of workforce training programs, and the promotion of labor market policies. It ensures fair labor practices and promotes the rights of workers.

### Employment Statistics

<table>
<thead>
<tr>
<th>Month</th>
<th>Total Male</th>
<th>Total Female</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>January</td>
<td>123</td>
<td>456</td>
<td>579</td>
</tr>
<tr>
<td>February</td>
<td>345</td>
<td>678</td>
<td>1023</td>
</tr>
<tr>
<td>March</td>
<td>234</td>
<td>567</td>
<td>801</td>
</tr>
<tr>
<td>April</td>
<td>321</td>
<td>698</td>
<td>1019</td>
</tr>
<tr>
<td>May</td>
<td>213</td>
<td>567</td>
<td>780</td>
</tr>
<tr>
<td>June</td>
<td>345</td>
<td>678</td>
<td>1023</td>
</tr>
<tr>
<td>July</td>
<td>234</td>
<td>567</td>
<td>801</td>
</tr>
<tr>
<td>August</td>
<td>321</td>
<td>698</td>
<td>1019</td>
</tr>
<tr>
<td>September</td>
<td>213</td>
<td>567</td>
<td>780</td>
</tr>
<tr>
<td>October</td>
<td>345</td>
<td>678</td>
<td>1023</td>
</tr>
<tr>
<td>November</td>
<td>234</td>
<td>567</td>
<td>801</td>
</tr>
<tr>
<td>December</td>
<td>321</td>
<td>698</td>
<td>1019</td>
</tr>
</tbody>
</table>

### Other Sections

- **Education and Training:** Programs aimed at skill development and workforce readiness.
- **Labor Relations:** Handling disputes and ensuring compliance with labor laws.
- **Social Security:** Benefits and support for workers.

---

**House of Assembly**

Parliamentary proceedings and activities of the legislative body.
Strike-hit firms to hold talks — chemical union

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

CWIU spokesman Chris Bonner said a conciliation board would sit today to attempt to resolve the week-old legal strike at Unilever's Wadeville plant. She said settlements had been reached at other Unilever plants at levels higher than that being offered at Wadeville. Management was unavailable for comment. The union will also meet the management at Kohler Xactics in Benoni today.
SIXTY-five SA Chemical Workers' Union members have been dismissed after a strike at Protea Chemical Manufacturers in Beithlehem.

A Sacwu spokesman Mr Humphrey Ndaba said union members employed by the company went on strike on February 15 after the union and management deadlocked over wage increases.

Sacwu members were demanding:
- Pay rises of R80 a week,
- Annual leave of 30 days,
- Annual bonus to be 13th cheque, and
- A 40-hour week.

Mr Ndaba said the State-appointed conciliation board has failed to resolve the dispute between the two parties.

He said the company had offered R5 a week from February to August, and a further increase of R10 a week from September.

'Protea Chemicals managing director, Mr Alan Cohen, disputed a claim by Sacwu that the company's employees had downed tools after a wage deadlock between the two parties.

He said the workers had taken part in 'wrongful industrial action' on February 1. A conciliation board was subsequently set up by the Minister of Manpower on February 5, and the workforce returned to work.

Mr Cohen said "the employees in one department subsequently refused to work to agreed standards and after a series of disciplinary actions they were fairly dismissed on February 15.

"The remainder of the employees then went on an illegal strike demanding the reinstatement of dismissed workers. In doing so, they ignored agreed dispute procedures allowing for appeals, which were offered by management."
The Minister of Defence

The Minister of Defence is the senior Minister of State for Defence and is responsible for the day-to-day running of the Ministry of Defence. The Minister is a member of the Government and is accountable to Parliament for the implementation of the Government's defence policy. The Minister is also responsible for the management of the Ministry of Defence, including the provision of resources and the discharge of duties.

The Minister of Finance

The Minister of Finance is the senior Minister of State for Finance and is responsible for the management of the UK's economy. The Minister is also responsible for the implementation of the Government's economic policy, including the provision of resources and the discharge of duties.

The Minister of Energy

The Minister of Energy is the senior Minister of State for Energy and is responsible for the management of the UK's energy supply. The Minister is also responsible for the implementation of the Government's energy policy, including the provision of resources and the discharge of duties.

The Minister of Health

The Minister of Health is the senior Minister of State for Health and is responsible for the management of the UK's healthcare system. The Minister is also responsible for the implementation of the Government's health policy, including the provision of resources and the discharge of duties.

The Minister of Education

The Minister of Education is the senior Minister of State for Education and is responsible for the management of the UK's education system. The Minister is also responsible for the implementation of the Government's education policy, including the provision of resources and the discharge of duties.

The Minister of Transport

The Minister of Transport is the senior Minister of State for Transport and is responsible for the management of the UK's transport system. The Minister is also responsible for the implementation of the Government's transport policy, including the provision of resources and the discharge of duties.

The Minister of Foreign Affairs

The Minister of Foreign Affairs is the senior Minister of State for Foreign Affairs and is responsible for the management of the UK's foreign policy. The Minister is also responsible for the implementation of the Government's foreign policy, including the provision of resources and the discharge of duties.

The Minister of Justice

The Minister of Justice is the senior Minister of State for Justice and is responsible for the management of the UK's justice system. The Minister is also responsible for the implementation of the Government's justice policy, including the provision of resources and the discharge of duties.

The Minister of Home Affairs

The Minister of Home Affairs is the senior Minister of State for Home Affairs and is responsible for the management of the UK's home affairs. The Minister is also responsible for the implementation of the Government's home affairs policy, including the provision of resources and the discharge of duties.

The Minister of Agriculture

The Minister of Agriculture is the senior Minister of State for Agriculture and is responsible for the management of the UK's agriculture. The Minister is also responsible for the implementation of the Government's agriculture policy, including the provision of resources and the discharge of duties.

The Minister of the Environment

The Minister of the Environment is the senior Minister of State for the Environment and is responsible for the management of the UK's environment. The Minister is also responsible for the implementation of the Government's environment policy, including the provision of resources and the discharge of duties.
EAST LONDON — Some 150 Hodgetts Timbers workers began an illegal strike on Tuesday after declaring a dispute with management over wage increases.

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

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

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

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

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

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

Three Boland farms hit by strikes

"We've had enough!"

By GEORGE HILL

Three fruit farms in Grabouw were hit by strikes last week when about 60 members of the Farm and Allied Workers Union protested against low wages and bad working conditions.

The strike, which is the third by farm workers in the last month, recently workers have gone on strike at a farm in Noord Stellenbosch.

Workers, some of whom have worked on farms for most of their lives, earn as little as R27 a week.

On the farms on Heidelberg, Highlands and Sherwood farms demands of increased wages and better working conditions were rejected.

Sherwood workers accepted a R28 increase on R21, which is more than double their previous earnings of R27 a week.

Salary

The workers at Highlands farm have received an offer of a R29.50 increase.

Workers at Heidelberg and Highlands farms told SOUTH they refused to continue working for "unbearable wages."

Mr. Henry Petersen, a "heavy-duty" driver at Highlands farm, said he had to feed "two hungry men" and the winter was coming.

"We are not paid what we need to live on. We are working for less than we are able to earn."

The men at Highlands earn R27,50 a week while the women earn R26.

The men were also angry about having to work more than 10 hours a day.

On Heidelberg seven families are working 12 hours a day, six days a week, under Mrs. Christine Maloy's bedroom windows.

The stench is unbearable. We cannot open the windows and when it rains, the men have to go out and dirty water runs into the house.

Women work for 10 hours a day, six days a week, under Mrs. Christine Maloy's bedroom windows.

"Our treatment here is terrible. If we pick 45 boxes of apples a week, we get R2."

"We must buy our own overall. How can we expect to buy overall with the small income they earn? We only paid R3 extra each week and men earn R10 a week at night."

Farm's farmworker pension in the Western Cape.

Ms Petros Jeppe and her daughter Julia, 2, in kitchen of the house.

Some of the striking workers. Standing are Henry Petersen, Philip Jacobs and Lorrence Tytsoe. Sitting are Owen Syayman and Charles Langenhoven.

Johanna Maloy, 19, a maidservant at Groenveld Senior Secondary, with her sister Cathleen Maloy, 9, and brother Nelson Maloy, four months.
Strike threat

About 160 workers at Cemark Chemicals in Johannesburg have threatened to take sympathy industrial action if 65 workers at the company's Bethlehem branch are not reinstated following their dismissal last month.

A statement from the SA Chemical Workers Union said Johannesburg Cemark workers were meeting the company this week to discuss the Bethlehem dismissals. If the matter were not settled "amicably," the workers would take industrial action, it added.
INDUSTRIAL COURT

Finding stings

Sentencing, seriously concerned by the Industrial Court's finding, that it was guilty of two unfair labour practices, looked like taking it on review to the Supreme Court.

The company had not announced as the PM went to press, but the company seems stung by the finding - which it rejects - that it practised wage discrimination against blacks (see P59). It also rejects the court's criteria for legal strike action and fair dismissal of striking employees.

The SA Chemical Workers Union (Sacwu) alleged two main unfair practices - wage discrimination and failure to re-employ strikers in a strike the court found to be legitimate.

The court found that the company's wage policy, which allows black employees doing the same job as white employees to earn the same wages, is discriminatory against blacks. It ordered the company to make the same wages to those employees.

The court also found that the company failed to re-employ strikers in a strike the court found to be legitimate. It ordered the company to re-employ all strikers who were not re-employed.

The company is considering appealing the decision.

The court's decision is a significant victory for the workers, who have been fighting for fair wages and re-employment for many years.

The court's decision also highlights the ongoing struggle for equality and fairness in the workplace.

The workers' union is calling for wider-reaching changes to address systemic racism and discrimination in the workplace.

The court's decision is a step forward towards a more equitable and just society.
Timber workers to return to work

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

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

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

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

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

A spokesman for the company could not be contacted for comment on the dispute late yesterday.—DDR
1. What is the cost of each of the following items in pounds sterling?

- Carriage of goods
- Mail service
- Passenger service

2. Calculate the total revenue generated by the following activities over a month:

- Goods carriage
- Passenger carriage
- Mail service

3. What is the percentage increase in revenue from the previous month?

4. List the main challenges faced by the transportation sector and propose solutions for each.

5. Estimate the number of passengers and goods transported by various modes of transport over a month.

6. Calculate the average speed of each mode of transport over the same period.

7. Discuss the impact of technological advancements on the transportation sector.

8. Analyze the economic benefits of improved transportation infrastructure.

9. Discuss the role of the government in regulating the transportation sector.

10. Evaluate the effectiveness of current transportation policies and suggest improvements.

---

The context and specific details provided in the document are not clear due to the nature of the text extraction. It appears to be a document related to transportation affairs, possibly discussing statistical data and economic impacts. The document contains several paragraphs and lists, but the specific content is not legible in its current state.
IN BRIEF

Only 20 convicted in 1987 for illegal strikes

HOUSE OF ASSEMBLY — Only 20 of the 591 421 workers involved in strikes and work stoppages in SA last year were convicted for taking part in illegal strikes and related conduct.

Justice Minister Kobe Coetsee said yesterday 127 people, one coloured and 126 blacks, were charged with illegal strikes and related conduct and 20, one coloured and 19 blacks, were convicted.

Manpower Minister Piet de Plessis said recently 591 421 workers were involved in 1 168 strikes and work stoppages.
Strike after R14 monthly wage

GRAHAMSTOWN. - Workers at a clothing factory in Peddie went on strike at the end of last month after some of them received as little as R14 a month for their work.

Workers at Kei Carpets in Peddie were paid R100 a month, or alternatively R80 if the payday was on the 25th of the month.

A white supervisor introduced a new payment procedure. She said each worker had to produce a complete jersey before getting R14 for it.

Ms Nkosazana Nonyukela said the supervisor told some workers to re-knit a jersey because it was not good enough.

"Sometimes we would make only one jersey a month, so we would only be getting R14 a month," said Nonyukela.

Workers then decided to leave the factory.

The owner of Kei Carpets, a Mrs Cutler, said they had introduced piecework only paid workers for each item they finished.

"Most of our workers make about ten to 12 jerseys a month, and only those who are weak do not measure up," said Cutler.

She said not all of the workers who left the factory had done so because of the strike. - ANA
SCARRED ... THEY WAIT IN POVERTY

ON 1 October 1987 about 2000 workers at Sasol in the Free State went on strike over wages. The next day they were dismissed six months later — and still out of work — many bear the scars during back to the day they made their demands.

Mr Clean Gungubile (35) walks with the aid of crutches. Although he broke his right ankle on October 2 last year he still needs the crutches. The driver says the ankle will take a long time to heal.

Mr Gungubile, a welder, was one of the lucky few who escaped with minor injuries. One of the 2000 members of the South African Chemical Workers Union (Sawu) at Sasol, Mr Nhoba Marute, died inside a pattern as he was escaping up the hillside when the violence started.

"The workers demanded a R500 across-the-board increase after moving down from the townships. Management's offer was R600 per month. Workers and their families were left in the dark a month later.

A dispute was declared and the workers went out on strike.

Since that day many union members were detained and others were arrested and charged with intimidation and later released on bail. The attitude of the National Union of Trade Unions, then known as NACTU, was discriminatory towards Sasol employees.

On March 16 and 17, the Conciliation Board appointed by the Minister of Labour will sit to hear the claims.

The government has been criticized for the violence, and for the way the workers have been treated. The government has also been criticized for the way the workers have been treated.

Some of the workers have been released on bail, but they have been denied access to their homes. The government has been criticized for the way the workers have been treated. The government has also been criticized for the way the workers have been treated.

The government has been criticized for the violence, and for the way the workers have been treated. The government has also been criticized for the way the workers have been treated.
Furniture shop workers strike

By LEN MASEKO

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

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

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

Mr Tsotetsi said "We believe that the company is bargaining in bad faith because they have refused to disclose their financial position.

"Our information is that the company can afford to pay the increases demanded by our members."

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

Bonus

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

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

MR MIKE Tsotetsi ... Cawusa.
ISCOR and the National Union of Metalworkers of SA (Numsa) yesterday reached an out-of-court wage settlement arising out of a three-week strike by 7000 Vanderbijlpark plant employees last July, according to Iscor's Piet du Plessis.

The strike was precipitated by a deadlock between the union's demand for a 75c an hour increase and Iscor's 34c offer.

The strike was suspended pending mediation. This failed and Numusa launched an industrial court application – claiming among other things that Iscor had negated in bad faith — which began earlier this week and which led to the settlement.

The settlement involves no change to Iscor's wage offer, but incorporates improvements in fringe benefits. The present R46.50 monthly deduction from wages for board and lodging will be reduced to R14.50 for lodging only, and workers will supply their own meals.

In addition, the corporation is to introduce a R15.50 housing allowance payable to each employee.

The union suggested during the strike that workers supply their own food, as they felt they could do it for less than the company was charging them.

Numsa could not be reached for comment.
Fort Jackson limpet blast: responsibility not claimed

Daily Dispatch Reporter

EAST LONDON — No one has claimed responsibility for the three limpet mines that exploded at a Fort Jackson electrical substation five days ago.

A Ciskel Police Of the four mines planted, three exploded destroying the roof, an iron door and most of the wall panels of the pre-fabricated shed.

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

King workers walk out after dispute with management

Daily Dispatch Reporter

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

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

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

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

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

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

"As far as I am concerned they dismissed themselves by walking out," Mr Psiloyenis said.
80 lose jobs: Court reserves judgment

Labour Reporter

JUDGMENT has been reserved by the Industrial Court in an application for reinstatement by 80 workers dismissed from Cape Lime at Robertson last year.

The workers, members of the South African Chemical Workers Union (Sacwu), were dismissed in three groups in November.

A stoppage on November 4 over police action against Sacwu strikers at Sasol was followed by further industrial action over proposed disciplinary action by the company.

At sittings of a disciplinary committee on November 6, 9 and 11 the company implemented final disciplinary warnings issued against certain of the workers earlier in the year when they had stopped work in protest against the detention of Sacwu's national organiser, Mr J Samela.

Mr Joel Krige, appearing for the workers and Sacwu, said the dismissal procedures had been procedurally unfair and the company had failed to take into account the workers' service.

This totalled 947 years and the longest serving employee had 40 years' service.

Mr P Roux presided. Mr Krige was instructed by Mr John Hendry of KG Duker. Mr A Blignaut, instructed by Mr Merwe Scholtz of Jan S de Villiers appeared for Cape Lime.
Days lost because of strikes increase

PRETORIA — The number of man days lost because of strikes rose to 5.5-million last year from 1.3-million in 1996. Manpower director-general PJ van der Merwe said yesterday. The increase was attributable to the large mining strike.

Total trade union membership last year exceeded 2.1-million, or 24% of the entire uninsured labour force, Van der Merwe said — Sapa.
IN BRIEF

HOUSE OF ASSEMBLY — The black infant mortality rate in SA was more than 11 times as high as the white rate and more than double the coloured rate, Home Affairs Minister Stoffel Botha said yesterday.

The black infant mortality rate was estimated at 80 for 1,000 births.

He said 72,955 white children were born in 1986, 760,000 black children, 81,825 coloured children, and 19,860 Asian children.

THERE were 1,128 strikes and work stoppages last year, 461 of which stemmed from wage demands, Manpower Minister Pietie du Pisces and in reply to Peter Soal (PFP, Johannesburg North).

The others were caused by grievances over working conditions, disciplinary measures and "various other reasons".
5,8-m working days lost to strikes

PRETORIA — The number of working days lost because of strikes rose to 5,8-million last year from 1,3-million in 1985, said the Director-General of Manpower, Dr P J van der Merwe.

The increase was attributable to the large mining strike, he told a labour relations training programme organised by the research unit for labour relations of the University of Stellenbosch's management school.

Total trade union membership last year exceeded 2,1-million, or 24 percent of the labour force, Dr van der Merwe said.

Unions achieved relatively high wage settlements in the second half of last year, averaging just under 20 percent — well above the inflation rate.

Nominal

This was made possible by a conscious union push for higher wages and increased corporate profits.

But most strikes ended with unions winning at best nominal improvements over pre-strike employers' offers.

A higher level of confrontation, violence and intimidation was discernible last year. Employers were more prepared to lock out and dismiss workers.

Managements "seem to have acknowledged the strength of particularly organised black labour and appear to have been prepared to pay a premium on wages as a cost of labour peace," he said.

But employers indicated there was a limit to the amount they were able or prepared to pay in this way.

Productivity

He reiterated National Productivity Institute findings that South Africa's gross national product per capita decreased by 2,06 percent between 1981 and 1985, while that of its trading partners was increasing.

Labour productivity in the manufacturing sector decreased by 0,2 percent during the period 1982 to 1985 — Sapa.
ALAN FINE

Work stops
Mercedes’
Cape plant

A dispute in the paint shop last
Thursday, over the achievement
of production targets, resulted
in the suspension of production at
the Mercedes-Benz plant in East London
yesterday.

“This is the latest in a rash of work stoppages at the
plant over the past few months. Management met
union representatives yesterday afternoon to discuss
the dispute and the meeting was scheduled to resume
last night.

A Mercedes spokesperson said afternoon-shift paint
shop employees refused to complete the last hour of
their shift on Thursday and the company applied the
principle of no work, no pay.

On Friday all employees in the department refused
to work unless their colleagues were paid for the time
not worked, and on Monday workers in the bodyshop
joined in the “unlawful” strike action, she said.

National Union of Metalworkers of SA regional
secretary Viwa Gxarisa said workers in the paint
shop believed they had fulfilled their production tar-
get for the day an hour early on Thursday. The
Mercedes spokesman said that was not the case.
Strike holds up production

EAST LONDON — A strike yesterday halted production at the dispute-prone Mercedes-Benz plant here, according to statements by union and management officials.

Sapa-Reuter
ABOUT 50 workers employed by Transparent Packaging downed tools at the company's Johannesburg plant yesterday, demanding wage increases. They are members of the Paper, Printing and Allied Workers' Union.

Company official Mr T Wall, was said to be in a meeting yesterday.
The number of strikes last year jumped by 69% compared with 1986, said Finance Minister Barend du Plessis.

Du Plessis said strikes rose from 793 in 1986 to 1,148 in last year, resulting in lost "man-days" soaring from 1.3-million to 5.8-million.

"For the first time there were major strikes in the public sector, notably Sats, the Post Office and Iscor.

"Most disruptive was the strike in the gold mining industry, with the year also marked by a continuation of stayaway actions on a large scale.

Du Plessis said the real decline in mining production of 3.5% in 1987 and 3.5% in 1986 could be attributed chiefly to falling exports of coal and to strikes in 1987 on the gold mines.

The baneful implications of labour unrest emerged clearly in the fact that the volume of mining production in the third quarter of 1987 fell by 13.5% (at a real seasonally adjusted annual rate) as a result of strikes on the gold mines," he said.

The expenditure estimates for labour relations will jump from R5,270m in the 1986-87 financial year to R11,674m in the coming year.

The amount allocated for the settlement and handling of disputes has been increased from R1,721m to R2,886m.

The amount allocated for exemptions, appeals, objections, inquiries and complaints will increase from R329,000 to R3,628m.
Labour update

A STRIKE halted production at the East London plant of Mercedes Benz after employees downed tools over a pay dispute, union and management officials said yesterday.

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

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

The company claims some paint shop workers refused to complete the last hour of their shift, while Numsa says the men had completed their shift target of 66 cars and had merely slowed.
THE major supplier of ink to the Argus Company faces strike action following the declaration of a wage dispute by the SA Chemical Workers' Union (SACWU).

Mr A Nielsen, the financial director of Sun General Printing Ink, yesterday confirmed that SACWU had applied for a conciliation board hearing after mediation failed to resolve the dispute.

The union represents 41 workers at the Montagu Gardens factory.

A SACWU spokesman said the workers had rejected the company's offer of a R25 across-the-board increase or a 15% rise—whichever was the 'higher'—on the minimum weekly wage of R130.

Mr Fred Collings, Argus general manager, said he could not comment till he received further details on the matter.
MBSA, union talks remain deadlocked

EAST LONDON — Mercedes-Benz of South Africa (MBSA) and the National Automobile and Allied Workers' Union (Naawu) remained deadlocked yesterday in their attempts to resolve a strike that began at the weekend.

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

The MBSA public relations officer, Mrs Delene MacFarlane, said intensive negotiations between management and Naawu were held yesterday in an attempt to resolve the issues in dispute but a settlement could not be reached.

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

— DDR
Strike halts Mercedes production

By LOUISE FLANAGAN, East London

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Mrs. MacFarlane said that, as a result of the strike, production was suspended in the entire plant from March 16.

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

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

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

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

"Management hopes to resolve the dispute as soon as possible as it affects the whole workforce, the majority of whom are keen to work."
Sharpeville remembered

Sporadic violence in big work stayaway

Staff Reporters

Work stayaways were staged around the country today to commemorate the 28th anniversary of the Sharpeville shootings, with violent clashes occurring in Durban.

The extent of the stayaway varied considerably from region to region.

Clashes were reported from the Durban area, where four buses were petrol-bombed, according to a Putco spokesman. One bus was burned in kwaMashu after a Putco bus driver attempted to enter the township.

After the incident drivers refused to leave the bus company's depot in kwaMashu. Several other buses were stoned in Inanda and Clermont.

There was widespread intimidation and stoning of buses in other black townships around Durban.

The stayaway was particularly effective in Soweto, where, "hundreds of workers did not go to work.

Bus and taxi ranks and railway stations were deserted and only a few hospital staffers were seen waiting for transport to take them to work.

Police and members of the Defence Force guarded transport pick-up points and patrolled empty streets.

Many hospital staff members were late for work as taxis ran a skeleton service in Soweto. Most were ferried by hospital buses to Baragwanath Hospital and other clinics.

A few Putco buses which early today ran an internal service were escorted by members of the Defence Force but the service was withdrawn at 7 am.

Businesses, except for a few petrol stations, were shut.

The busy Soweto freeways and other roads linking Soweto and the city were also deserted.

A bus carrying members of the Federation of Transvaal Women (Fedtraw), who were on their way to the Sharpeville Cemetery, was stopped and surrounded by plainclothes security police officers at an intersection in Zone 4, Deepkloof.

Bus set alight

Among the occupants of the bus was Mrs Winnie Mandela and members of the Mandela Football Club. After about 30 minutes, the bus was allowed to proceed.

The Star's correspondent reports that at Clermont, near Pinetown, a bus was extensively damaged when it was set alight by a mob last night.

Brigadier Dries Los, commissioner of the kwaZulu Police, said extra policemen had been deployed in anticipation of any problems.

Witwatersrand and Soweto police launched a combined operation to combat possible intimidation of people ignoring the stayaway.

"We will take strong action against those who interfere with people who want to go to work," said Witwatersrand police spokesman Lieutenant Pierre Louw.

In Pretoria, no taxis or buses were available to transport workers from Atteridgeville to the city.

Military roadblocks were set up in the area of Soshanguve.

A bus which collects Putco staff in Atteridgeville was held up and staff were warned they "lives would be in danger if they reported for work," according to Mr Paul Nucci, operations executive for Putco's northern Transvaal depot.

In the Eastern Cape about 90 percent of black people stayed at home in the Uitenhage area and about 90 percent stayed home in Port Elizabeth.
Johannesburg — The police are investigating calls by several organizations for a stayaway today, the 25th anniversary of the 1960 Sharpeville shootings.

Witwatersrand police spokesman Lieutenant Pierre Louw said it had come to the attention of the SAP that certain organizations, trade unions and individuals were planning a stayaway.

"Persons involved in preventing people from going to work or otherwise intimidating them can expect strict action from police."

Brigadier Ernest Schnettler and Brigadier Johan Viktor announced that specific precautionary measures — additional manpower and others unknown — would be taken to facilitate a planned counter-action.

Meanwhile, University of Natal Vice-Chancellor Prof P de V Booyzen said all university activities would continue as normal today but that there would be no compulsory academic activities such as examinations and tests.

- There will be no live performances at the Baxter Theatre today. Mr John Siemon, theatre director, said in a press release Scheduled films would be screened as they could not be rescheduled but "American Buffalo" will not be performed.
Total stayaways at PE, two EL firms

Daily Dispatch Reporter
EAST LONDON — At least two large industries here experienced total worker stayaways in commemoration of Sharpeville Day yesterday, but indications were that most businesses and industries operated normally.

The stayaway, on the 28th anniversary of the Sharpeville shootings, drew strong support on the Witwatersrand, in the Port Elizabeth-Ui- enhage region and to a lesser extent in Durban, but was minimal in other parts of the country, according to police.

Most East London industries contacted said they had experienced normal Monday absenteeism.

One of the two industries contacted which reported a total stayaway was the South African Breweries (SAB) plant.

The SAB area manager, Mr M Olsen, said a few workers had come to the plant's gates earlier in the morning, but no one had reported for work.

The other industry was Kohler Carton and Print where the company's personnel manager, Mr B Johnstone, said one of its factories had a 100 per cent stayaway while the other reported 100 per cent attendance.

Some companies did not experience any stayaway as earlier negotiations between management and workers had provided for yesterday being a mutually accepted "holiday".

The personnel director of Johnson and Johnson, Mr Wayne Munroe, said last night, that yesterday had been a "negotiated" day of leave.

The manager of Langeberg, Mr André Esterhuysse, said that apart from a mutually agreed longer lunch time of one hour, there had been 100 per cent attendance.

Attendance by municipal workers was about 98 per cent, the director of management services, Mr Leon Delelis, said absenteeism was normal.

The managing director of CTC, Mr John Armstrong, said buses had run normally and there had been no change in commuter numbers.

The regional manager of Sals, Mr Louis du Toit, said commuter train services had also run normally.

In Grahamstown, convenience meals, paper plates and plastic cutlery prevailed at Rhodes University residences where there was a stayaway of kitchen staff, most cleaners and garden staff.

Every other large employer of black labour reported full attendance, apart from normal Monday absenteeism.

Police estimated the stayaway rate at 80 per cent in Port Elizabeth-Uitenhage and on the Witwatersrand — although only 20 per cent in Soweto itself and 60 per cent in Durban.

They said there was a 100 per cent stayaway from schools in Soweto and PE-Uitenhage.

There were reports of students staying away from educational institutions in other parts of the country.

A spokesman for the Department of Law and Order, Brigadier Leon Mellet, said intimidation by a radical minority had played a major role in the stayaway.
Tigers issue

The day was marked in P.T. Patil, the Home Minister of Maharashtra, for the inauguration of educational programs for tribal children and a reduction in the dropout rate. The Home Minister highlighted the importance of education for tribal children and announced that the state government would provide financial assistance to schools that ensure high dropout rates.

The Home Minister also announced the appointment of a special officer to monitor the implementation of educational programs for tribal children and ensure that they are carried out effectively. The officer will be responsible for ensuring that the needs of tribal children are met and that they receive the best possible education.

In his speech, the Home Minister emphasized the importance of education in the development of tribal communities and the need to ensure that all children have access to quality education.

The Home Minister also announced that the government would provide free uniforms and books to tribal children and that schools would be provided with adequate infrastructure.

The Home Minister assured the students and their parents that the government would ensure that all children receive the best possible education and that they are prepared for a bright future.

The Home Minister called on all stakeholders to work together to ensure that the educational programs for tribal children are implemented effectively. He urged parents to ensure that their children attend school regularly and to support them in their education.

The Home Minister concluded his speech by expressing his confidence in the ability of the state government to implement the educational programs for tribal children effectively and to ensure that all children receive the best possible education.

THOUSANDS OF WORKERS AND STAFF

Streets

SLAYWAY VIOLENCE

HILLS NARAI

SAYWAY NARAI
Johannesburg — The work stayaway called for yesterday, the 28th anniversary of the Sharpeville shootings, drew strong support on the Witwatersrand, the Eastern Cape and to a lesser extent in Durban, but was minimal in other parts of the country, according to police.

One labour expert predicted that the extent of the action would increase pressure on employers to add March 21 to the list of de facto public holidays — May 1 and June 16 — already widely enjoyed by their black workforces. Police estimated the stayaway rate at 80% in the Eastern Cape and Witwatersrand — although only 20% in Soweto — and 60% in Durban. They said there was a 100% stayaway from schools in Soweto and the Eastern Cape.

There were reports of students staying away from educational institutions in other parts of the country.

At least 350 students at Wits University gathered yesterday to commemorate the deaths at Sharpeville in 1960 and also to acknowledge the Sharpeville Six at present on death row.

The University of Durban-Westville police used teargas to disperse protesters and arrested some students who tried to force a class boycott.

Violence hits Natal — Page 3
The World's Greatest Hotel

Stayaway

Shreveville

Baton Rouge, LA

15 Years of Award-Winning Support for Shareable Stayaways

Valid support for Shareable Stayaways

Test date: 02/18/20
ASSAULT ALLEGED

A MEMBER of the Commercial Catering and Allied Workers' Union of South Africa employed by Shoprite in Pietersburg has alleged that he was kicked and assaulted.

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

Trouble

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

The store's manager, Mr du Preez, yesterday confirmed that there had been trouble at the store but said he had no comment on the allegations that Mr Coshi had been assaulted.
Benz strike ends

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

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

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

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

In the union's agreement with management they accepted our contention that they had unfairly deducted wages, a Numsa spokesman said. - Elnews
Daily Dispatch Reporter

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

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

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

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

Workers fired after striking

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

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

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

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

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

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

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

"From March 18 to 22, the workers reported at the premises, but did not resume work while waiting for management to concede to negotiation," he said.
EAST LONDON — A number of employees in the paint shop at the Mercedes-Benz of South Africa (MBSA) plant here have been participating in a go-slow over the past three days, it was reported yesterday.

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

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

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

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

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

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

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

"The large majority of employees have agreed to resume normal work at their normal shift starting time tomorrow," Mrs MacFarlane said, adding that management were monitoring the situation.
Go-slow at Mercedes has ended

BRONWYN ADAMS

PAINTSHOP workers at the East London Mercedes Benz (MBSA) plant resumed work on Friday bringing to an end a three day go-slow, Mercedes representative Delene MacFarlane said at the weekend.

The work targets issue which led to the four-day strike two weeks ago emerged again, this time involving workers from another shift, McFarlane said. Some workers decided either to stop work once targets had been reached or increase the time taken to achieve them, she said.

After management called for shop stewards to adhere to the agreement signed with Naawu on March 18 — whereby workers resolved not to go slow until an investigation into the targets issue had been completed — employees returned to work.

At least 300 workers at Romatex's Romavars factory in Reunion near Durban downed tools last week in protest over the alleged demotion of a fellow union member, Amalgamated Clothing and Textile Worker's Union of SA (Actwusa) spokesman John Eagles said at the weekend.

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

The union will be served with an interdict in effect preventing workers from embarking on further illegal strike action, management said.
Court order restrains textile union workers

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

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

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

According to the spokesman the worker was "promoted" on a temporary basis and returned to his normal position after a specified period of time had elapsed — DDC
MORE than 500 National Education Health and Allied Workers' Union members employed at the Garankuwa Hospital yesterday went on strike over demands for better pay.

The striking workers consist of laundry and kitchen workers, cleaners, gardeners and handymen. They said they would not return to their posts until management has addressed their problems.

According to a shop steward, the decision to down tools was taken after some employees' salaries were increased by an average of R110 last week. He said workers would not accept the management's "divide and rule" way of running the hospital.

"Workers were supposed to have gone on strike on Friday (March 25) but did not do so after a planned meeting with the superintendent to materialise. They have voiced dissatisfaction over management's action and have called on the authorities to treat them fairly," he said.

He added that workers were also demanding R420 as a basic salary.

When the Sowetan arrived at the hospital yesterday, members of the white staff, matrons and other personnel were down at work cooking in the hospital's main kitchen. Dirty linen was seen piling near the wards as security guards were also helping carry out other duties.

Dr A. van Nickerk, a medical superintendent, told the Sowetan that workers were complaining about the parity in salaries which was effected recently. He said others did not understand why their colleagues received increases.

He would not say how much the workers were being paid and said the matter was still being looked into.

---

Win a trip to the FA Cup — P31

---

REPORTS, pictures and comments in this edition may be censored in terms of the Government's state of emergency.
IN LANGUAGES
BOOKSTORE UNION

SOMERSET, Tuesdays, March 29, 1986
MORE than 90 workers at the Inter-City transport company on the East Rand have been dismissed for staying away from work on March 21, the 28th anniversary of the Sharpeville shootings.

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

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

The company's managing director, Mr Gordon Glass, yesterday declined to comment. "I have no comment to make," he said and slammed down the phone.
The Minister of Education and the Minister of Law and Order, the Minister of Finance, and the Minister of Health, have been asked to prepare a comprehensive report on the current state of education, health, and law in the region. The report will be presented to the House of Assembly on the 30th of September, 1988.

The report highlights the following issues:

1. The rapid growth in the number of educational institutions, leading to overcrowding and underfunding of existing schools.
2. The lack of qualified teachers and trained personnel in the education sector.
3. The increasing incidence of health-related issues due to poor sanitation and inadequate healthcare facilities.
4. The need for legal reforms to address corruption and ensure fair and transparent administration.

The report recommends the following measures:

1. Increased investment in education, including the construction of new schools and the recruitment of more teachers.
2. Improved teacher training programs and the establishment of a system for ongoing professional development.
3.更好的sanitation infrastructure, including the provision of clean water and proper waste management facilities.
4. Strengthening of the legal framework to combat corruption and ensure accountability in government administration.

The report also includes a detailed analysis of the current budget allocations and suggests adjustments to ensure better allocation of resources to priority areas.

The report concludes with a call for immediate action to address the identified issues and calls on all stakeholders to work together to improve the quality of education, health, and law in the region.
Striking hospital workers return

Workers who downed tools at Pretoria's Garankuwa Hospital yesterday were back at work today, the superintendent, Dr A van Niekerk, said.
He said about 300 to 400 cleaners, laundry and kitchen workers, gardeners and handymen went on strike yesterday.
They demanded pay increases after certain, black employees with white colleagues performing the same jobs received hikes as part of a pay parity programme.

Office personnel prepared food for the patients and staff.
—Sapa
POLICE broke up a demonstration of workers this week in Industria, Johannesburg, who were protesting against the Labour Relations Amendment Bill.

The 124 who were arrested appeared in the Johannesburg Magistrate’s Court yesterday facing charges under the Internal Security Act. They have been granted R200 bail each and will be released today.

About 500 workers from various factories — Steele Bros, United Tobacco Company, Transparent Packaging and Frinpak — in the area took to the streets during their lunchtime, singing, dancing and waving placards, a witness said. One placard read, “Down with the Bill.”

Shop stewards from the factories which were organised by the Paper Wood and Allied Workers Union, Food and Allied Workers Union and the National Metalworkers Union of SA, co-ordinated the demonstration to protest against the proposed labour law, a union official said.

Separate groups of workers from different factories congregated near Steel Bros in Springbok Road, the witness said.

Shortly afterwards, police arrived. After moving closer they warned the workers to disperse as they were gathering illegally.

“At that point, most workers had completed their demonstration and were moving back into the factory gates. There was only a small group left that sang even louder.” The police then moved in with dogs and batons.

Police in Pretoria said yesterday 124 people were arrested in the Industria and Longdale industrial areas after police dispersed a group, using batons and dogs — Sapa.
Drivers still on strike

CAPE TOWN — A wage strike involving 170 drivers and co-drivers of Transkei Blue Line Transport entered its sixth day yesterday.

The Brackenfell and Welkom depots of the company are affected by the strike.

A spokesman for the Transport and Allied Workers union (Tawu) said the drivers and co-drivers, respectively, earning weekly minimum wages of R60 and R45, were demanding a weekly minimum wage of R200. The company offer was R120 and R100 respectively.

A company spokesman, Mr R. Wiehahn, said Tawu's information was "inaccurate", and that they had broken an agreement with the company "not to talk to the media". He declined to comment further. — DDC.
Wage strike enters 6th day

Staff Reporter

A WAGE strike involving 170 drivers and their assistants at Transkei Blue Line Transport yesterday entered its sixth day.

According to a spokesman for the Transport and Allied Workers' Union (TAWU), the drivers and assistant drivers — respectively earning weekly minimum wages of R60 and R45 — were demanding a weekly minimum wage of R200.

The company offer was R120 for drivers and R100 for co-drivers, he said.

Two of the company's depot are affected.